



2007 Recommendations

The Committee for Golf Club Salaries

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Introduction

The Committee for Golf Club Salaries

The Committee for Golf Club Salaries formed in 1997 to recommend minimum levels of pay for greenkeepers in the United Kingdom. Initially, these recommendations were based on hearsay evidence and did not take into account regional variations.

The Committee has conducted several extensive, nationwide surveys of greenkeepers pay and qualifications through golf club secretaries, when it became apparent that the majority of golf clubs were attempting to pay greenkeepers at or near the recommended rates. However, some clubs were paying salaries at a far higher level whilst some clubs were paying extremely low salaries.

The latest survey conducted in 2006 showed that average salaries being paid matched the recommendations in most areas of the UK, although some clubs continued to pay less than the Minimum Wage and some breached the Maximum Working Hours Directive

The survey also showed that clubs in the South East of England were paying significantly higher salaries than elsewhere in the United Kingdom.

The Committee decided, based on the facts collected in the survey, to continue to recommend three regionalised scales of pay, i.e. for London, the South East of England and for the rest of the United Kingdom.

The Committee recommends that annual increases in salary should be based on the increase in average earnings as shown in the Office for National Statistics, Average Earnings Index for June each year. The Index can be found at www.statistics.gov.uk/instantfigures.asp. This Index was chosen as it reflects the average increase in earnings across the UK.

The Committee tries to include as much information as possible in its recommendations each year. However, it would be impossible to include all salaries for all clubs in all parts of the UK and golf clubs need to interpret the recommendations to suit local needs, link local salaries to job descriptions and to local economies, increasing the recommended salaries as necessary.

Job specifications show the range of duties that trained, qualified greenkeepers, supervisors and managers could perform.

Golf Clubs can use these to produce job descriptions for each member of the greenkeeping team. Job specifications and draft job descriptions are available from CGCS and can be found in the BIGGA Training and Development Manual available through the BIGGA and AGCS websites.

Although there are many job titles for workers on golf courses e.g. Assistant Greenkeeper, Greenkeeper, First Assistant Greenkeeper, Foreman, Deputy Head Greenkeeper, Head Greenkeeper, Course Manager etc, there are three types of job. These are greenkeeper, supervisor and manager. Because of tradition or local needs, some golf clubs may wish to continue to call their supervisors for example, first assistants, deputy head greenkeeper or deputy course manager. The Committee recommends that they are all called supervisors for job specification, salary and terms and conditions of service.

Similarly, managers can be called for example head greenkeeper or golf course manager. The Committee recommends that they are all called managers for job specification, salary and terms and conditions of service.

General recommendations

The Committee for Golf Club Salaries recommend that:

- a. All greenkeepers be paid a salary based on the Recommendations. Recommended salaries are based on the total package that includes housing, car, phone, pension etc, where appropriate.
- b. The increase from the 2006 rates is based on the June 2006 Average Earning Index (AEI) rate of 3.9% as shown in the National Press and on the internet site of the Office for National Statistics (www.statistics.gov.uk/instantfigures.asp).
- c. All greenkeeping staff over the age of 18 should be given access to a pension fund. It is recommended that each individual contributes a minimum of 3% of salary. It is also recommended that golf clubs contribute a minimum of 5%.
- d. All greenkeepers entering the industry should be given training to achieve a minimum of Level 2 N/SVQ Sportsturf.
- e. All golf clubs should comply with Health and Safety requirements, including maximum working hours and all other Employment Regulations e.g. minimum national wage.
- f. Salary scales are based on a 40 hour week.
- g. Overtime should be paid to greenkeeping staff at time and a half for Saturdays and double time for Sundays and Bank Holidays. Alternatively, time off should be given in lieu.
- h. Golf course managers, and their deputies should be part of the management structure of a club and should be given time off in lieu as appropriate for any overtime worked.
- i. All greenkeepers should be insured against death in service.
- j. Greenkeepers should be encouraged to continue to develop their skills and knowledge, as appropriate.
- k. Clubs should pay BIGGA membership subscriptions for all greenkeepers.
- l. Course managers employing trainee staff should be encouraged to train for AI assessor award and L12 training award.

Information

The Committee for Golf Club Salaries

Legislation

Working Time Regulations

Working Time Regulations The Working Time Regulations Act came into force on 1 October 1998. The Regulations, which apply to most workers over the minimum school leaving age (16) include a number of specific rules to protect workers from having to work excessive hours without a break.

Adolescent workers (18 and under) are entitled to:

- Two days off each week (this cannot be averaged over a two week period)
- An uninterrupted period of 12 hours rest per day.
- A minimum of 30 minutes, unpaid, rest break if they work longer than 4.5 hours per day.

Adult workers (over 18) are entitled to:

- One day off each week (this may be averaged over a two week period)
- Eleven hours consecutive rest between each working day
- A minimum of 20 minutes, unpaid rest break if their working day is longer than 6 hours.

Weekly Working Hours

Employers are to take all reasonable steps to ensure that employees do not work more than an average of 48 hours per week averaged over 17 weeks. The averaging period may be extended to up to 52 weeks if an agreement is reached between employers and employees. However, those aged 18 years and under may work only a maximum of 8 hours a day (i.e. 40 hours a week). There are no opt outs to this regulation for those under 18.

All workers are entitled to a minimum of 4 weeks paid holiday per year, where a week's leave is equivalent to the time that the worker would work in a week.

- Part time employees are entitled to a pro rata period of leave.
- Currently, there is no statutory right to bank and public holidays.
- All employers should keep records to confirm that they are complying with Regulations.

National Minimum Wage

The National Minimum Wage for adults i.e. aged 22 years or over is £5.35 per hour (£11.128 per year) from 1 October 2006. The National Minimum Wage for those aged between 18 and 21 is £4.45 per hour (£9256 per year) from 1 October 2006. The rate for 16 and 17 year olds is £3.30 per hour (£6846) from 1 October 2006. However, 16 and 17 year old apprentices are exempt from the young workers rate. Further information may be found on the dti website (www.dti.gov.co.uk).

Details

1. The salaries quoted for greenkeepers are the recommended level to be paid on appointment, depending on age, experience and qualifications.

2. Draft contracts, draft terms and conditions of service, job specifications, draft job descriptions and information on qualifications are available from CGCS and in the BIGGA Training and Development Manual.

3. Qualified mechanics should be paid the appropriate qualified greenkeeper rate. Qualified mechanics who are also qualified greenkeepers should be paid the appropriate qualified greenkeeper rate + 5%.

4. Staff with other relevant qualifications e.g. AI Assessor, (previously D32, D33), L2 (Trainer), First Aid Certificate, PA1, PA2A, PA6 (Spraying) should be given additional remuneration at the employers discretion.

5. Qualified means that a person holds a formal qualification and 'can do the job' on your golf course. (e.g. N/SVQ Level 2 Sportsturf plus tasks such as machinery settings, customer care etc). (See BIGGA Training and Development Manual for more details).

6. Under training means that a person is not yet fully competent to perform all tasks on your golf club.

7. Staff who have been awarded a work related qualification on a full time course (e.g. OND, HND Foundation Degree) may need a period of on the job experience before receiving the appropriate qualified rate.

8. Greenkeepers should be awarded increments depending on length of service, promotion to supervisory and management positions and/or local negotiations.

9. Age on appointment refers to age starting work as a greenkeeper - not necessarily at their current club.

10. Greenkeepers under training i.e. those not yet competent should be paid a training salary, but not less than the Minimum Wage.



Recommended starting salary for trainees, apprentices working towards N/SVQ Level 2 in Sportsturf Maintenance (or equivalent) and qualified greenkeepers

	Under training						Qualified					
	Age on appointment as a greenkeeper						Age					
	16	17	18	19	20	21	16	17	18	19	20	21
	£9379	£9943	£10393	£10669	£10718	£10789						
On proving competence	£10837	£11151	£12524	£13464	£14473	£15567						
After 6 months	£11151	£12524	£13464	£14473	£15567	£16727	on becoming qualified					
After 12 months	£12524	£13464	£14473	£15567	£16727	£17979	£13777					
After 18 months	£13464	£14473	£15567	£16727	£17979	£19327	After 6 months £14809	on becoming qualified				
After 24 months	£14473	£15567	£16727	£17979	£19327		After 12 months £15923	£15923				
After 30 months	£15567	£16727	£17979	£19327			After 18 months £17101	After 6 months £17101	on becoming qualified			
After 36 months	£16727	£17979	£19327				After 24 months £18607	After 12 months £18607	£18607	on becoming qualified		
After 42 months	£17979	£19327					After 30 months £19778	After 18 months £19778	After 6 months £19778	£19778	on becoming qualified	
After 48 months	£19327						After 36 months £21260	After 24 months £21260	After 12 months £21260	After 6 months £21260	£21260	£21260

Further rises limited to the annual increase in average earnings and/or promotion

Under training means that a person is not yet fully competent to perform all tasks on your golf club. Qualified means that a person holds a formal qualification and 'can do the job' on your golf course. (e.g. N/SVQ Level 2 Sportsturf plus tasks such as machinery settings, customer care etc). See BIGGA Training and Development Manual for more details.

Recommended range of salaries for supervisors (e.g. Deputy Course Manager, Deputy Head Greenkeepers, First Assistants) from £22,952 to £30951 depending on experience, range of duties and size of golf course.

Recommended range of salaries for managers (e.g. Course Managers and Head Greenkeepers) from £31329 to £47203 depending on experience, range of duties and size of golf course.

South East including:

Bedfordshire, Buckinghamshire, Oxfordshire, Berkshire, Hampshire, East and West Sussex, Kent, Surrey, Essex and Hertfordshire

2007

The Committee for Golf Club Salaries

Recommended starting salary for trainees, apprentices working towards N/SVQ Level 2 in Sportsturf Maintenance (or equivalent) and qualified greenkeepers

	Under training						Qualified					
	Age on appointment as a greenkeeper						Age					
	16	17	18	19	20	21	16	17	18	19	20	21
	£9001	£9419	£10393	£10669	£10718	£10789						
On proving competence	£10367	£11144	£11980	£12879	£13843	£14882						
After 6 months	£11144	£11980	£12879	£13843	£14882	£16000	on becoming qualified					
After 12 months	£11980	£12879	£13843	£14882	£16000	£17198	£13178					
After 18 months	£12879	£13843	£14882	£16000	£17198	£18487	After 6 months £14170	on becoming qualified				
After 24 months	£13843	£14882	£16000	£17198	£18487		After 12 months £15231	£15231				
After 30 months	£14882	£16000	£17198	£18487			After 18 months £16369	After 6 months £16369	on becoming qualified			
After 36 months	£16000	£17198	£18487				After 24 months £17598	After 12 months £17598	£17598	on becoming qualified		
After 42 months	£17198	£18487					After 30 months £18917	After 18 months £18917	After 6 months £18917	£18917	on becoming qualified	
After 48 months	£18487						After 36 months £20336	After 24 months £20336	After 12 months £20336	After 6 months £20336	£20336	£20336

Further rises limited to the annual increase in average earnings and/or promotion

Under training means that a person is not yet fully competent to perform all tasks on your golf club. Qualified means that a person holds a formal qualification and 'can do the job' on your golf course. (e.g. N/SVQ Level 2 Sportsturf plus tasks such as machinery settings, customer care etc). See BIGGA Training and Development Manual for more details.

Recommended range of salaries for supervisors (e.g. Deputy Course Manager, Deputy Head Greenkeepers, First Assistants) from £22371 to £30739 depending on experience, range of duties and size of golf course.

Recommended range of salaries for managers (e.g. Course Managers and Head Greenkeepers) from £30113 to £45149 depending on experience, range of duties and size of golf course.



Recommended starting salary for trainees, apprentices working towards N/SVQ Level 2 in Sportsturf Maintenance (or equivalent) and qualified greenkeepers

	Under training						Qualified					
	Age on appointment as a greenkeeper						Age					
	16	17	18	19	20	21	16	17	18	19	20	21
	£8154	£8561	£9215	£9277	£9742	£10282						
On proving competence	£9377	£10532	£11379	£12234	£13153	£14137						
After 6 months	£10532	£11379	£12234	£13153	£14137	£15200	on becoming qualified					
After 12 months	£11379	£12234	£13153	£14137	£15200	£16338	£12509					
After 18 months	£12234	£13153	£14137	£15200	£16338	£17562	After 6 months £13336	on becoming qualified				
After 24 months	£13153	£14137	£15200	£16338	£17562		After 12 months £14469	£14469				
After 30 months	£14137	£15200	£16338	£17562			After 18 months £15549	After 6 months £15549	on becoming qualified			
After 36 months	£15200	£16338	£17562				After 24 months £16242	After 12 months £16242	£16242	on becoming qualified		
After 42 months	£16338	£17562					After 30 months £17647	After 18 months £17647	After 6 months £17647	£17647	on becoming qualified	
After 48 months	£17562						After 36 months £18968	After 24 months £18968	After 12 months £18968	After 6 months £18968	£18968	£18968

Further rises limited to the annual increase in average earnings and/or promotion

Under training means that a person is not yet fully competent to perform all tasks on your golf club. Qualified means that a person holds a formal qualification and 'can do the job' on your golf course. (e.g. N/SVQ Level 2 Sportsturf plus tasks such as machinery settings, customer care etc). See BIGGA Training and Development Manual for more details.

Recommended range of salaries for supervisors (e.g. Deputy Course Manager, Deputy Head Greenkeepers, First Assistants) from £20863 to £27377 depending on experience, range of duties and size of golf course.

Recommended range of salaries for managers (e.g. Course Managers and Head Greenkeepers) from £27812 to £42893 depending on experience, range of duties and size of golf course.

Career Pattern

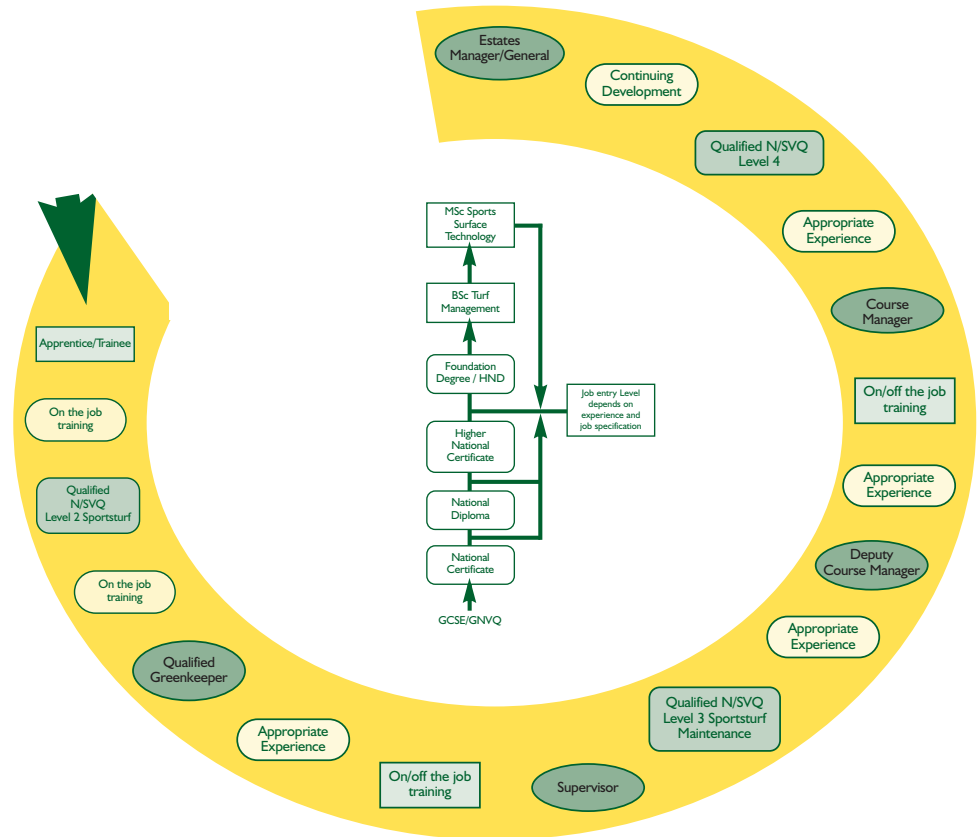
The Committee for Golf Club Salaries

There are three ways to enter the greenkeeping profession, these are qualified entry, unqualified entry or as an apprentice. Unqualified greenkeepers need little in the way of formal academic qualifications but they need to have an interest in golf and must be willing to work outdoors in all types of weather.

They join the profession by applying for a job on a golf course as a trainee greenkeeper. Most golf courses use on-the-job training that leads to the award of an N/SVQ in Sportsturf.

However, many trainees are now trained and assessed at work. Greenkeepers holding a work related qualification e.g. (HND) enter the profession as trainees and can become qualified greenkeepers/supervisors after an appropriate period of experience. Apprenticeships in Sports Turf are being made available in most areas of Britain. Further details can be obtained from your local Learning Skills Council or, The Greenkeepers Training Committee (01347 838640) or from a Careers Office.

The career pattern of apprentices follows that of the unqualified entrant, i.e. they enter paid work and are trained to National Standards leading to a vocational qualification. The main difference is that the training and employment is guaranteed in the contract made between the apprentice, the employer, the training provider and the LSC.



Contacting us...

If you have any questions about salaries, career path or conditions of employment, please contact us using one of the following methods;

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