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THE
GROUNDSMAN

· SINCE 2019 ·

International

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INTERNATIONAL GREENKEEPERS FOR HIRE

How to Ask for a Pay Rise in Turf Management: The Complete Guide

Grounds Managers and Greenkeepers.

We all know about the current ongoing crisis within our industry regarding pay. With all sectors, we expect some variation in levels of pay. Nobody expects a premier league grounds manager to earn the same as a local sports maintenance manager. However, year on year, recommended pay scales are published by the relevant associations within grounds and greenkeeping around the world. This information is widely available, yet rarely used. How can we use this information to ensure we're paid a fair wage based on our experience, position, skills, qualifications and responsibility?

You can find many articles online discussing how to tackle this subject, but this article will be based solely on greenkeeping and grounds management. Asking your employer for a pay rise can be nerve-wracking, so much so that some people will wait a long time before asking for what they feel they deserve.

There's nothing wrong with asking for a pay raise that reflects the hard work that you do, but there are some approaches and best practises that always get better results than others. Your manager will have the data on the hard work you have been doing, but preparing a case to put before them will greatly help your chances of securing a pay rise, or - even better - benefits such as healthcare, free gym memberships, or shortened hours.

Be prepared to negotiate. Put simply: you get paid for the work that you do, and if you feel as though you've outgrown your salary working above and beyond your role, you have the right to ask to be compensated for it.

How to Prepare

Prior to entering this conversation, you should prepare the facts and data you feel you'll need to prove your worth. Not all employees have great relationships with their managers, and even if you do, your manager will be expecting you to prove that you deserve the salary you're asking for and might not respond favourably if it seems like you did not prepare.

Research is key: Look online for published pay scales. The GMA have allowed us to share their recommended pay scales in this article. While looking at the recommended wages, should you discover that the industry average wage for your role is higher than your current wage, you're within your rights to bring this information into the meeting with you.



The GMA recommended national basic salary bands for 2020 in the UK are:

| | | | |
|---------------------------|-----------------|--------------------------------|------------------|
| Grounds manager | £36,676-£56,817 | Groundsperson (skilled) | £23,932-£30,530 |
| Head groundsperson | £31,280-£42,932 | Groundsperson | £19,174-£24,460 |
| Deputy head groundsperson | £25,591-£32,662 | | |
| | | Junior groundsperson | £16,303 (Age 17) |
| | | Junior groundsperson (aged 16) | £13,538 |

These bands reflect minimum recommended basic salary payment and are based on a 37.5-hour week. Bonuses, overtime and subsistence payments have not been included and are therefore additional. Regional pay variations have been taken into account, with higher-cost areas of the country expected to make salary awards at the upper levels of the appropriate band. Regional differentials are: London Inner £3,941; London Outer £2,353; Fringe Areas £704 - £1,413. Other UK regions are broadly similar in their pay levels.

It's also important not to make this conversation all about the money. Sometimes, there are genuine, simple reasons why you may not get a pay rise, such as a lack of available budget. However, just because your employer has said 'no' to a pay rise doesn't mean you can't enquire about non-financial benefits as an alternative. I've written more about this towards the end of the article.

More information regarding the GMA recommended salaries can be found at www.thegma.org.uk



INTERNATIONAL GREENKEEPERS FOR HIRE

How to Ask for a Pay Rise in Turf Management: The Complete Guide

Build Your Case

Look back to projects and periods of time where you went above and beyond what was expected and provided real value for your company. Always use specific performance data when possible. This could be anything from servicing machines in-house rather than paying an external company. You don't need a script, but it's important to know what case you have to put forward in detail.

Be realistic when building your case. Demanding your salary be doubled is unlikely to get you anywhere. Carefully suggesting increments until you meet recommended bands, however, may be an option. Bear in mind the research you have done into comparable salaries in other organisations, and that your employer does not have to agree to give you any more money. If you want your request to be taken seriously, you need to deliver it right.

List things such as qualifications, years of experience, tournament or overseas experience, and training, sharing as much detail as possible. An example of this could be: 'Passing my chainsaw certificates has allowed us to save money on tree surgery - here are the estimated saved figures.' But remember, the flip side is that it takes time away from the job that you'd usually be doing. Additional hours worked, unsociable hours, high expectations, and pressure are all valid points when building your case. Use these carefully. Don't just ask to work fewer hours; explain why, how this would benefit the company, and what measure would need to be put into place. This may be additional staff or lower standards, for example.

Prepare for tricky questions: These questions won't be intended to throw you off guard, but may be asked to justify your points raised. How much of a pay rise are you proposing? Why hasn't this been brought up before? Be confident and stand by your statements.

When to ask for a pay rise is just as important as the preparation. Asking for a pay rise just after yearly budget reviews won't do you any favours unless contingency is already planned. The best time would be well in advance so this can be budgeted for.

Of course, the time of day and mood of those involved will also play a huge impact. Consider towards the end of the day. That way, if you don't get the results you expected, you won't need to carry this through the working day. Pick a time when your manager or employer is happy. Asking for a pay rise during a busy period or after bereavement should be avoided. Schedule in advance, pick a good day for all involved, and send a polite invite: 'Dear sir or madam, I would like to request a meeting,' is all it needs to be.

Another great time to ask for a pay rise is during an annual performance review or appraisal, when the topic of salary is not only timely, but often expected. Additionally, after successfully completing an important project or showing excellent work, you may also see it suitable to ask for a pay rise. Appraisals can be a fantastic opportunity to assess the previous year's performance against the aims and objectives set by your employer. This information can then be used to build a case towards your pay rise. It's likely others will be asking for pay rises around the same time - however, appraisals are typically taken into account during budget reviews.

Using your appraisal or review you can set aims and objectives for the next one. Once these have been met, pay rises may be offered depending on the terms you agree on with your manager. It's worth thinking about possible future targets ahead of the meeting.

Think carefully about when to ask for a pay rise. Don't shout about the subject publicly as it will put your manager on the spot and will appear unprofessional. An appraisal, review or other formal meeting is the ideal setting for this conversation.



THE GROUNDSMAN

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How to Ask for a Pay Rise in Turf Management: The Complete Guide



Request additional responsibilities

Taking on other roles such as training to become a spray technician or tree surgeon, or even offering to look after specific areas, may help fight your case. Taking on a supporting role for a manager will also help; your manager should be thankful for this (providing you did a good job!). Some responsibilities may be irrelevant, but asking for training in these areas is only a positive.

Set milestones and additional projects, to help you stand out and give the impression you are working to the best of your ability, helping the company move forward and even save money.

Additional training

If things don't quite go your way, remember there are things you can still request, alongside more holidays and better staff facilities to improve the workplace. Training can be one of the biggest catapults toward your next job or a higher position. Below is a list of typical additional training options for a greenkeeper or grounds manager:

Qualifications Level 2 up to college/university

Spraying certificates Pa1, Pa2 and Pa6

Chainsaw CS30 + depending on the type of work you are doing. For felling, you'll require CS31/32. Climbing will also require additional training and certificates

Tractor and implement courses

Trailer courses

Hedge cutter certificates

Machinery maintenance course

Specific training; cricket, winter sports and artificial preparation and maintenance

This list is by no means exhaustive. There may be other more relevant courses such as working around water or alongside busy roads, or unrelated training that is part of your job role. Many groundsmen have to take on additional responsibilities.

Finally, if all doesn't go well, don't burn bridges. Despite your best efforts, you may not be able to successfully negotiate the pay rise you wanted, which can happen often within our industry. You may decide you feel undervalued by your employer and may begin to show emotion towards the job.

However, it's important you remain professional. If you decide to look for another job, not only will you want your employer to write you a glowing reference, but who knows when your paths may cross again in the future. Our industry is very close-knit; someone you work alongside may become a future manager, so even if you move on, you can't rule out working with them again elsewhere.

At the very least, you should attempt to leave the door open. It might be worth approaching the subject again in six months' time.

INTERNATIONAL GREENKEEPERS FOR HIRE



WIN this 'beauty' and keep your cricket pitch looking top notch...



NS: The Roller will have a fresh coat of paint when the winner receives it. Not ready in time for publication.

LG Focus are calling on local councils, cricket clubs or any organisations that have use for this powered cricket pitch roller...

Thanks to International Greenkeepers this refurbished powered cricket pitch roller (worth up to \$10,000) is up for grabs, by any local Council that can use it!

The roller has been donated by **Strathfield Sports Club** who had no use for the roller and passed it onto **International Greenkeepers**.

Sydney Uni Sport And Fitness organised all the mechanical repairs including servicing and refurbishment.

International Green keepers find businesses employees, promote the industry and open up doors for people in the Turf industry around the world to further our members careers with a small group of volunteers looking after 5000 members over 90 countries.



LOCAL GOVERNMENT
Focus

Do you have a new home for the 'Roller'?


Enter our great competition and nominate your local Council.

ENTER NOW 

For your chance to win this Cricket Pitch Roller, for more info or our terms & conditions SCAN the QR CODE



Or visit: lgfocus.com.au/competitions

 lgfocus.com.au

INTERNATIONAL GREENKEEPERS FOR HIRE

Win This 'Beauty' and Keep Your Cricket Pitch Looking Top Notch!



International Greenkeepers received a phone call from one of our members, Nathan Lindsay, asking if we would like a cricket pitch roller for free. We saw this as the perfect opportunity to do something great, especially after the last two years of Covid, bush fires, and floods.

Strathfield Sports Club generously donated an old roller that they no longer needed to our team. We reached out to Sydney Uni Sport and Fitness as well as The Local Government Focus Newspaper to help us refurbish this great old roller.

The Local Government Focus is running a free competition to help us find this beast a new home for someone that needs it.

It's very simple to enter: just search the website below and follow the instructions.

(Competition is for Australia only)

<https://lgfocus.com.au/competitions/2022/06/07/council-promotion-stay-tuned-for-our-latest-promotion/>



INTERNATIONAL GREENKEEPERS FOR HIRE

Katy Castle - Inspiring Other Women to Join the Industry



Would you like to start by telling us a bit about yourself, your current role, previous roles, and general interests?

I'm 21 years old and a female assistant Greenkeeper at The Caversham, home of Reading Golf Club. I've been there for 5 years and have passed my Level 2 in Golf Greenkeeping. I recently started my Level 3 in Golf Greenkeeping, which I hope to complete in the next 2 years. Prior to my Level 2, before I was assistant Greenkeeper, I was an apprentice who wanted to learn so much more about Greenkeeping... there's a lot more to it than just cutting grass! I definitely prefer an active job as I've always been active; I enjoy running (have done a few charity runs which I love as it's raising money for a good cause), I enjoy exercising, which is one of many reasons I love Greenkeeping, because I'm always on the move.

What training have you done and what training do you plan to do?

I have completed my Level 2 in Golf Greenkeeping and I'm currently studying my Level 3.

What do you enjoy most about your role?

I enjoy the fact that I have more knowledge now but also the fact that there is always room for improvement and that you can always learn more.

What is it that appeals to you about greenkeeping? What job satisfaction does it give you over and above the other career opportunities you have been fortunate to experience, or had an opportunity to pursue but chose not to?

I think it's honestly such a satisfying job, especially in the summer when you're cutting, then you look back and everything is lovely and striped up. I take a lot of pride in my work and I like to think my attention to detail is pretty good; when my work looks good it pushes me to work harder and become better at my job. For example, if I've cut greens or fairways in the morning and then I'm out on the course after, I look back and think, 'Wow, that looks good!' and I'm proud of myself and my co-workers because the course looks good and it is down to us. This is my second job, I started when I finished school. Prior to it I had a part time job at a garden centre but it wasn't for me as I like to be moving around being busy like it is in this industry.

Greenkeeping teams in the UK are still almost entirely male-based. How have you found working in a team of guys; what would you say are the pros and cons?

I personally think I'm at a slight advantage as I work with my Uncle who is deputy head and mechanic, he helped me into the job when I finished school. When I first started I did find it very difficult if I'm honest, I was young and some of the guys didn't know how to speak to me, understandably, I was also quite quiet as it was all men! But now I've found my feet.

- **Pros:** I learnt to stick up for myself, depending on the age of staff... the older team give you a lot of advice.

- **Cons:** Some men can be a little inappropriate but you just have to stand up for yourself in that case, some people are judgemental, if there are no women as well as you amongst your team sometimes you can feel a little like an outsider... that's very rare, though, if you have a good team.

Is greenkeeping a good career for women?

100%, I don't see why not! I think it puts some women off as it's a male dominant environment. I've had a couple of not-so-nice encounters, but the lovely people I've worked with and met definitely outweigh that. I think that's just life. It's a great career as you can do so much with it.

What's the best thing you've learned during your career?

I've learnt how to drive and manoeuvre different sized vehicles and also that I should believe in myself more and be more confident!

INTERNATIONAL GREENKEEPERS FOR HIRE

Katy Castle - Inspiring Other Women to Join the Industry

Are there any challenges that you've overcome that you are really proud of?

My first year was quite difficult as I got a bit of stick from some people but I pushed through because I enjoyed the job so much, at the time I was unsure if I'd stay, but looking back now, I'm so glad I didn't give up. Adding to this, my first winter was super tough... it got down to -7 degrees, we said if I can get through that then I'll be fine! And here I am 5 years later still loving it!

What's your funniest greenkeeping moment?

A funny but embarrassing moment: I was asked to go to my course manager and ask for: Tartan paint, left handed screw driver, spirit level bubble and a long weight. I didn't process what was being asked I just thought right, ok, I'll ask Jon when I see him...however as I was saying it to Jon I quickly realised that it was a joke to see if I'd fall for it, and of course I did!

What has been the highlight of your career so far?

Definitely becoming one out of three females to pass their Level 2 in Golf Greenkeeping.

What are your future goals?

To complete my Level 3, to volunteer at a few events and to eventually work my way up! I've also applied for Toro Student Greenkeeper of the year.

Favourite sport?

Honestly, I do enjoy watching football. When I watch golf, I'm not really paying much attention to the actual golf sport, I'm paying attention to the course.

Favourite sportsperson?

Possibly Phil Foden...quite a hard decision if I'm honest!



What's your dream job?

It may sound cliché, but to get paid for doing what I enjoy... which is the situation I'm in right now! I don't really see it as a job, more so a hobby.

What's your ultimate retirement goal?

To have inspired more women into this industry and more female greenkeepers in charge of golf courses. Also the obvious... be financially stable.

What advice would you give to young women who may be considering a career in greenkeeping and turf management?

If you want to do it, do it, and don't let anything or anyone hold you back. Don't let negative opinions outweigh the good, because if you enjoy it, then who cares what anyone thinks? It is quite intimidating at first, but once you're used to it and they are used to you, it will be absolutely fine. I work with a great team and they treat me no different.

Many thanks to Katy for taking the time to be a part of the article. We wish you all the best.

INTERNATIONAL GREENKEEPERS FOR HIRE

The Winner - IGFH and John Deere Scholarship

International Greenkeepers
John Deere Scholarship



JOHN DEERE



INTERNATIONAL GREENKEEPERS FOR HIRE

The Winner - IGFH and John Deere Scholarship

For our first ever scholarship, we had 40 applications, which was amazing. All applicants were worthy of winning a fantastic opportunity like this.

After many hours reading through applications, watching videos and scheduling Zoom meetings, meeting some very talented greenkeepers along the way, we selected the winner of the first International Greenkeepers John Deere Scholarship

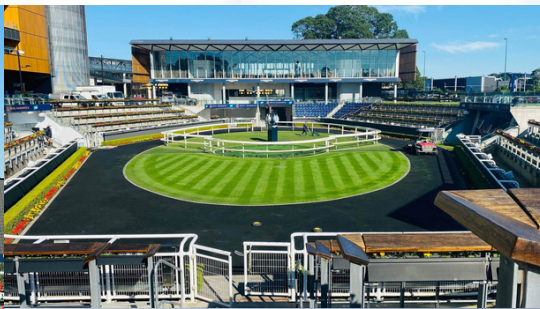
Congratulations Lachlan Sutton from The Cairns Golf Club, who won a week-long scholarship at the Sydney Cricket Ground, Royal Randwick and Bonnie Doon Golf Club. Lachlan is a great asset to our industry and we're all excited to see where you end up in 10 years.

Huge thanks to Kodi Becket, Cameron Smith and Michael Wood, who gave up their time to look through all the applications and interview the finalists in their own time.

Also a huge thanks to all our members that applied for this great opportunity. We strongly recommend that you re-apply next year and to tell your friends to apply. Our John Deere Scholarship enables the next generation to take the next step in their career in Sports Turf Management and make many new friends along the way.

This opportunity would not be possible without John Deere Australia, the Australian Turf Club, Bonnie Doon Golf Club, Sydney Cricket Ground (SCG), and thousands of our members that have supported International Greenkeepers For Hire and our goals of creating opportunities for people in our industry.

Here, we've shared some pictures from the journey.



INTERNATIONAL GREENKEEPERS FOR HIRE

The Winner - IGFH and John Deere Scholarship

Learn More About Lachlan Sutton

I started my Apprenticeship at Paradise Palms Cairns after finishing school. After 10 months, the course was closed for redevelopment into a housing estate, which led to me being taken on at The Brisbane Golf Club, where I completed my apprenticeship. I spent 2 years and 7 months here before taking on the Foreman role at Cairns Golf Club for a year prior to my move overseas. After finishing my apprenticeship, I started studying my Diploma in Sport Turf. However, I've had to postpone this due to moving overseas.

How did you get into greenkeeping?

I first got interested in greenkeeping purely just by playing sport myself. I'd always played cricket and began to take an interest in the curation of wickets, leading me to eventually look into it as a job. After looking into the whole industry, I decided to look for an apprenticeship. Due to a lack of cricket ground jobs in my hometown (Cairns), I ended up seeking one out at Paradise Palms, my local golf course.

How did you find out about the IGFH scholarship?

I saw the scholarship promoted on the International Greenkeepers Facebook group.

Where did you visit during your scholarship?

The Sydney Cricket Ground, Royal Randwick and Bonnie Doon Golf Club

Did you learn anything from the scholarship?

The scholarship was a great learning experience for me, getting to shadow the managers of such high-quality and iconic venues was really invaluable. Really getting to see and ask about their management techniques on the agronomic side, and also the team management, was great. I especially took a lot out of seeing the way Craig Geeves from Bonnie Doon adapted to the changing weather conditions and organising the crew really clearly and concisely during my two mornings there. Getting to ask about each venue's cultural practices was really interesting, the equipment available at the sites was great, and seeing how their agronomic needs would vary across each venue was interesting.

How valuable was it to see how different parts of the industry operate?

This was probably one of the best parts of the scholarship. Personally, for me, I'd only ever seen the golf aspect of the industry so far. Seeing the different skills needed to operate on a sports field/racetrack was really interesting, especially when you look at the difference in the HOC of Turf being maintained between a golf green and a racetrack. It was a great eye-opener to other career opportunities within the industry and something that was definitely beneficial and opened up a further interest.

Favorite part of the scholarship?

My favorite part of the trip would have to be getting to walk out on and look around the SCG, as a cricket fan just getting to see all the history around and talk with Adam all about the ground was pretty special.

I hear you're working In America, how did that come about?

I'd heard about The Ohio Program from a few previous Superintendents/Assistants who had spoken very highly about their experiences in the program and I decided to follow suit and have been here for a month now at Quail Hollow Club.

Are you interested in working in other parts of the world?

I'm pretty interested in working somewhere over in Europe once I've finished my stint in America. Also New Zealand, both parts have some amazing golf courses which would be great to work at.

Most importantly would you recommend working overseas to those who haven't?

So far, from my one month overseas, I'd definitely recommend it to anyone considering it. It's been a massive change from life back in Australia, but it's been a great chance for me to get to experience a whole different culture while meeting some great people over here and lookin around a bit of a country I've never been to. Let alone getting to work on a premier golf course with the opportunity to experience some upcoming major golf tournaments.

INTERNATIONAL GREENKEEPERS FOR HIRE

Meet Yon - He's Been on an Internship in Scotland



Located on Moray Firth in Scotland, we're taking a look at an IGFH experience between International Greenkeeper Yon Yoeun (pictured left) and hiring manager James Swanson (pictured right), and their time together at Cullen Links. Our Danish friends at Roskilde Technical VET College reached out looking for work experience for one of their Greenkeeping Students, so we put Yon in contact with James at Cullen Links.

James describes Cullen Links as, "Original 9 holes designed by Old Tom Morris and extended to 18 holes by local architect Charlie Neaves. The same turf and soil of the classic links courses of Northeast Scotland. One of only 246 true links golf courses in the world. Cullen has the status as the shortest of all these. Nothing short about the holes themselves. A course that has more par threes than fours but every hole the challenge and quality of the nearby championship links. Three hours of golfing history complemented by stunning views of the Moray Firth."

James has been Head Greenkeeper at Cullen for three years and has been introducing modernization of the greenkeeping philosophies carried out on the property and breathing new life into the links. Moving forward with a comprehensive seven-year plan, part of his process has been to engage with greenkeepers who love and care for their place of work.

While building his team and surrounding himself with positive employees, one morning while cutting greens, James found himself watching the sunrise bringing new light and opportunity to the day. "I took the opportunity to stop to get a photo of the sunrise and I had a notification on my phone from IGFH, and they were looking for a club who would be interested in taking a student from Denmark for a month."

James jumped at the chance to be a host club of an International Greenkeeper and was proud to give a fellow greenkeeper the chance to build their career working away from their home country. The student and school worked to iron out the details, and the rest, as they say, is history for a new International Greenkeeper, who James remembers by saying, "Wow, what an exceptional young man who will go very far in our fantastic industry." That IGFH International Greenkeeper is Denmark's Yon Yoeun.



When asked what made him take the leap to travel abroad and work in Scotland, Yon says, "I've always been fond of travelling around the world - I mean, who isn't! And what could be more perfect than having your dream job overseas?" Yon describes his time with James Swanson saying, "I had the best time in Cullen Links Golf Course with James. He was literally the best boss and afterwards as good a friend as you can wish for. He is a fantastic instructor and at the same time, trusting of me to do all the different assignments and allowed me to be independent. We had great mutual understanding."

THE GROUNDSMAN

INTERNATIONAL GREENKEEPERS FOR HIRE

Meet Yon - He's Been on an Internship in Scotland



Travelling came easily to Yon, and he didn't jump too many hurdles along the way to Scotland for his experience.

He wants to inspire others to take the leap and embrace the opportunity to travel and experience greenkeeping abroad. Yon's advice to prospective international greenkeepers is, "Go explore the world, and meet other exciting people, and see if it really is true that the grass is always greener on the other side."

Head Greenkeeper James Swanson says of hiring an International Greenkeeper, "For anyone else interested in taking an international student, do not hesitate. It's a brilliant opportunity for both parties to learn so much in how we all work for the same goals. I would certainly put Cullen Links forward to do this again at any time." He goes on to advise potential travelling International Greenkeepers, "If you are a student and are reading this, get in contact with the person you will be with for the time of your employment as soon as possible and as much as you can. This helps to start to build the relationship and makes it all the much easier for both parties, and most of all, enjoy and learn as much as you can. Never be afraid to ask questions, as it will make you a better greenkeeper, as we all learn from each other all the time."

James is very happy to have had the opportunity to meet with, and work with, Yon. He is thankful for making such a fantastic friendship and is excited for Yon's future. Yon hopes to continue to work on different golf courses around the world, and wants to find his next international greenkeeping experience in Hawaii.

Yon produced a video about his experience in Scotland. Check out our YouTube to watch!

Best of luck to you Yon! Kyle Cwynar - IGFH



THE GREENKEEPER GROUNDSMAN

INTERNATIONAL GREENKEEPERS FOR HIRE

Made by greenkeepers, for greenkeepers.
Educational card #33

Biology of grass seed germination

There are many types of grass seed, but the early stages of seed germination are basically the same. The advantage of planting a lawn is that we can provide some of the necessary ingredients to make grass seed germination easier. We can provide the necessary moisture, proper soil conditions, and the timing when the seed is planted. A seed begins with a division of a fertilized egg within the embryo sac. As the embryo develops, growth within the seed continues until it reaches a certain point. At a specific point, embryo growth is halted until the seed matures and is either collected or falls from the plant onto the ground. Embryo growth is resumed again at the start of germination. The beginning of seed germination begins with water.



Importance of water

During imbibition, the seed swells considerably. Dormant enzymes are activated. New enzymes are also developed during imbibition that help the seed to utilize stored food created during embryo development. As internal cell division begins, there must be sufficient soil moisture to supply a continuous source of water and nutrients to the seed. This is the reason why the soil must remain damp until the seed has completed germination and has sprouted.

When grass seed germination is completed and the seed has sprouted, sufficient soil moisture is still necessary. The short roots are still developing, so frequent, but not heavy irrigation will be needed until the roots have developed some depth. Saturated soils can lower oxygen levels and encourage root diseases.



The Importance of Oxygen

The seed operates in an anaerobic manner during the initial stages of water absorption at the start of germination. This continues until the seed coat ruptures. Once the seed coat ruptures the seed moves from being anaerobic (not requiring oxygen) to aerobic (requires a steady supply of oxygen). This process of oxygen exchange in plants is called "transpiration." Therefore, it is very important to make sure the soil is damp, but not waterlogged. Waterlogged soil decreases the amount of oxygen available to the seed. If saturated soil conditions are prolonged, the seed can perish. Planting in good soil is also important for oxygen exchange. Heavy clay soil may hold water well, but can easily compact, which reduces oxygen levels. Loamy soils are better for planting seed. Soils with a high volume of sand may have good oxygen levels, but do not hold water very well.

The Importance of Temperature

Different seed types have slightly different preferred temperature ranges for germination. However, the important thing to remember is that seed will have a minimum and maximum temperature. If the temperature is outside of those limits the seed will not germinate. The majority of lawn grass seed will germinate in an average soil temperature range of 80 degrees. Keep in mind that most seed types will still germinate in temperature variations of plus or minus 15 degrees from average. A little research on your seed variety will give you the best temperature range for planting. In contrast, some early season vegetable plant seeds can germinate in considerably cooler soil temperatures.

International Greenkeepers For Hire the hub for greenkeepers, groundstaff and volunteers.

**www.internationalgreenkeepers.com
internationalgreenkeepers@gmail.com**

INTERNATIONAL GREENKEEPERS FOR HIRE

The Next Generation of Dennis Mowers Electrifying E-Series Arrives



E-SERIES
by **DENNIS**
Without Compromise

Reliable and long lasting, the new and exciting Dennis E-Series is a range of battery powered mowers that are no compromise alternatives to its popular range of petrol machines. Ultra-low noise, low vibration, user friendly and super low CO2 footprint, the new range of mowers are helping users towards the carbon neutral goal.

Developed with carefully chosen partners, Dennis is proud to unveil a range of market ready machines befitting of the Dennis badge.

ES-860

Users of the Dennis G860 cylinder mower will no doubt see familiarities in the new ES-860. This 34" battery powered turf management system delivers maximum versatility and the range of 13 interchangeable cassette options provide a solution to many day-to-day maintenance tasks. The power of the battery system ensures the machine is capable of cutting 3 – 4 pitches on a single charge or verticutting a full pitch without anxiety. Furthermore, current G860 cassettes will also fit the ES-860, meaning that customers will not have to purchase additional cassettes, reducing initial costs and allowing for a simple and easy change from petrol to battery machines.

ES-34R

The ES-34R rotary mower has twin contra rotating blades with the height of cut controlled by an easy to use 'click' system and is ideal for fine turf cutting and cleaning up operations. Suction and blade speed can be adapted to provide excellent collection in wet or dry conditions. The mower is also available with optional front wheels, smooth or wile roller, has excellent sight lines and cuts approximately 2 pitches on a single charge.

ES-36

Based on the Dennis Premier, the ES-36 provides a perfect finish every time, bringing a quality of cut and Dennis stripes envied by others. Capable of cutting 2 – 3 pitches on a single charge. The powerful battery system allows the addition of a trailer seat to be attached and still achieve a minimum of 20km of cutting. A uniquely developed micro adjuster makes it very easy to set the bottom blade to cylinder.

ES-510

Ideal for fine turf it has the power to cut 4-5 bowling greens or approximately 10km on a single charge and scarify down to -10mm. Ultra-quiet in operation, the 12 interchangeable cassettes provide ultimate versatility and performance providing an unrivalled mower and turf maintenance machine.

ES-22 Ultra

Quiet in operation with ultra-low hand arm vibration, this battery mower helps professionals enhance the playing surface to give a first class finish. Very simple to control and easy pull back for accurate alignment of next run. Features an ultra-short wheelbase for undulating surfaces and a choice of a 7 or 11 bladed cutting cylinder and groomer reel, this 560mm (22") battery mower produces a quality of cut which provides an ultra-fine finish on bowling greens, golf greens and tees, and cricket pitches.

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The E-Series models feature a robust LCD keypad screen which provides the operator with a multitude of information options including speed, clip rate, service checks, lifetime running reports and battery information. The mowers take just 2-3 hours for an ultra-fast full battery recharge and can be recharged when in 'situ' or removed completely, simply topped up during lunch time or hot swapped with another battery to continue working.

Low maintenance, very low lifetime costs and significant cost savings on fuel are all further benefits of the Dennis E-Series range.

For further information or a no obligation demonstration, please contact Dennis 01332 824 777 or visit www.dennisuk.com

For more news, reviews and insightful views, you can follow Dennis on Twitter and Instagram @DennisMowers and like the company's Facebook page – www.facebook.com/DennisMowersUK. You can also view the latest Dennis videos by visiting www.youtube.com/DennisMowers

E-SERIES by DENNIS

Battery-powered E-Series range **without compromise.**
Built for professionals to meet your carbon neutral goals.



ES-860
Cassette



ES-34R
Rotary



ES-36
Dedicated



ES-510
Cassette

DENNIS

Expert Surfaces

For more information or a no obligation demonstration
call **01332 824777** or visit www.dennisuk.com



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The IGFH Member Map

Meet somebody a short drive away, or on the other side of the world. Communicate stories of successes, hardships, and experiences. Lend a helping hand, give information to a prospective employee about where you are from, investigate an area you wish to work, and begin to build your network exponentially within this new and innovative, first-of-its-kind, IGFH Member Map platform.

The potential uses of this networking map are yet to be limited. Between making the world a more accessible place, encouraging safe and educated travel for work, and providing the seeds of professional networking in areas people are yet to visit, we imagine this tool to be a unique and helpful offering, solely provided by and for the IGFH community, with our shared motivations in mind for positive and productive communication.

<https://internationalgreenkeepers.com/map>



What is it?

The IGFH Member Map is a pioneering, one-of-a-kind, interactive network that allows IGFH members the ability to browse and contact like-minded turf management professionals around the world. In participating, outward-bound industry professionals can better research new areas of the world by searching countries and localities, to find contact information of a local turf manager or turf industry-related professional, whether it be a university faculty member, consultant, or specialist in another field. Those who are not set to travel themselves, but want to participate, can act as regional resources for those looking for more information about their area. Ideally, when contacted, members can give honest input on the types of grasses they manage, local climate conditions, common issues, and the highlights of working in their country or city. Both travel seekers and local resource participants can gain exposure to the worldwide turf industry population to seek employment, build their personal networks, or offer hiring abilities to a larger crowd of job seekers. Whether you find yourself curious about what it is like to travel in another city in your home country, or what steps would be helpful to take in finding a job on the other side of the globe, this IGFH Member Map is a great place to start because of the welcoming and inclusive motivations we all share.

I am a traveler seeking to use this map. How do I start?

A good start could be to mentally list the top 3 areas you wish to research. Keep in mind the turf grass surfaces you wish to work on, as well as the general weather, social scene, safety levels, history, and the demographics of the areas you are considering. Narrow down your top 3, and begin using the map to investigate specialties of the contacts shown in the IGFH Member Map. Once you find some sources that are in the area that interests you, and who match the type of grounds you are looking to manage, use the email address provided to contact the person, and ask whatever questions you may have. The idea is that this contact will supply you with the information you are looking for, or point you in the right direction to learn what you need to know prior to beginning your job search. It could be the case that this contact knows of open positions available in the area, or the best places to look. You can use this platform to have confidence that you are contacting a likeminded turf professional, as the map is populated with IGFH Community Members.

THE
GRASSMAN
GROUNDSMAN

INTERNATIONAL GREENKEEPERS FOR HIRE

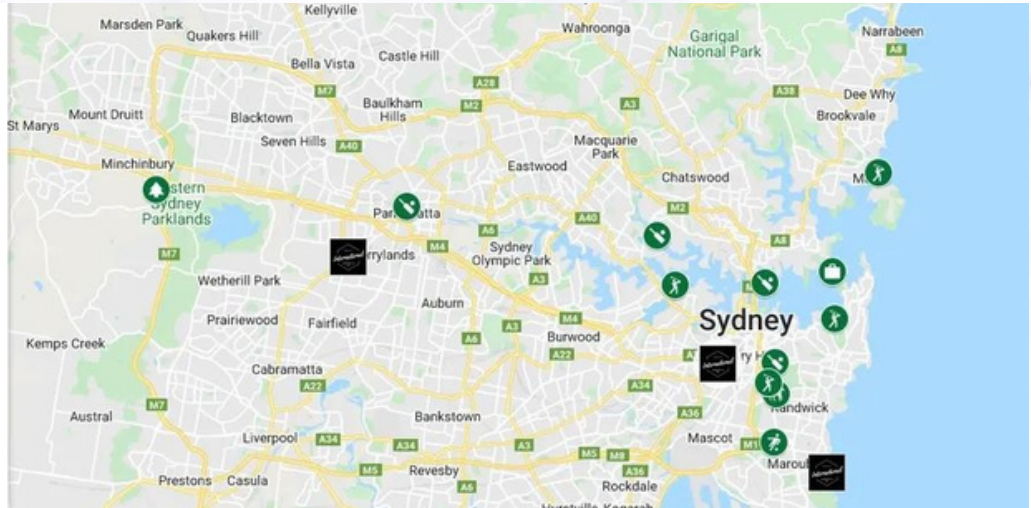
The IGFH Member Map

Daryl Davidson - Head Groundsman

description

Sydney, Australia

Contact: internationalgreenkeepers@gmail.com



I am not looking to travel, but I am happy to be a resource for my locality. What do I need to do?

All you need to do is enter your contact information, and you will be tagged to your region on the map. When prospective travelers or other local professionals search your area, they can use your posted e-mail address to give a friendly shout for information about your area. We ask that you respond openly and honestly, and if the answers to questions aren't known, just provide some insights into starting points to help the person learn more about your region. We don't expect each participant to be a full-on expert on their area, but more a friendly like-minded connection, who can act as a "light-house" or an "oasis", providing friendly guidance regarding their locality. Once contacted, consider your network expanded.

I have an open position at my workplace, and I am open to hiring an international employee. What can I do to communicate this on the map?

We will be constantly improving the usability of this map, with the goal of using unique identifiable icons on your tag, that notify the community that you are currently hiring. This type of notification could also be used to encourage volunteering for events at your club. We expect this ability to encourage exposure and open lines of communication far and wide for international hiring. Contact us for more about posting current job openings.

I am a university faculty member or turf consultant. How can I make use of this map?

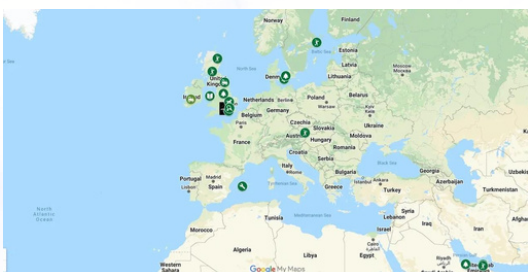
By allowing yourself to be contacted by this community, you can extend your customer or student base. We will delineate your viewable tag as being a specialist/professor/consultant. By providing general information about your university, some career mentorship, or extending general introductions for travelers, you can recruit prospective students to your programs, services, or online education platforms. I own a turf-related business.

Can I tag our business to be seen on this internationally utilized map?

We are working to allow businesses to purchase advertising space on the map in the form of a visible tag over your store locations or dealerships. Through recognition of all members of the IGFH community utilizing this map, businesses will gain a unique exposure to a wide variety of turf professionals. Contact us to for more about advertising opportunities.

What else can this map be used for? How will it be monitored for proper use?

We will rely on participant reporting for any unwanted communications or generic solicitations. That type of communication will not be tolerated, and will be enforced swiftly and heavily. We also welcome input on how we can better utilize this tool to make the International Greenkeeper experience better for all.



THE GROUNDSMAN

INTERNATIONAL GREENKEEPERS FOR HIRE

Importance of Attending Trade Shows - Turf management



There are many trade shows for our industry all around the world, from the UK, USA, Australia, Asia, Europe to Africa. You won't be too far from one. Some of the more globally known are GCSAA, BTME, SALTEX and SFMA CONFERENCE AND EXHIBITION. I've attended many trade shows all around the world and have had great value from each and every one of them. Here are the big 3 reasons to attend and my recent experience attending GIS 2022.

Education - This is one of, if not the most important, section. Education within any form is great. but trade shows can be a fantastic chance to learn something you may otherwise avoid. With the collection of CPD points, you can also make a case for your employer and be certificated for the seminars you attend and exams you pass. Even if CPD points aren't your thing, I can assure you that with the vast variety of seminars, panel debates and information, you'll take something useful away with you. Professional learning is an ongoing process; there's always something to learn and help you advance your career.

New innovations - Whether it is a new piece of machinery, online technology, or even an upgraded part, you can find it at one of the shows. I've seen all sorts, from drones with sprayers to wax-coated grass seed. If during the shows you don't get to see these machines in action or get all of your questions answered, ask for a demo. There's no harm in this if you're in the market for a new machine and want to explore the options that best suit you. Stay updated in an ever-evolving industry.

My Attendance at GCSAA 2022

GIS (now known as GCSAA) is one of the highest recognized in the world due to its ties with universities and product trials that take place in the States. The GCSAA shows are greatly beneficial in regards to education and innovations within the industry, and to be invited to one is a great privilege. Big thanks to Dennis and Sisis!

Networking - Whether that's meeting suppliers or peers within the turf grass industry make sure to make the most of this opportunity. It's not often greenkeepers and ground staff get to speak with their peers from around the country or even world! Of course, we have a limited amount of social media and forms of communication online but this will never be the same as a face-to-face chat, coffee or meal. Networking isn't just about making new contacts. either; cultivating long-term relationships is just as important. You never know when you need advice or even borrow a machine. Networking isn't just limited to peers; dealers and sales representatives are very useful contacts to make. At some point in your career, you'll be purchasing machinery. Knowing the ins and outs can really help make a decision or business case.



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Importance of Attending Trade Shows - Turf management



While attending GCSAA, I had the opportunity to meet the team from Leicester City Football Club, various MLS turf managers, and superintendents from some of the best golf courses in the USA. I was able to talk about topics that I wouldn't usually come across within our remit at work. I also had the opportunity to meet Mike O'Keeffe, a somewhat icon in the industry (stay tuned for the upcoming podcast). Mike runs the Ohio program, which entails a University degree and works within the US. Meeting distributor Frank Eckert from Orlando, who serves a large number of the East Coast MLS members, and hearing the ways that machinery is imported and distributed, widened my knowledge and I now better appreciate the process. All of these encounters have opened doors, with the possibility of creating exchange programs which could see ground staff from world-class venues working at local grounds and clubs, sharing experience and knowledge both ways. This is fantastic, especially for those who would otherwise not get the opportunity. I have spoken with peers who are willing to allow site visits and opportunities to volunteer for match preparation. I cannot stress the importance of seeing how other venues are prepared; simple solutions to small problems could save a large amount of time and effort. You can bring that experience back and implement it at your own workplace.

My participation in the GCSAA has provided me with more than 30 hours of networking amongst 350 peers in the industry. This interaction will help cultivate long-term relationships and help me find out first-hand how other prominent facilities successfully maintain and manage their sites. This also presents very unique opportunities for our companies, with the ability to test state-of-the-art machinery such as battery-powered equipment on your own. This in turn will move your organisation towards being more environmentally friendly.

As for personal development, GCSAA offers a large variety of educational seminars, of which I attended as much as possible. These seminars covered topics from leadership to soil testing, environmental impacts to management of warm-season grasses - with the last becoming an interesting conversation as temperatures in the UK have been rising, and groundstaff are considering the possible need to adopt techniques that are used in the Mediterranean and Southern hemispheres. These are issues we have yet to face in the UK, as we currently use grass mixtures that are well suited to the cold climates.

These events are very important for all industries, providing an insight into how counterparts operate and function in different environments and situations.

I attended a few seminars and collected a lot of valuable information. For me, the most useful seminar covered delivering environmentally-sustainable sports facilities. There is a large amount of equipment that is needed to manage a school, from tractors and chainsaws to irrigation and fertilisers, all of which have some sort of negative impact on the environment. Lowering these impacts while keeping the same level of quality can be a very challenging situation. Products with years of development have been created to squeeze the most out of grass, but we are now facing a change within the industry. The time has come to look towards sustainable alternatives, whether that's battery-powered equipment or reducing chemical usage.

From the leadership seminars, I have taken information on managing a team under tight deadlines. This was incredibly useful to me as often we need football pitches marked out with a day's notice. I learned more about how a team can bond and gel together in these situations, including positives we can take and solutions we can implement to prevent these situations from happening in the future.

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INTERNATIONAL GREENKEEPERS FOR HIRE

We're Opening Our Doors to Sponsorships



In April 2019, the team created International Greenkeepers For Hire, sparked by an idea from Daryl Davidson. After over 3 years, we're well on our way to becoming an established industry body. The last few years have been difficult for us; that's no lie. All of the work that has carried out so far has been voluntary - that's a lot when all of the team has full-time jobs! Nonetheless, we will continue to work towards being self-sufficient and soon open up opportunities for staff of our own. One of our biggest pushes has been The Groundsman, which we acquired in 2021. The funds raised by The Groundsman have funded education, prizes, running costs of the website, and things like our magazine.

We pride ourselves on making this platform for the members. The funds raised by Sponsorships are being put back into the industry. The support and contributions will enable us to meet our goal of funding scholarships for our members, offering free online education and competitions, funding running costs, and leading to full-time positions to allow us to grow and continue to help the industry. This group wouldn't exist without our small team of 10 passionate greenkeepers who help run all the social media pages, find great content, and implement new ideas for us to keep moving forward. With this, we will continue to keep improving, adding new content, and tweaking the website to suit the needs of our members.

We don't intend for this to be a one-way payment, which is why we've included the educational videos and podcasts. We want to create useful resources that all can use and be proud of. Our sponsorships will be of the best quality, working with industry-recognised brands and following the principles we always have. If we don't like it, we'll make sure it's put right.

We would like to thank you all for your continued support towards us. We will continue to push forward with our aims and ambitions. Our goal is to help as many greenkeepers and groundstaff as we can. The industry as we know is in a difficult place at the moment. Let's push forward!

Each year we grow we take on more projects, this being one of them. A magazine, not surprisingly, takes a large amount of effort and time to produce! This year we have several fantastic things happening.

John Deere Scholarship

Careers Expo - Sydney

Diesel Dirt & Turf Expo Golf Day

Training Day Diesel Dirt & Turf Expo

Diesel Dirt & Turf Expo Expo

IGFH Pesticide Manual - Book

The Live Library

Saltex 2022

If any of these things above have you excited to know more, send us an email at Internationalgreenkeepers@gmail.com

INTERNATIONAL GREENKEEPERS FOR HIRE

The National Diesel Dirt and Turf Expo and Free Training Seminar - April 7th to 10th 2022



This was our second year attending the seminar with great success, even though the weather decided to try and ruin everything with torrential rain for the first 3 days.

International Greenkeepers was invited to put together a free training day for people in the turf industry, including councils, contractors, sporting clubs and golf courses.

Even though a fair few people couldn't make it due to flooding, there was a great turnout on Thursday, with 70 delegates plus exhibitors and presenters.

The next two days were very wet, but thousands of people still braved the rain, and our friends from Home Golf Australia set up our free Longest Drive Competition for Men, Women and Children.

The sun finally came out on Sunday, seeing record crowds come through the gates.

A huge thanks to the following for helping with the training seminar and for this great opportunity to promote our industry to the public:

- The National Diesel Dirt and Turf Expo
- Komatsu
- Pickles Auctions
- Jason Hodges
- Doug Bollinger
- Peter Kirby - Indigo Chemicals
- Bob Paddison - Turf Drain Australia
- Albie Legget - Turf Care Australia
- Repc Commercial
- Digga Australia
- Dennis Mowers/ Sisis
- Ventrac Australia
- Semco - Toro
- Fernland
- LandHQ
- Weed Technics
- Grays Online



INTERNATIONAL GREENKEEPERS FOR HIRE

The National Diesel Dirt and Turf Expo and Free Training Seminar - April 7th to 10th 2022



The National Diesel Dirt & Turf Expo will be back in 2023

Australia's Largest Construction Expo

Friday 21st, Saturday 22nd, Sunday 23rd April 2023
Sydney Dragway, Eastern Creek

See you there!



INTERNATIONAL GREENKEEPERS FOR HIRE

Grassmed - Pitch Sticker Project



From the Italians themselves, Giovanni tells us what the sticker project is.

The project was made to make known to a wider audience the wonders that the groundsman manages to arrange, keeping his pitch seen by hundreds or thousands of fans, in the matches where their champions express their playing fantasies:

For example, imagine at a Champions Cup final or World Cup matches, where much attention is paid to the engineering of the stadium, its technology, and security, with a futuristic or architectural sustainable look. However, the real spectacle will take place in the playing rectangle, which will have the watchful eye of the spectator for over 90 minutes of play, on their team, their favorites, and the conditions of the pitch in which they play.

The 12th man on the field is the pitch itself, and the guarantee of a match being played safely, where the gladiators play, run and collide, whatever the pedoclimatic conditions, the characteristics of the grass whether natural, reinforced or synthetic, are given by the meticulous and preventive work that every groundsman/woman must conduct before and immediately after each match, using techniques provided by increasingly cutting-edge tools and machines, and products that, with their research studies aimed more and more at the sustainability of resources, will ensure that they will increasingly bear the brunt of the power exerted each time the players step on the pitch.

Who are we addressing?

To all clubs

For all categories of all sports that have a natural grass playing field, as with such a sticker album, we at GrAssMed along with other International Groundsman Associations, are working on a new project that we hope will emphasize the hard work, determination, professionalism, and importance of land managers around the world.

We are working on a sticker album project, like those seen during the World Cup and European competitions, which contains players, managers and stadiums. The goal is to have a profile picture and an image of the surface of the stadium or workplace that the turf manager produces, so each pitch can have the opportunity to cultivate its own groundsman in its own staff.

To sports television broadcasters,

Following the Premier League, we hear such words from eminent groundsman: More than protecting the players, there were viewers to think about. If the Premier League wanted to present itself as a sleek global brand, it needed a product that looked good on television. Muddy, irregular pitches would not be good. Broadcasters have started asking for "fields similar to pool tables," Calderwood said. According to Geoff Webb, CEO of the Grounds Management Association, which represents British gardeners, some broadcasters have even entered contracts that the pitches must be in excellent condition.

To players' insurance

That even if every association or sports club is covered for civil liability (too little to cover major injuries) every player must or should insure himself personally, for his greater injury tranquillity.

And right here the insurance companies should interact with the clubs, to monitor the state and conditions of the playing fields, through tools and data, now accessible and thus ascertain the causes of the player's injury, too often without giving causes, although there is a very high number of injuries per year in Italy (muscle stress, fatigue, inflammation, dislocations etc.) and no defendants.



INTERNATIONAL GREENKEEPERS FOR HIRE

Hawkesbury show 2022



The annual Hawkesbury Show was held on the 7th to 9th of May.

International Greenkeepers saw an opportunity to promote our industry to the public, so we invested in a stand.

I'd like to personally thank my wife Nicole Davidson, my kids, and Michael Sammut for handing out thousands of samples of fertiliser for the adults and toys for the kids.

It was a great experience educating thousands of people about what we do for a living, and meeting heaps of people in our industry with their families.

- Daryl Davidson



THE GROUNDSMAN

INTERNATIONAL GREENKEEPERS FOR HIRE

Careers Market - Help Find the Next Generation



International Greenkeepers has been busy investing the money made from The Groundsman to help find the next generation of Sports Turf Managers.

Our new friend Brett Carter from Brett Carter Events put on a great show for his Western Sydney Careers Market on the 18th of May, with over 6000 students passing through the gates over two days.

International Greenkeepers sees this as a great opportunity for our industry, so we have already paid to attend the next event.

We are looking to attend all of Brett's events, plus many others around the country, but these shows are not cheap.

International Greenkeepers is open to any help with this project, as we see it as a great opportunity to not only find new greenkeepers, but also an opportunity to find new mechanics for our industry and encourage young people to learn about the research and development of our industry.

If you're interested in helping at all with this project in any country, please email Daryl Davidson at:

internationalgreenkeepersfh@gmail.com



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