PITCHCA

The turfcare magazine from **pitchcare.com**

February/March 2022

Issue 101 | £5.95









H2Pro TriSmart is a high quality wetting and water conservation agent. Formulated with three water management surfactant technologies, TriSmart provides great water penetration, even water spread through the rootzone and improves the water holding capacity of rootzones.







WELCOME TO

PITCHCARE

Life throws you curve balls

The observant amongst you will have spotted that Kerry Haywood's lovely brown eyes are not staring out at you from this page in this issue.

I can only apologise for the replacement image, but it falls to me to write this foreword whilst Kerry battles against breast cancer, a condition she became aware of just prior to Christmas.

Thankfully, her operation appears to have been a success and she will now undergo further treatment in an effort to completely rid herself of this awful disease.

It has been heartwarming to see many in the industry offering their support and best wishes, whilst Kerry herself was very brave posting on Facebook just prior to her operation. As we have always said; 'it's good to talk' and using social media in this way can only be a good thing.

So, having 'lost' our technical journalist in October, and with Kerry being away for a good few weeks, I have been left to hold the fort so to speak.

I need to offer a big thank you to our team of freelance journalists who have stepped up to help out in these difficult times, and to the groundsmen and greenkeepers who are featured in this issue. Additionally, suppliers have provided some interesting technical articles.

Talking of curve balls, BIGGA's decision to postpone BTME until March looks to have been a sensible one. Whilst we are aware that some exhibitors have pulled out due to the timing of the show, and that greenkeepers and groundsmen are concerned about taking time out

during the start of the growing season, it was clear that BIGGA had little choice in the matter due to Covid restrictions at the time.

I believe that the show, and its attendant training and seminars, will be as vibrant as ever and that the attractions of a Harrogate evening will still see the show be a success.

Whilst it's easy for us as individuals to postpone a car or train journey by a couple of months with little or no repercussions, spare a thought for the various hospitality outlets in the town who would have had to restructure their requirements for the delayed influx of turfies. The beer orders alone would have been a nightmare!

And finally, thanks to all those who entered out 100th issue competition to win a Dennis machine. The winner was Carl Morton from Whiston Parish Church Cricket Club on the outskirts of Rotherham. His choice of a Dennis Razor Ultra is on its way to him.

Cheers Peter Britton



SAY THAT AGAIN!

"Basically, I'm giving them all the tools they need to leave us and move up the career ladder, but I'm not worried because I also want to treat them so well, they'll want to stay!"

Angus McLeod, The Belfry

"Our team is very much appreciated by everyone involved at the club. Hopefully, if they read this, they might even buy us a drink during the season!"

.

Dean Simpson, Lisburn Cricket Club

"Crafty candidates then play their trump card, which is the 'hire me because I am just like you' card - they do this from early on in the interview"

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Frank Newberry, Industry Trainer

"Whilst giving advice to both of my sons in preparation for university, and the challenges they faced being shy themselves, it made me look at myself and I decided it was time to practice what I preached"

Paul Brett MG, West Hertfordshire GC

"Last summer, we had under five weeks from getting the seed in the ground to first kickoff, a friendly against neighbours West Ham. I've never known such a short turn round period, but we did it"

Colin James, Leyton Orient

"Many course managers and head greenkeepers are educated to degree standard but, sadly, some clubs don't reward greens staff as well as they should, although the situation is improving"

Joe Barnes, Fairhaven Golf Club

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DAVE MEARS

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Issue 101 - February/March 2022

Barry Neville, Stanmore Golf Club

COVER STORY: The perfect balance for me

Stanmore Golf Club in North London has always considered itself to be among the metropolis of London. Over 129-years, the course and London's city that surrounds it have evolved considerably. Blair Ferguson met with Course Manager Barry Neville on a cold and frosty morning to find out more. P42

GOLF

The Gaffer's work ethic

The Belfry's Director of Golf Courses and Estates, Angus MacLeod, discusses his management style and work ethic with Master Greenkeeper Phil Helmn; one which has earned him the affectionate moniker of 'The Gaffer'. It is a journey which shows that, from rather humble beginnings selling lemonade 'door to door', much can be accomplished if you set your mind to 'achieving'. P18

A fair haven for sustainable golf

This Top 100 course is building on generations of premier greenkeeping as Greg Rhodes discusses the future with Fairhaven's new Course Manager Joe Barnes. P26

New job, new plans, new MG

Along the M4 corridor, midway between Swindon and Reading, lies West Hertfordshire Golf Club. Its new Head Greenkeeper is Paul Brett, one of BIGGA's latest Master Greenkeepers. Phil Helmn MG went to meet him as he settled in to his new role. P36

Back on trackl

When the route for HS2 was announced. Ingestre Park Golf Club's existence was threatened. Club officials successfully battled hard to save its future. Twelve new holes, plus some reconfiguration were required and Master Greenkeeper Phil Helmn was brought in to oversee the work. In this article, he details the work being undertaken. P52

WINTER SPORTS

Sky blue thinking

After a turbulent few years, the future looks bright for the Coventry Building Society Arena with Coventry City Football Club set to share the facility with Wasps RFC for the next decade. For Grounds Manager Paul Currier, it offers the opportunity to nurture a pitch that cannot only withstand the rigours of hosting two professional winter sports but also the numerous other events that the stadium caters for. Jane Carley reports. P58

Dedication - the Os have it

Leyton Orient is London's second oldest club in the whole of the Football League. Neville Johnson went there to meet Head Groundsman Colin James and sees how you don't need big budgets and lots of manpower to produce pitch excellence, even in mid-winter, P64

INDUSTRY COMMENT A regulatory challenge

With the green movement and the increasingly green European Parliament restrictions, requirements towards fertilisers and other chemical production are on the rise. The new European Fertilising Products Regulation (FPR) is just the beginning of a comprehensive change the whole European Chemical Industry will face under the Green Deal. Dr Thomas Leppin, Head of Regulatory Affairs for COMPO EXPERT explains. P14

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SUMMER SPORTS

Wallace and Simpson!

There are many historical sportsgrounds in Northern Ireland and Lisburn Cricket Club is one of the more familiar ones. Chris McCullough met up with groundsman Dean Simpson to see how he and his team look after the ground set amongst the historic Wallace Park in the heart of the city. **P70**

Putting theory into practice

The quirkily named Guy's Thatched Hamlet (origin unknown) is a canalside haven of thatched roof buildings and sports provision at Bilsborrow, near Preston. Greg Rhodes hears how a former turf sector lecturer, Malcolm Eckton, is bidding to raise a crown green bowling facility to county level. **P76**

CONSERVATION

What have you got?

In this article, Conservation Greenkeeper at John O'Gaunt Golf Club in Bedfordshire, Stephen Thompson, explains how important it is to record and promote the wildlife seen out on your course and how doing something so simple can have real and lasting benefits for the club, its members and the wider public.

INDUSTRY

Family Fortunes

During his travels visiting schools, golf clubs, colleges and sports grounds on behalf of Pitchcare, David Mears has heard the name Adamson's mentioned favourably by many as their go-to service dealer. Intrigued by the approvals, he visited the company recently and spoke to Gillian Jenkins, General Manager, to find out more. **P88**

TECHNICAL

Avoiding the pain of renovation

The journey is never over, from initial moves to firm up surfaces, to the wholesale change of turf grass species. The bigger the step that needs to be taken, the greater the disruption needed and the more severe the short-term pain writes Syngenta Technical Manager, Glenn Kirby. **P96**

Gaining the edge

In this article, Reesink's Peter Biddlecombe considers the cutting unit of a cylinder mower in particular, and the vital role good quality parts play in aiding this essential piece of one of the most important machines in your fleet.

Scarification best practice

Sports Surface Consultant Alan Lewis has revealed his tips for best practice when it comes to scarifying. Alan, a highly respected Sports Surface Consultant, has an MSc in Sports Surface Technology, many years practical experience as a turf professional, and is a consultant to bodies such as Sport England. **P104**

Safeguard your turf by choice

Brown Patch is becoming more frequent in high-end stadiums and training grounds across Northern Europe and here in the UK. With Perennial Ryegrass long being the staple species for football mixtures in the UK because of its resilient nature, tolerance of a variety of soil types and rapid germination and establishment, there was a rise in cases reported during summer renovations. **P108**

TRAINING & EDUCATION

You can be a Panel Beater

Trainer and Accredited Interviewer Frank
Newberry looks at how you can help recruiters
to pick YOU for a great job. Why is helping the
interviewer so important? Because the majority
of employers in our sector have not been
trained as interviewers. **P112**











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New Managing Director for Reesink UK appointed



Reesink UK has announced a new managing director has been appointed. David Banks' role became effective on 1st February 2022.

David joins after nearly seven years with JCB Industry where he was general manager. A sales growth leader and marketing strategist, he has significant experience and expertise in building product portfolios, developing dealer networks, distribution and routes to market, sales processes and providing group leadership within both OEM and retail across multiple industries.

David, who succeeds David Cole in the role at the helm for Reesink UK, which incorporates responsibility for the Turfcare, Agriculture and e-Vehicles divisions, said: "I see my area of expertise as growing business across multiple sectors. While at JCB as general manager the business grew by 35 percent."

He continues: "Coming from an OEM gives a more broad view and I'm looking forward to having an autonomous role, working with Reesink's dealers, branches and wider teams, building on the fantastic work that has already been done and expanding into different sectors with a continued focus on providing the very latest technologies as part of our key offering."

"It was very clear to me, that by joining Reesink UK, and the wider network of dealers and partners, I'd be working with individuals who pride themselves on delivering industry leading expertise and being true market leaders in their fields."

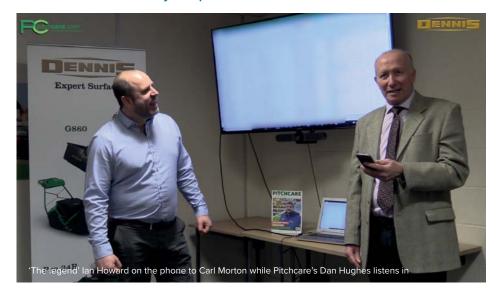
David Banks has a three month handover period with David Cole, who leaves the business on 30 April 2022.

David Cole said of David Banks' appointment: "A key part of our recruitment process was to find a personality that would be a good fit with our business management team and employees, and David ticked those boxes."

"As important was to look for an 'entrepreneurial' approach which is key to a distribution business representing different OEM brands across different market segments. David's varied business experience to date should make that a good fit too. Finally, in any handover David will develop his own approach to taking the business forward, of course, but it was important that the incoming leader shared our values of integrity, professionalism and passion in all business activity."

Dennis Prize Draw winner

Carl Morton is the lucky recipient of a brand new Dennis machine



To celebrate the 100th issue of their magazine, Pitchcare joined forces with Dennis Mowers, who themselves are celebrating their centenary year in 2022, to offer a free prize draw to win a new Dennis machine.

The draw took place at the Dennis & SISIS headquarters in Kirk Langley, Derbyshire with Pitchcare's Head of Commercial Dan Hughes in attendance.

Dennis & SISIS Managing Director lan Howard selected the winner from over 670 entrants and the winner was Carl Morton from Whiston Parish Church Cricket Club on the outskirts of Rotherham.

When told of his win by Ian Howard his first response was "you're joking", followed by "this isn't a wind up, is it?". When Ian confirmed the win, Carl commented "so I've won a new mower for my cricket club? You, sir, are a legend."

In addition to the main prize, nine Pitchcare shop vouchers were also up for grabs. The winners were:

£250 David Worthington, Giggleswick School

£100 Andy Adam, Monifieth Athletic FC

£100 Lee Padwick, Pure-Sports Turf Management

£50 Andy Baker, Rockingham Colliery Cricket

£50 Stuart Shulver, New Ifield Cricket Club

£50 Richard Totton, Old Colwyn Golf Course

£50 Keith Allen, Express and Star Bowls Club

£50 Robin MacLaren, Fylde Cricket Club

£50 Alex Johnson, Chester Golf Club

These winners have been notified of their win by email

New appointment at the Amenity Forum

Following the decision of John Moverley to step down as Chairman from the end of June 2022, the Board of the Amenity Forum have announced the appointment of Peter Corbett as its Executive Officer from 1st July 2022.

As part of a review of its structure, the intention is to appoint a Chairman of both the Forum and the Board as a separate post drawn from its own membership. This appointment will be announced shortly.

Whilst John is stepping down from his current role, certainly for the time being, he will provide some support for Peter in the interim, particularly in terms of government affairs, and Kate Hopkins will continue to provide full administrative support and have responsibilities for communications.

Peter Corbett is an independent consultant with much experience within the amenity sector and strong technical knowledge. He is very much looking forward to the challenges ahead.



Jim Croxton, a Forum Board member, said "We are delighted to welcome Peter. During the thirteen years in which the Forum has operated under its current structure, much progress has been made and it has a recognised key role across the UK in promoting best practice in the management of amenity and sports spaces. Peter is the ideal person to now take matters forward and move us into the next phase of development at a crucial time of change for the sector."

Amenity Forum admin@amenityforum.net

RCA Groundstaff Awards 2022 Sponsors Announced

Agrovista Amenity, DLF Seeds and Duralock announce support

Agrovista Amenity has joined forces with DLF and Duralock to sponsor the 2022 Racecourse Groundstaff Awards (RCA).

The Racecourse Association, formed in 1907, is the trade association for British racecourses and serves the interests of its fifty-nine British racecourse members.

Since 1996, The Racecourse Groundstaff Awards have celebrated and rewarded world-class grounds management and have given all types of racecourses the opportunity to be heralded for their surfaces.

2022 will be the 24th annual Groundstaff Awards and racecourses are invited to submit entries across six categories - Dual Purpose, Flat, Jumps, Merit Award, Neil Wyatt Lifetime Achievement, plus one new category entitled Most Improved Member of the Team.

Agrovista Amenity has been a long-term supporter of the Racecourse Association and the Groundstaff Awards. Commenting on the sponsorship of the awards, Head of Commercial Dan Hughes said: "Agrovista Amenity is delighted to support and recognise the skill and dedication of racecourse grounds teams throughout the UK by becoming a main sponsor of the RCA Groundstaff Awards."

Groundstaff at many British racecourses will be familiar with the MM range of grass seed and Johnsons Sports Seed, which are distributed by DLF. Matt Gresty, MM & Designer Sales and Brand Manager, said: "I've worked with various racecourses for over twenty years, so I have plenty of experience in this field. I think that in the world of grounds management, sometimes the racecourse sector can be a little bit forgotten about, and they deserve more support. Some of major sporting events in this country take place at racecourses and it is important that they are represented."

Duralock's equestrian fencing systems are endorsed by the Racecourse Association and are used at many racecourses throughout the UK.

Look out for further news and information on the prospective 'runners and riders' in due course.



Pink for Kerry



As some of you may already know, our editor Kerry Haywood is currently battling breast cancer, a condition she became aware of just a couple of days before Christmas.

All of the staff at Allscott, the former Pitchcare HQ and now Agrovista Amenity's Telford depot, were shocked to hear the news and decided to show their support by wearing 'Pink for Kerry' on World Cancer Day at the end of January.

At the time of writing, Kerry was at home recovering from her operation ahead of beginning radiotherapy.

She would like it known that she has been overwhelmed by all the messages of support from within the industry.

Should you wish, you can make a one off or monthly donation to support research into cancer, visit *cancerresearchuk.org*



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Toro acquisition

The Toro Company buy the Arkansas based Intimidator Group

The Toro Company in the U.S has announced that it has acquired the privately-held Intimidator Group, based in Batesville, Arkansas, who design and manufacture Spartan Mowers, a professional line of zero-turn mowers.

Sold through an established dealer network, the manufacturer says Spartan Mowers has strong brand recognition in southern regions of the United States, appealing to rural markets and large acreage customers. Intimidator Group also design and manufacture side-byside utility vehicles.

"The addition of Spartan Mowers to our portfolio strategically positions us to be an even stronger player in the large and rapidly growing zero-turn mower market," said Richard M. Olson, chairman and chief executive officer of The Toro Company.

"Spartan's product lineup complements our Exmark and Toro branded equipment and provides unique opportunities to further leverage technology and design, procurement and manufacturing efficiencies. We are confident the combined efforts of our teams will help advance our strategic priorities while



providing unparalleled products, technologies and service to our customers.

Robert and Becky Foster, owners of Intimidator Group, said; "Our success and growth is the result of our dedicated team of employees, dealers and supply partners for which we are truly thankful and excited to be taking this next step in our journey together. The Toro Company has a rich history and proven track record of growing brands with the resources to fuel our future growth. With a shared commitment to furthering innovation, serving customers and supporting our people and

communities, we look forward to joining The Toro Company and continuing to provide best-in-class products and service to our customers."

The transaction has already received customary regulatory approvals. The purchase price was \$400 million, which was paid with a combination of cash on hand and short-term borrowings under the company's existing revolving credit facility.

For calendar year 2021, Intimidator Group net sales were approximately \$200 million.



ALS Contracts acquired

Mallinsons have welcomed ALS Sports Turf Specialists



Mallinsons have welcomed ALS Sports Turf Specialists to J.Mallinsons Ltd (Ormskirk). With more than three decades of experience within the amenity industry, ALS offer unparalleled reliability that you can trust.

John said; This gives J.Mallinsons greater strength and depth in delivering high quality works to our client base whilst expanding our highly skilled workforce."

The acquisition will provide a greater construction and maintenance offering by

J.Mallinsons Ltd, widening their national coverage and broadening their service.

"After some lengthy negotiations, we are pleased to have ALS supporting our ongoing and future work," commented John, "whilst providing their existing clients with a wider knowledge and skill base. This acquisition will see us go from strength to strength in supporting our sports clubs/venues and the industry in recovering from the most difficult two years in their history."

AELTC's plans given a boost

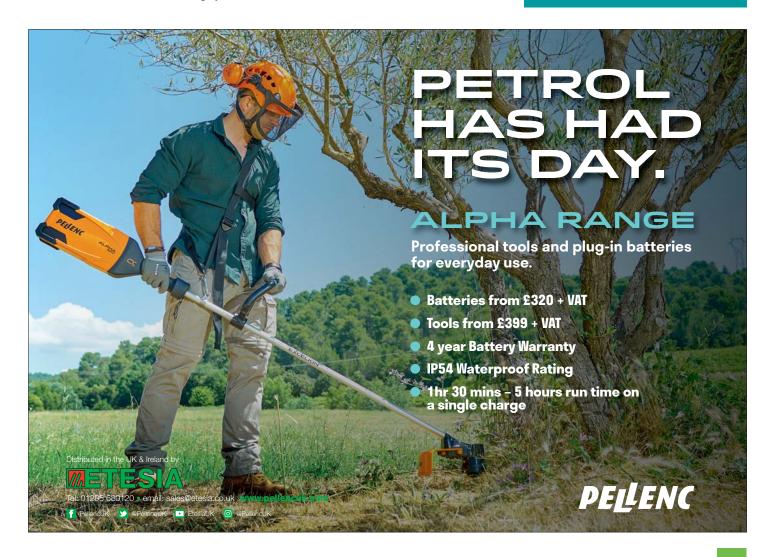


The All England Lawn Tennis Club (AELTC) has been handed a boost in its bid to build a new 8,000-seat show court after opposition councillors' plans to block the development were rejected.

The AELTC submitted the planning application for its Wimbledon Park project back in October. The AELTC wants to build the new Parkland Show Court on land it purchased from Wimbledon Park Golf Club for £65m in 2018 and it is hoped the court will be ready for play by 2030.

The plans were debated by Merton councillors. The council is led by Labour, and the Guardian reported that Liberal Democrat councillors proposed a motion that would see the council enforce covenants that prevent building work from being carried out on the site.

Conservative councillors also supported this, but their Labour counterparts overturned the motion to state that the covenants "need to be respected" rather than enforced. The amended motion was passed, with Labour councillors adding that the covenant is a legal issue "separate to the consideration of the AELTC planning application".



Major League Cricket furthers stadium development plan with

Santa Clara agreement

Major League Cricket (MLC) has agreed terms to develop its second "world class" cricket stadium in the United States, with the latest facility set to be located in San José.

MLC and the County of Santa Clara have announced the approval of an exclusive negotiating agreement (ENA) to move forward with lease negotiations and design approvals to develop a stadium on a 14-acre parcel of the Santa Clara Fairgrounds site.

The two parties said the development would see a "significant multi-million dollar investment" by Major League Cricket for stadium construction, with MLC planning to work with HKS architects to design the venue.

The ENA outlines key dates and obligations over the next twelve months for both Major League Cricket and the County to agree to terms and gain the approvals required for the construction of a stadium with a maximum capacity of 15,000.

The two parties said the location and its demographics make the Santa Clara County Fairgrounds (pictured) suited perfectly for the development of a marquee home for the world's second-most popular sport, with one of America's largest cricket fanbases located in the Bay Area.

The stadium is a key part of the proposed redevelopment of the Fairground's site, located in the heart of Santa Clara County and San José. The stadium will be home to MLC's Bay Area franchise and serve as a key hub for the US national teams. It would also be a potential host venue for major international cricket

USA Cricket is expected to bid for future men's and women's World Cup tournaments, with the 2024 men's T20 World Cup already set to be co-hosted by the United States and the West Indies. The International Cricket Council (ICC) is also bidding for the inclusion of cricket in the 2028 Olympic Games to be held in Los Angeles.



"Cricket is a sport that's increasing in popularity in the US and Santa Clara County," said Otto Lee, County of Santa Clara District 3 Supervisor. "The addition of an international cricket venue to the Santa Clara County Fairgrounds would help attract large numbers of visitors from around the world to the region. We look forward to finalising plans with Major League Cricket to move forward with this exciting development for Santa Clara County."

Paraag Marathe, chair of USA Cricket, added: "Major League Cricket's plans for an international-grade cricket stadium in one of the country's most vibrant and diverse metropolitan regions adds to the fantastic momentum for cricket's growth nationwide."

"The Bay Area - and Silicon Valley in particular is an ideal location for this development that could serve as a potential venue for future major international events and as a home stadium for USA national team matches."

The stadium plans include state-of-the-art training facilities, locker rooms, luxury suites, dedicated parking, concessions, and an international-grade pitch to meet ICC accreditation and allow the venue to host the highest levels of international cricket competitions.

The County has been seeking to revitalise the Fairgrounds, with the land having been underutilised for a number of years. In 2019,

the Board of Supervisors voted to assess options for the land, including a cricket field, county park, a hotel and baseball stadium, as part of a vision to create a space for public events and recreation.

Supervisor Cindy Chavez told San José Spotlight that the County is also completing negotiations with Major League Soccer (MLS) franchise, the San Jose Earthquakes, to use part of the Fairgrounds for a training centre.

Major League Cricket, America's first professional T20 cricket competition, is expected to include six teams in major cities across the country, with an intention to launch in the summer of 2023.

The plans for development in Santa Clara follow the already-announced stadium approved for construction in Grand Prairie, Texas.

In November 2020, MLC reached an agreement with the City of Grand Prairie to develop the sport's first world-class stadium in the United States.

MLC, USA Cricket's exclusive partner for the development of a professional T20 league in the country, received approval from the Texan city on a long-term lease agreement to begin an extensive redevelopment of AirHogs Stadium. HKS is also engaged with this project.

Image: Major League Cricket

Turfgrass Seed 2022 buyers guide available now

The development of grass varieties for amenity uses is a long-term, costly and sophisticated business. Plant breeding (crossing, selecting and conducting trials) typically takes a decade or more.

The purpose of Turfgrass Seed is to report comprehensive results of available varieties in trials designed to test suitability for:

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- Use in lawns, summer sports pitches, tennis courts, turf and general landscaping (Lawn Landscaping, Summer Sports and Turf Trials)
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You can download the buyers guide here https://ipaper.ipapercms.dk/DLF/DLFSeedsLtd/bspb-turfgrass-seed-2022/





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MATCH-DAY

PREPARATION

SALTEX findings

Fascinating insight into the show's visitor profile

The post-show SALTEX 2021 visitor survey has revealed a fascinating insight into the show's visitor profile.

Widely recognised as the show 'the industry needed', the 75th SALTEX event provided the ideal opportunity for the grounds management sector to regroup, reunite and celebrate.

According to the post-show visitor survey, 83% of attendees rated SALTEX 2021 overall as excellent, very good or good, 67% attended specifically to purchase new products or services, and 84% either had full purchasing responsibility or contributed to the process.

Furthermore, a third of visitors held a management position and 34% had the ability to sign-off on amounts of up to £50,000.

When it came to the type of grounds that the visitors were responsible for maintaining, the top three categories were sports turf (31%); arboriculture, horticulture and forestry (29%) and lawn care (26%), with broader visitor profiles covering areas such as landscaping, parks and playgrounds.

Regarding visitor interests, 72% rated the variety of products and services on show as excellent and knew exactly what they were looking for. 70% attended to see machinery, power and hand tools, and nearly half of the visitors were interested in seed, turf and aggregates. More than 33% visited exhibitors representing both landscaping materials and arboriculture, horticulture and forestry. Other areas of interest



included sports surfaces and facilities (32%); commercial vehicles, tyres and trailers (29%); education, training and development (20%); synthetic turf (18%); security, health and safety, personal protection (17%) and play equipment (12%).

Neil Stubley, head of courts and horticulture at Wimbledon, was delighted to see a vibrant show floor. "I've been really enthused by how busy it has been. During the pandemic everyone was working hard to come out of it with a bang, and you are seeing that at SALTEX. There's a lot of excitement, lots of new products and people are buzzing. SALTEX is one of those opportunities where you get to have a look at the marketplace and see all the different machinery. There is nothing better than seeing it in person and speaking to the people who have designed it."

Natalie Regan, who was one of 52 students that

attended SALTEX from Wiltshire College & University Centre, said she really benefited from her visit. "It was my first time at SALTEX, and I now feel a lot more knowledgeable about turf management."

Andy Hill, general manager at Alnwick Golf Club in Northumberland, was also upbeat. "It's been great to bring the team along to have a look at everything and to network. We're carrying out a major course development and visiting SALTEX has given us plenty of ideas and has opened lots of doors. I've been to many exhibitions over the years, but nothing compares to this."

An overwhelming 72% of survey respondents confirmed that they will be returning to SALTEX 2022, which takes place at the NEC, Birmingham on 2 and 3 November.

For more information visit www.gmasaltex.co.uk

New golf academy complex at Brookmans Park to be one of the best in UK

Brookmans Park Golf Club are hoping a new academy complex will provide a boost to budding players from the area.

Planning permission has been granted for the hi-tech facility which will incorporate state-of-the-art practice and teaching provision using PGA tour level technology.

It also comes with a large new professional shop.

They also undertook extensive research and planning, engaging with professional firms covering conservation, wildlife and ecology, to

make sure all the plans are "in harmony with the environment".

A spokesman for the club said: "We see this as not only an enormous benefit for members but for everyone in the surrounding area, including Potters Bar and Hatfield."

"This will help provide all year-round exercise, whatever the weather, and will also help the club promote the sport to underrepresented segments including women, young people and the disabled."

They have also announced the appointment of



Louis Dunn-Allen as their head greenkeeper.

He joins having previously worked at the likes of Wentworth, Sheringham and Hadley Wood and will head up the team to further enhance the course improvements made in 2021, specifically looking at drainage and course layout.

BASIS Points for magazine subscribers

BASIS awards two CPD points for 'paid-for' subscribers to the hard copy version of Pitchcare magazine, due to the "diverse range of content that relates to the control, management and use of pesticides".

Subscribers can now obtain a further two valuable CPD points for their Professional

register, simply by paying for a subscription to the 'hard copy' version of the Pitchcare magazine.

Anyone wishing to claim their points should email their full name, BASIS membership number, date of birth and postcode to editor@pitchcare.com.



*BASIS is an independent standards setting and auditing organisation for the pesticide, fertiliser and allied industries.



"The SXG326+ did more than we hoped for, it cuts and collects our parks at a low height of cut, then tackles the road verges and clears the wildflower meadows leaving the same finish. They really do cut and collect even in the wet with no blockages. It is very reliable and we have had no issues with it, I would recommend ISEKI to an one and have done to local councils already."

Paul Isom, Parks & Premises Manager, Chesham Town Council



Contact your local dealer to book a demo on your site today! www.iseki.co.uk

Oxford United set sights on new stadium



League One football club Oxford United has identified a site for a potential new 18,000-seat stadium, with the plans to be considered by Oxfordshire County Council.

Oxford currently plays at Kassam Stadium (pictured) but the club does not own the venue. Its lease deal to play at the 12,500-seat stadium expires in 2026 and the club is moving forward with plans to develop a new, larger stadium.

Oxford has confirmed that a site for a potential new stadium has been identified close to Oxford Parkway, off the A34 at the existing Stratfield Brake Sports Ground at Frieze Way, Kidlington. The site is owned by Oxfordshire County Council.

United stressed that plans are at a "very early stage", although the club would be able to seek planning permission if the proposal receives approval from the council. The club said the new stadium would provide the facilities and capacity to meet its future on-pitch ambitions and provide an "unrivalled" matchday experience.

Oxford is also looking to evolve plans for complementary uses on the remainder of the proposed site. This would include fan facilities and other uses providing sustainable additional revenue streams. Discussions will also be held with Gosford All Blacks, Kidlington Cricket Club and other Stratfield Brake stakeholders to ensure they can continue to play at the site

Luton plans put on hold

Verdict delayed on Luton Town's Newlands Park scheme



A decision on plans for a mixed-use development that will be a key element of English Championship football club Luton Town's effort to deliver a new stadium has been delayed amid concerns from Central Bedfordshire Council over a lack of time to study changes to the proposal.

Luton Town's partner in the project, 2020 Developments, submitted a 38-page late sheet to councillors ahead of a development management committee meeting, according to the Luton Today website.

A revised set of plans for the 37-acre Newlands Park project had earlier been recommended for approval by the local authority's planning officers, with separate outline schemes for the north and south of the site submitted by 2020 Developments.

The revised plans for the north and south plots of land include reduced space for retail and leisure, along with environmental impact assessments. Councillors have objected to the lack of time to study the updates, the majority of which are said to be related to the latter two areas of land.

The latest news comes after 2020

Developments, in December, agreed a deal to sell the land for the Newlands Park project to an investment fund advised by Morgan Stanley Real Estate Investing (MSREI) and developer Wrenbridge.

At the time, Luton Town chief executive, Gary Sweet, said it was an "important milestone deal for us". He added that the deal "will go a considerable way towards securing funding" for the new stadium.

Luton Town stated that it intended to submit final plans for its new 17,500-seat stadium in the first half of 2022, stating the project was moving at a "blistering pace" after its associated mixed-use scheme was approved.

The planned mixed-use development included residential accommodation, retail outlets, a health centre, restaurants, parking, landscaping and river works. It was unanimously approved by Luton Council's development management committee.

Luton Town has played at the 10,300-seat Kenilworth Road stadium since 1905.

Image: Leslie Jones Architecture

Home Park set for revamp

Plymouth Argyle has announced that it will "imminently" undertake a programme of planned stadium works to improve the "look, feel, and visitor experience" at Home Park.

Argyle's Board of Directors, in consultation with the club's senior management team, has approved expenditure for a series of works to enhance both the aesthetics and facilities at Home Park, inside and out. The club said further information will be revealed "in due course", but the project has already commenced with the installation of new gate signage around the perimeter of the stadium.

Having taken on supporter feedback regarding stadium access this season, new signage has been installed around the Devonport End, Lyndhurst Road Stand, and Barn Park End, with the intention of better signposting supporters to their entry turnstiles.

Argyle has conceded that Home Park, the

club's stadium since 1901, has "not necessarily received appropriate levels of care and maintenance" of late. Aside from recent Mayflower Grandstand redevelopment, very little has changed at the stadium since the initial horseshoe rebuild in 2001-02, barring essential maintenance.

Plymouth Argyle CEO, Andrew Parkinson, said: "We are excited by the series of planned improvements at Home Park, and I am really looking forward to sharing what we have planned in the months ahead - as soon as the schedule of works is fully outlined."

"From small aesthetic changes to larger-scale improvements, we are fully committed to ensuring that the stadium is one that supporters are proud of, and offers the best possible experience for fans on a match-day, as well as for guests and clients using our excellent Mayflower Grandstand facilities."

"As we have often talked about, the



redevelopment of the Grandstand has afforded us the opportunity to utilise our stadium throughout the week, for a whole range of purposes, and this is integral to our plan to become a fully sustainable club."

"The upcoming suite of improvements will make Home Park an even more attractive venue for conferencing, hospitality and events in the South West, as well as make match-days even more enjoyable for supporters. Put simply, these works are an investment in the club's future."

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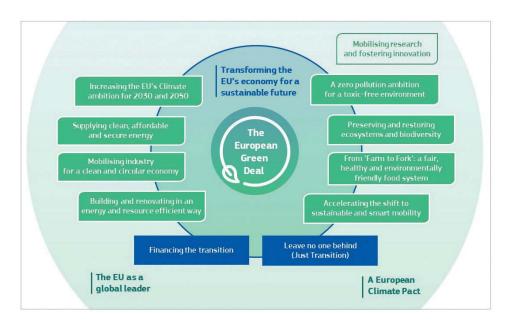
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The fertiliser industry

A regulatory challenge

With the green movement and the increasingly green European Parliament restrictions, requirements towards fertilisers and other chemical production are on the rise. The new European Fertilising Products Regulation (FPR), in force from 16 July 2022, is just the beginning of a comprehensive change the whole European Chemical Industry will face under the Green Deal. **Dr Thomas Leppin**, Head of Regulatory Affairs for COMPO EXPERT explains



he new Fertilising Products
Regulation (FPR) follows the
general principle of 'Circular
Economy' which is one of the
goals of the Green Deal. The
main objectives of the FPR are the use of
organic materials, the reintegration of
recycled materials and waste materials into
the nutrient cycle and the protection of
human health, animal health and the
environment.

Against the background of this principle the FPR has become a complex piece of legislation. The regulation distinguishes between 'Product Function Categories' (PFC) defining product categories according to their function (fertiliser, liming material, soil improver, growing medium, inhibitor, biostimulant, fertilising product blend), and 'Component Material Categories' (CMC) defining components used for production of the above-mentioned product categories.

The CMC comprise inorganic rawmaterials, plant parts and extracts, compost, digestate, food industry by-products, microorganisms, nutrient polymers and other polymers, animal by-products, industrial byproducts and materials from recycling processes such as precipitated phosphate salts, products from pyrolysis, gasification and thermal oxidation processes.

Some of these bear a risk of importing unwanted contaminants into the soil and threaten human/animal health or the environment. With this in mind, the Commission promotes additional regulatory measures to further reduce potential risks by setting threshold values for potential contaminants in input materials, on top of the existing limit for final fertilising products.

In terms of the Green Deal, the 'Farm to Fork Strategy' and the 'Biodiversity Strategy'



will have the most substantial impact on agriculture and the agrochemical industry. With these the EU Commission targets 25% organic farming (7,5% today), 50% reduction of pesticide use, 50% reduction of nutrient losses resulting in 20% reduction in fertiliser use.

For fertilisers, and especially CRF, the potential restriction of microplastic goes hand in hand with the requirements of the new European Fertilising Products Regulation. Coating materials must be biodegradable from 2026 onwards, so a substitution of today's coating materials is

compulsory and we lose the environmentally beneficial technology completely. The challenge for the fertiliser industry is to find a coating material that keeps its full integrity for the intended release period but degrades promptly afterwards.

It is reasonable to reduce the release of microplastic into the environment. And this is supported by the fertilisers industry. It is difficult, though, to develop a biodegradable coating material without having proper biodegradability criteria or a biodegradation testing method. These do not exist yet and,

according to the new regulation, must be developed by the Commission by 2024, two years prior to the ban of non-biodegradable material. Following from this, there will only be two years for the industry to finalise this challenging development.

Although the new regulation has its benefits, by including organic fertilisers, organo-mineral fertilisers or biostimulants and allows a combination of products, the most prevailing problem is the necessary conformity assessment prior to placing any product on the European market.

Depending on the product's complexity,





Where can you find them?

Microplastics are intentionally added to products to give them certain textures or make them function is a specific way.

Examples of these products are the soft infill used on artificial turf pitches, fertilisers, cleaning and laundry products and cosmetics.

What is the concern?

When products are used, microplastics are released to the environment where they stay for a very long time – they do not biodegrade. This leads to irreversible pollution of our ecosystems and food chains.

It is estimated that 42 000 tonnes of microplastics end up in the our environment each year because of the use of products where they are intentionally added.



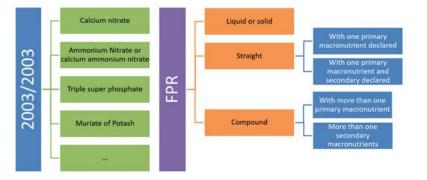


What is the EU doing?

The European Chemicals Agency is proposing to restrict microplastics in products in the EU/EEA.

The proposal would prevent $500\,000$ tonnes of microplastic releases into our environment over 20 years.

The costs for companies are estimated to be up to €19.1 billion over 20 years.



Biodegradation testing methods do not exist yet and, according to the new regulation, must be developed by the Commission by 2024, two years prior to the ban of non-biodegradable material

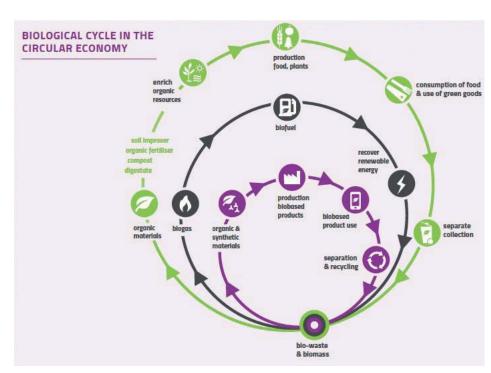
the regulation requires it to go through an external conformity assessment, conducted by a notified body that has accreditation for that purpose. However, no notified body exists in Europe yet, and we have little time until the regulation comes into force. So, it is foreseeable that some products will not enter the market through the new Fertilising Products Regulation in 2022.

The ambition of the FU Commission to allow customers to have more transparency of fertilising products substantially increases the amount of information given on the label and increases the number of packaging materials needed. The industry requested optional digital labelling early in 2019 and urged the EU Commission for permission. A project was launched at the beginning of 2019 by the Commission to

evaluate digital labelling with a potential legislative proposal to be expected in 2023

The changes in the European regulatory landscape are reflected in the FPR with cross references to other regulatory frameworks, such as the REACH regulation. For many component materials of fertilising products, a prior registration is obligatory. But, with the current REACH regulation in place without any of the intended revisions done, it is not possible to register some CMC substances, such as

One regulation obliges them to do a registration of a certain substance, whilst the other one does not allow them to do so. Such conflicts must of course be solved as fast as possible, in order to avoid market disruptions.





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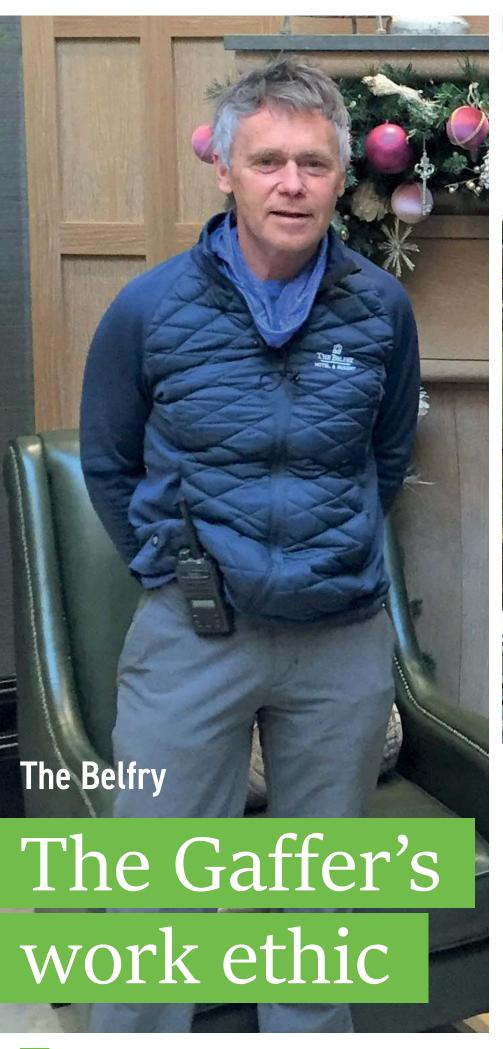
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The Belfry's Director of Golf Courses and Estates, **Angus MacLeod,** discusses his management style and work ethic with Master Greenkeeper Phil Helmn; one which has earned him the affectionate moniker of 'The Gaffer'. It is a journey which shows that, from rather humble beginnings selling lemonade 'door to door', much can be accomplished if you set your mind to 'achieving'



s I drive through the famous front gates of The Belfry, something I have done on numerous occasions, I still get goosebumps with excitement as I realise I'm treading (driving) in the footsteps of so many golfing greats.

However, this time is even more special for me, as I'm about to catch up with a greenkeeper who I hold in extremely high regard, Angus Macleod the Director of Golf Courses and Estates or, as he is affectionately called by his team, 'The Gaffer'.

So much has been written about The Belfry over the years and my dilemma therefore is, what can I say that hasn't already been said? Let's try something a little different! Set in 550 acres of countryside located in Wishaw, Warwickshire, close to Sutton Coldfield, England, approximately eight miles from the centre of Birmingham, The Belfry is currently owned by Cedar Capital Partners who invest exclusively in the hospitality sector with an emphasis on luxury, full service and lifestyle hotels. The resort can boast three excellent golf courses (54 holes), The Brabazon, the main tournament course, the PGA National and The Derby. Did you know however, that the hotel we now know as The Belfry originated in the thirteenth century, when it was known as Moxhull Hall or Manor? It had been a manor house and refuge for the Knights Templar until they were expelled from England in 1277.

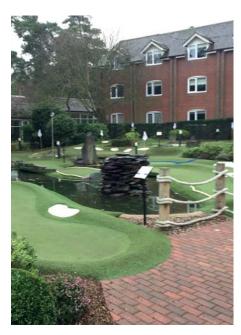
Time travelling forward a few centuries to the early nineteen hundreds it had become a locally well-known hotel until it fell into ruin, eventually becoming a domestic residence until its sale in 1959, to a Mr. Jimmy Burns for the grand sum of £18,500. He extended what had been a family house back into a hotel with fifty-nine rooms, which became a popular centre for wedding receptions and live performances by the like of The Moody Blues, Led Zeppelin and Status Quo

The ownership of the hotel changed a few times but, in 1974, it was in the hands of the shipping company Ellerman Lines, which bought adjoining land and eventually permission was granted for two golf courses. Peter Alliss and Dave Thomas

I have a fixed senior team who I meet every morning, regardless of my workload, to discuss the day-to-day operation of the resort and, on Fridays, we spend a little longer and look at the week ahead







probably weren't too impressed when they first saw these fifteen potato fields at Sutton Coldfield but set to work and designed the Brabazon and Derby courses, with work starting on construction in December 1974, alongside a refurbishment of the hotel. The courses were named after Lord Brabazon of Tara and the Earl of Derby, both previous Captains of the PGA.

At the time, the Professional Golfers Association (PGA) had its headquarters in confined offices at the back of the main stand at the Oval cricket ground in London but, over lunch one day, Peter Alliss told Colin Snape about the Belfry and the eventual decision to move to new offices there was initiated. The PGA didn't have the funds for the new offices, but Ellerman Lines had set up the company The Belfry (Sutton Coldfield) Ltd which built the new offices. As part of the deal, the PGA guaranteed to hold two Ryder Cup tournaments within ten years at the club. The first official tournament on the Brabazon course was the Hennessy Cup, a match between Great Britain and the Continent of Europe. This was played in September 1978 and Seve Ballesteros well and truly put the course on the map, with his now famous drive off the tenth tee against a young rookie Englishman Nick Faldo. The hole then measured 310 yards, and a plaque marks Ballesteros's achievement and remains as evidence of the moment when The Belfry was truly born. As we all know, The Belfry is synonymous with the Ryder Cup and, to this date, holds the record as the only venue to have hosted the Ryder Cup four times - in 1985, 1989 and 1993 and 2002 (fingers crossed for a fifth)!

The young Angus Macleod started learning about work, commitment, hard work and people as a 13-year-old selling bottles of lemonade door to door in his hometown in Inverness, Scotland. He was, what we now stereotype such people, a 'do-er' and, at the age of fifteen, had immersed himself in many voluntary community projects which

eventually got him noticed by the local Head Greenkeeper at Inverness Golf Club. They needed an enthusiastic apprentice and so, when Angus left school at the ripe old age of sixteen on Friday June 30th, he walked into his new job on the Monday 1st July! Forty something years on, after many roles within the greenkeeping ranks, aiming to reinvent himself year on year and enviably achieving his HNC at 40, he has the top job at one of the country's top facilities.

Initially, when I planned my visit, I thought I wanted to find out all about the golf courses, the turf renovation work he had planned and all his agronomic programmes he and his team were undertaking. But, as I drove up that morning, I realised that I couldn't miss the opportunity to discover, for us all, how The Belfry team delivers excellence, day in day out? How does the team bring their 'A' game to work every day to drive excellence and what is that secret? As I chatted with Angus, and true to his mantra of people and teamwork, I was made to feel welcome and put at ease immediately, the answers began to unfold.

Before we get into leadership styles and driving excellence, and so as not to disappoint some readers, I can report that The Belfry team have been extremely busy building/repositioning new back tees at holes 3, 8 and 10 on the Brabazon. These are either to create greater distance or alter angles of play. These, I am reliably informed, are in readiness for the British Masters in May 2022. Again, this is testament to excellence by continually driving modernisation and keeping things 'fresh.' Always moving forward-never standing still.

During lockdown, the team stripped the 18th green on the PGA National and moved it so that a clubhouse extension could be built. Also, on the National, a new putting green was built allowing guests to practice right outside the clubhouse entrance making its new location a far better customer journey route. The academy area



Basically, I'm giving them all the tools they need to leave us and move up the career ladder, but I'm not worried because I also want to treat them so well, they'll want to stay!

also saw renovations and remodelling which enhanced the customer journey. When the cameras arrive in the spring look out for these subtle changes which the team have accomplished over quite challenging times.

As you can tell, Angus and his team are very much focused on the customer journey and how they can produce the best environment for them. In other words, like all

facilities where there are paying guests, your operation must become focused on the business of delivering value for money. After all, every paying guest at The Belfry is there to play their own mini version of their own Ryder Cup ... right?

The Belfry has over two million guests annually but, however big or small your golf club is (or ground for that matter), you will undoubtedly have customers! So, the question I asked was "How do you achieve great customer focus"? Angus explained quite simply, "It's all based on discipline, communication, staff engagement, commercial awareness, sharing knowledge and trust." Angus continued, "I have a team of thirty-seven out of season and forty-four at the height of the growing season. I have a



Getting Personal

Angus MacLeod - yet another cracking trivia answer ... or is he taking the p- --?

Who are you? Angus MacLeod - Director Of Golf Courses & Estates The Belfry.

Family status. Married- 27 years with one daughter.

Who's your hero and why? My wonderful mum - encouraged me to have a go and pushed me to experience life and attend all youth clubs, Boy Scouts etc. It gave me good grounding and discipline.

What's been the highlight of your career so far? Supporting Jim McKenzie at the 2010 Ryder Cup Celtic Manor where he allowed me to change pins for the duration of the event.

If your younger self saw you now, what would he think? What-the-hell! How did that happen?

Which famous people wind you up? Influencers - famous for what exactly?

What job would you love, other than your own? Running and operating my own gym.

What was the most embarrassing moment in your life? Got emotional delivering a best man speech.

What is your favourite film? Man on Fire - can't beat a bit of Denzel...

What scares you? I'm not great with spiders. Fear of not having a go at something.

What would your autobiography be called...and who would play you in the film? Hard Work Trumps Talent - Kevin Bacon (similar hair style)!

What is your favourite sport? Golf / weight training.

What would you cast into room 101? All chairpersons of greens committees.

Which historical time and place would you most like to visit?
Ancient Rome.

Do you have a lifetime ambition? Visit Augusta National Golf Course and Niagara Falls.

What's your favourite smell? Fresh baked bread and morning coffee brewing.



Which three people, living or dead, would you invite to a dinner party? Salma Hayek, Arnie and Old Tom Morris

What's the best advice you have ever been given? Have a go what's the worst that can happen?

What's your favourite piece of trivia? 3% of the ice in the Antarctic is penguin urine!

What's your favourite piece of kit? John Deere 6x4 Gator utility vehicle (so I can go divoting)!

Which three albums would you take to a desert island? Rumours by Fleetwood Mac, Spirit of the Radio by Rush and Rio Speedwagon's Hi Infidelity.

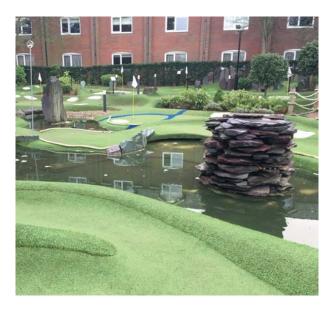
What's the daftest work-related question you have ever been asked? Snow on ground - When are you going to open the golf course?

What three words best describes yourself? Impatient - Loyal - Passionate.

What is the single most useful thing you could tell a 16-year-old greenkeeper? Try and experience all soil types - Links - Heathland - Parkland - Downland and go overseas to experience warm season grasses. Basically, make yourself marketable.

What talent would you like to have? I'd love to be able to play the piano.

What law/legislation would you like to see introduced? A worldwide smoking ban.



fixed senior team who I meet every morning, regardless of my workload, to discuss the day-to-day operation of the resort and, on Fridays, we spend a little longer and look at the week ahead. I trust these guys (and girl) to deliver the message to their teams continually and consistently."

Angus explained that understanding the business of running a facility is important to get the necessary level of 'buy-in' from everyone. "We operate a variable budget (sometimes called profit and loss) accounting system. As such, if profit is low we must operate with less money but still produce first class results. This helps us realise that we must continue to keep standards high so that

money comes in. More money, the easier it is to keep driving excellence."

Going a little deeper, through discussion, it's obvious that it's not all about money. Sharing certain important business. information helps to build trust in the team and sharing knowledge helps to create solidarity. Recently, Angus and his senior team have begun personally training inexperienced staff in the art of greenkeeping. With satisfaction, Angus explained "I took a group out and showed them how to turf and prepare seed beds. It was personally extremely rewarding and showed the team that I am both happy to get my hands dirty and that I can still do it! It's a great trust builder if you can give up some time to do that."





I get to see everything, which helps me keep grounded and in touch with all that goes on. Seeing the golf courses from a golfer's eye is my contribution to the team

It's widely recognised in organisations that leaders lead, and managers manage, Angus's leadership ethic is simple, through great habits comes great results. Hard work trumps talent and, to that end, Angus has a ritual that sees him drive around each course in rotation divoting tees, something he does every day. "I get to see everything, which helps me keep grounded and in touch with all that goes on" he explained. "Seeing the golf courses from a golfer's eye is my contribution to the team."

Team and individual development features highly in Angus's winning formula. The Belfry team have a robust internal and external training programme, and this was something that Angus seemed particularly proud of. "I'm happy to nurture my team and believe that, if I can give them all the tools to do their job brilliantly, they'll in turn do a brilliant job for me. However, I realise that by doing this I'm giving them everything they need to build their own self-worth in the industry, making them a valuable commodity.







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John Deere 7200 semi-rough cylinder mowers x 2

John Deere 7400 semi-rough rotary mower

John Deere 7500 fairway mowers x 4

John Deere 9009 rough mowers x 4

John Deere Gator utility vehicles x 15

Tractors x 7

Telehandlers x 2

Diggers x 2

Toro 5800 sprayer

John Deere ProGator + Sprayer

John Deere ProGator + Dakota spreader

Dakota large spreader

Overseeders

Hedge flail

Tree Spade

Manitou

Utility resort vehicles x 35

Basically, I'm giving them all the tools they need to leave us and move up the career ladder, but I'm not worried because I also want to treat them so well, they'll want to stay!"

Angus has a very acute business head and showed me his team's innovative ideas and projects on the resort which diversified the business. "It's not just about the three courses," Angus explained, "it's about attracting different customers to the resort which gives us a varied income stream." To that end, Angus and his team have been instrumental in developing on the remaining 50 (non-golf) acres a selection of alternative activities such as:

- Nature walking trails
- Junior playground
- Outdoor gym
- Go-ape 'style' adult playground
- Astro turf 9-hole mini golf course

- 'Frisbee' golf course
- Short game area

To conclude, it was an absolute pleasure catching up with 'The Gaffer' and can see how his 'resort life' perfectly fits his personality. His drive, discipline and his ability to lead with an attitude of gratitude in such a diverse environment is admirable. His leadership and people skills, coupled with his ability to share knowledge, give control and empower his team help in creating a winning formula.







At the heart of every course

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ince 1934, Fairhaven Golf Club has delivered traditional links golf, immaculately kept for year-round play to all handicaps. This is one of the Lancashire golf coast's "real gems" says Top 100 Golf Courses; Fairhaven squeezed into the England rankings at 97 for 2018-2019 and is recognised as one of the finest Championship courses in the north.

Like several courses in a region rich in golfing heritage, Fairhaven is a regional Open qualifying venue, and 2022 is no exception, with the club hosting Open regional qualifying this June in the run-up to the event, scheduled for St Andrews in July. But to go back to its origins for a second.

Originally a 12-hole course in 1892, sited next to Fairhaven Lake, Fairhaven was founded as a club three years later, moving half a mile inland in 1924 to its present location in the then Lytham Hall Park. The flat terrain was landscaped by renowned architect of the time James Braid, alongside local professional J H Steer, to create the hills, hollows and bunkers golfers enjoy today.

After some remodelling in 1931 to raise the course nearer to championship standards, further work followed in 1977, raising the profile of the bunkers and altering greens contours.

Course manager Joe Barnes, 36, arrived in March 2021, inheriting the fine body of

work and achievement of his predecessor Peter Simpson, who sadly passed away in late 2020.

"I applied for the post after seeing the job advertisement run by BIGGA," Joe explains. Two interviews followed, in December and New Year - with then general manager Martin Robinson [now working for American Golf] and greens director lain Brown, immediate past greens director Jim McFeat and Simon Bone, gents' vice-captain.

"The first interview was general, the second one involved me delivering a PowerPoint presentation entitled 'Making Fairhaven Golf Club go from Good to Great'."

That vowed transition is already underway. As an inland links course,



Fairhaven has similar rootzone and turf composition to neighbouring clubs, including Royal Lytham - a site Joe commands ample experience maintaining.

Joe grew up on the Fylde coast. After taking his A-levels at a local college, "I got the golf bug and decided to pursue a career in greenkeeping."

Apprenticing at Lytham Green Drive GC parkland course from 2003-2006, he completed his NVQ level 2 before moving base to Penwortham, another parkland course just outside Preston, from 2006 to 2008 "to gain further experience" as an assistant greenkeeper, taking his workbased NVQ Level 3 through Myerscough College meanwhile.

From May 2008, his next post was assistant greenkeeper at Royal Lytham & St Annes, taking his education up another notch by completing his foundation degree in Sports Turf, again from Myerscough.

Course duty called however - the 2012 Open Championship interrupting his studies before he returned to graduate.

Promotion to first assistant followed in 2013, then a further rise, to deputy head, in 2017, under boss Paul Smith.

His career path seems clear enough. "I've always aspired to run my own course," Joe confirms, "so when the opportunity came up here, it was a no-brainer - and I could live locally."

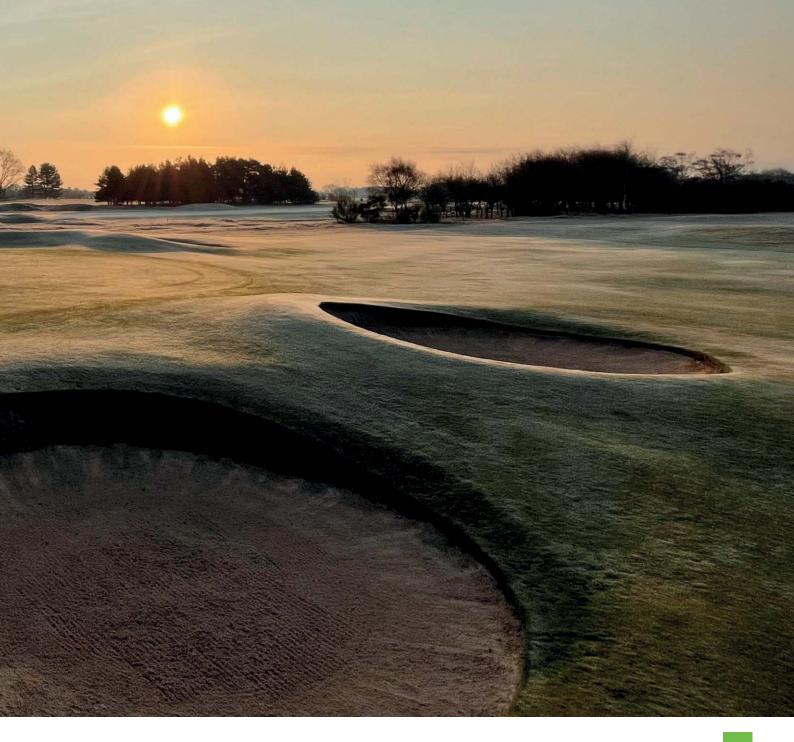
Ecology ranks high at Fairhaven and the

club enlists help delivering a sustainable golf setting from James Hutchinson, BIGGA's Sustainability and Ecology Manager.

Fairhaven's strategy is to undertake sustainable practices wherever possible - "achieving more by doing less" as Joe dubs it, "by leaving nature to do its thing."

The mission embraces a programme to nurture the balance of nature and requires some concessions to "manufactured" elements though, such as the drive to establish fine turf flow areas from each tee, then fairway to greens surrounds, cut at 8-9mm, which channel through to the next tee, concentrating traffic along the flow areas to help preserve and enhance course ecology.

Impacting sustainable practices across





Britain's golf clubs is the issue of dwindling sand reserves across the country. Fewer quarries are opening up to replace exhausted ones, reportedly, which in turn will force future change for greens teams like Fairhayen's.

"The topdressing sand we use is supplied to us by Whitemoss and is a fine sand," says Joe, "which creates firmer surfaces but reduced pore space compared to coarser sands, so there's potential for slower percolation rates. As ever, this makes aeration a key part of our routine maintenance. With sand availability finite, topdress recyclers such as the Koro Recycling Dresser may be seen regularly in the future of golf course maintenance, allowing users to remove sand from the root zone and redress the surface."

The method can be a sound way to dilute organic matter when necessary, Joe adds, but the process is yet to be applied to greens, where finer sand predominates, but courses will be using the method eventually, he believes.

Fairhaven ranks 97th in the Top 100 courses in England but position doesn't trouble Joe unduly. "I'm confident we'll improve the course and its presentation over time and I'll always seek to do that," he states.

After a newly completed £1.5m rebuild and upgrade programme in the clubhouse, "to bring standards up to 2022", the mission is to present the club "in a modern yet traditional way".

"This is a very traditional club and, as a golfer myself, I can see both player and greenkeeper perspectives." Among its 600 members is a "very healthy" ladies section and a well-established juniors contingent.

"In May, when we are preparing the course for Open qualifying events, the club hosts the annual Fairhaven Trophy, which coincides with the Lytham Trophy for amateurs, attracting top juniors from across Europe," Joe says. Building on that platform, the club plans to enhance the juniors section even more, he adds.

A course manager's post demands more than a passionate devotion to turfcare, as Joe appreciates. "I like most to be out on the course but I accept that admin and paperwork takes up more of my time than earlier in my





Our pedestrian mowers are petrol, the ride-ons diesel. The move to an electric fleet is no doubt a possibility and may be complete by the time we upgrade the maintenance facilities in a year or two

career. I have full control of my budget and that allows me the freedom to plan course maintenance exactly as I see fit."

Out on course, changing pin positions is a regular task. "I do a lot of it as it allows me to assess the putting surfaces - new holes for every competition, including gentlemen's on Saturdays and ladies on Thursdays." As a golfer, Joe's indulgence is understandable perhaps and an activity from which he probably gains plenty of satisfaction.

And speaking of budgets, Joe sees the importance of keeping kit modern to meet the demands of a course such as Fairhaven. "A good machinery fleet allows us a better quality of cut on undulating ground," he explains. "We have a five-year lease deal with Toro, which is due for renewal in 2023/24. We generally renew every five years." An admirer of the brand - "The greens mowers are great" - red is the main colour at Fairhaven for the time being.

Fully geared up with Husqvarna electric strimmers, blowers and chainsaws, Fairhaven's transition to greener kit is still work in progress. "Our pedestrian mowers are petrol, the ride-ons diesel," says Joe. "The move to an electric fleet is no doubt a possibility and may be complete by the time we upgrade the maintenance facilities in a year or two."

"We do need more machines to achieve fully what I want out on the course, so I hope to extend the mowing fleet over the next five years. The flow areas require two or three Toro 3550s or equivalent, rather than just the one we have currently."

And aiding golf sustainability further is the Waste2Water washdown installation, which uses bacterial colonies to process water collected after staff have cleaned soiled machinery.

The day-to-day team of eight swells when needed to twenty or more, with volunteers chipping in to help. "One Thursday in every month we run a divotting party before the ladies competition. A group of members come to the maintenance compound. One



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Many course managers
and head greenkeepers
are educated to degree
standard but, sadly, some
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staff as well as they should,
although the situation is
improving

group tackles the back nine, the other the front nine under the guidance of the team. They're a real help and allow us to concentrate on the more skilled aspects of course maintenance."

The team had grown from seven to eight since Joe came, under Fairhaven's five-year strategy to increase it to ten. But that was pre-Covid aspirations, he says, "and, since then, we have reassessed things and I believe that a team of eight plus one or two seasonals would be ideal. In any case, a team of ten through winter would be excessive for our site, I feel."

In an era when the thorny issue of greenkeeper salaries has come to prominence once more, Joe sings the praises of his employer. "Fairhaven pays very fair," he reports.

The independent Committee for Golf Club Salaries (CGCS), which includes GCMA [Golf Club Managers Association] and BIGGA members on it, meets to review and recommend salaries for greenkeepers and



club managers.

In 2020, the CGCS launched an online salary calculator system, including separate tools for course managers, deputies and assistants.

"Although pay scales are applied at clubs' discretion," adds Joe, "greens staff here are on pay grades that reflect their experience and responsibilities." A fact that reflects a critical aspect of today's industry.

"Greenkeeping is as professional as it has ever been. Many course managers and head greenkeepers are educated to degree standard but, sadly, some clubs don't reward greens staff as well as they should, although the situation is improving.

"But it's still a damn shame when clubs lose good greenkeepers because they can earn more in another sector of work. I've heard of it happen here on the Fylde coast."

Joe's experience has stretched to travelling to Florida to help the greenkeeping effort for the 2018 Players Championship. "I applied through BIGGA," he recalls, "then was interviewed by one of John Deere's territory managers and was accepted, along with seven other BIGGA members from different regions."

It proved to be a busy couple of years, he adds. "I applied on the cusp of Royal Lytham hosting the Ricoh Women's Open and the Seniors Open in back to back years, but the trip was a fantastic opportunity to see how greenkeepers work across the pond."

"A big thing for me was how the greens staff were looked after. They spare no expense to provide great working conditions and ensure staff wellbeing. When I returned to Lytham, we pushed on to give staff all they needed. Maintenance and welfare facilities over there are unbelievably good."

"It's something we are looking to improve now at Fairhaven. Health and safety - larger sheds that allow 1m gaps around each machine for example, rather than interiors bursting at the seams with kit, so that staff can move safely and, if there was ever a fire, there is a safe route out."



A big thing for me was how the greens staff were looked after. They spare no expense to provide great working conditions and ensure staff wellbeing. When I returned to Lytham, we pushed on to give staff all they needed





"Our H&S advisor who comes in to check on such things recommends a 0.5m safe space around machinery but if the shed size allowed. 1m would be ideal."

Washdown areas, kitchen, lockers and drying room are also part and parcel of the provision, Joe adds.

We return to discussing Fairhaven's team. Longest-serving member is deputy course manager Mike Lees, who has completed twenty-five years at the club. "My go-to man," Joe enthuses, "who's been at the forefront of health and safety here."

He looked after the course whilst Peter was off ill and did a great job.

First assistant Craig Morris is next longest serving, notching up fifteen years. "He takes the lead on machinery maintenance; tasks such as routine servicing and grinding cutting units. We go to the local dealer when we have major issues with machinery but having these skill sets in the team brings healthy cost savings."

Craig and other team members attend

mechanics courses so that skills are interchangeable to some degree. "The inhouse capability certainly reduces machine downtime," Joe notes - critical when Fairhaven has so much preparation for qualifying tournaments to complete.

The other five team members - Ben Proctor, Niall Holt, Darren Watt, Jim Beattie and Callum Davis - are all assistant greenkeepers. "Niall, Callum and Jim are the main men for chainsaw work," says Joe.

Contrary to fable, says the club website,



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We now use walling turf harvested on site to build bunkers, stacking up layer on layer and backfilling with sand before we use in-house recycled soil for the final couple of rows, providing a more suitable rootzone



the course has never been punctuated by 365 bunkers, "but there were certainly more than the present 118, as the original hollows were filled with sand and raked until 1939".

Under its wider mission to consistently improve and enhance Fairhaven, since 2003 the club has included new bunkering and subtle course development recommended by renowned architect Donald Steel.

Given today's tally, that's still a fair number compared with some clubs, maintenance on them can prove a continuing task.

As a regular golfer, Joe knows professionals prefer to tackle approach shots with bunkers than without because of the challenge they present.

"Potentially, we can be in danger of manicuring bases of bunkers too much, making them easier to play out of. Perhaps making them more hazardous isn't such a bad thing. However, golfers here are mostly members, so we try to strike a happy medium between championship and leisure play."

Bunker work has resumed again in earnest on the traps that characterise most Links courses. "In summer, we rake bunkers as and when needed and always before competitions. In winter, we dedicate time to rebuilding the revetted faces," Joe explains.

"We now use walling turf harvested on site to build bunkers, stacking up layer on layer and backfilling with sand before we use in-house recycled soil for the final couple of rows, providing a more suitable rootzone as the mix nourishes the top turf better than straight sand."

Again donning his golfing cap, Joe knows that greens carry the day with players. "If they putt well, most golfers are happy and we have to strike a balance promoting the right species of grass - fine fescues and bents where we can for instance. We have our fair share of Poa in the greens, but we

are working towards keeping its presence to a minimum through sound traditional practices and overseeding annually with bents and fescue."

Is he ever asked about cut heights? "I'm not sure members really care about that. Stimping comes up sometimes but smoothness of surface is key over speed. However, we will stimp when hosting big events, double cutting and rolling if needed to achieve tournament speed."

Through summer, the Pogo moisture meter comes into its own, collecting data on the top inch or two. "With a 15% moisture content, the greens perform well and give fine grasses the chance to out-compete the undesirable ones."

September or October is renovation time. "We input high quantities of seed then allow to germinate and establish, raising cut height immediately to 5mm on the triple mower, or 5.5mm with the pedestrians. Then



For herbicide
application, I prefer
knapsack spraying now
as it makes more sense
financially and
environmentally. You're
targeting chemical only
where it is needed





higher again in the colder months to 6mm+."

Like some clubs today, the game's afoot with weed control strategies as trends shift from ride-on boom application to a more selective, tightly controlled manual approach.

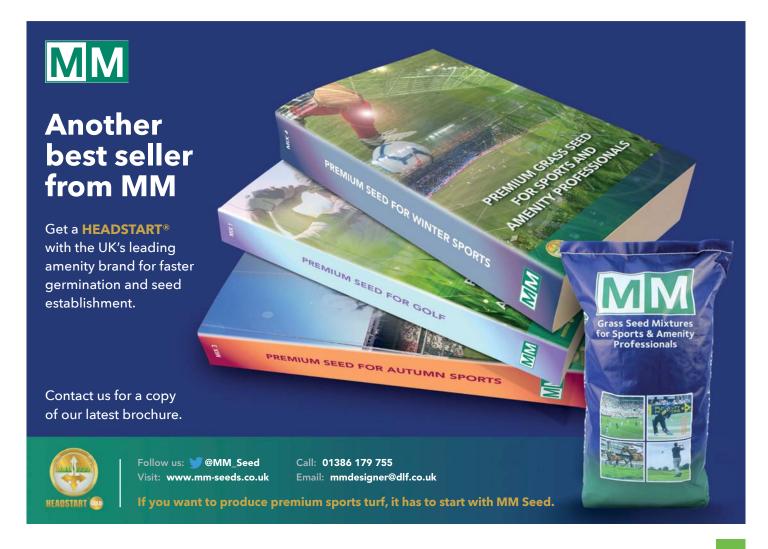
"For herbicide application, I prefer knapsack spraying now," Joe declares, "as it makes more sense financially and environmentally. You're targeting chemical only where it is needed." A posse of three or four staff, walking in a line, spot treating weeds on the fairways using Cooper Pegler CP15 knapsacks works well, Joe adds, as does applying herbicide this way a metre into the heavier rough.

"However, for green surrounds, we boom spray to ensure we don't miss any and to give golfers the best playing surface we can"

Fertiliser application is still the realm of the boom sprayer though, Joe stresses.

The team takes care with the more sensitive areas of the course. "For the ecological rough, we cut and collect at the beginning and end of the growing season but never touch it through the summer," he says.

The eco rough is fondly favoured by Fairhaven's resident wildlife, which includes pheasants and hares. "They love the rough but scarper as soon as the course gets busy," Joe jokes.



We mix any other sandy soil waste, from bunkers for example, with grass clippings to create a nutrient-rich material which, once it has broken down, the team use in the top four inches of rootzone during construction works

The relentless march of encroachment of Fairhaven's boundaries, coupled with ecologically important areas, bring their own continuing maintenance commitments.

"The 16th, 17th and 18th holes border standings of protected trees, whilst the 14th and 15th line a crematorium. The poplar trees there can be prone to rotting internally, creating a hollow in the middle of the trunk,



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Toro Reelmaster 3550 - surrounds

Toro Reelmaster 5010H - fairways

Toro Reelmaster 6500 - fairways

Toro 3100 Sidewinder - bunker banks

Toro Groundsmaster 4300 - semi-rough

Tractors/Utility Vehicles

Tym 433 tractor

Tym 503 tractor

Kubota L3600 tractor

Toro Workman MDX x 2

John Deere ProGator 2030A

John Deere Gator HPX

Toro MultiPro 5800 Sprayer

Attachments

GKB SP100 topdresser

Dakota 412 topdresser

Redexim VertiDrain 7316

Sweep 'N' Fill

Wiedenmann Terra Rake

GreenTek Multi-Brush

Other

Bernhard Express Dual 4000 Grinder

Toro ProCore 648



and that makes them dangerous from risk of collapsing and falling, especially in the more extreme weather we are experiencing now."

Shallow-rooted Leylandii are on the radar too. "They are mainly near the practice greens, with a couple more near the sheds. The plan is to replace them with pines, which will be more in keeping with the course."

"We use tree chippings to spread over the woodland floor that borders our club entrance, therefore recycling tree waste to surpress weeds, whilst we mix any other sandy soil waste, from bunkers for example, with grass clippings to create a nutrient-rich material which, once it has broken down, the team use in the top four inches of rootzone during construction works on course."

Inevitably perhaps, climate change can shift maintenance priorities as prolonged wet and dry periods challenge turf growth.

"Droughts have hit us every summer of late," Joe reports, "with up to six weeks plus without a drop of rain. If we cut to the usual height in these periods, we can potentially lose turf cover. To help turf stand up to

drought longer, the team applies a sand/compost mix which aids moisture and nutrient retention to areas prone to early drying out, whilst topdressing with sand alone on the lower-lying wetter fairways."

Lack of fairway irrigation and having to rely on mains water only serves to aggravate the problem. "The Pogo meter comes in handy as water resources are currently very limited. If we run the tees and greens irrigation programme overnight, we will not have enough water to fill the tank enough for hand watering the next day, so it's a balancing act."

"It's in the club's immediate plans to perform test drills in a bid to put in a horizontal well or bore hole, providing a more sustainable water resource and reducing the risk of losing turf through drought due to higher water availability."

"To be able to abstract water from the ground will provide plentiful supplies and allow us to extend irrigation to the fairways."







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West Berkshire Golf Club

New job, new plans, new MG

Along the M4 corridor, midway between Swindon and Reading, lies West Hertfordshire Golf Club. Its new Head Greenkeeper is **Paul Brett**, one of BIGGA's latest Master Greenkeepers. Phil Helmn MG went to meet him as he settled in to his new role

he West Berkshire course is set atop the Berkshire Downs, away from life's hustle and bustle just three miles from the village of Woodlands St Mary close to junction 14 of the M4.

It was established in 1975 and designed by a then relatively unknown architect Robin Stagg. Its peaceful location offers the players a relaxing round of golf amongst tree-lined fairways, and many areas of the course provide stunning views of the surrounding countryside. It's fair to say the West Berkshire offers a good challenge for all standards of player thanks to a choice of tee positions, ranging from 18 Holes 7008 yards (par 73) Blue course, 6738 yards White, 6275 yards Yellow to 5784 yards (Par 74) Red course. Following the original design, the course has benefitted from further systematic upgrades, the most recent coming in the 1990s with the introduction of USGA rootzone style greens.

The club boasts two large practice areas, a practice bunker area and an extensive putting green. The current irrigation system, although requiring upgrades, furnishes greens, tees and some fairways which tend to dry out in the summer. The course is a tough test of golf with a slightly uphill par-5 as a starter. Thereafter, you take on a run of par-4s, followed by a truly monstrous par-5 at the fifth measuring 626 yards from tee to pin. According to golf statisticians, it is one of the longest holes in England! Overall, there is plenty to challenge and excite golfers irrespective of handicap or experience.

I recently met up with newly minted 87th Master Greenkeeper Paul Brett (I'm reliably informed by other MGs the number is important), following his move from The Springs Golf Club where he enjoyed a twenty-five-year tenure. Paul is, quite rightly, immensely proud of his time at The Springs; during which he and his team amassed many notable achievements, apart from being one of the youngest head greenkeepers in the country at the tender age of 20 - I thought I was young at 26 when I got my first big break!

Paul listed the following accomplishments from his time at Springs:

- The river Thames was predicted to flood 1 in 100 years, but often engulfed the 14th & 15th holes. As a team, we planned in two extra holes clear of the floodplain which were constructed the following year keeping the course 18 holes whatever the weather
- We replaced our entire irrigation system in-house
- During a three-year period, where the club was up for sale, I took on the role of general manager, meaning I worked on the course, behind the bar and in the Pro shop
- All bunkers were redesigned in a naturalised style, two lakeside greens were extended, the 2nd hole was completely rebuilt, lakes were also edged with oak sleeper and a short game area was added
- I managed to add in water harvesting for





Whilst giving advice to both of my sons in preparation for university, and the challenges they faced being shy themselves, it made me look at myself and I decided it was time to practice what I preached

the complete clubhouse redevelopment, as a result now all the car parks and roof space are harvested and pumped up to a holding tank and used to irrigate the golf course.

- We also installed a new washdown area, designed by Dr Tom Young from the STRI, and a sewage treatment plant
- Amanda Dorans, Sustainability
 Coordinator Gleneagles, made her first
 visit to the Springs and, with her help, the
 course achieved GEO certified status and,



in the same year, we were finalists in the golf environment awards

"I often thought of attempting the Master Greenkeeper process," confessed Paul. "However, due to being dyslexic and shy, I chose to avoid it. Whilst giving advice to both of my sons in preparation for university, and the challenges they faced being shy themselves, it made me look at myself and I decided it was time to practice what I preached. I really enjoyed all stages of the process and feel so proud to have my name

on a list with so many great guys."

Achieving Master Greenkeeper status is no easy feat, but Paul explained he was able to complete the qualification due to his concentrated efforts over the years at his previous club, whilst he and his team were building a sound golf course infrastructure. This helped him to get everything ready and in place for the gruelling certification process.

"The qualification was tough, but I enjoyed the challenge and feel immensely





I quickly realised that
there was a need to
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documentation to cover
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assessments or any
standard operating
procedures, so I have
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rectify this immediately

proud of the achievement," continues Paul. At this point I had to ask "why the move then Paul, just when you had everything perfectly set up the way you wanted it?"

"Easy," was the reply, "I wanted a fresh challenge where I could put all my knowledge and experience into practice all over again. I'm really excited to have the opportunity to shape another location alongside achieving the best possible

playing surfaces. I expect to make it a great place to work and develop with sustainability built into every decision and, from day one, the club will be signed up to Oncourse to help with the process."

The West Berkshire Golf Course will benefit from Paul's skills, and I asked if there was a plan, even though he had only been in position just two short weeks?

"I have some initial ideas," eluded Paul.

"I'm very keen to begin on building behind the scenes with the staff, welfare facilities and machinery. However, I quickly realised that there was a need to update golf course documentation to cover health and safety, risk assessments or any standard operating procedures, so I have had to quickly begin to rectify this immediately."

Paul confirmed there was still some way to go on this, but he had managed to rectify



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Getting Personal

Paul Brett - an interesting conversation to be had at his dinner party!

Who are you? Paul Brett MG, Course Manager at The West Berkshire Golf Club.

Family status? Married to Amie. Three children Joshua, Marcus and Cerys (two boys at university).

Who's your hero and why? Bill Shankly (he served as Liverpool F.C. manager from 1959 to 1974).

What's been the highlight of your career so far? Stepping into the GM role at my previous club and, in doing so, helped to look after all the club staff during the club's resale

If your younger self saw you now, what would he think? He'd be happy. I've achieved everything I want too so far!

Which famous people wind you up? Most politicians but especially I think Boris Johnson at the moment.

What job would you love, other than your own? Medical research gene editing, working to eliminate genetic diseases.

What was the most embarrassing moment in your life? When my children were very young, we were on holiday in a Florida theme park and one of them shouted out an overweight comment to someone stood in the queue next to us!

What is your favourite film? The Shawshank Redemption.

What scares you? Public speaking!

What would your autobiography be called...and who would play you in the film? Quietly optimistic played by Ricky Gervais.

What is your favourite sport?
Football. See above Liverpool FC.

What would you cast into room 101? Cancer

Which historical time and place would you most like to visit? The late Neolithic period about 2500 BC, around the time when Stonehenge was constructed.

Do you have a lifetime ambition? To ensure my children are happy and independent.

What's your favourite smell? Snowdrops. For me, it signifies the start of Spring.



Which three people, living or dead, would you invite to a dinner party? Elon Musk, Steve Jobs and Billy Connolly.

What's the best advice you have ever been given? Always trust your gut instincts.

What's your favourite piece of trivia? Candy floss was invented by William Morrison who was a dentist

What's your favourite piece of kit? Pedestrian Toro ProCore or Dryject.

Which three albums would you take to a desert island? Red Hot Chilli Peppers - Blood Sugar Sex Magic; The Beatles - any album; Radiohead - The Bends.

What's the daftest work-related question you have ever been asked? What's the green speed going to be six days after you hollow core?

What three words best describes yourself? Loyal, driven and honest.

What is the single most useful thing you could tell a 16-year-old greenkeeper? Volunteer and network as much as you can, get to know your industry.

What talent would you like to have? To be able to speak/present in public!

What law/legislation would you like to see introduced? Something that would help distribute personal wealth more evenly, which might help reduce poverty.



some initial shortfalls quickly.

Paul explained that within his current team, Courteney Eatwell and Luke Makepeace will both be enrolled on their N.V.Q. level two qualifications this year and a recruitment drive to find another member of the team will be necessary to fulfil the workload which will be required

Paul also recognised that there was a need to improve machinery, so has sourced local mechanic J.J. Bark to assist him in servicing the fleet. Whilst talking about the existing machinery, it was evident that there would need to be an extensive replacement programme, albeit an ex-demo fleet to begin with until something newer could be acquired.

"Once I feel comfortable that I have these items 'turned around' I can begin to address the issues I have identified out on the golf course," Paul explained. "Like most golf courses of this age, the greens (although constructed with USGA style rootzone) have become rich in thatch with reduced drainage capabilities. As a result, it's no surprise that the predominant grass species is therefore poa annua and so an extensive maintenance programme will be introduced. I plan

to begin topdressing with straight sand - hopefully approximately 100T per year (little and often) - combined with an extensive aeration plan and an overseeding programme of bent/fescue, together with a programme of cultural thatch removal."

"There is no easy or quick remedy," Paul reiterated, "but, if I can start quickly, I can begin to improve putting surfaces, hopefully this season."

Many of the teeing surfaces are struggling from shade and wear, so Paul has planned a rotation of turf stripping. levelling and returfing of each area. "I've been using the Sun Seeker app." explained Paul. "It's been extremely useful to understand the path of the sun and how much light is actually hitting my surfaces. As a result, it's helped me priorities which tees require attention first."

Although the golf course can boast dry conditions for most of the year, Paul has identified some key playing areas which will require support in the form of primary and secondary drainage schemes.

"As we all can identify," Paul explained, "our winters seem to be getting wetter and wetter, so additional drainage is a



must if we want to keep the golf course open as much as possible."

Whilst talking with Paul it was obvious that ecology and sustainability are especially important to him. Paul explained that it is very much a mission of his to be able to achieve a Golf Environment Organisation award for his new club and, to that end, every decision he and his team make will have that outcome as a core value.

All that remains for me to say is congratulations Paul on his Master Greenkeeper status. It was an absolute pleasure to meet him and I and the team at Pitchcare wish him and The West Berkshire Golf Club every success on their exciting journey.

What's in the shed?

Toro Reelmaster 5410

Toro Triflex

Toro Reelmaster 2000-D

Toro Groundsmaster 3280-D

Toro Reelmaster3100

Jacobsen AR250

Jacobsen Fairway 250

Jacobsen G-Plex

Kubota B3030

Kubota excavator

Club Car

Hardi spraver

Sisis brush

Sisis green slitter

Sisis fairway slitter

GreenTek sarrel rolle

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s it is now, the course at Stanmore Golf Club resembles little of the original 1893 design but still holds some of the characteristics given to it by Alistair MacKenzie during a reconstruction in 1921. This 6,025-yard par 69 course still contains the challenges instilled in it by the famous golf course architect, whilst providing one of the most scenic walks in golf with views across the London skyline as far as Wembley Stadium, Harrow School 'and used to be able see' Windsor Castle.

Stanmore is at its scenic best on this clear and cold mid-January morning, but the course itself is covered in a thick frost.

Undeterred, the greenkeeping team is out in force maintaining trees, completing building projects in front of the clubhouse and grinding blades in the workshop.

Orchestrating these events is Course

Manager Barry Neville. The highly experienced man in charge has been developing Stanmore for the past twenty-eight years, first as Deputy Head before making the step up into the leading role two years later in 1996. Over two and a half decades, and with significant experience at the core of his team, Barry has worked with the club to provide consistent improvements course-wide from reconstructions, greens drainage and a new irrigation system, with much of the work done by his team of six.

Using the mechanical skills at his disposal has become a cornerstone of the Stanmore greenkeeping operation. Barry grew up on the family farm in Hertfordshire and started working on machinery at thirteen years old. A desire to earn a bit more money before going to university saw him work at another local farm where they were building a golf course. A qualification in Manufacturing and

Engineering at Kingston Polytechnic was short-lived, with Barry realising working indoors wasn't for him. Instead, he returned to the already constructed nine holes on the farm and, from there, his greenkeeping career took off.

"I enjoy being outside, so after a year or so of being back at the farm and golf course, I asked if I could go to college because I wanted to learn why we did what we did," Barry explains. "I didn't just want to go out there and do it and not understand why, so I went to Oaklands College in St Albans, and that was the start of it."

"I like to think I was a little bit lucky, but I worked quite hard at college, and they nominated me as their top student, and I went on to win the Toro Student Greenkeeper of the Year Award in 1994."

"I like the outdoor life, and I did pretty well at school and started further education, so





education just came quite easily to me, I suppose. And when you've got the interest and passion for it, then it does come quite naturally."

"It was an amazing experience spending two months at the University of Massachusetts when you're twenty-four years old. American education is very different to ours. They've had degrees in turf management for years, head people are all known as superintendents rather than course managers out there, and tend to have degrees. The higher level of education is relatively new over here, but it is coming in more and more."

"The course we did was the winter school for turf managers, and it was basically a refresher for guys that had maybe done it years ago in the past. It was very intense, and they were long days and covered a lot of ground very quickly, but it was a great experience."

In a few short years, Barry had grounded

himself in practical and theoretical greenkeeping knowledge. After a six-year stint at Whitehill Golf Club, he knew it was time to move to a deputy's role, and in 1994 he joined Stanmore, which was to be his next learning curve. With two years already under his belt and knowing the team, the transition to Course Manager was made easier despite being initially daunting.

Looking back at what has changed in the twenty-eight years raises several topics from machinery and the course to staff. The core knowledge of Barry's team comes from Deputy Course Manager Ian Creswick and First Assistant Martin Coombs, who have over fifty years of Stanmore experience between them.

Having this knowledge and expertise allows the team to complete a lot of major works themselves in a bid to control spending and expand the range of projects that can be done in a year.

"When I look back and see the progress

we have made up until now, it's good. We are not the wealthiest of clubs, so we have to work towards things. We do most of the construction work ourselves, which is good experience for the guys because they get to do something different for a few months and, with the age of the course, there are plenty of projects for us to do."

"The course was originally constructed in 1883, so she is an old lady. Alistair McKenzie did the redesign, so we are part of the McKenzie club along with courses like Augusta, and a couple of our greens are very, very typical McKenzie."

"We do think some of the greens out there are original. We are on London clay, so we can be quite wet at times, but it does drain, it just takes its time."

"We've got one USGA green that has been rebuilt over the years, but with the others, you've just got to nurture them and live with them. We have put drains into many of the greens now. We had White Horse







Contractors come in and do four for us initially, and we worked with them to save a bit of cost, and we gained a lot of knowledge from that. We then bought our own trencher and some other equipment and we have drained the rest of the greens ourselves."

"The difference that has made is huge. The greens are much firmer. They are soil push-up greens, so they will always be a bit softer than USGA greens, but the difference is night and day."

"Golf over the winter now is constant. Maybe twenty-five years ago, only the diehards went out, but with Goretex, the golfers can go out and play in any conditions, and they do. But years ago they didn't, and the course has got to be there and available for them most of the time, so it had to be done."

"Because they are drier and firmer, we don't use temporary greens, so even if play was out there in the frost today, they would have been playing on the greens. I didn't like the idea, and I was sort of half forced into doing it, but I've been very pleasantly surprised by how little damage it does."

"All of my training, even the training now, is look after the grass plant in the frost, don't let them on frosty greens. We used to have







small winter greens, which we started cutting out in September, so when the frost came, we just had a hole in a very small bit of fairway that was cut down a bit lower. It was never popular with the members, but the idea is you rest the greens. The leaf basically freezes with the frost, and you can crack and bruise it, which makes it more susceptible to disease without any doubt, but we've not seen any long term damage."

"The first few touches of frost you get, you see quite a few black marks, particularly around the pin where everybody congregates, but later on I think the plant becomes attuned to it, so you don't see as many marks later in winter."

"The one real problem can be if you can't get out and change the hole because the ground is frozen solid. So you can have one hole taking play weeks on end, and you tend to get wear rather than anything else, and it is the wear damage that I think can be an issue in long term frost, but we rarely get that."

Given the frost cover on the course, it's

easy to concentrate on the colder conditions, but the most significant change during Barry's tenure really takes effect during the summer months, and that is the new Rain Bird irrigation system. It was installed in the winter of 2017/18, along with a weather station which has proved invaluable for providing factual course updates to members, raising course quality and saving labour time on keeping the old system up and running.

As the largest single investment in Barry's time, he spent over a year researching the system, trialling pop-ups and speaking to manufacturers to ensure he was getting the best for the course. He also used it as a learning opportunity for greenkeepers in his role on the London Greenkeepers Committee. As part of the BIGGA London Section, various educational events are scheduled when the opportunity arises to give greenkeepers practical experience they might not otherwise get and is an extension of Barry's desire to train people to their highest level.

For Barry, having staff capable of servicing and repairing their own machines equals productivity. A recent example of this is bringing grinding in-house to maintain a high quality of cut and prevent any machinery downtime during busy periods.

"We bought some used grinders about 18months ago, and we wanted to learn the way the manufacturers recommend them to be used to get the best out of them, so Bernhards came down a few days ago."

"It was something we planned to do a year or so ago, but again, with the pandemic, it just never happened, so over winter is ideal because we can spend a bit more time on it without the pressure of the course."

"We do, and have done for many years, most of the servicing and repair work on our machinery. Again, labour costs are £70 or £80 an hour for a fitter to come in from one of the main dealers, so every hour we can do, we are saving that money."

"If a machine goes wrong and we can fix it ourselves, as well as the money, which isn't



Now we've got them, it will make us more efficient, and the golf course will improve because we'll have sharper blades more often. If you've got to pay for things to be done, the machine might be down for two days







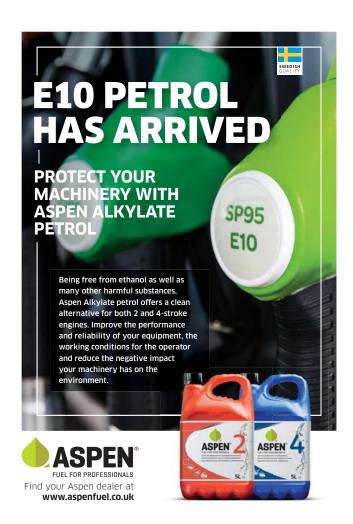
always the be-all and end-all, we can quite often get it sorted and running quickly. I've got Martin, who is very mechanically minded, and between him and myself, we can do most of the work like changing clutches in tractors and things like that."

"So, getting the grinders was a natural progression. With the cutting units, we've done the servicing of the units ourselves for years, and then we'd send them away to be sharpened, and then we put them back together. We've done all the work in the past other than the grinding, so it was the last piece of the puzzle for us."

"Now we've got them, it will make us more efficient, and the golf course will improve because we'll have sharper blades more often. If you've got to pay for things to be done, and again it doesn't always come down to money, the machine might be down

for two days. Whereas now we can get the greens cut, take the units off, and they can be through the grinder within two hours and back on the machine on the same day, ready for the next morning. And that is in the busy time of year when you really want sharp blades because, if you've got sharper blades, your quality out on the course is improving."

In two and a half decades, machinery has





They've all got a black box in, and if something isn't quite right, you've still got to interpret why the black box won't let it start or why it won't engage the units





changed almost as much as the landscape around Stanmore. Barry has watched as the twin towers of the old Wembley were torn down and replaced by the new Wembley, which is now all but covered, barring the arch, by hotels, flats and shopping centres. In that time, mowers have gone from hydraulic gangs on a tractor to dedicated units for fairways and roughs.

Toro dominates the shed at Stanmore, and hybrid greens mowers signal the technology shift, but for a team that operates by servicing and repairing, the inevitable move to fully electric mowers presents an issue.

"I think with electric mowers coming in, some of the mechanical knowledge we have here will almost become obsolete. Electricity will be different from what we have now, without a doubt. So many industries, like automotive, plug them into a computer, so you've got to have the specialist tools to do it."

"Even what we have now are very basic

computers, but they've all got a black box in, and if something isn't quite right, you've still got to interpret why the black box won't let it start or why it won't engage the units. So now there's a bit of both, but probably the electric side of it is our weaker side because you can't see electricity!"

"The power unit of a greens mower is not only one part of the machine, so you've still got the cutting units. The machines we use you can put those cutting units on an electric power unit. So they'll still need grinding and sharpening, and they'll still need new bottom blades, but you will be losing the engine and hydraulic side of it as well, so you'll always need someone, and there is still an amount of fairly basic mechanical knowledge needed. There will be less servicing because you don't need to change the engine oil or the fuel filters and things like that. But there will be times, because everything goes wrong at some point, where you will have to employ

We have to do it now because of the volume of play. We want drier and firmer greens, so we've got to aerate them. And we probably aerate them more now than we ever have done





specialist knowledge from the dealers to fix it "

"But it's going to go that way. Twenty years ago, there weren't electric buggies or electric cars. We tend to feed off what happens in everyday life, so it's coming in. Hybrid mowers have been about on our course for eight years now, and we weren't the first to get them."

"Looking back, the technology on a greens mower now compared to twenty-

eight years ago when I started is chalk and cheese. We're up to fourteen bladed cylinders, cutting lower than we're used to, but then we've also adjusted the aeration we use on the greens. We're up to a 1.8m Wiedenmann Terra Spike, and we can get all of our greens deep spiked in a day, whereas before the older Verti-Drains were very slow, and the surface they left wasn't great. It did a great job, but it's about playability and the condition of the greens. The finish the newer

machines leave is fantastic, so we can get the work done quicker; it's leaving a better result and it is a win-win."

"We have to do it now because of the volume of play. We want drier and firmer greens, so we've got to aerate them. And we probably aerate them more now than we ever have done, but we've got the right machinery now to get on and do it. We want to work better, quicker and more efficiently and leave less disturbance from the golfer's





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With all the different aspects to this job, we can pick up and learn something new every day and, because of that, I think I've got the perfect balance for me

point of view."

All of this progress, from a new irrigation system, extending holes, moving tees, and countless other projects has been a life's work for Barry. And even today, on a freezing cold morning, he still counts himself as lucky. He is still enthusiastically planning his next steps with bunkers to be renovated, a new sprayer to buy and new staff to teach.

For him, anyone who stands still goes backwards. That's why he's always looking to improve things with one eye on what's happening and another on what is going to happen.

"I still enjoy my work. It's not a chore getting up in the morning and coming here.



I'm quite lucky, and I think I'm fortunate that I get to plan work and execute it in my position. My workload is quite different, so it's really enjoyable, and I still love it."

"Even away from the course with the staff that we've had through the years. One of the lads we took on as a trainee is now a Course Manager just up the road, two others also have become Deputy Course Managers, so that's quite pleasing and rewarding in its own right."

"It's hard when you've spent the time and effort getting them to learn your ways and how you want to do things, and it can be hard when they leave, but at the end of the day, I've done it, and life moves on. You're

happy for them really because they have achieved something."

"With all the different aspects to this job, we can pick up and learn something new every day and, because of that, I think I've got the perfect balance for me."







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ngestre Park Golf Club is located deep in the rural Staffordshire countryside situated less than six miles from Stafford town centre. The club is set in the grounds of Ingestre Hall and so peaceful are they that the only noises you may hear are the birds singing and the odd shout of "FORE." The course offers an enjoyable and testing game of golf to players of all abilities. At 6334 yards in length, from the tee on the first hole to the pin on the eighteenth, it is quite a considerable length and, as such, has more than the odd long hole, which is no doubt music to the ears of the big hitters.

Since its creation it has undergone several name and location changes but,

nevertheless, has become known as a hidden gem in the Midlands.

Formed in 1913, the club was initially known as the Stafford Artisans Golf Club, a nine-hole golf course created on common land in Stafford. Play could not take place on Sundays nor during April, May and June as this was the prime time for cattle to graze on the lush grass.

War broke out, golfers became disillusioned with cattle roaming the course and no clubhouse existed so, in 1921, the members rented land at Kingston Hill, Stafford and a new nine-hole course was laid out in seven weeks. Kingston Hill Golf Club was formed, and this was the start of fifty-seven years of golf at that venue.

The land known as Kingston Hill Golf Club was part of the estate owned by the Earl of Shrewsbury which was split into lots, and each was sold by auction. The club land was acquired by a development company for housing, but they were not granted planning permission until the golf club was rehomed. So, in 1969, the land on which Ingestre Park now resides was suggested as a possible site for a new golf course.

Work started on an 18-hole Course, designed by Mr Jiggins of F W Hawtree & Co. and was constructed, along with a purpose-built clubhouse, and the club officially became Ingestre Park Golf Club on 1st January 1978, with the clubhouse opening in February 1978. Thirteen years



existence was threatened. Club officials successfully battled hard to save its future. Twelve new holes, plus some reconfiguration were required and Master Greenkeeper **Phil Helmn** was brought in to oversee the work. In this article, he details the work being undertaken

later, the freehold of the land was purchased and the club deemed that Ingestre would be its forever home.

All was well and the club prospered but, in 2013, it was announced by the Government that the new High-Speed Rail Two link was to come through the club's land dissecting the course in two. Club officials, led predominantly by Geoff Matthews and Mel Jones, fought to save the club for over eight years before finally reaching an agreement in 2021 for the construction of twelve new holes and the rebuilding of the remainder, amending the configuration of the course and allowing prosperity for the future.

With the club's negotiations finally completed, Jon Hunt, lead architect from

International Design Group Ltd., could begin mapping out the new course. The complexity of redesigning a large part of the existing course, whilst all the time making sure it matched the feel of his new creation on the adjoining land, was a crucial element to his brief, one which he's come up trumps with by the way!

The Vision

I was very fortunate to be chosen to join the team at Ingestre in July of this year. My brief was to assist the existing greens team, working alongside Martin Cox the Greens Director and the other directors, in maintaining the original 18-hole golf course and lead the grow-in of the new golf course

alongside. The overall aim, to nurture both team and turf and assist in the smooth transition from one golf course to the other as seamlessly as possible. I saw my new role being broken down into three key areas:

1) The grow-in

As the supervisor, ensuring communication channels were established and close working relationships developed between the board, contractors, agronomist, architect and in-house greenkeeping team.

Ensure the complexities of integration between contracted labour, and in-house labour streamlined as much as possible, ensuring maximum benefit for project success.



These large bodies of water will be needed to feed the extensive Toro Infinite irrigation 'valve in head' system which covers greens, tees, approaches complete with double row fairway layouts

Maintain efficient budget control.

Deliver the consultant's action points throughout the term of the grow-in.

Programme all long, medium and short-term work schedules ensuring quality and efficiency.

2) Team development

Assist in recruitment of the right people ensuring future success.

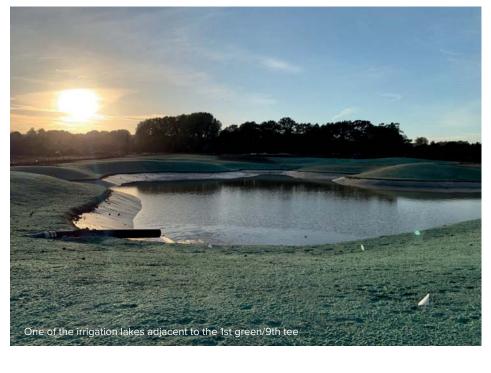
Motivating and training the existing team to produce high quality workmanship and standards.

Create an atmosphere where innovation and ideas are encouraged.

Create informative lines of communication to all stakeholders.

3) Best practices

Create solid processes ensuring the team achieve the best - consistently.



Install essential underpinning paperwork (COSHH, Risk Assessment documents, daily logs, chemical records, machine work sheets).

Develop performance appraisal systems and feedback monitoring.

Develop and advise on budget control and recommend best materials and resources.

Initiate work culture where great 'habits' become the norm.

Future proof all greenkeeping operational systems.

The Journey

MJ Abbotts, one of the country's leading sports turf contractors, started construction in the spring of 2021 with the overall agreed project timeline being three years - spring 2021 to summer 2024. Work began in earnest and great progress was initially made. However, Ingestre Park's indigenous

soil type is beautifully rich and moderately heavy which has the benefit, at the height of season, of growing grass like a grass factory. Abbotts had already recognised that the land, once stripped of vegetation, became very wet very quickly and became difficult to work (almost unmanageable) after heavy rainfall. As all managers of fine turf will testify, last year was extremely wet and this did hinder the build progress, but programmes were maintained despite early setbacks. The construction team, headed up by Anthony Brookes, persevered and finally completed three holes (1st, 9th and 18th) in late summer and handed them over to the Ingestre grow-in team.

As you might imagine, the design specifies extensive drainage systems, especially for all major playing surfaces. Fairway drainage is to be installed on all fourteen fairways (par 4s and 5s) at six metre centres (fifteen miles in total),



As all managers of fine turf will testify, last year was extremely wet and this did hinder the build progress, but programmes were maintained despite early setback





complete with water catching swales and run offs, in an attempt to future proof the new course from heavy downpours. All these water harvesting features fall to a specifically designed lake system (three in total) as well as an elaborate lattice of wellplanned streams and ditch lines. Two of the largest lakes double up as irrigation reservoirs. Cleverly, they are interlinked and

both benefit from harvested drainage water as well as natural underground springs which were discovered during construction works. These large bodies of water will be needed to feed the extensive Toro Infinite irrigation 'valve in head' system which covers greens, tees, approaches complete with double (some holes triple) row fairway layouts.

What's in the shed?

Jacobsen Tri King 1900D

John Deere 3720 Tractor

Jacobsen GP400

John Deere 3720 Tractor

Jacobsen G Plex 3 greens mowers x 2

Toro GM 4500

Jacobsen AR 722

Jacobsen LF 3800 fairway mower

Baroness LM 319 triple mower

Redexim Verti-Drain 7316

Tornado blower TM360

Bobcat skid steer loader

New Holland TN 55 Tractor

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John Deere 6x4 Gators x 2

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Getting Personal

Martin Cox - walking through life with a smile - and grey hair!

Who are you? Martin Cox, Greens/Course Director at Ingestre Park Golf Club

Family status? Married with two grown up sons.

Who's your hero and why? I don't have a particular hero, but I admire anyone who can, against all odds, walk through life with a smile!

What's been the highlight of your career so far? My involvement with the reconfiguration of our course at

reconfiguration of our course at Ingestre Park and building a Greens Team to support it.

If your younger self saw you now, what would he think? How grey are you!

Which famous people wind you up? Piers Morgan, Tony Blair and Gordon Ramsey.

What job would you love, other than your own? Travel writer

What was the most embarrassing moment in your life? In my youth, walking into an interview with my flies undone!

What is your favourite film? Zulu (1964).

What scares you? Life!

What would your autobiography be called...and who would play you in the film? Riding The Roller Coaster of Life! Played by Simon Pegg.

What is your favourite sport? Golf.

What would you cast into room 101? Whingers!

Which historical time and place would you most like to visit? Bath in the 1700s.

Do you have a lifetime ambition? Yes, to be happy!

What's your favourite smell? Cooked bacon and fresh coffee.

Which three people, living or dead, would you invite to a dinner party? Winston Churchill, Dame Maggie Smith and Billy Connolly.



What's the best advice you have ever been given? The difference between a Master and a Beginner is, the Master has made more mistakes, but he has learnt from them!

What's your favourite piece of trivia? Anything with seeds on the inside is a fruit not a vegetable!

What's your favourite piece of kit? Anything that works!

Which three albums would you take to a desert island? Vivaldi's Four Seasons, Singing to Strangers, Jack Savoretti and Come Fly with Me by Frank Sinatra.

What's the daftest workrelated question you have ever been asked? Why are we changing that, we have always done it this way!

What three words best describes yourself? Sociable, tenacious and direct.

What is the single most useful thing you could tell a 16-year-old greenkeeper? Be a sponge, always take advice and gather as much knowledge as you can; through experience, you will be able to pick the wheat from the chaffl

What talent would you like to have? To play the piano.

What law/legislation would you like to see introduced? The banning of mobile phones in restaurants!



Johnsons seed has been used on greens to create a mono stand of pure brown top bent (all bent) sown at 35gms/m². Mix contains 70% Arrowtown and 30% Manor Browntop bent.

Tees, fairways, approaches and semi rough all benefiting from the extremely hardwearing Johnsons rye fairway mix sown at 50gms/m². Mix contains 15% Chardin Perennial rye, 15% Fabian tetraploid Perennial rye, 10% Humbolt Chewings fescue, 20% Nigella Slender creeping red fescue and 40% Laverda Strong creeping red fescue.

The outer rough areas will be sown with Johnsons rough mix @35gms/m². Mix contains 10% Samantha Slender creeping red fescue, 25% Maxima Strong creeping red fescue, 25% Sergei Strong creeping red fescue, 25% Dumus Hard fescue, 10% Crested dogstail and 5% Highland Browntop bent.

Natural rough areas will be sown with a fescue-based mix with a specific wildflowers mix sown at 5gms/m². These areas have been specifically stripped of topsoil, so to create a more impoverished growing medium which favours these species and is designed to create environmental 'huffer zones' around the boundary of the new course. Mix contains 20% strong creeping red fescue, 10% slender creeping red fescue, 55% Chewings red fescue and 5% hard fescue plus 10% wild flower.





I believe the project at Ingestre is very special indeed and has brought together the very best teams and companies currently in the industry to create, what will be, an unquestionably exceptional golf course

As you might expect, greens have been constructed to USGA type specification, as have all approaches. These approaches have also been sand capped and form a 200m² area in the lead up to every green. Greens have been encircled with a vapour membrane to stop ingress of soil into the rootzone and to reduce moisture loss from the green to surrounding soil. Something that I haven't come across before is the added addition of a perimeter coil of cable to act as a 'tracer' which, when plugged in to electrics, can be used to trace and find the

edge of the rootzone in years to come!

The plan also incorporates four miles of cart paths, 70,000 native whips and fifty-two new bunkers. These have been lined with new generation Whitemoss bunker mat complete with revetted turf edges. Sand is local Mansfield sand which has excellent porosity and will further help reduce flooding on this potential wet site.

From a personal perspective, I believe the project at Ingestre is very special indeed and has brought together the very best teams and companies currently in the

industry to create, what will be, an unquestionably exceptional golf course. Most of us in the industry know that the Midlands has a plethora of top-quality golf courses and, once completed, Ingestre Park will be right up there

with the best of them! Watch out for their name in the future and I hope to have the opportunity to bring you all up to date with a report once the job's done!





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Coventry City and Wasps

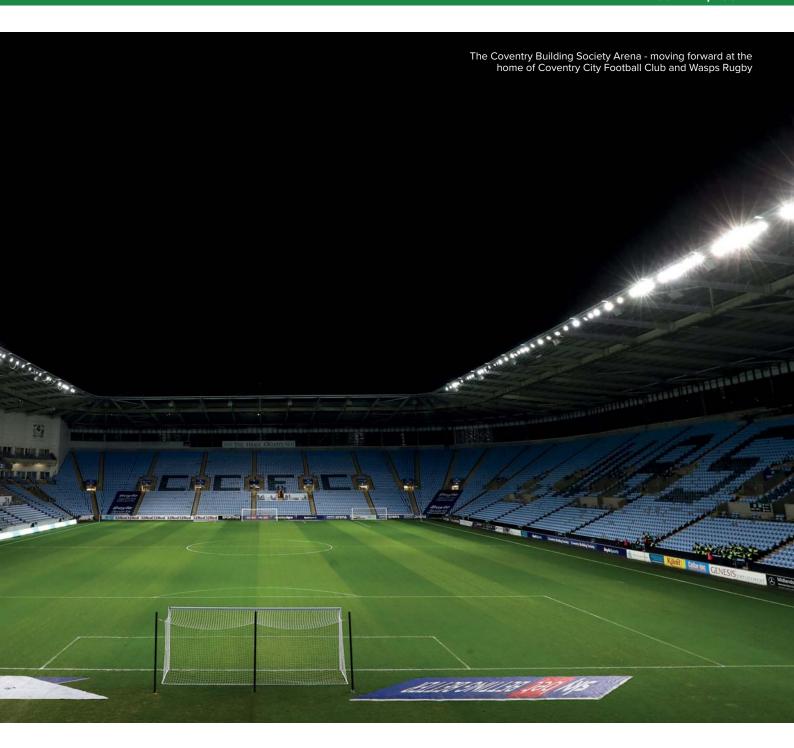
Sky blue thinking

After a turbulent few years, the future looks bright for the Coventry Building Society Arena - formerly the Ricoh Arena - with Coventry City Football Club set to share the facility with Wasps RFC for the next decade. For Grounds Manager **Paul Currier**, it offers the opportunity to nurture a pitch that cannot only withstand the rigours of hosting two professional winter sports but also the numerous other events that the stadium caters for. Jane Carley reports





If you are not moving forward, you are standing still. A major change is that the management have been prepared to invest in the pitch, and we are working together with a much better relationship between all parties



he Coventry Building Society
arena hosts two major concerts
in 2022, postponed from 2020,
plus the Rugby Sevens for the
Commonwealth Games. "We
always have to bear in mind," begins Paul,
"that it's not just a sports stadium, but also a
venue, so our plan going forward is to have
a pitch that will pay for itself in ten to fifteen
years."

Pitch rebuilding has been a major theme through the stadium's history. The pitch was built using fibre reinforced natural grass some twenty years ago, before Fibresand was introduced, then Greenfields' XtraGrass system. For twelve months when Wasps had sole use, a natural turf pitch was installed, to be followed by a hybrid system once again, which suffered damage from concert use.

In 2020, the latest pitch was installed, using County Turf's Hero Hybrid Grass knitted construction system, installed as 12m rolls.

"Although the turf rolls gave us a quick solution, it still could have done with time to settle, but we had to play on the pitch after two weeks," he explains. "There was some lifting and damage from the scrummages and, due to Covid, we were only able to do a rough renovation. Thankfully, in 2021, it received a full renovation from Premier Turfing as soon as we heard Coventry City were coming back."

"It was one of the cleanest renovations I have seen," he recalls, "They were able to take almost all the infill out, and this season it has been a dream, not lifting or moving at all."

Paul comments that by November, he is usually seeing 40% grass loss, and the period from November to February is tough, but the surface and regime this year have made it a different ball game - quite literally.

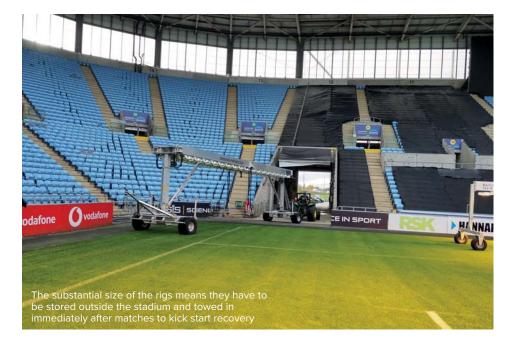
He explains that the Coventry Building Society Arena aims to set a high bar for pitch standards.

"If you are not moving forward, you are standing still. We're always looking for the latest developments to improve the pitch."

"A major change is that the management have been prepared to invest in the pitch, and we are working together with a much better relationship between all parties," he points out.

An example of this is the purchase of eight additional TLS lighting rigs - six TLS 72 and two TLS 9, all controlled remotely via

It was one of the cleanest renovations I have seen. They were able to take almost all the infill out, and this season it has been a dream, not lifting or moving at all





the Turfpal control and monitoring portal which have made a significant contribution to recovery of the turf after matches.

"We do have the challenge of making it work with a small team however - moving the lights adds to the workload. We try to put them on the pitch straight after a match, or if we have to work on the pitch, they will be on by Monday night."

It's a relentless programme. A typical week will see a rugby match on a Saturday followed by a football match on a Tuesday and, in addition to Paul, there is just one full time groundsman at the stadium and one at the training ground.

"We'd aim to put the small rigs on straight after rugby as they don't need a tractor to tow them, then all of the rigs on Wednesday night."

Overseeding is ongoing throughout the winter to continually add grass coverage,

and fertiliser is applied every seven days as the pitch base is pure sand.

"I alternate granular and liquid products, but close to a fixture it's always liquid to avoid leaving prills on the surface," Paul explains.

Moisture retention is another issue, and here Turfpal also helps. "Data is collected from twelve SoilScout sensors around the pitch, with moisture levels, salinity and temperature displayed on the office computer and a smartphone app," he explains. "It helps me to read the pitch better and deliver facts to the management, as well as guiding irrigation practice. It also works with the undersoil heating, offering detail such as soil and air temperature. For example, whilst the soil temperature can be 13°C, above the surface it is just 11°C, and having this information to hand helps me to avoid the soil drying out."



It helps me to read the pitch better and deliver facts to the management, as well as guiding irrigation practice. It also works with the undersoil heating, offering detail such as soil and air temperature







"The aim is to keep the grass growing and then we'll just top it out. Another benefit of these lighting rigs is that we can work underneath them, and then put some water on to retain moisture in the leaf

Sprinklers water the pitch for eighteen hours a day, but Paul explains that it's a fine line between putting enough water on and risking wet leaf. "I have to find a balance to maintain that full grass coverage."

Technology also helps to get the most out of the investment in the lighting, with shade analysis revealing that the south side of the pitch needs 600 hours of light a month to compensate for shading, and helping to position the rigs.

Post-match renovations begin with cleaning up using the Dennis Pro 34, followed by a light topdress and overseed, followed by fertiliser application and irrigation.

"The aim is to keep the grass growing and then we'll just top it out. Another benefit of these lighting rigs is that we can work underneath them, and then put some water on to retain moisture in the leaf."

Cutting emissions is a hot topic, and like most grounds managers, Paul has looked at electric mowers. "We have had some on demo, but the initial cost is a concern," he says, "and output is more of a priority for now - because of our limited staff resources we have gone from using Honda push mowers to 34in Dennis models which we can also use with a fixed brush on the front to take the dew off."

2022 looks to be a busy one, with the Commonwealth Games and concert commitments giving just three weeks for renovation.

"I rely on trusted suppliers such as Mark Allen of Agrovista Amenity and Oliver Boys of Turfix, whilst we've always used Limagrain for seed. Back up is essential, and we get a fantastic service from TNS."

"MM60 gives fantastic results, and we're also using Tetrasport. If you get the right percentage of cover it ticks all the boxes, and the one thing I need is fast establishment."

Preparations for the Games are progressing well, with the stadium having



We're aiming to make big footsteps in the sand, but it feels like we are getting it right. Coventry City's priorities were coverage and levels, and if you get the coverage right, the levels are protected

met the Organising Committee' requirements so far - the venue also plays host to wrestling and judo as well as the rugby sevens - although further investment will be made in the 2022 renovation ahead of the matches.

"The fixtures are from 29th-31st July, although obviously the organising committee will be with us for longer than that. There's also talk of constructing a temporary pitch for warming up in the car park, so that's another consideration."

It's clear that long hours and hard work for the small team can't take the shine off the satisfaction of having made a top level pitch work in challenging conditions, and the peace of mind from a secure future for the

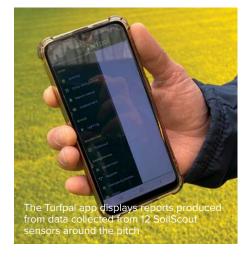


stadium at last.

"We're aiming to make big footsteps in the sand, but it feels like we are getting it right. Coventry City's priorities were coverage and levels, and if you get the coverage right, the levels are protected. Wasps have made this their home, and the plan is to keep going forward."

















This League Two club is London's second oldest in the whole of the Football League. Neville Johnson went there to meet Head Groundsman **Colin James** and sees how you don't need big budgets and lots of manpower to produce pitch excellence, even in mid-winter

atching Colin James complete his favoured chessboard mowing pattern twenty-four hours ahead of Saturday's home game against Port Vale, it is so apparent this is a groundsman that absolutely cares about his pitch presentation. This is not a televised top table match. It is a mid-table League Two clash. He is seeing that the players and the fans get nothing short of the best.

The neatness and precision of the mowing and the dense, even sward suggests a well-drilled team of pros had been at work. Not so. In the best possible sense, appearances can be deceptive. This is 'basics' par excellence courtesy of a clubman on a permanent mission.

Colin is the ultimate solo operator. He likes it that way. He accepts the never ending hard work and long hours, and very much savours the pleasing end result.

"I have to plan what I do well in advance of fixtures," said Colin, after breaking for a chat in the ground's Justin Edinburgh Stand. "Postponements for weather, and in recent times Covid of course, add to the pressure, but that's part of being a groundsman, isn't it?"

When you think you're getting a breather because there's an away fixture, with the pandemic things can change in a trice. Last week's game at Oldham Athletic was called off at the last minute because of that club's infection rate and the Os manager Kenny Jacket wanted to use the pitch for a serious Saturday training session. That changed Colin's scheduling for the following week.

"I spent Monday and Tuesday cleaning up surface debris using a Honda rotary, then the whole of Wednesday was given over to divoting. Yesterday, Thursday, I did the pitch length cutting and today you see me cutting across the pitch."

Colin achieves his precision by meticulous

use of line and a Dennis walk-behind trimming to 27mm. The result is pleasing on the eye and defies anything short of total player satisfaction. For the record, the Os and Port Vale couldn't next day come up with any goals, but that was hardly the fault of the pitch!

A Covid postponement just after
Christmas had meant, close on the heels of
the Port Vale fixture, another against
Newport County had been re-scheduled for
the following Tuesday, It also meant Colin's
solo pitch work would be doubled up. There
was going to be a whole lot of tidying up,
divoting and chessboard cutting on the
Sunday and Monday.

Leyton Orient is one of those clubs that's always been there, and with a stand-out name that every football fan knows. Like Crewe Alexandra, you do sometimes wonder how come they're called that? Apparently, in Orient's case, it has nothing to do with its place on the east side of the capital, but was dubbed thus by an early runner of the club who worked for the Penninsula and Orient shipping line.

It's the second oldest club in London (Fulham takes top spot) and has come to be known affectionately as the Os. Actually, it only became Leyton Orient in 1946. Before

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that it was Clapton Orient.

The club has had ups and downs in recent years, as it has in truth, since it began life in the 1880s. In Colin's fifteen years there he's seen them on the brink of promotion to the Championship only to lose a Wembley penalty shoot-out to Rotherham, and consecutive relegations taking them out of the Football League into the Conference National. They're firmly back now in League Two with some hope - albeit optimistic - of getting into a play-off position by the end of the season.

The ground, formerly known as Brisbane Road, became Leyton (then Clapton) Orient's home back in 1937. Like so many, it now bears a commercial name, that of the club's owner. The Breyer Group Stadium is surely the only professional football venue in the country with residential property in all four corners of the ground, which is delightful, but a bit of a sun block Colin has to counter with winter use of lighting rigs.

Away fans must wonder where the stadium is as they approach from Leyton underground station. The whole of the south

Hybrids are filtering down into Championship and EFL clubs now and they do, of course, give much more durability. It would give us the opportunity to fit in more games, which is a potential money earner for the club



side has a residential appearance flanked by delightful public gardens.

The stadium has a free-draining Fibresand pitch which, Colin says, has required improving from time to time over the years. Though not visible to the naked eye, there is a one-metre corner to corner slope, which poses a surface drainage issue in front of the Justin Edinburgh Stand on the west side of the ground now and again. A fresh sand-slit drainage system, using Mansfield sand, was put in at the end of last season to remedy the problem.

"Five-metre laterials run across the pitch from touchline to touchline into main drains which run the length of the pitch," said Colin. "It seems to be doing the job well, though there is enthusiasm growing at the club to switch to a hybrid surface."

Cost and benefits of this upgrade are being carefully examined by Orient's decision makers. Colin is very keen for this to go ahead. It won't be this summer however, because there is a short 8-week off-season window owing to the World Cup.

"Hybrids are filtering down into
Championship and EFL clubs now and they
do, of course, give much more durability,"
said Colin. "It would give us the opportunity
to fit in more games, which is a potential
money earner for the club. We already stage
corporate games here and hire it out for





Last summer, we had under five weeks from getting the seed in the ground to first kick-off, a friendly against neighbours West Ham. I've never known such a short turn round period, but we did it

commercial interests and film makers now and again, but we would be able to do this much more."

The drainage upgrade was conducted by contractor Premier Pitches, which handles all end of season renovation for Colin. It has been doing this successfully for a number of

The hiring out of the pitch for corporate purposes after EFL games are completed is

a valuable income source, but it does eat into renovation time. Colin has to plan the timetable for this in accordance with time available and of course the budget he is given.

"I will will have detailed meetings with the club Chairman and CEO, and lifelong club supporter, Nigel Travis, before briefing the contractor," said Colin. "Last summer, we had under five weeks from getting the seed in

the ground to first kick-off, a friendly against neighbours West Ham. I've never known such a short turn round period, but we did

"This summer, we will have the whole surface Koro'd, as always, and probably add some Fibresand to strengthen things. I'll be talking to Mansfield Sand about this in the coming weeks. We may also take a look at further drainage improvement."



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This summer, we will have the whole surface Koro'd, as always, and probably add some Fibresand to strengthen things. I'll be talking to Mansfield Sand about this in the coming weeks





Striking link. Spurs and England captain Harry Kane, who played on loan at the club at the beginning of his career, continues his fondness for it. As Ambassador for the Tommy Club charity, which supports vulnerable exmilitary personnel, he renewed his first team sponsorship this season dedicating it to the cause, which raises funds for veterans with physical or mental disabilities. The sponsor's logo denotes the Christmas truce football match between English and German troops in 1914



"We'll re-seed with Rigby Taylor's R140. I've used it for many seasons now. It's quick to germinate and produces a full and resilient surface for us. I also find the company's range of Microlite granular fertilisers sustains the pitch well through all the demands put on it."

What is also happening this summer, says Colin, is an upgrade of the stadium's floodlighting to Championship standard. It clearly shows that, on and off the pitch, Leyton Orient is a club with ambition. In Colin's words 'wheels are definitely in motion' for that pitch upgrade too, so it's a space to keep an eye on.

Colin recalls the club's involvement in the future of the Olympic Stadium after the 2012 Games when rivalry with big gun neighbours Hammers and Spurs overheated somewhat. In his early days working for the Os, it was seriously hoped that the club might move there. It was during the time of Barry Hearn's Matchroom ownership, and the entrepreneur most known for his snooker involvement saw it as a feasible way of growing the club.

"Everyone here was excited and enthusiastic about the idea," said Colin. "The club was the nearest geographically and such a bold move had a lot going for it. It didn't have total fan approval and an average gate of under 6,000 in a 25,000 seater venue didn't really add up, I suppose."

West Ham - and for a while Spurs - looked further into what for them was a more realistic venture, the former now well ensconced there. The Os held a valid argument that a new, glamourous football venue, with top notch infrastructure and transport links would threaten its own appeal as a place to watch professional football in this part of London. That's all history now and Leyton Orient has maintained its traditional level of support.

More significantly from a groundmanship perspective, the rapport Colin has with fellow pros at these two big clubs has flourished. He regularly talks to West Ham's Dougie Robertson, Spurs' Darren Baldwin and Arsenal's Paul Ashcroft about pitch matters. "I can always count on their advice and support," he said. "There is no rivalry in trying to achieve pitch excellence. End of."

Colin is also a big fan of Saltex, describing it as just about the best source of ideas and the perfect networking

League Two is what you might call a battleground for 3G and 4G acceptance. Witness Sutton United's costly sacrifice on promotion from the Conference National League. Where did Colin stand on the future or otherwise of nongrass surfaces in football?

"I can see what sense it makes for non-league clubs, like my own club Welling, to have an artificial surface," he said. "Installation cost will probably far outweigh expenditure on regular grass pitch maintenance. It also





guarantees play in all weather conditions, allows heavier usage for training and by academies, and gives opportunities to make year round money from hiring out to other clubs and outside interests. At the moment, scrapping it is a price you just have to accept for promotion."

"Personally I'm absolutely a grass man. We have the technology and materials to produce playing surfaces way beyond what our forbears did. It's grass all the way for me."

Things at Orient are not too different to that which Colin experienced at his first and only other club Welling United, these days in the Conference South, where he spent fifteen happy years. They are each close-knit club communities, small in numbers - relative to status - where everyone chips in when circumstances demand it.

"If there's unusually wet weather threatening the pitch and I need help getting covers on and off the playing area, all I have to do is 'blow a whistle' and I know there's Orient people here who'll drop what they're doing for the cause," said Colin.

"It works both ways too. I often lend a hand if there's a maintenance job that needs a spare hand. There's a real team spirit here."

Oh, and did we forget to mention repairing fox damage? Not only do they dig the surface looking for food, they bring in food waste from outside for overnight dining in peace. Colin is always finding remnants and wrapping. They are resourceful creatures and there's not a lot he can do to discourage them. It's been a while since Leicester City played at the

stadium, but apparently there are foxes using the pitch pretty well every night. It's a regular issue that Colin has come to accept. Now that's dedication.





There are many historical sportsgrounds in Northern Ireland and Lisburn Cricket Club is one of the more familiar ones. Chris McCullough met up with groundsman **Dean Simpson** to see how he and his team look after the ground set amongst the historic Wallace Park in the heart of the city

teeped in history and dating back to 1836, Lisburn Cricket Club is the oldest cricket club in Northern Ireland, and the third oldest in all of Ireland.

Over its existence, the club has enjoyed significant success and firmly established its name among the cricketing communities across the UK, Ireland and even further afield.

The County Antrim club runs adult teams for both men and women, and has residence in the centre of Wallace Park in Lisburn, which hosts its expanded ground and the Cecil Walker pavilion.

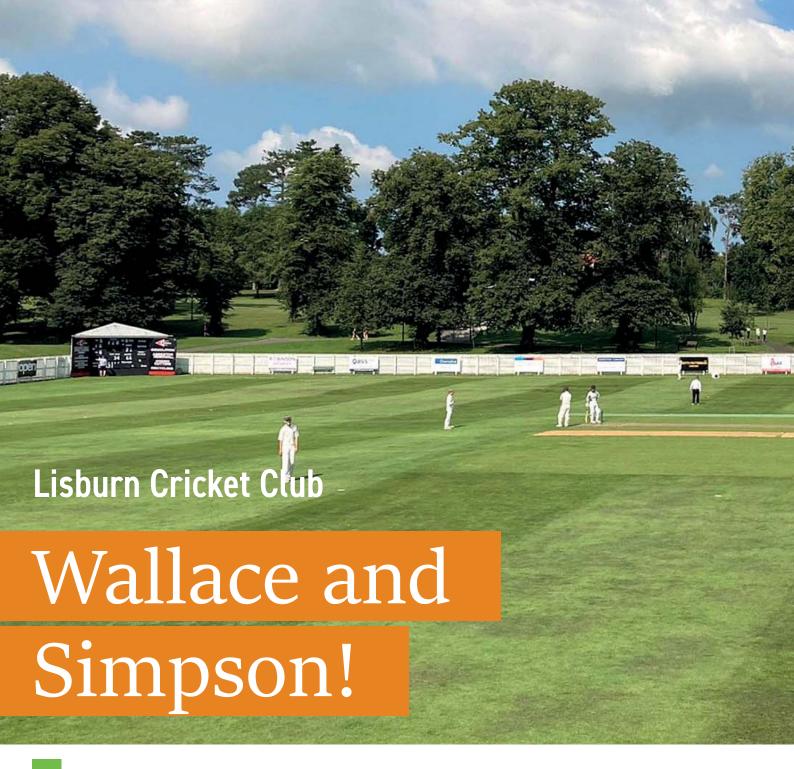
As well as the adult teams, the club

focuses on youth participation of the game, and runs some youth teams with kids as young as eight playing there.

Wallace Park extends to twenty-six acres in total and was given to the town of Lisburn by its landlord, Sir Richard Wallace, in 1884 as a public park and recreation ground. Originally known as the People's Park, it was renamed Wallace Park by the Town Commissioners after Sir Richard's death in 1890.

The Lisburn Cricket Club ground predates the park, having played there since 1854, as does the duck pond which was built in the seventeenth century as the town reservoir.

In 2010, Lisburn City Council undertook a



major refurbishment of the park, which was completed in 2012. This included works to restore the duck pond and Victorian bandstand, resurface the roads and pathways and install new lighting, CCTV, litter bins and seating. A new children's play area was also created and a new sports pavilion built beside relaid tennis courts.

The park provides a green oasis in an otherwise urban landscape and is often busy with visiting dog walkers, families, cyclists and workers on a lunchtime stroll. The many mature trees around the park have lots of cracks and crevices in the bark for small birds to nest and bats to roost. The trees attract a wide range of invertebrates

such as caterpillars, aphids, moths, spiders and beetles, upon which the many birds which use the park feed.

Midges, moths and other flying insects will usually become active around dusk and provide a rich source of food for foraging bats such as Common Pipistrelle and Leisler's Bats.

Also at Wallace Park, there are indoor tennis courts and three football pitches. These facilities are maintained by Lisburn City Council independently from the cricket club.

For the past eight years, Dean Simpson has worked as the groundsman looking after Lisburn Cricket Club's pitches and grounds.

Dean used to play cricket for the club and picked up all the groundcare skills from his mentors

Dean said: "I had played cricket and my sons also played for Lisburn Cricket Club so, when I retired from my career in banking, I volunteered to help the late, great Cecil Walker with looking after the grounds."

"When Cecil's health deteriorated, I inherited his role as groundsman. I have no formal qualifications relative to the role, however, I had great mentors in Cecil and the late Beattie Arlow, who had a lifetime of experience in the industry. I guess I learned on the job," he said.

Dean reports to the club management





committee and has an annual budget for the normal requirements to keep the grounds in shape. He also pointed out the committee is very helpful when it comes to any additional requests he may have.

Dean works alongside a team of six other retired volunteers and can turn to a number of experts should he need advice on pitch maintenance.

He said: "I am fortunate to have excellent advisors available in Phil McCormick, Michael Kennedy and Neil Hunter. All these guys have huge experience in cricket pitches and grounds and are all very willing to help, support and guide me and the team here."

"We can call in local contractors for any of the bigger projects we are undertaking, and our local council also provides great support."

There is one cricket pitch at Wallace Park taking in around 3.5 acres which the club has responsibility for.

"During the season, from April to September, our ground is used primarily by our club members," said Dean. "With four senior Saturday teams, a ladies team, a midweek team, youth teams and 250 junior members, it certainly is a busy place."

"However, we also host Cricket Ireland and NCU (inter-pro) representative fixtures and training sessions, regional cup finals and our local schools use it for some of their higher profile games. In total we hosted seventy-five games last season."

"Thankfully we have an artificial pitch on the edge of our square. This was renewed last year. We simply could not cope without it," he said.

Dean and his team follow a comprehensive monthly maintenance plan throughout the season to keep the grounds in tip top

"In May, verticutting of the square and during wicket preparation is an important operation for reducing

condition.

operation for reducing undesirable thatch and this will help to improve bounce and pace, although wickets will probably still be on the slow side at present as the ground would not have been able to dry out adequately at that stage."

"We normally prepare the wickets seven to ten days before a game, with this time period going up to fourteen days for top-class cricket. A spring, mainly nitrogen, fertiliser should have been applied to the square, however, we keep an eye out for leaching due to the wet weather as this may reduce the anticipated time for the next application."

"Aeration of the outfield can also be considered, before the soil dries out too much. Scarification, to reduce and control







Immediately a game is finished, we try and carry out minor repairs as this may enable the wicket to be used again, depending upon the level of cricket and the length of the match

thatch build-up, is also ideally undertaken at this time," he said.

Also in May, a light fertiliser, low in nitrogen, can be applied to the outfield, if needed, especially after any aeration and scarification work.

Into June and the verticutter continues to be used for thatch removal and prevention of thatch build-up. Weed growth may be a problem due to the weather in May, so a selective herbicide application is sometimes used. A light nitrogen fertiliser application may be required towards the end of the month.

Dean said: "Basically though, it's making sure the wickets are prepared well in advance and that the wickets are used in the sequence that was planned before the start of the season, or at least fairly close to the sequence."

"Immediately a game is finished, we try and carry out minor repairs as this may enable the wicket to be used again, depending upon the level of cricket and the length of the match, or at least provide the groundwork for re-using the wicket later in the season, if needs be."

During July, the square is typically mown and verticut on two occasions per week and on the outfield once a week. A correct

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Our team is very much appreciated by everyone involved at the club. Hopefully, if they read this, they might even buy us a drink during the season!



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Ransomes Parkway for outfield

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watering programme to a suitable depth, combined with planned rolling, is carried out to produce a really consolidated playing wicket with excellent bounce.

Towards the end of the month and into August, some wickets that are coming out of use for the few remaining weeks of the season can be renovated early.

Later in August, the ends are lightly forked over to a depth of 50mm to produce a fine seed bed and a suitable grass seed is applied, dominated by perennial ryegrass.

The body of the renovated wicket can be scarified, aerated and spiked with a sarel spiked roller and then oversown with a suitable grass seed mixture.

A suitable fertiliser is applied to the wickets which have been taken out of use, to aid seed germination and sward establishment

End of season renovations are carried out in September continuing into October. The team fences off the square and keeps it topped at a suitable height of cut of no more than 25mm as this will maintain a suitable sward density and prevent the sward from thinning out if it is left to grow too long.

During the winter, the team carries out more drag brushing and general maintenance in preparation for March and April when the square is a priority for rolling and verticutting.

Dean said: "Presentation is hugely important to me. Obviously the quality of the pitches is paramount but I think the ground should look good as well. I want visitors to be impressed and I want players to enjoy playing at Wallace Park."

"End of season renovations are critical, but they are affected by club budgets. I am fortunate that I have always been allocated sufficient funding to do all we need to do. However, with the recent increase in prices for fertilizer, loam etc, this will undoubtedly be a challenge for all clubs moving forward."

"Changing weather patterns have been another challenge for us. Watering our square is now a regular requirement during the season. Last year, we were cutting the ground in late November! It just means a bit more work but sure what else would we be doing?" Dean said.

Soil samples are taken annually at Lisburn Cricket Club and analysed by the advisers. The artificial pitch was renewed at the end of last season which involved levelling the base and replacing the surface. This will then be cleaned at the start of each season going forward.

"We don't have any new projects planned, but recently we carried out extensive renovations to our outfield to improve drainage and remove moss that had accumulated over the years," Dean said. "This work was completed by our contractors, Curran Contractors. Our challenge now is to maintain it each year."

When it comes to machinery the club prefers to purchase equipment outright, both new and second hand.

Dean added: "We are fortunate to have someone on our team of volunteers who has worked with machinery all his working life. He services and maintains our machines."

"The club acquired the Ransome Parkway mower relatively recently and it has made a huge difference to the quality and the presentation of our outfield. We also purchased a Ransome Super Certes 61 with the verticutter attachment which is great for the square."

"Phil McCormick spikes our square from November to February. Curran Contractors vertidrain and shockwaves our outfield during the autumn and we hire in a three tonne roller for pre-season rolling."

"Thankfully, we are relatively well off for machinery. I guess we could do with our own spiker and we may soon need a new heavier roller," he added.

Pests are becoming a problem at the club grounds, but Dean and his team can handle them. He said: "We employ specialists to deal with any pest control. There was an issue with leatherjackets a few years ago but this has been resolved."







"We now seem to be getting more and more seagulls on the ground. I'm not sure what to do about that, but it's not a major problem."

Dean has his own thoughts on the state of the groundcare industry, with finding staff or volunteers high on the issue list.

Dean said: "Undoubtedly, succession is the biggest issue facing most clubs who rely

on volunteers to do the work. In our leagues, the quality of the pitches has improved immeasurably in recent years, driven by the local governing body (NCU), the advisers, and the clubs who bought into the plan to raise the standard. I hope there are younger members keen to carry this forward in years to come."

"I have to say that at Lisburn Cricket Club

we are not at all undervalued. In fact, our team is very much appreciated by everyone involved at the club.

Hopefully, if they read this, they might even buy us a drink during the season," he laughed.



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Guy's Thatched Hamlet

Putting theory into practice

The quirkily named Guy's Thatched Hamlet (origin unknown) is a canalside haven of thatched roof buildings and sports provision at Bilsborrow, near Preston. Greg Rhodes hears how a former turf sector lecturer, **Malcolm Eckton**, is bidding to raise a crown green bowling facility to county level



alcolm Eckton spent a good slice of his working life lecturing at Myerscough College. Clearly, he couldn't keep away from the education hub, returning twice after first leaving, before eventually taking redundancy from full-time education four years ago.

Qualified as an agricultural engineer, Malcolm spanned the globe on work exchange programmes through the University of Minnesota between his stints at the College.

Now 61, he's in charge of developing the sporting and amenity provision to a new level at one of Lancashire's hidden gems of leisure, hospitality and hotel provision - Guy's Thatched Hamlet.

Nestled between the Lancaster canal and the busy A6, the Hamlet has plenty to catch and keep road or waterway travellers and tourists with its restaurant, pub, lodge, bowling green and cricket field.

A local community focus as good as its name, the cluster of thatched buildings presents a unique mix of provision whose owners are ready and eager to move out of the shadow of Covid lockdowns and restrictions that forced a five-month long closure.

On contract to Guy's five days a week, Malcolm reports to the Wilkinson family owners, Sean, Kirk and Emma, on all aspects of grounds maintenance. "After seventeen years teaching aspiring grounds professionals - no fewer than five of Manchester City's maintenance team trained under him - I thought it was time I gave something back to the industry by putting theory into practice," he explains.

He'd started out as a mechanisation student himself in 1977 at Myerscough, eventually gaining his HND in agricultural engineering from Rycotewood College in Thame.

"Fate drew me to horticultural equipment, delving deeper into fine turf machinery management. I look on it as an art form," he proclaims.

Talking technically about the balance of blade rotational speeds and cutting efficiency, then comparing turf mowers with their giant cousins - combine harvesters, Malcolm suddenly states: "I'm very keen to improve things at Guy's and never seem to stop learning new things."

Matching his aspirations to the owners, who, as Malcolm notes, "are happy to invest in what's needed to bring the grounds up to a high standard. We have a collaborative relationship," adding: There are so many sources of advice, many former students I consult before investing in materials, machinery or turf treatments."







Cricket is taking more of a back seat to outdoor events - everything from the Bubble and Bounce events to The Oyster Festival, held in the first week of September





Sticky wicket

The canalside cricket ground, with its all weather wicket and distinctive thatched pavilion, is home to Guy's' Boddington's Village Cricket League Teams.

Founded in 1994, the two teams play on Wednesday evening during the summer, competing against local rivals. Cricket packages are available and enjoyed throughout the summer months.

"Cricket is taking more of a back seat to outdoor events," Malcolm discloses, "everything from the Bubble and Bounce events to The Oyster Festival, held in the first week of September."

The festival attracts the great and the good from far and wide, he adds, with tickets for the prestigious event selling out a year in advance - an insight into its popularity. "It's been going donkeys years [well, about twenty-eight] and attracts hundreds," Malcolm adds.

Then in "normal times" there's the gin and cider festivals, with their marquees and intense footfalls that perhaps only serve to emphasise that Malcolm's literally on a

losing wicket in striving to develop the game here.

"Fewer people want to play now," he laments. The near demise of cricket at Guy's must hurt Malcolm, an avid batter in his heyday and winner of the Players' Player of the Year accolade for local Boddington's Village Cricket League.

"I notched up a few hundreds in my time," he says proudly, "including 135 not out against Grimsargh, but this season we're planning to host just eight games."

Crowning glory

"There's nothing better than enjoying a day bowling next to the Lancaster canal," states Guy's website, and that experience will be peaking this spring for a growing tally of players as the 39m by 39m crown green reaches its best ever condition, thanks to Malcolm's sterling efforts.

Hosting teams in the Over Wyre, Longridge Mixed and Preston Floodlit leagues, the green is an increasingly attractive revenue generator for Guy's, given the extensive food, drink and accommodation available next door, with a



I notched up a few hundreds in my time, including 135 not out against Grimsargh, but this season we're planning to host just eight games





We hope to reach county standard soon. I still have a few patches to repair - it's not a perfect green yet but we're moving in the right direction

selection of bowling packages to suit all pockets.

Malcolm shows me photographs of the green he took on when he started at Guy's, then others from last year. The contrast is startling. "At the beginning, the green was pock marked with brown and bare patches something had to be done, and quickly."

Since coming on board in May 2019, Malcolm has transformed the green into a playing surface worthy of hosting quality bowling. "We hope to reach county standard soon. I still have a few patches to repair - it's not a perfect green yet but we're moving in the right direction."

Before committing to a restoration strategy, Malcolm took advice from agronomists, drawing from his own knowledge to plan the big comeback.

"A major move for me was starting to

apply wetting agents to turn the sward from a hydrophobic to hydrophilic environment to bring maximum benefit from fertilising."

With little, if any, means to apply liquids optimally, Malcolm - certified in Safe Use of Pesticides - invested in a couple of Cooper Pegler 20I capacity knapsack sprayers and a 2m, four-nozzle boom attachment giving 4ft spread. "I use one for fertiliser and wetting agent and the other for herbicide," he

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over time. But we had to
return it!





reports, "to keep the different chemicals separate."

Mowers were in short supply too. "The one in the shed had broken down, so I borrowed a Toro 1000 greens unit from Lancaster Golf Club where I knew the head greenkeeper, Carl Hamlett, from placing students with him in my time at Myerscough."

"It certainly did the trick. Our first run took off twenty boxes of what I call 'fog' that had accumulated over time. But we had to return it." Now Sean is keen to purchase one for Guy's from local dealer, Cheshire Turf.

"Fitted with a groomer, which combs the surface, it'd be ideal for maintaining the green going forward. I found the first mower was really sensitive - applying any pressure to the handles changed the cut height, which I want to avoid."

Despite 2021's prolonged dry period, the surface remained "lovely and green"; a shame in one sense as bowlers were unable to enjoy a new-found quality of provision thanks to Covid measures.

With a bit of luck though, that'll all change as the 2022 season rolls out. "I've kept the surface cut to 7-7.5mm over winter, then will

drop that to 4mm in summer, mowing before every match - that's up to four times a week," says Malcolm.

"Guy's fields seven teams and touring clubs from the North West, including Barrow and Wigan, play here too, usually in the afternoons, so it'll be a busy schedule."

Compaction had troubled the crown green so a key task for Malcolm in 2021 was to relieve it - and the moss build-up - by purchasing a 20-year-old Ransomes GA30 spiker, then topdressing the surface with a light application of sand.

Communicating with the players was key though, Malcolm explains, as they know what to expect when they venture out. "They like a fast surface, but I had to explain that the road to achieving that was to reduce the quantity of moss and thatch to improve flow across the green. They understood that and Sean was very supportive of what I was doing."

He intends verticutting twice monthly with Malcolm's own SISIS trio rake in the growing season, then hollow tining with the spiker to three inches in September, when bowling wraps up for the year, is further improving both playability and presentation, factors he



Sean is always asking about growth regulators and we're thinking seriously about using some this year, to help keep the cricket ground turf growth under control





is only too aware of when it comes to bowler sensibilities

"I'm currently applying Barenbrug Classic 80-20 - 80% red fescue, 20% browntop bentgrass - to fill any gaps in the surface," he explains.

"I keep listening to what players say about the surface as part of my goal of developing a crown green full of character, by adopting ecologically friendly practices wherever possible, but I do have to keep fusarium outbreaks at bay by spraying twice a year."

Meanwhile, Sean has growth regulators on his mind. "He's always asking about them and we're thinking seriously about using some this year, to help keep the cricket ground turf growth under control."

Cricket has become less popular, accepts Malcolm, who is honorary secretary of The Boddington's Village Cricket League, with only one team taking the field. "Our popular funfair is becoming more of a priority as it attracts plenty of customers," he says.

Turfcare forms only part of the story for Malcolm though. "I've inherited the whole site, which includes vast amounts of flowerbeds, and the presentation of the bowling green should be indicative of the standard of quality throughout Guy's."

"But you can only achieve so much single-



In autumn 2019, I planted 7,500 snowdrop, crocus, daffodil and tulip bulbs to introduce colourful spring displays. At least Sean was able to enjoy the displays during what was a Covid-ravaged spring 2020

handed and that means prioritising tasks, moving around the site as the year progresses."

Conifers had outgrown the site and had been felled before Malcolm arrived. However, the stumps stubbornly remained and had to be lifted out to prepare the ground for the plantings to follow. "We managed to remove them using a hired mini digger."

"In autumn 2019, I planted 7,500 snowdrop, crocus, daffodil and tulip bulbs to introduce colourful spring displays," he



recalls. "At least Sean was able to enjoy the displays during what was a Covid-ravaged spring 2020."

The hanging baskets adorning the pub, restaurant and lodge add further appeal. "I suppose you could say I've leant another trade since I came here, and applied it in a real world setting," he adds.

And when the festivals come calling, it's all hands to the pump. "We have three of us on maintenance - me on the outside, Salvatore Muzzella handling preparations indoors since Covid - he was mowing before

that - and a third helper who does both."

A lesson well learnt

Malcolm attends BTME and remembers well the words of Continue to Learn presenter Stuart Hogg, course manager at Lancaster Golf Club, some years ago. "He said greenkeepers have just three months before club members forget the good work they have done. That means you have always to be trying to deliver the best you can."



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A jewel in the North West's crown

On the lip of some of the UK's most enthralling countryside, the quirkily named Guy's Thatched Hamlet is a gem of leisure, sport, hospitality and food provision.

The origins of the name may still be shrouded in mystery but the quality and scope of its offering is crystal clear.

The venue's position by the bank of the Lancaster canal, which wends from Preston to Kendal through picturesque landscapes, is a delight for visitors and stopover guests, whatever the weather.

The canalside haven of characterful thatched buildings, just off the A6 Garstang Road at Bilsborrow, near Preston, is a longstanding local community hub, also attracting tourists for holiday breaks at the 60-bed lodge - a springboard for ventures into a region resplendent with attractions.

Nearby is the pretty market town of

Garstang, close to the river Wyre and romantic ruins of Greenhalgh Castle. Beacon Fell Country Park presents 110 hectares of woodland, moorland and farmland, with the fell rising to 266m above sea level to deliver spectacular views of the Forest of Bowland, Morecambe, and, on a clear day, the Isle of Man.

Blackpool's glitzy glamour and the dramatic scenery of the Lake District National Park are also within easy driving distance to be explored and enjoyed.

Family owned and run for more than forty years by the Wilkinson family, Guy's Thatched Hamlet started life as a farm, blossoming into Guy's restaurant and pizzeria, serving authentic, fresh food, Owd Nell's Canalside Tavern, with its thick whitewashed walls, chocked with low slung beamed ceilings and flagged stone floors, and Guy's Canalside Lodge, with rooms hired out for parties, conferences and other

private functions.

The varied sport and leisure facilities include cricket, crown green bowling and golf packages. Indoors, Owd Nell's boasts not one but three dartboards - one conforming to super league standard - pool table, cards and 'Guy's famous Pig Ring'.

Seven days each season, the Gundogs Golf Society travels far and wide enjoying what the golfing countryside has to offer. "Here in the North West we are blessed with three Open Championship courses and "a huge range of other Championship links, parkland and moorland courses within 45 minutes drive," Malcolm reveals. "You're really spoilt for choice."

All in all, "quintessentially English pursuits in a quintessentially English setting."

Visit www.guysthatchedhamlet.co.uk to learn more about this fascinating focus that offers something for everyone.







In this article, Conservation
Greenkeeper at John O'Gaunt
Golf Club in Bedfordshire,
Stephen Thompson, explains
how important it is to record
and promote the wildlife seen
out on your course and how
doing something so simple can
have real and lasting benefits
for the club, its members and
the wider public

any golf courses around the UK are doing lots of good conservation and environmental work to help improve their course for local wildlife and to make it a more enjoyable place to play golf, but what exactly have you got on your course and how do you know all the work you are doing is actually making a difference?

You can walk around the course and see birds, butterflies, dragonflies etc., but just

how many species of each have you got, what are resident species, what are visiting and what species are drawn to any changes/improvements you might make?

If you plant trees or wildflowers, are you planting the right species? Are you attracting anything that might use these areas as a food source or a home?

This is where good record keeping comes in. Keeping a decent record, or list, of what wildlife you see on the course can help in so many ways. Top of the list is, by recording all the wildlife you see on the course, you can help prove just what an amazing place golf courses can be to the membership and beyond. Also, by keeping good records, it can help you tailor your habitat management by helping to improve an area and increase certain species, and it demonstrates to the members the results of any environmental work around the course.

Below is a snippet of John O'Gaunt Golf Club's bird records. It shows the species recorded plus a small bit of information. The info varies depending on how often a bird is seen, where it is seen, is it a summer or winter visitor, or whether it is just flying over.

Cormorant: All records are of fly over birds from both courses

Grey Heron: Can be seen at any time but mainly in the winter

Little Egret: Frequent visitor seen on both courses

Great white Egret: Seen by a member on several occasions in 2020

Mute Swan: All records are of fly over birds from both courses

Canada Goose: Most records are of fly over birds

Greylag Goose: Occasional visitor (8 in 2018)

Mallard: Resident

Mandarin Duck: Seen once on 2nd fairway JOG May 2006

Common Buzzard: Regular visitor on both

Red Kite: Regular visitor on both sides. Bred for first time in 2021 on JOG

Osprey: May 2008, Nov 2011, March 2012, Sept 2018, March 2021, Aug 2021

Fieldfare: Winter visitor Redwing: Winter visitor

Sedge Warbler: Two records - by brook near 6th tee year (?) and near sheds in 2019

Whitethroat: Summer visitor

If you put all these lists together it really puts into perspective exactly what is out there. It is certainly not just a 'load of grass'!









Reed Warbler: One seen in hedge by 10th on Carthagena course June 2010

Garden Warbler: Summer visitor

This kind of thing is fairly simple to do on a laptop and can easily be printed off or emailed to the members.

I started off with birds as that has always been my passion but, over the years, you start to notice more and more and, with further habitat improvements, you really start to build up a picture of just how good your course really is.

I have recorded over one hundred species of birds, twenty-five species of butterfly, twenty-three species of mammals, eight species of bat, 428 species of moth, nineteen species of dragonfly, plus numerous other insects such as Bush Cricket, Wasp Spider and Long Winged Conehead to name just a few.

But it's not all about the fauna, there is plenty of flora too with flowers/plants and trees; I am yet to compile a complete list of these, but it is definitely worth doing.

I have also recorded 157 species of fungi. If you put all these lists together, it really puts into perspective exactly what is out there. It is certainly not just a 'load of grass'!

You now have all the info, but how can you communicate all this info to the members? As already mentioned, it can of course be emailed, but another good way is by providing a wildlife noticeboard for the members where they can view any wildlife news, and you could even provide a sheet where they can report anything they see whilst out playing. Other things you could use the noticeboard for might be annual rainfall figures, interesting magazine articles or any ecological/conservation projects being carried out.

The photo above is an example of what we have at John O'Gaunt with spaces also for awards, as you see on the left of the photo. This is situated near the members changing rooms.

I've talked about the members and how you can communicate your environmental initiatives to them, but what about people from the local area/local town or village? It is a good idea to involve local people in letting

them know what's happening on their golf course and what wildlife is around the area. It improves the relationship between the club and the community and they get a better understanding that the golf course is not just about grass, there is so much more on offer.

As an example, I run 'Bat Walks' for the members and local people, with help from local experts. When I advertised it to people in the nearby town, I was absolutely stunned by the response, so many people got in touch wanting to come along and find out more about bats. After the initial two walks I had already planned, I had to do quite a few more to try to accommodate everyone and even then I had to turn some away; 'sorry, it's fully booked' was a very common quote.

I even did a walk for the local Girl Guides which went down an absolute storm.

Everyone that came along on the walks had a great time seeing and finding out more about these lovely mammals.

This is just one example of what you could try at your course. It's a great way of getting people more involved in nature and good PR for the club.

It's quite handy if, at your club, you have someone like me who is passionate about wildlife and conservation who can help drive forward the environmental message about golf courses and perhaps has the contacts and the knowledge to lead guided walks, but not every club has that luxury.

If you are starting completely from the beginning, perhaps as a course manager wanting to do your bit to help improve the course(s) for nature, you might need a helping hand. The first thing I would suggest is to communicate with other golf courses in your area or around the country, speak to them and find out what kind of things they are doing on their course to get some ideas and advice on what you might want to do.

Facebook is a good source of information in groups such as Nature on Course. https://www.facebook.com/groups/8257855 70823833. If you're a complete beginner trying to identify some of the wildlife on your course, then seeking outside help could be a good idea. Speaking to someone from your local Wildlife Trust might help get you



Communicate with other golf courses in your area or around the country, speak to them and find out what kind of things they are doing on their course

started. Maybe arrange a walk with them, have a look around and get some great advice. Try this link to their website for more info and contact details.

https://www.wildlifetrusts.org/.

When it comes to birds, then either the RSPB or the BTO (British Trust For Ornithology) would be worth contacting. The BTO do lots of survey work, so it might be possible for a local volunteer to come out and give you some tips on identifying birds. The BTO run the bird ringing scheme https://www.bto.org/our-science/projects/ringing. I work with volunteers on behalf of the BTO in running bird ringing demonstrations at John O'Gaunt. It's a great way for members and locals to see birds up close and find out

The RSPB are another obvious choice for advice about birds but also for a lot more. They are now in partnership with the R&A in offering golf courses advice on all things conservation. Check out this link for more info: https://www.randa.org/RSPB.

more about them and the bird ringing. And it

is more PR for the club.

There are many more organisations that could help with advice and point you in the direction of your local recorders, web addresses below:

https://butterfly-conservation.org/ (Butterflies & Moths)

https://british-dragonflies.org.uk/ https://www.bats.org.uk/ https://www.mammal.org.uk/ https://www.bumblebeeconservation.org/ https://www.buglife.org.uk/

You could also try searching on Google for local groups, just put in your county name and Bird Club for example, Bedfordshire Bird Club. http://bedsbirdclub.org.uk/

Golf courses really are great places for wildlife and the more people that know that the better. When you're at work tomorrow, just have a walk around, look up, look around, you might spot a Red Kite flying over, so make a note of it. It's just the beginning, but you have started recording wildlife on your course. Once you start you can't stop! Spring, summer, autumn and winter, there is always something to see out there

Why not check out my website: www.theconservationbuddha.co.uk where there's lots of golf course related blogs, photos, information and more from beyond the course. You can download lists of the wildlife recorded at John O'Gaunt and details of the nestbox project. If you have any questions, all my contact details are on the website.















G Adamson and Son is located on the outskirts of the village of Swanland, minutes away from the Humber Bridge and is the birthplace of Gillian Jenkins (nee Adamson). I asked how long she had worked for the business. "Actually working here full time was 2011, but I grew up on site, so during school holidays I worked part time," she told me. She'd lived with the business and associated activities around her throughout childhood and witnessed its growth. Following school and taking her A levels, Gillian went to university in Hull and achieved a 2:1 in Business Management. She went on to work with a Local Authority specialising in Benefits Fraud. "A far cry from working in a service dealership!" I exclaimed.

"It was a good position," she said "But my dad was getting older; he's seventy-five now, and the business needed a succession plan in place." No one person inspired her but growing up with those around her being part of the family business, it's needs and her business management skills were all that was required; Gillian joined the firm fulltime!

As we talked, Gillian remarked that the building we were in is on the site of her grandfather Fred's bungalow, demolished some years ago. "We are probably sitting where his sitting room was!" she remarked. "He worked as an agricultural contractor and also spent time fabricating with steel; lots of welding!" This led to Fred setting up the business as World War Two came to an end in 1945 with Fred's son Mike joining the business in the early 60s (see history).

There are two main partners: Mike Adamson (Gillian's father), and John Adamson (uncle). The management team now comprises Gillian Jenkins, General Manager, Michael Adamson (her brother)





Home Owner Sales Manager, and Tony Jenkins (her husband) who is responsible for Commercial Sales. There is a total of thirty-eight people employed at head office in Swanland and a further eight at their new depot at Langworth in Lincolnshire. "This was opened in 2016, but as the premises were not large enough to cope with demand, we extended in 2019 doubling floorspace," said Gillian. "I'm pleased to say that business there continues to grow."

The main head office site at Swanland is also performing well and was certainly busy as I was taken round by Tony Jenkins. I was amazed at the number on small machines (mowers mainly) awaiting servicing. "That's just a part of what we've got lined up,"

remarked Tony. The parts stores were very large and well stocked with thousands of parts. The company, gaining experience over the years, has been able to improve stockholding so that, in many cases, parts are, more often than not, off the shelf for the major manufacturers they represent.

The workshops were busy handling a variety of machines, commercial and domestic. The company employs thirteen trained technicians between both depots, four of whom are mobile. Outside, it was also a hive of activity as service and delivery vans came and went.

Machinery wash-off is clearly an essential part of everyday activities and their system was in action. Adamson's have an

environmental policy in place and, keen on legislative compliance, pollution prevention and sustainability, have installed a ClearWater washpad water recycling system; it was certainly good to witness the powerful wash-off! Satisfied with the ClearWater system at the Langworth depot, another was ordered for Head Office, commissioned January 2022.

Back in the meeting room, Gillian picked up on ensuring legislative compliance elsewhere; there are waste management services in place and fuel storage is bunded. A Health and Safety Officer is employed and there are nominated and trained First Aiders at both depots.

We then went on to discuss a little more



It was a good position.
But my dad was getting older; he's seventy-five now, and the business needed a succession plan in place







about the business. I asked about their operating area, machinery brands stocked and customer profiles. "We operate within Yorkshire and Lincolnshire. We go north as far as Whitby and down to Grantham, A1 to the west and the coast to the east," she says. "Customers at both depots fit into two sectors: Home Owners and Commercial. On the commercial side, we serve, in the main, golf clubs, sports grounds, football, rugby and cricket clubs, local authorities, stately homes, holiday parks and, of course, contractors."

We next talked about the product range and brands. John Deere is a major line for them and they are the appointed distributor in the areas they cover. Other leading brands include: Allett, Echo, Hayter, Honda, Husqvarna, Lastec, Mountfield, Redexim, Roberine, STIHL, Trimax, and Westwood, along with a number of other good quality but less well-known manufacturers. The company operates a hire division, with scarifiers being the most popular domestic hirings. Turf cutters, verti-drains and overseeders are the mainstay of the

commercial side. They do not offer contracting work but do carry out vertidraining occasionally when they provide an operator with the hired machine.

Michael has dropped in briefly and explained that the product range has grown and diversified in recent years and now, keeping up with the latest technology, cordless powered kit along with robotic mowers are in ascendance. He said that he'd need to rearrange the showroom display again to accommodate more of the new items! I complimented him on the

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Customers at both depots fit into two sectors: Home Owners and Commercial. On the commercial side, we serve, in the main, golf clubs, sports grounds, football, rugby and cricket clubs, local authorities, stately homes, holiday parks and, of course, contractors

showroom appearance and layout. This is what customers first see as they enter the premises and they pass through to whichever counter they need.

Talking of technology, it was said that all that would be needed one day would be a smart phone and a drone to perform jobs out on courses or grounds! GPS has been used for some time in the industry but its use is increasing, as is accuracy. Tony gave the John Deere HD200S GPS precision sprayer as an example. This uses satellite guidance and automatic steering, together with Mobile RTK, to provide accuracy levels of 2.5cm! The use also of drones is aiding not only spraying but fertiliser application as images provided will show areas that need treatment, often perhaps more than others.

I must confess robotic mowers amaze me. I witnessed one in use recently at a stately home and it appeared from under a large tree and travelled to the area to be mowed. It was then busy cutting in a random pattern until done, then returned to its base to recharge itself automatically; and nobody

was there! It was all pre-programmed and set to appear when visitors were not present. Most impressive!

I asked if Covid had affected the business, thinking of folk off sick or isolating etc., but Gillian's first answer, surprisingly, was that it had had a significant effect on demand. "Many people have been stuck at home, not going out or on holiday, so demand for machinery, particularly for garden work, grew along with servicing." More sales; that was the positive Covid news! The downside of Covid has been supply issues of parts and machinery caused by furlough, illness, factory short times, etc. Like many, Adamson's also had their own staff problems with people ill or isolating.

I raised the fact that I'd been told about Adamson's good reputation with clients I had visited and interviewed. Gillian was pleased to hear this and remarked: "We are focused on service. Get it right the first time and future sales should follow." Judging from five-star reviews on Google and elsewhere, it's safe to say that they do







appear to be getting things right!"

Service is definitely key to the business and one current project is to further improve service processes and procedures and gain more efficiency.

Information Technology is now employed far more within the business and works as an aid to develop the business further. For example, they review customer services scores regularly with the aid of software use from main supplier John Deere. "This is a great help," says Gillian. "We want to grow our market share on all fronts." Service satisfaction and professionalism is key to this and Adamson's are ensuring that all staff

are thoroughly trained. "John Deere are an excellent provider," remarks Gillian. Good communication, particularly with customers, is important too; I had spotted their sophisticated telephone system.

As part of their growth plans, the largest project for Adamson's followed their decision to open another depot in Lincolnshire in 2016. The initial work on this and the doubling in size in 2019 was handled by contractors. The decision was certainly worthwhile as the growth in subsequent business has confirmed.

As well as regular training, the company has embarked on an apprenticeship

We are focused on service. Get it right the first time and future sales should follow



History

F G Adamson & Son's history began with Fred Adamson who started his business in 1945, on the site still used today at Swanland.

Fred worked as an agricultural contractor and, in time, turned his hand to the fabrication of agricultural trailers and the repair of large buckets used at a local smelting works. Fred's entrepreneurial spirit identified a local market for the service and repair of garden machinery and this soon became a big part of his business which, in turn, led to him selling new machinery too.

When he left school in 1962, Mike, Fred's eldest son, joined his father in the business. In 1967, Mike became a partner in the business and F G Adamson & Son was born. Several of the main garden machinery manufacturers of the day were keen to have F G Adamson & Son as a dealer and the business was soon expanding.

Fast forward to 1984 and Fred's other son, John, joined the business. Continued expansions of the business in terms of franchises, types of product offering and in physical premises has led to where they are today - as one of Yorkshire and Lincolnshire's foremost suppliers of garden machinery and professional groundscare equipment.

Their head office premises are located just outside the village of Swanland in the East Riding of Yorkshire and, in 2016, the company opened a depot in Langworth, Lincolnshire.

Today, they specialise in the sale and aftersales care of garden machinery and professional groundscare equipment for a wide range of domestic and professional customers. They sell, and provide after sales back-up, for all manner of garden machinery and professional groundscare equipment. This enables them to support to a wide range of customers from homeowners with the smallest of gardens through to professional users such as local authorities, golf clubs and contractors with very large areas to maintain.

The large premises include spacious well stocked showrooms, parts departments which are stocked with thousands of spare parts and extensive workshops for their trained technicians.

A large warehouse ensures that most orders are met from stock and can be dispatched quickly.

Fred ran his family business with traditional family values. Those values have been passed on through the generations and they are still a family business with value for money and good customer service at the core.

Fred Adamson passed away in 2007, but was succeeded in the business by his sons Mike and John who, in turn, have now taken a less involved role in the day to day running of the business. Mike's son and daughter are now employed in the business.

Website: https://fgadamsonandson.co.uk



programme. Two were taken on,but one soon decided that it wasn't for him. The other, Nathan, aged 17, however, is into his first year and enjoying the John Deere Turf-Tech programme. "This is working well," comments Gillian. The Turf Technician apprenticeship develops exactly the same skills as its agricultural equivalent, but with the focus more on machines used by golf courses, sports grounds, local authorities, landscapers and country estates; which is exactly what is needed at Adamson's.

Before returning to the main offices, I was shown what Tony called the Testing Ground. It is a large lawned area beside the workshops with trees. This is where machines can be tested for correct performance and settings.

I was then introduced to Will Vernon, responsible for digital marketing. He was brought in specifically to develop a new website for the business. At the time of my visit, this was virtually ready for launch but still needed some tweaking. However, I was privileged to be allowed a sneak preview and what he has achieved is

impressive. The new website introduces the company's new branding, including a standardised logo and colour palette. He's focussed on the areas around the two depots and, one of the main objectives has been to create an on-line ordering system including click and collect from customers' preferred depots. The new website is also mobile responsive, ensuring that customers get the same experience from whichever device they use to view the site. Detailed analytics are built in, which means that the site can be further optimised to enhance customer experience.

Knowing of Adamson's reputation for face-to-face service experience, the business wants to transfer this to customers using the website. This is what Will has worked on when creating the site, which should be another string to Adamson's marketing bow!

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Greens on parkland courses still had, on average, 30% higher organic matter in the surface 0-20 mm layer than the desired

target of 3 - 6% OM. Links course typically had lower levels of organic matter, but were still, on average, 10% higher than the top-

The good progress over recent years with organic matter reduction, along with a distinct shift to a higher proportion of finer grass species, is likely to be a combination of greater recognition of what needs to be done and the availability of better, more efficient machinery that can deliver greater results faster. Along with a better understanding of how organic matter is generated and what agronomic conditions drive its production, as well as the increasing demands from the customer for ever better and more consistent surfaces.

The Syngenta Golf Player Survey, referred to by the R&A as a benchmark for greenkeeping actions to meet players' demands, highlighted that 'smooth ball roll' was the number one requirement, with 'free of disease scars' and 'firm playing surface: also noted in the top four, along with 'free of weeds'. Managing and delivering on their expectations requires more 'out of the box'

Renovation practices vary from course to course and season to season, as conditions, requirements, labour, time and budget allows, but typically involves at least some removal of organic matter using hollow tines

Increasingly, course managers are using the opportunity of disrupted surfaces to follow this up with more solid tining, at varying depths, to increase air infiltration, help bridge any existing layers in the profile and increase opportunities to fully integrate topdressings. The more holes created and the more material removed, all needs more topdressing and more aggressive brushing in to ensure the holes are filled. Brush technology has developed significantly in recent years and, being able to work large

At this stage, seed is often integrated into

Damage on the leaf
blade, additional stress
imparted and turf
sheared off by mower
blades blunted by
topdressing, for
example, all make plants
more susceptible to
disease infection





the surface, to aid faster recovery and transition to new species. Moisture is then used to help work the dressings in, speed up recovery and aid germination. Last, but not least, is the act of a suitable feed programme that will help to optimise the

These are all necessary actions to achieve the end objective. but even with the greatest care, there will be damage left behind. Damage on the leaf blade, additional stress imparted and turf sheared off by mower blades blunted by topdressing, for example, all make plants more susceptible to disease infection. Furthermore, the additional water and nitrogen often supplemented to aid germination and recovery, creates close to perfect conditions for disease to thrive.

To compound the difficulties, demands on the Club calendar often forces renovation timings into periods when weather conditions are less suitable for actions, and disease pressure is high or on the horizon.

Even when renovations can be squeezed into the playing season, historic disease records on the Syngenta Turf website show that this can simply stretch the period over which the plant is susceptible - making the disease window much longer than it would be without renovation. That can lead to high disease populations and more susceptible turf, just as the risk periods are increasing.

To help protect turf and encourage faster recovery, Syngenta and ICL have been successfully trialling a new strategy, utilising a combination of fungicide actions, in conjunction with innovative Ryder pigment technology. The trials have sought to optimise the rates of the fungicides involved and the application timing, to give longlasting protection through the most vulnerable period.



Even when renovations can be squeezed into the playing season, historic disease records show that this can simply stretch the period over which the plant is susceptible





The trials have sought to optimise the rates of the fungicides involved and the application timing, to give long-lasting protection through the most vulnerable period

Research on courses under real greenkeeping conditions, at Colne Valley in Essex and Notley Golf Club near Braintree, showed the consistently best results with the fungicide + Ryder combinations tested was for Heritage at 0.3 kg/ha; Medallion TL at 2 l/ha and a litre of Ryder.

That combination sought to give the best results, when applied pre-renovation, to help the turf grass cope with the additional stress imposed during renovation week. It takes advantage of the long lasting physiological benefits of Heritage, with the spore population reduction of Medallion. It further adds improved colour from and UV stress protection with Ryder.

At Colne Valley, for example, the combination of the two fungicides, at the lower than standard rates, gave significantly better disease control. The FR321 pack combination held disease in check at less

than 0.5% surface area affected 14 days after treatment, compared to over 12.5% in the untreated.

In the Notley trials, the fungicide combination plots had less than 1% of surface area affected by disease four to six weeks after application, compared to 3 – 4% with each of the component fungicides used alone. In the untreated plots, infection hit over 15% of the surface area.

With both trials, the combination of pack products tailored to the specific situation showed improvements in control throughout the challenging period. Furthermore, on both sites, the addition of Ryder gave a further reduction in the signs of disease damage and improvements in assessed turf colour.

Research has also shown the importance of application timing and the condition of turf going into renovation are important to get

the best result possible. STRI trials have shown Heritage applications prior to disease symptoms being visible, but at times of high risk - resulted in 90% less disease scarring, compared to an application on established disease. Without treatment, levels of microdochium patch hit an unsustainable 25% of surface area, compared to 10% infection when treatment took place on established disease, but just 1% from the well-timed preventative application.

Renovation is clearly a big step in producing better long-term sustainable surfaces, and is delivering great strides in success for many. Time spent planning and preparing pre-renovation, along with flexibility to adjust the intensity of actions according to conditions, as far as practically possible, will enable faster recovery.





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roper cylinder maintenance and cutting performance go hand in hand. That never changes. But what constitutes 'proper maintenance' can change over time as products and materials evolve.

It cannot be overstated that cylinder mowers are precision tools and it is essential that they be adjusted and operated with this in mind. Their performance depends on proper set-up and adjustment procedures. An error of .010 inch or .25 mm in height of cut, end-to-end, or from one cutting unit to another, can be visible as mismatch. Although there are design variations in cutting units, most require the same basic procedures - a surface plate, accurate height of cut tools and proper instruction are essential for setting up a cutting unit.

If a cylinder mower's unique characteristics

are not understood and responded to, the end result will be a poor quality of cut and expensive downtime and repairs. But, when properly maintained and operated, cylinder mowers provide a superior - one could say the ultimate - quality of cut.

To maintain performance

Check daily

- Bedknife to cylinder adjustment (calibration)
- Edge sharpness
- · Height of cut

Check periodically

- Roller condition
- Cylinder bearings
- Bedknife attitude
- Roller parallelism
- General mechanical condition

Calibration

For a cutting unit to perform well for the longest period of time without constantly being resharpened or readjusted, one thing is key: maintaining the parallelism between the bedknife and the cylinder. If those two components are sharpened, installed and working together properly, you'll get Toro's legendary performance from your cylinders for a long time.

Years ago, mechanics would set up the machines in the sheds and you'd hear that the greenkeepers would tighten up the units every third green or so. Sometimes you'd hear the cylinder screaming with noise because the cylinder is too tight against the bedknife. That's disappeared, they're not clicking on like that anymore.

If your bedknife is too close to the cylinder, not only does it wear the blade and cylinder



down faster, but the mower needs more power to propel it along. More power needed means more fuel used and this is another cost on top of repair and more frequent replacement.

Check the distance of the cylinder to the bedknife and check that adjustment all the time, you don't want it too tight or too slack. There should be a light contact, just enough to get a couple of bits of paper in. Most maintenance teams will use a feeler gauge.

If it's too tight, you will be wearing the component down faster. This means that the hydraulic and engine management system will demand more horsepower because there's more resistance. Generating more power means you use up more fuel, so your fuel costs go up. The less contact you have, the less energy required from the power unit to drive them.

The same is true for electric-powered machines, of which there is an increasing number. With more friction, there is more demand on the lithium battery and it'll need more frequent charging.

Calibration should also be done with weather conditions in mind. You're setting your cutting unit up for 3mm, but it's been raining. The ground is softer so the cutting units will sink a little. Suddenly your bench set 3mm height of cut now has a lower effective height of cut.

This would also lean towards correct bedknife selection. There are various options available to assist with achieving the best effective height of cut to maintain consistent aftercut appearance throughout the year.

Backlapping

Backlapping is a quick and easy method to help maintain the sharpness of the cylinder

and bedknife between grindings without having to remove the cylinder and bedbar.

Park your machine, turn it on, apply the desired lapping paste to the cylinder and set it to backlapping mode. The machine runs in reverse, the paste acts as a grinder and sharpens the blade.

It's always better to take the cylinder off and put it on a proper grinder and parallel the grinder to the cylinder, but backlapping is a quick way of maintaining sharpness between proper grinding. Backlapping only takes about 5-10 minutes. If you need to do it for longer you should really get it on a proper grinder.

Frequency and regularity are hard to define as one size won't fit all machines, uses and conditions. For those customers who are doing around 400 hours, and where we do filter and bedknife changes on a greens and

For a cutting unit to perform well for the longest period of time without constantly being resharpened or readjusted, one thing is key: maintaining the parallelism between the bedknife and the cylinder







fairway mower, we will complete two regrinds a year on the greens equipment and one regrind on the fairway machinery. We would normally complete grinding over the winter period before the new growth arrives in the spring, and another greens grind midseason. Any extra sharpening in between can be done by backlapping.

Cylinders

When a set of units come in, we do a full strip-down and clean. We check how much wear there is on the cylinder. Generally, a five-inch cylinder has a wear limit of 4.5 inches in diameter before you need to replace them. If you look after them, you'll get five years out of them, but again, it depends on the operating conditions and hours of use.

Most greenkeepers will do the maintenance because they'll soon see the knock-on effects on the course if they don't.

Cleaning

You cannot clean enough.

Keeping the kit clean and debris-free is essential and most units should be washed off every day after cutting to ensure the cylinder and the bed knife has a nice clean surface to cut that grass. Grass, mud, twigs, sand, topdressing, litter. It is important to make sure the cutting surfaces, as well as axles and other moving parts, are clean and

And, with worm casts having re-emerged as a problem for greenkeepers, there's even more emphasis to do a

regular and thorough job. Worm casts are like a gritty paste, which

wears everything down and blunts everything. Until recently there was a

chemical that all grounds and greenkeepers used to suppress worm casts. It was banned three or four years ago so we've seen a lot more worm casts with greenkeepers having to implement new processes to tackle them, such as brushing the fairways, blowing them,

Rotary mowers

I should also remind you that, while cylinder mowers are essential for pristine putting greens, we shouldn't forget the role of the

Blades need to be checked for sharpness. If they're not, if they're dull or blunt, they might knock the leaf of the grass down, and not be a clean cut; it might be a tear. A tear generally promotes disease which is another problem for the greenkeeper.

Whilst the cylinder mower may offer surgical precision, there are still choices and settings when it comes to the rotary mower and these need to be checked and maintained.

You can choose a high sail blade to get rid of clippings quicker or a mulching blade to keep cuttings in the chamber longer. What works on one course might not work on

There's a little less maintenance to do on a rotary mower, but you still have to clean the deck, sharpen the blade, and check all support roller bearings.

Dealers and service managers

Even the highest-quality components, such as EdgeMax bedknives and EdgeSeries cylinders, won't make a difference without proper setup and maintenance. That's why it's so important for those caring for the machines to have the latest recommendations. That's the reassurance you get from working with a manufacturer's

official service dealer. Whilst others may be able to fix things for less because they have lower overheads and use non-brand aftermarket parts, manufacturers know they have to deliver a higher level of quality and show the value of that - customer service,

part quality, increased lifespan and access to the specific manufacturer's network.

Official dealers have access to the knowledge and expertise of the manufacturer. As explained, the cutting unit has a lot of elements, from spacers and bearings to bushes and blades, and official dealers will be able to diagnose problems before they happen and prescribe the best parts for a long and happy life. For example, Toro EdgeMax bedknives and EdgeSeries cylinders are made of a harder material that calls for slight nuances in how these products should be ground and sharpened. That sort of knowledge really helps when providing the best possible level of service and maintenance.

In the case of Toro, not only are we able to access such information from Toro, but we're constantly learning from the field. When we find a better way to do something, we share it because we want to help our customers get the most out of their equipment investment. As a result, even technicians who have been using the same procedures for a long time may pick up new tips that help improve mower performance.

Our service managers liaise with customers to assess what needs to be done and let them know what we find as we work. We don't just respond to specific requests, we discuss any issues we come across as we work.

For those customers who are part of our

ReeAssure scheme, we always use Genuine Toro Parts, for example, bearings. Our local bearing company has three options: lower, medium and higher quality. We know that others use poorer quality bearings to stay competitive on price. They save a bit of money for their customers but it's not effective in the long run. Experience proves this: non-Toro parts come straight back to us.

By spending time on regular cleaning, calibration, paralleling and sharpening, greenkeepers avoid the larger and more expensive problems of neglect that build over the long term: poor cut, unhealthy grass, expensive repairs and replacement. And, when doing repairs, spending a little more on premium, genuine parts, owners ensure the best performance of their machines. Cheaper aftermarket parts may save a few pounds upfront, but the chances are you'll be buying another one far sooner than a premium part. And there's always the chance that that part may even damage other parts of the machine.

To continue the conversation, get in touch via reesinkturfcare.co.uk, by phone on 01480 226800 or by email at info@reesinkturfcare.co.uk.





Angle indicator tool

Toro has developed an angle indicator tool with a magnetic base that can be used to measure the accuracy of the top grind angle on all bedknives to ensure consistency. This angle is critical to retain a sharp edge (and the desired after-cut appearance) over a longer period of time. It's also key to longer time between sharpening, which is a key benefit of EdgeMax bedknives.







hen it comes to the sports turf maintenance, Alan Lewis is very well placed to advise on a number of maintenance tasks and he recently took the opportunity to discuss scarifying.

"The word scarification covers such a broad range of operations," he said. "It is important that we identify the difference between scarification as a renovation tool and scarification as a surface maintenance tool."

Alan suggests that, before undertaking any scarifying, groundsmen and

greenkeepers should assess how much organic matter there is and where exactly it is in the profile.

"It is so important to assess the surface. Organic matter, or what we term thatch, has many bad effects on sports surfaces. It can badly affect the speed of the surface, the movement of water and nutrients, have an impact on what grasses will grow and it is also a food source for some very common pests such as Leatherjackets and Chafer Grubs."

"Once it is established where the thatch is and what the depth of it is, then the next step is to select suitable equipment."

"It is important to state that scarification is important in two aspects," continued Alan. "One is the physical removal of some of the organic matter, but the second is the fact that it allows air into the soil, and within the air are microbes to help break down some of the thatch."

"It is not a one operation fixes all," warned Alan. "Normally, if you have a lot of thatch, say 25mm plus, then you are going to have to look at a three-year programme. I would recommend that most of this work is carried out in the autumn when the soil is still warm. You'll also get better recovery in the autumn period."



"When it comes to scarification, it is important to identify the differences between renovation and maintenance," he continued. "Scarifying to maintain the surface during the season, I always equate to someone combing their hair. In this case you only scarify the grass plant, and the reason for that is that you don't want to scarify too deep because otherwise you will mark the soil and that will create a run for the golf ball if you are scarifying a golf green for instance."

"I would recommend scarifying to maintain the surface once every two weeks. A word of caution though if you don't have irrigation - scarifying will dry the greens out quicker, so be careful not to carry the work out in dry conditions."

"There are so many benefits to surface scarification: It will help to reduce the effect of creeping grasses and will encourage tillering and shooting which will support the golf ball. It all helps with playability and can improve the speed of the green."

"On the other hand, if scarifying during the season is comparable to combing your hair, then end of season renovations is like being scalped."

"To conclude, identify what kind of scarifying you want to carry out by assessing



Once it is established where the thatch is and what the depth of it is, then the next step is to select suitable equipment

Identify what kind of scarifying you want to carry out by assessing the surface, choose the right equipment and then get to work





the surface, choose the right equipment and then get to work."

Highly regarded by groundsmen and greenkeepers throughout the UK and beyond is the SISIS range of scarifiers. The Rotorake 600HD is a heavy-duty pedestrian scarifier and linear aerator. This versatile machine is equally at home when used for regular routine use at a shallow setting or a deeper setting when required. It also contributes to aeration and compaction relief by cutting clean, continuous slits to assist water and air absorption.

Alternatively, you may want to consider the SISIS Rotorake TM1000 - a specially designed tractor mounted unit with a choice of five quick release interchangeable reels to aid the removal and control of thatch and help to reduce standing surface water by improving water infiltration. Features include a contra rotating reel for a clean consistent performance with a selection of various blades to suit key tasks.

The weight of the collection box and material is carried by the main frame on the front roller and independent from the reel, so when in use the additional weight does not force the reel to scarify deeper than has been set.

For further information or a no obligation demonstration, please contact SISIS on 01332 824 777 or visit www.sisis.com





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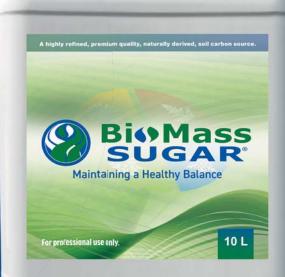


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A turf disease previously more common in the US, incidences of Brown Patch are becoming more frequent in high-end stadiums and training grounds across Northern Europe and here in the UK. With Perennial Ryegrass long being the staple species for football mixtures in the UK because of its resilient nature, tolerance of a variety of soil types and rapid germination and establishment, there was a rise in cases reported during summer renovation season - with young seedlings particularly vulnerable to fungal attack during the establishment phase. **Derek Smith**, Amenity Sales & Marketing Manager at DLF discusses the solutions



rown patch is a turfgrass foliar disease caused by the fungus Rhizoctonia spp. All cool-season turf grasses are susceptible to potential attack by the fungus, however it has been found to be most detrimental to bent grass, ryegrasses, annual meadow grass and some fescue species. Attacks are often triggered by hot, humid conditions with an increase in cases identified on plants that are moist and/or have been over-stimulated with nitrogen-based fertilisers.

Symptoms of Brown Patch will be dependent on the mowing height. In close mown conditions, identification will be via noticeable patches, which can vary in colour from tan to darker brown. On higher cut surfaces, any visible patches are likely to be lighter in colour with Brown Patch often diagnosed in these instances upon closer inspection of the individual leaf - which will display tell-tale lesions that are tan in colour, with a distinctive dark brown border. In severe cases, it can result in a total loss of grass cover in the affected areas.

A turf disease previously more common in the US, incidences of Brown Patch are

becoming more frequent in high-end stadiums and training grounds across Northern Europe and here in the UK. With Perennial Ryegrass long being the staple species for football mixtures in the UK because of its resilient nature, tolerance of a variety of soil types and rapid germination and establishment, there was a rise in cases reported during summer renovation season with young seedlings particularly vulnerable to fungal attack during the establishment phase

To ensure they are producing product not just fit for today, but equipped to deal with the challenges of tomorrow, DLF have been working on a screening programme for Brown Patch for the last two years. Trials have been undertaken at facilities across their global research and development network - in particular at the MariboHilleshög Research AB laboratory in Landskrona, Sweden. MariboHilleshög is a facility specialising in fungal testing and research, with years of knowledge and experience in the area of Rhizoctonia fungi.

Samples of a particularly virulent European strain of Brown Patch were harvested from a football stadium environment and were









By conducting trials in the lab, we were able to ensure that all the grasses were inoculated at the same time, with the same amount of fungal inoculum, at a time when the grass is predicted to be at its most susceptible

studied by plant pathologist Louise Holmquist. Screening of the samples was performed in the state-of-the-art laboratory to optimise the screening procedure.

Tests were conducted over the two-year period, measuring the tolerance of more than 30 perennial ryegrass varieties - including nine 4turf® tetraploid perennial ryegrasses - inoculated with the Rhizoctonia isolate. In the 2021 experiment, the seeds were sown at the end of January and were cut twice a week up to the inoculation, which took place when the seedlings were six weeks old in early March. Each variety was then scored weekly for plant health over the course of the next four weeks.

The data was then studied and compiled by DLF's Product Development Manager for Turf, Anne Mette Dahl Jensen. "We were able to determine with confidence that there was a significant difference between the diploid and tetraploid varieties when it comes to Brown Patch tolerance," she explains. "By conducting trials in the lab, we were able to

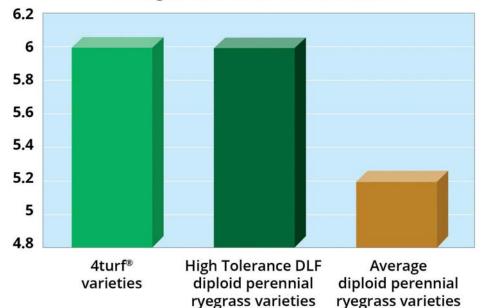
ensure that all the grasses were inoculated at the same time, with the same amount of fungal inoculum, at a time when the grass is predicted to be at its most susceptible. As the chart below demonstrates, the 4turf® varieties demonstrated strong tolerance to the Brown Patch, which correlates with the results we've seen in other disease trials where 4turf® species have outperformed traditional diploids. However, it was great to see that there were a few outstanding diploid DLF varieties that also demonstrated good tolerance to Brown Patch."

The larger seeds of DLF's 4turf® tetraploid perennial ryegrass contain more energy reserves for even stronger, faster establishment and healthy plant development. When compared to more traditional diploids, 4turf® demonstrates better germination at temperatures as low as 4°C, providing an advantage for cool season overseeding. The larger root system and natural water reserves also means it is more tolerant to drought and a range of other environmental stresses. In European trials, 4turf® has shown the highest disease resistance during the autumn and winter months, as well as increased resistance to weed invasion due to its rapid establishment, reducing the need for costly and environmentally detrimental fungicide and herbicide applications.

The sustainable credentials of 4turf®, together with its more resilient properties, has seen its inclusion in a number of Johnsons Sports Seed mixtures popular with football clubs. One of which is FIFA's 'Greenest Football Club' - Forest Green Rovers. "We complement J Premier Pitch with Johnsons J 4Turf mixture, with Tetraploid Perennial Rye, for winter overseeding," explains Grounds Manager Nigel Harvey. "This gives us additional strength in high wear areas such as the goalmouths, as well as helping to repair any damage or bare patches through the cooler months. With fewer conventional tools and techniques at my disposal for both weed and disease control, Johnsons puts us in the best position to retain coverage and plant strength."

New for 2022. J Premier 4Turf is a brand-

Average Brown Patch tolerance score





Having not used 4turf®
before, it was
interesting to see how
well it thrived in our
environment. We
seeded, then sheeted
and within just three
days the 4turf® was up
without the need for
excessive levels of input

new mixture in the Johnsons line-up. Using the findings from the trials, J Premier 4Turf is the first mixture of its kind to combine the top-performing diploid and tetraploid perennial ryegrasses from the trial to deliver improved tolerance to Brown Patch - all whilst retaining the class-leading wear tolerance and high visual merit of the original J Premier Pitch mixture.

J Premier 4Turf takes full advantage of the most resilient varieties, with 20% tetraploid ryegrass - formulated with 10% FABIAN and 10% TETRAGAME.

Having long been a user of Johnsons J Premier Pitch mixture, Head Groundsman at Reading Football Club, Chris Last, was keen to explore the benefits of 4turf® and, following ongoing dialogue with the DLF technical team since early 2019, became the first to trial the new J Premier 4Turf mixture. In conjunction with the trial results, the objective was to deliver a mixture with even greater resilience, even faster establishment and improved wear tolerance.

"Having not used 4turf® before, it was interesting to see how well it thrived in our environment," Chris explains. "We seeded, then sheeted and, within just three days, the 4turf® was up without the need for excessive levels of input. We were then cutting within a week. As the months progressed, myself and the team at DLF have been avidly observing the sward and how it copes with the issues particularly disease pressure - at various times of the year. July has always traditionally been a hot-spot for Brown Patch, but last year we saw nothing at all. The additional resilience of the 4turf® has meant that even during high-pressure periods for Fusarium in September and October, any small signs have not turned into full outbreaks. Without question, we have retained far more overall coverage than we have in previous seasons."

Disease control has become a greater challenge for many turf managers, as they seek to reduce the number of artificial chemicals and pesticides they use. Anne

Mette continues, "Using 4turf® and specific DLF diploid varieties provides a natural solution against Brown Patch and ensures that our customers are getting the right products that deliver added value. Choosing varieties with proven high Brown Patch tolerance not only reduces the reliance on fungicides but gives a better pitch quality that can withstand the pressure of more playing hours, which all equates to increased peace of mind."





Choosing varieties with proven high Brown Patch tolerance not only reduces the reliance on fungicides but gives a better pitch quality that can withstand the pressure of more playing hours, which all equates to increased peace of mind



Frank Newberry

You can be a Panel Beater

Yes, you can you be a panel beater. An interview panel beater. In this - his 100th article for Pitchcare magazine - Trainer and Accredited Interviewer **Frank Newberry** looks at how you can help recruiters to pick YOU for a great job. Why is helping the interviewer so important? Because the majority





Let's start with WHY untrained interviewers insist on doing this important work themselves. I would argue that many of them have the commendable desire to take responsibilty and be held accountable for all hiring decisions - this is great.

In my experience though, untrained interviewers tend to insist on doing the interviews themselves because they think they do not need training, or they are unaware that interview training seminars exist. They may have never worked with a trained interviewer, or they may even think that a new employee's trial period will expose anything they may have missed during the job interviews. This last one could end up being an expensive way of getting the right person for the job!

I have met employers that: 1) think they are good at talking - and therefore they must be good at interviewing; 2) think they are a 'good judge' of character; and 3) are unable to cope with the thought of not seeing the candidates at the interview stage. Let us take these three one at a time and see how we can help the interviewer to choose you for that great job:

1) good at talking and therefore good at interviewing

Sadly, there is no evidence to show that being a good speaker makes you a good interviewer. It is more likely that the opposite will be true. I have seen 'good speakers' talk for up to 80% of the time available for an interview.

I have seen candidates struggle to get a word in at their own interview! One very verbal interviewer I worked with even complained to me that the candidates 'seemed quiet' that day.

A trained interviewer aims to speak for 30-

Crafty candidates then play their trump card, which is the 'hire me because I am just like you' card - they do this from early on in the interview

35% of the interview. This should be long enough to ask questions, probe responses and steer the interview process to its conclusion.

Unfortunately, many untrained interviewers are looking for opportunities to explain something unusual (something which might end up having a predictable conclusion), and then they want to get the candidate's agreement or reaction to their story.

What to do

We, as candidates, can exploit this tendency be letting the interviewer talk and then nodding in agreement at appropriate moments.

2) a 'good judge of character'

Often, crafty candidates can stick this 'good character' label onto themselves by tuning in quickly to what the untrained interviewer seems to prefer in a candidate.

Crafty candidates then play their trump card, which is the 'hire me because I am just like you' card - they do this from early on in the interview.

Whereas the nervous, but sometimes better

qualified, candidates may take longer to settle down. The trained interviewer understands and takes into consideration this natural anxiety throughout the interview. A trained interviewer gives candidates time to settle down, he or she wants everyone to perform well at the interview stage - not just the crafty candidates.

What to do:

As candidates, we can get 'up to speed' quickly by rehearsing answers to predictable questions well in advance. We should make a record of our good answers and recite or rehearse these answers to ourselves, or our friends, over and over again until the words flow smoothly from our lips. This is vital because, in this sector, employers do tend to hire and promote people with good social and communication skills.

In many cases, a candidate's technical skills are just assumed to be okay. Many employers do not even evaluate technical skills at the selection stage. Technical knowledge may be tested, but not technical ability. This is a real missed opportunity because tests are simple to do and make very good 'screening' devices, before the interviews, and then again after interviews they can serve as a 'tie-breaker' or candidate 'ranking' device.

See my Pitchcare Magazine article from February 2011 (on the Pitchcare website) to read more about selection tests.

3) unable to cope with not seeing candidates at the interview stage

This is reasonable, and it would be unfair to keep untrained employers away from interviews for such a reason. I am very happy when employers join my interview panels to see how (all) the candidates get on, but I feel strongly they should leave the interviewing -

asking questions, probing responses and steering the conversation - to qualified interviewers.

Well trained and experienced interviewers know their weaknesses

Well trained and experienced interviewers know their weaknesses and, in my experience, find the selection process demanding and stressful.

This army of untrained interviewers will really need your help if they are to make the right selection. There is research that suggests that trained interviewers have a 61% success rate. Untrained interviewers achieve only 31% success (success being - getting the right person for the job).

Occasionally, I get to ask newly appointed grounds people and greenkeepers what the standard of their job interview questions was like.

Almost unanimously, they rate the questions as poor and predictable and the answers they then gave interviewers, were not probed sufficiently - if at all.

An untrained interviewer will often rely on hypothetical questions

Let us now review what will make your interview answers powerful, no matter how weak the questions are. An untrained interviewer will often rely on hypothetical questions like:

'What would you do if groundsmen were being abused by members of the public?' or,

'What would you do if the greens team was running behind schedule and the start of a tournament was being delayed?

These questions sound good, but they will reveal knowledge rather than experience. Employers want to know what you have done, as well as what you know.

What to do:

You can help the interviewer by asking:

'May I tell you about what I have done in the past in these situations?'

You can then differentiate yourself from your competition for the vacancy by giving an answer based on evidence and not opinion. Your less crafty competitors (in trying to impress the panel of interviewers) may be



You should thank the panel for their time and then ask something meaningful like 'Do you anticipate any changes that might affect this job in the near future?'

giving a hypothetical answer to a hypothetical question.

It is much easier to describe what you have done - than it is to say what you think - all the time worrying if you are saying what the interviewer wants to hear.

What to do:

The S.T.A.R. format (below) when answering an interview question helps at this point. You 'funnelling down' from a 'situation' to a 'result' will show logic and confidence.

Always give your evidence rather than your reassurance.

SITUATION - Describe a relevant real-life situation or scenario; this will set the scene for the interviewer.

TARGET - Describe the target or task you set yourself in the situation outlined.

ACTION - Explain the action you took to complete your task or meet your target.

RESULT - Outline the outcome you achieved, and what you learned from it.

Tripling' is a powerful way to answer questions.

What to do:

As mentioned on these pages in past issues, 'tripling' is a powerful way to answer questions. When you are practising your answers, try to have three things to say. When you say something like 'I think there were three things that needed to be sorted out in this situation', it sounds convincing. One is just not enough, two may be less than convincing - and four is too many!

Use the words 'l' and 'my' and not 'we' and 'us'

What to do:

Many people in our sector are 'team players' and often over-modest. As I have said (in previous articles), you should use the words 'I' and 'my' and not 'we' and 'us' in your interview responses. The interviewers need to know what you did and what you think. If you say 'we and 'us' the interviewer will not know specifically what you did and may discount your answer.

No one is perfect and a good interviewer may want to know about any significant mistakes and errors you have made. Prepare to give real life examples that clearly show how you recovered from your mistake(s).

Towards the end of the interview you will be asked if you have any questions.

What to do:

You should thank the panel for their time and then ask something meaningful like 'Do you anticipate any changes that might affect this job in the near future?'

Free list of questions to ask interviewers

I have a page of sample questions you can pick from to ask the interviewers at the end of an interview. If you would like to see them, just click on the 'Request Information' tab under the 'Contact' section of my website www.franknewberry.com . Ask for 'Questions to ask the interviewers' and leave an email address.

I am giving away six free online consultations in the coming period. If you manage to get one (an hour on Skype or Zoom), you can use the time for a practice interview - perhaps for your next job or promotion. I will give you feedback and encouragement as a thank you for reading my articles.

If you would like a free consultation, just click on the 'Request Information' tab under the 'Contact' section of my website www.franknewberry.com . Ask for 'Free consultation' and leave an email address..

In the meantime, good luck with beating the panel at your next interview!

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100 up and happy to help!

To celebrate writing his 100th article for Pitchcare magazine, Frank Newberry is giving away six **free** consultations to say thank you for reading his Pitchcare articles. Six consultations because Frank has been writing six articles per year for Pitchcare for nearly seventeen years now.

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- · a conversation about proactive job searching where to start?
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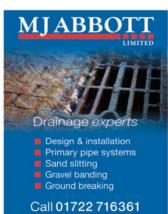
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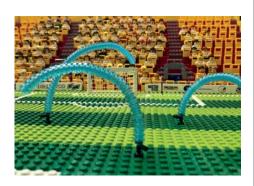
Building on success!

FC Brickstand, nicknamed the Builders, play in the Buildersliga. Their opponents include Blocks County, Inter Locking, Bricklayers United, AFC Makersfield, Clickon North End, Brixeter and Blockport County.

If you've not guessed already, the Builders are a LEGO team, and the imagination of someone with a lot of time on their hands.

Good on them. You can find out more on their website: fcbrickstand.com

Pictured is their new irrigation system.



Living the dream in Shropshire!



Roberto Carlos' brilliant, swerving free-kick for Brazil against France in 1997 is one of the most memorable goals in the history of football.

It's no wonder then that a pub team in Shropshire could hardly believe it when they learned the World Cup-winning full-back will play for them in a Sunday league match. The Bull In The Barne won the services of Carlos - now 48 - in a 'dream transfer raffle' on eBay meaning he would appear as a substitute at one of their Shrewsbury & District games in February.

"You pay £5 to enter the raffle for a chance to have a pro sign for your team. One of our lads said in a group chat 'let's just give it a go' and we ended up winning it," striker and club secretary Matthew Brown told BBC Radio Shropshire.

"On Friday afternoon, our manager, Ed Speller, sent a message to say we won the competition and none of us believed him. We thought he was having us on."

"I went out on Friday night and woke up with a bit of a sore head on Saturday and I had messages from people saying 'is it true about Roberto Carlos?' and at that point I was thinking 'it can't have happened, it's just a dream'."

As seen on social media ...



Suspicious activity at Medina!



A bad day at the office!



Parc Y Scarlets groundsmen relaxing on the job - the sofa needs wheels!

Pillow talk!

Pillow fighting has been turned into a professional combat sport as athletes competed in the ring in Florida.

The Pillow Fight Championships took place in Miami on 29 January, where sixteen men and eight women fought for the two titles.

Each winner earned a title belt and \$5000.

Commentary was typical 'overblown' American à la WWF.

There's a video on the BBC Sports website should you feel the need.



DIARY DATES

4th-3rd April: Cricket - 2022 Women's Cricket World Cup, New Zealand **(icc-cricket.com)**

8th: Cricket - 1st Test, West Indies vs England, Sir Vivian Richards Stadium, North Sound, Antigua (icc-cricket.com)

10th13th: Golf - The Players Championship, TPS Sawgrass, Florida **(theplayers.com)**

11th: Six Nations Rugby - Wales vs. France, Principality Stadium, Cardiff (six-nations-guide.co.uk/2022)

12th: Six Nations Rugby - Italy vs. Scotland, Stadio Olimpico, Rome and England vs. Ireland, Twickenham Stadium

(six-nations-guide.co.uk/2022)

15th-18th: Horseracing - Cheltenham Festival, Cheltenham Racecourse (britishhorseracing.com)

16th: Cricket - 2nd Test, West Indies vs England, Kensington Oval, Bridgetown, Barbados (icc-cricket.com)

19th: Six Nations Rugby - Wales vs. Italy, Principality Stadium, Cardiff; Ireland vs. Scotland, Aviva Stadium, Dublin; France vs. England, Stade de France, Paris (six-nations-guide.co.uk/2022)

22nd-24th: BIGGA Turf Management Exhibition (BTME), Harrogate Conference Centre, Yorkshire (btme.org.uk)

24th: Cricket - 3rd Test, West Indies vs England, National Cricket Stadium, St. George's, Grenada (icc-cricket.com)

1st-2nd: Horseracing - Coral Scottish Grand National Festival, Ayr Racecourse, Scotland (britishhorseracing.com)

3rd: Football - EFL Papa John's Trophy final, Wembley Stadium **(fa.com)**

7th-9th: Horseracing - Randox Health Grand National Festival, Aintree Racecourse, Liverpool (britishhorseracing.com) **7th-10th:** Golf - The Masters, Augusta, Georgia (masters.com)

16th-22nd: Multi-sports - Invictus Games, The Hague, Netherlands (invictusgamesfoundation.org)

30th-1st May: Horseracing - QIPCO Guineas Festival, Newmarket Racecourse, England (britishhorseracing.com)

5th-8th: Golf - Betfred British Masters hosted by Danny Willett, The Belfry, Sutton Coldfield

14th: Football - FA Cup Final, Wembley Stadium (fa.com)

15th: Football - Women's FA Cup final, Wembley **(fa.com)**

16th-22nd: Golf - US PGA Championship, Southern Hills Country Club, Tulsa, Oklahoma (pgachampionship.com)

16th-5th June: Tennis - French Open, Roland Garros, Paris (rolandgarros.com)

18th: Football - 2022 UEFA Europa League final, Ramón Sánchez-Pizjuán Stadium, Seville, Spain **(uefa.com)**

21st: Football - EFL League One Play-Off final, Wembley Stadium (efl.com)

21st: Football - Scottish Cup Final, Hampden Park (hampdenpark.co.uk)

25th: Football - Europa Conference League Final (uefa.com)

27th: Rugby - 2022 European Rugby Challenge Cup final, Stade Vélodrome, Marseille (rugby-league.com)

28th: Rugby - 2022 Heineken Champions Cup final, Stade Vélodrome, Marseille (epcrugby.com)

28th: Football - EFL League Two Play-Off final, Wembley Stadium **(efl.com)**

28th: Football - 2022 UEFA Champions League final, Krestovsky Stadium, Saint Petersburg, Russia (uefa.com)

29th: Football - EFL Championship Play-Off final, Wembley Stadium (efl.com)

To have your event included in this magazine diary section, please email details to kerry.haywood@pitchcare.com

Quote me happy

"If only a small terracotta urn were awarded for passing the buck: England would win it hands down." Wisden editor Lawrence Booth gets stuck in after England's woeful Ashes performance.

"This shows once again the importance of using VAR in football." Liverpool and Brazil goalkeeper Alisson happy with VAR after having two red cards rescinded during a recent World Cup qualifier against Equador.

"I know players like to do this stuff to throw you off mentally. It could maybe be a tactic. It's alright. He's not the most mature person anyway." Stefanos Tsitsipas calls out his opponent Daniil Medvedev during the Australian Open semi-final.



"I think the sun must have got to me!"

Commentating with Ian (Bish) Bishop and Mark
(Butch) Butcher proved too much for Steve
Harmison, regularly calling both of them 'Bitch'
when commentating in the 5th T20 International
between the Windies and England.

"When you go in the surfing contest, whoever catches the first wave gets the best ride."
England Rugby head coach Eddie Jones discusses the improving communication within the team.

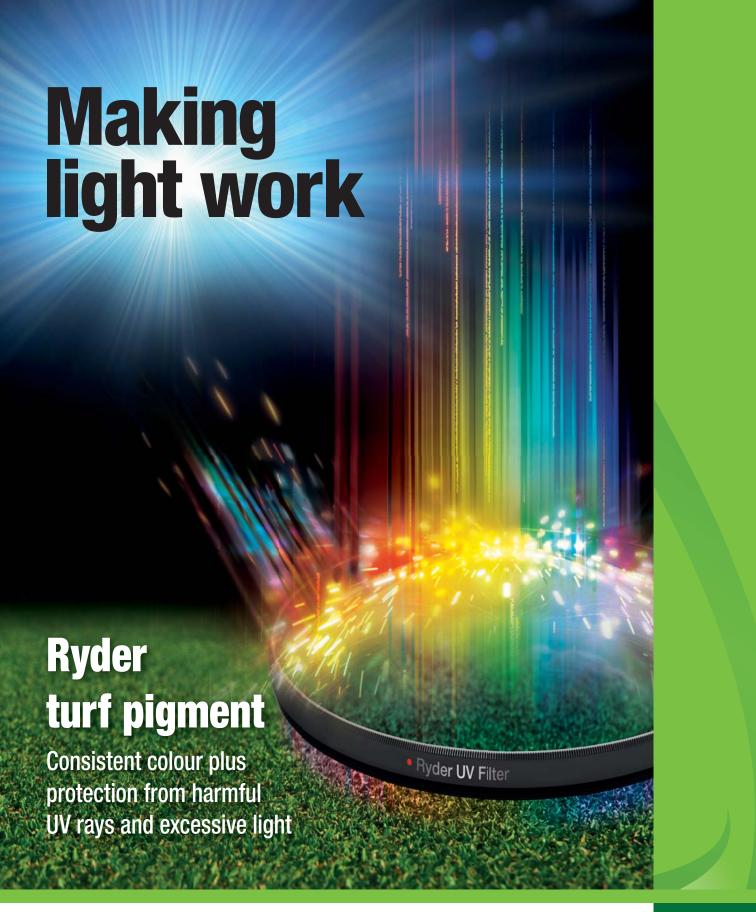


"We've had a couple of these ideas before, other leagues trying to damage the game which was never broken. The PGA and European Tours are not broken, they are in good health. So why try to fix something that isn't broken?" Colin Montgomerie hopes the PGA Tour and DP (European) Tour fight off the threat of a new Saudi-backed Asian Tour.

"We are working on our death bowling but I didn't think we were too bad today." England captain Moeen Ali appeared pleased with leaking 74 runs from the final 5 overs.

"To better reflect its long history and the specific Duke of York it remembers, we have applied to the British Horseracing Authority to amend the race title to be 'The 1895 Duke of York Stakes'."

York Racecourse turns back time to better reflect its historic race.





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