

OFFICIAL PUBLICATION OF THE NSW BOWLING GREENKEEPERS' ASSOCIATION



THE BOWLING GREENKEEPER

SEPTEMBER 2014

VOLUME 60 NO 59

Phil Harfield named Living Turf Greenkeeper of the Year



Phil Harfield from Club Grandviews with
Mike Darlington from Living Turf

ALSO IN THIS ISSUE

Wayne Black retires from the greens
The wrap from Legends Day 2014
New website for the NSWBGA

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The Bowling Greenkeeper

Published by:

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Welcome to another edition of the Bowling Greenkeeper! By John Flaherty

With renovations fast approaching I hope everyone is sneaking in some last minute holidays to get them through another busy summer. In this edition we have some great reports from around the associations, they all seem to have been making the most of the warmer winter this year with some big turn outs at bowls days. Planning for next year's State Championship week at South West Rocks is well underway, the week is locked in for the 4th- 8th May 2015 so start planning your calendar and make sure you're available.

Work has recently commenced on updating our website, as some of you know our website www.nswbga.com.au was well in need of an upgrade! The sneak peak that we've been given over the last week is looking very promising and it should be completed in the next few weeks. If anyone has any quality pictures of their greens and clubs please send them through as we can feature them on the website.

2015 is also a Conference year, our last four conferences have been very successful at Newcastle but at our last meeting we discussed the possibility of hosting it in the Sydney region. We are currently sourcing prices for venues to see if this is affordable and will be finalising dates and venue at our next meeting. As always we will be sourcing the best available speakers and any suggestions on topics of interest would be much appreciated.

A big thank you must go to Davistown RSL Club who hosted the annual Greenkeepers Vs NSW Legends day recently, the greens and surrounds were presented in fantastic order by Tony and his team and although it was 3 rinks a piece, the Legends won on the master board 117-101. The scorecard a few pages on tells the story!

This year's Living Turf *Greenkeeper of the Year* award was taken out by Phil Harfield from Grandviews Bowling Club. He had some serious competition with other nominees being Adam Troth (Birrong BC), Brent Norman (Cabra-Vale Diggers), Chris Derks (Harrington), Wade Turner (Queanbeyan) and Andy Rodger (North Ryde RSL), a big congratulations to all.

As some of you may be aware our Association has been involved in the National Education Steering Committee, we have been represented at these meetings over previous years by Wade Turner, Tony Apthorpe, Matt Keough, Mick Woods and myself. The next meeting is to be held in early December, the aim of this committee is to maintain the standards of the TAFE courses provided to our apprentices and also ensure that the Certificate 4 and Diploma courses are kept to a high standard.

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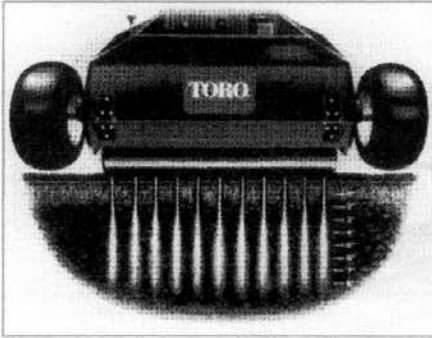
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BOWLS REPORT: LEGENDS DAY 2014

The annual Legends Day was held on Monday 28th July at Davistown RSL Bowling Club on the Central Coast. Blue skies made for a great afternoon of bowls. Unfortunately the Greenkeepers were defeated by the Bowls NSW Legends, with results below. The Legends took home the Peter Mobbs Shield - thanks to everyone who attended for an excellent day and we look forward to next year's match.



The NSW Legends have defeated the Greenkeepers:

NSW Legends	117	def	NSW Greenkeepers	101
P. Cousins, S. Clough, C. Linton & M. Cronin	20	def	M. Woods, M. Dagwell, W. Turner & P.Watts	16
W. Crane, T. Clarke, G. McGillvray & S. Caundle	14	Lost to	J. Flaherty, A. Rodger, B. Morthorpe & S. White	19
D. Buttery, J. Stokes, P. Stockham & R. Johnston	16	Lost to	D. Hukins, C. Derks, J.Aurisch & A. Troth	21
B.Dunn, D. Love, B. Morton & J. Roberts	20	def	S. Bellotti, P. Hartfield, K. Bowcock, J. Cearns	14
J. Smith, I. Barrett, K. Jaques & M. Beesley	29	def	S. Cooper, D. Croad, R. Cooper, M. Gosper	12
J. Hollier, D. Harmer, P. Harper & W. Lambourne	18	Lost to	N. Hancott, R. Crean, P. Flippence & B. Norman	19



ON THE GRASS with Matt Keough

I went around to have chat with Phil Harfield, our latest Living Turf Greenkeeper of the year, to get his thoughts on the award, and his life in the game.



So Phil, why did you choose greenkeeping?

Well, I liked being outdoors and I had a bit of interest already in grass, I tried to get a start when I was in year 10 but my father made me stay to finish year 12. This was unusual in those days. I've loved the job and have no regrets about the career choice.

Where did you get your start and go on from there?

Matt Small was my first boss at Penshurst Bowling club; this was a 3-year apprenticeship and 2 year Tafe course. That was '73 to '76.

That's 41 years in greenkeeping Phil.

From there I went to work with Keith Pickering at Carrs Park Bowling Club for 6 months then up to Grandviews for the first time under Bobby, I learnt a lot in the 2 years there with Bobby.

My first job out on my own was at Bundeena Bowling club, they were great people down there and during this time I got married, because it was in December, I topdressed the green on the Friday, Went to Tassie for a week honeymoon, then had a second week at Bundeena. Merrill loved it. I had to get back to the green.

In 1983, I then moved to St George. I followed Bruce Kemp into here, when he moved onto the Greenkeeping supply trade. I stayed here for 4 years, at the time St George was one of the strongest clubs in the metro area, and dominated the District pennants. Jobs were everywhere during the '80s, every week there would be jobs in the paper and most blokes moved around.

After leaving St George, I began working at Cronulla for the first time in 1987. This would be my longest stint at a club, so far, of 7 ½ years, and then I made the big move to Golf and started work as 2IC for Rossy Edwards at St Michaels Golf Club. I stayed there for 2 ½ years before returning to Cronulla for another stint that lasted 10 years. Finally, back to Grandviews where I have been since 2009.

As our first dual winner of Living Turf Greenkeeper of the year, were you more surprised when you won it at Cronulla in 2006 or the second time around at Grandviews?

Far more surprised the second time round, just

looking at who was nominated I didn't think I would be at the top of that list. First time, Col Ridge pushed me to accept a nomination and I didn't really know the other nominees.

I know the judging was tight this year, because of the high standard we marked pretty hard to separate everyone.

You went to golf, why come back?

Well, I probably left my run to late. I guess I had to scratch that itch; I was and am a keen golfer. I found it hard to get a start further up the line in golf, but I don't regret my time there. Standards in golf weren't what I thought they would be, Kikuyu tees and winter grass dominated Bent greens, and the areas were allowed to blend more then I would have thought. In my time there we rebuilt 6 greens with bent then they just let the winter grass move it's way back in. The staffing level of 10 plus was interesting, but I didn't mind that, as 2IC it was my job to organize the boys. I find that Bowlers are pickier over the surface we produce, in golf if an area is worn you just stick a GUR sign in the ground and they don't go near it. Couldn't imagine doing that with Bowlers. I enjoyed the layout of the golf course, but the precision of a bowling green is second to none.

Who has influenced your career more then most?

Three blokes, Bobby Fraser, Col Ridge and Rossy Edwards.

Bobby was out there very unorthodox, he worked around the place a lot so I got to meet many greenkeepers in this time. He was always trying something, and his greens were always quick. He used very heavy soils, which are biting me on the arse a bit now. He just had a flair for being different.

Ridgy for his presentation. I never worked under Col but worked around him a lot and his club was always perfect. I didn't matter if it was NSW playing there of the Sunday social. Col was very orthodox greenkeeper, his knowledge was second to none.

Rossy for his agronomy knowledge, I got a lot about the soil and science behind it from him.

Where do you see this job heading?

Less and less clubs, half the clubs I worked at are long gone. Most the small clubs might get squeezed out and it will just be the bigger clubs in local areas. I can't see every suburb with a bowling club like it was in the past. I can't see the Synthetic surfaces really taking over either, the initial cost is beyond most club that are battling to survive as it is. Contracting has been around for a long time and I don't think this will be the norm either. Generally, there will be fewer jobs around, we are already seeing this. I believe we lost a generation of bowlers, through the '80s and '90s and are now trying to catch up. Golf to is battling the same pressures.

What grasses have you worked with and which ones are the best?

I was lucky that Greenlees Park couch had just came in, bent was on the way out and of late the tiffys that are so dominant.

Best Greenlees Park was at St George, the best Tiffy was the one from Cronulla that has been past around to many clubs, and the best bent was the middle green at Grandviews.

As for the best grass, on bowling greens Tiffy is number one by far. The advent of pure strain grasses has improved greens.

What about equipment Phil? What do you like what do you hate?

The Ogden driller I'm happy to never use again and the plugger of course. But not a lot has change, I started with rankin rollers, obviously the mowers are virtually unchanged.

Forrest sidewinder, the Turftec came along not long after I started, early '80s maybe.

The spray equipment has changed, we started with the ferta spray and now im using a enviromist, which is a great piece of equipment. Renovation equipment has changed, shaving greens and coring equipment, has improved things. The use of the hydrocore, instead of drilling. Grooming reels for the tiffys.

Laser levelling of greens as opposed to wires and rails.

16 blade cylinders have also improved our game, getting a finer cut.

Plus automatic watering has saved hours of shifting pipes around. I still feel that perferains give the best watering for a bowling green with hydraulic flooding action that saturates the profile, but I don't want to go back.

Best tool in the shed then?

The groomer, great on the tiffys or the enviromist, for easy of spraying.

So what advice would you pass on to fellow Greenkeepers and apprentices?

Don't be scared to cut, I cut regularly in winter. You aren't going to hurt the grass by cutting it.

Especially on the tiffys, they might not look like they need a cut but it helps keep them clean. Keep on the right side of the boss, both at work and more importantly at home.

Apprentices shouldn't be scared to ask questions, even if it seems dumb ask anyway. Plus pay attention to the small things, keep your ditches clean, weed free, neat surrounds, and empty the bins regularly. Even if your greens aren't quiet where they should be you will get away with a bit if the place is neat and tidy.

Well thanks for the chat Phil, congratulations again on your Award, well deserved.



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FINANCIAL REPORT 2013/2014

New South Wales Bowling Greenkeepers' Association Statement of Income and Expenditure For 12 months to the 30th April 2014

2013	Income	2014
3540.00	Members Subscriptions	3775.00
1000.00	Greenkeeper of the Year	1000.00
1053.23	Interest	913.25
-	Donations	3465.00
850.00	Sponsorship	-
83.00	Uniform Sales Profit	192.05
	Conference Profit	2874.00
	Unidentified Income	610.52
6526.23	Total Income	12829.82

2013	Expenditure	2014
(5736.02)	(Profit) Loss Magazine	(7825.45)
322.92	Printing Stationery and Advertising	353.80
936.19	Telephone	550.00
2238.44	Travel Expenses	2946.74
330.00	Postage	235.00
367.97	Bank charges	236.00
750.00	Room hire	375.00
810.00	Storage	900.00
-	Floral tribute	50.00
5400.00	Administration Costs	5200.00
-	Greenkeeper of the Year	1000.00
1730.90	Championship Trophies Etc	1386.84
867.00	Members Benefit- Uniforms	-
560.90	Championship Week	-
1105.00	Depreciation	-
100.00	Presentation	-
-	Computer maintenance	266.00
9783.00	Total Expenditure	5673.93

Total Income	12829.82
Less Total Expenditure	5673.93
Profit for Year	7155.89

Balance Sheet as at 30th April 2014

Assets

Cash on hand	12.15
ANZ Bank	13393.66
Welfare	1000.00
Stock	7104.70
Magazine Debtor	1075.00
Investment	23982.24
	46567.75

Less Liabilities

Welfare	7782.91
Secretary Expenses	34.00
Storage	825.00
Federation Week	1820.00
Greenkeeper Award	1000.00
	11463.91
NETT ASSETS	35103.84

Accumulated Funds

Balance 1st May 2013	27947.95
Add 2014 Profit	7155.89
	35103.84

REP'S REPORT

MIKE DARLINGTON

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mdarlington@livingturf.com



What an August we've just had! A record rainfall, not much sunshine and cool temperatures, if the weather warms up soon we should have a great start to renovations!

In the Illawarra Region, Brian Constable has retired from Wiseman's Park Bowling Club, due to ill health. Brian's working life has been in the Wollongong area and he has been a mainstay in that group for many years. Glen Taylor, Brian's Assistant for many years has taken over. We wish Brian all the best for the future.

Still in the 'Gong', Oak Flats Bowling Club is ripping out their synthetic green and converting it back to grass, great to see.

South Hurstville Bowling Club has been sold to a school, and they have amalgamated with Peakhurst Bowling Club. Hopefully this merger will develop into a strong club.

Dee Why R.S.L. has closed down its two bowling greens (formerly Curl Curl Women's Club). I hope this is the last of this happening for quite a while.

A couple of clubs have started renovations already (end of August).

Max Whatman has joined Living Turf in Queensland as one of our sales representatives up there and Northern NSW. great to see.

I wish everyone the best for the upcoming renovations with some nice warm weather.

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Black retires from the greens! By Kevin Booth

It gives me great pleasure to be writing this article for the Bowling Greenkeepers magazine, highlighting the remarkable greenkeeping career of Mr. Wayne Black. Wayne retired recently from his position of Head Greenkeeper at Club Narooma on the far South Coast of NSW.

Wayne has achieved a milestone that in today's modern environment is not all that common in our industry – that being that somebody actually retires from the Greenkeeping fraternity. We have people leaving the industry all the time, but very few actually retire in Greenkeeping after dedicating their life to the greens! To make it even more remarkable, Wayne had served the whole tenure of his career at the one turf facility and employer, being Club Narooma.

The last day on the greens for Wayne was June 10th 2014 and after utilising accrued entitlements the official last date of his employment was August 21st 2014. This date saw an end to a long term commitment of dedication and professionalism in his chosen career path of greenkeeping. At the date of his retirement Wayne had racked up forty five and a half years of continual employment at the facility known as Club Narooma. Some would say that he could have done less time for murder, in fact two times over, but the passion and commitment of the man allowed him to overcome all the obstacles and challenges thrown at him during the years to stay positive and focused in achieving the ultimate outcome- Perfection! Wayne is a very determined and loyal man and the members and staff of the club he leaves behind will be sure to miss his professionalism and kind natured approach towards life and work.

Wayne is a gentle and modest man that doesn't like to stand out in a crowd. He was the quiet achiever that went about his business and then lets the fruits of his labour do all the talking. Most people that have visited the beautiful Far South Coast over the years will agree that the facilities under Wayne's control at Narooma continue to be amongst the best greens on the South Coast of NSW. Wayne had achieved that by hard work, passion and a commitment to excellence. That work ethic and persona flows through the staff that have been lucky enough to work alongside the man.

Wayne was born in Sydney on 26th Feb 1949 and moved to Narooma with his parents at the age of one. After completion of his schooling at the local high school, Wayne took up an apprentice greenkeeper role at the then Narooma Bowling Club in Dec of 1968. At the time the club was a small two green bent grass facility that would go under water during king tides.

After completion of his apprenticeship in 1972, Wayne took up the position of Assistant Greenkeeper. That position was held until 1976 when Wayne was appointed the



role of Head Greenkeeper following the retirement of his boss. Wayne had held the Head Greenkeeper position until his recent retirement from Club Narooma in August 2014.

During his time at Narooma Wayne successfully taught six apprentices, one being Rob Dent who was the second apprentice and still works at the Narooma group today. Rob and Wayne have had a 38 year working relationship together at Narooma. Rob is the man that has taken the reins as Head Greenkeeper from Wayne after being his assistant for so many years.

I asked Rob what his thoughts on Wayne were and if he had any comment, Rob replied "It is a loss both personally and to the club that we don't get to see Wayne every day. After working with someone for that long it feels like something in the day is missing when you don't get to say hello to each other in the shed each morning. I have a great respect for Wayne in regards to his knowledge, commitment and his friendship and I wish him well in his retirement. I certainly have the upmost respect for the man and I look forward to Thursday mornings when Wayne still comes in at six in the morning to have a coffee with me and see how things are going.

I asked Rob if he could describe Wayne at work and without thought Rob replied "DETERMINED" emphasising that it only takes one word to sum the man up. Rob explains "In the all the years we have worked together I have never seen Wayne give up on anything or let anything get him down or beat him. If he didn't know how to do or fix something Wayne would utilise everything in his power to find out how to go about it and make it happen. And when I say determined, there was never ever any arrogance in achieving that result."

Wayne had seen many changes through the years. From products to machinery, to renovation techniques and people. Wayne, although a self confessed long tooth of the industry was as up to speed and date with all the modern practices as any new apprentice is. Wayne states "You need to be flexible and keep up with information, new technologies and new ways of doing things. The bowlers expect more and more each year and as greenkeepers we have to adapt new techniques and methods in achieving and exceeding these expectations. Although the popularity and numbers of bowlers has possibly decreased over the years the expectations of the playing members and visiting bowlers are certainly higher than ever. With the modern narrow bias bowls, the emphasise on green speed in recent years has been more paramount than ever."

During his time Wayne was instrumental in expanding the Narooma bowling facilities and building the third green in the early years. Later in the Narooma timeline, he converted the three bent grass greens over to modern couches and installed a fully automated irrigation system in the late 1980's. At one point there was a croquet lawn that Wayne built at the Narooma premises that was utilised for a few years during the early 2000's. At the Dalmeny facility Wayne was responsible for final levels, seeding and growing in of the 2000m2 dedicated croquet lawn at that facility that remains today and saw the closure of the Narooma croquet facility.

Wayne had seen the club grow from the original two green club, to at its peak having to six bowling greens over the two locations of Narooma & Dalmeny. The dedicated small team lead by Wayne with support from Rob at the peak had to not only look after the all the bowling greens but also the large surrounds and garden areas and croquet lawns at each of the facilities. It has always been big workload for the small but dedicated team. In more recent times the club has restructured and has decided to only operate with

four bowls greens and one croquet lawn between the two sites, with one of the Narooma bowling greens closing to in 2011 make room for the club extensions.

There had been several major company changes for Wayne over the years of his employment too. In approximately 2004 the Narooma Bowling Club amalgamated with the Narooma Services Club, to form the joint venture of Narooma Sporting and Services Club. That joint venture then amalgamated with the nearby Dalmeny Bowling Club in 2006 and continued trading under the Narooma Sporting & Services Club name until 2012.

It was then that the new clubhouse was completed at Narooma and the trading name was changed to Club Narooma to give the facility a new clean modern feel and branding. Throughout all the changes in the workplace Wayne stayed committed and loyal to his job and employer.

Wayne on a personal level is also a very committed man, having been married to his wife Cheryle for 40 years this coming December. Wayne and Cheryle have two children, a daughter and a son and have two grandchildren. His son Justin is one of the lucky six apprentices to be taught the trade of Greenkeeping by Wayne. Wayne's immediate family live in the local area and he looks forward to spending more time with them during retirement.

Wayne's commitment to the local greenkeeping fraternity in conjunction with the late Geoff 'Brother' Coleman joined heads and ideas to form a local association. The pair were instrumental in creating and developing the Far South Coast Turf Managers Association. A strong, tight knit group that has run now for sixteen years and gets the greenkeepers on the South Coast together a few times a year. Wayne has held the position of secretary throughout that time and has been an instrumental member to the local greenkeepers association.

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It seemed fitting at the annual Geoff Coleman memorial bowls day held in August, that Wayne was honoured amongst his greenkeeper peers at that event. On behalf of the New South Wales Bowling Greenkeepers and the Far South Coast Turf Managers Association I was able to make a small speech and presentation to my friend. Wayne received a plaque of recognition for his distinguished service to Greenkeeping from the state body and from the local association I presented an engraved pen and key ring set. The local guys also chipped in and had a turf doctor blade polished up and attached a plaque with some kind words thanking Wayne for his friendship and efforts to the local greenkeepers over the years. Knowing the man, I'm sure the items will be hung in the prime location of the 'pool room' to look at regularly and reminisce of the good ole days while rocking in his retirement chair!

Wayne's service was also recently recognised by his employer, the board of directors and the members of the Narooma & Dalmeny Clubs. In late May, they put on a dinner for Wayne as a way to say thank you for his service to the club and show how many people he had connected with during his years of employment. The function room was full that night, which shows the respect Wayne had earned from the people he had met and dealt with during his time of employment.

I asked Wayne aged 65 if he has any plans in place for his retirement. Wayne expressed that as Cheryle is still working there are no big plans in the pipeline just yet and that he is enjoying being the house husband at their Narooma residence for now. Wayne did express that he looks forward to spending much more time with the family and watching his grandkids grow up. He mentioned that he just purchased a bicycle to commute around the local area in aim of keeping his fitness up now that he is not chasing a greens mower around every day. Wayne also said that he is keen to rekindle some old hobbies that he hadn't had much time for in recent years including estuary and beach fishing, tennis and bushwalking.

Wayne, on behalf of the industry I congratulate you on your monumental achievement. The pride in your workmanship and your total commitment, coupled with your dedication and passion towards the job, the industry and life always shines through and is an inspiration to all. You are a valued and well respected friend amongst your colleagues, you are true gentleman and ambassador for the trade.

Congratulations on a stellar career mate, I wish you all the best in your retirement!

Come & Play



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www.rockscountryclub.com.au



Club Trading Hours: Open 7 days from 9.30am until late

South West Rocks Country Club practices the responsible service of alcohol.

AROUND THE ASSOCIATIONS

ACT Region with Mark Bateman



The greens are now starting to get a green tinge through them and it won't be long until we are all fully back in the swing of things again.

Weston Creek and Queanbeyan RSL are both converting Greenlees Park greens to Tiffdwarf this November. It will be supplied

by Jimmy's Tiff which originally came from Taren Point BC.

Major reno's are also being performed at Belconnen, Tuggeranong, Canberra North and Canberra City with all these clubs shaving a green.

Unfortunately a club that won't have to worry about reno's this season is West Deakin Hellenic Bowling Club as it is closed down for good by this Christmas. It is a real shame that another Canberra club is now going to be gone, West Deakin has been the work place of

greenkeepers such as Phil Watson, Anthony Brassill, Mark Bateman and Mark Dagwell to name a few.

Wade Turner's most recent apprentice Tommy Griffen has just completed his apprenticeship and moved all the way to Toowoomba Bowling Club to start as Head Greenkeeper. Toowoomba is a small 2 green club that mostly relies on voluntary labour. Tommy is a hard working young fella and I'm sure he will impress.

This year we are changing up our greenkeepers Christmas party a bit by having it on Saturday 20th September at Royal Randwick races. The bus departs QBN RSL at 7:45am and I'm tipping it will be a big day with lots of laughs.

In other news, Jimmy Maher and Lauren welcomed their first newborn to the world on 27th July, a healthy boy named Kobe, then a day later on the 28th July myself and Jenna had a healthy girl named Zoe. All mums and bubs are doing well.

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Northern Rivers Greenkeepers Advisory Council With Duncan Elphick

Newly appointed Head Greenkeeper at Evans Head and Woodburn Bowling Clubs, Dave Turner had the greens at Evans Head in great condition for the recent Greenkeepers Day.

We had 38 teams, from Lennox Head in the North, to Bonalbo in the West and South to Iluka and everywhere in between. Former NSWBGA Greenkeeper of the year Mr Tony Morgan and his team enjoyed the favourable playing conditions provided by his heir apparent, taking home the winning trays!

We have two annual bowls events through September, The Tiff Dwarf Shield (contested between South East Queensland Greenkeepers and Greenkeepers from The Tweed and Northern Rivers at Tugun Bowling Club, a keenly contested trophy and hopefully those in blue are wearing the winners grin at the end of the day. Also Ballina RSL will host our annual charity day where we hope to raise thousands for a lucky local charity.

Typically the winter months have provided contrasting conditions across the Northern Rivers area. Coastal clubs may have recorded the lowest temperatures for 15 years but few would have seen a

frost, whereas some very heavy frost's around the inland area's sent greens into deep dormancy. Approaching spring now and some consistent rainfall, mild overnight temperatures has a few diving for moss and algae control and the greens mowers are out of their slumber. The E.R.I scourge of seasons past was not as severe across a lot of the area going into winter, so it will be interesting to see what the spring brings.



Pictured: Duncan Elphick, Ballina RSL, Gavin Speers, Sth Lismore, Dave Turner, Evans Head

A big thank you must be passed onto our immediate past President Ray Nugent from Nimbin for the past years of service, and big congratulations to our new president Gavin Speers, from South Lismore.

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Mid North Coast Report with Danny Knight

Spring is here! Dormancy is over, paint brushes packed away, the trackies have been replaced by King Gees and the Hondas are fuelled and ready to go. The rainfall in August was widespread with most areas recording 300 to 400mm for the month which has seen the grass growth kick in. The ground pearls are yet to emerge so hopefully this early growth will enable us to combat the "little terrors".

Bowraville played host to this year's Greenkeepers carnival day for the first time ever. It is great to be able to support the smaller clubs. We gave it a red hot go too with \$3,500 taken over the bar. Host greenkeeper Dick Hicks and his apprentice Brandon rarely get the chance to fill both greens and the boys thrived on the challenge. Bowraville has 1 ½ Tif Dwarf greens and a 9 hole golf course in a beautiful setting surrounded by farmland. 78 bowlers took to the greens and a profit of \$800 was made on the day thanks to "Horse" and his flamboyant raffle ticket selling.

Our September meeting was held at Scotts Head with "Brother Wit" excelling on the BBQ. He even included eggs from his award winning poultry. He said the breed was Indian something, bloody beautiful none the less.



Mark Hughes from the Australian Workers Union gave a talk on the new award structure which has been rolled in over the last 4 years. Award interpretations are always a hot topic and a few of the boys rose accordingly. Shaun Conway from Australian Turf Machinery also introduced himself as he has taken over Paul Ashers run in our area.

Upcoming renovations were high on the discussion list along with varied reports of a variety of mutated patch diseases. (Many would kill for one last go at some PMA!)

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- Dave Croad at Hat Head reported ERI and moss, although knowing Croad's standards they would hardly be visible to the naked eye.
- Wit at Scotts Head has already started light scarifying to take advantage of the early growth with renovations beginning in October.
- Nigel at Port City noted a strange form of fairy ring with a pink/purple exterior. He is also stepping up his treatment of mites which have become more prevalent.
- Dave at Kempsey RSL is hoping to shave his #1 green to help correct the levels.
- Marto at Macksville is back on deck after some recent health issues. He starts his renovations next month which will give his new apprentice Josh Bartlett a solid introduction to the industry.
- Dick at Bowraville commented on his ongoing drainage issues on his #1 green which is compounding the moss problem.
- Rick at Park Beach begins his reno's this

month. He is shaving his #2 green this year. Rick was also happy to report that his Pearl affected areas have come out of winter much better this year.

- Nick at Sawtell is also shaving a green, #1, and will follow up with a laser levelling. His new Tif Eagle green just covered in time after an early fusarium infection putting things behind.
- At Urunga, my new green has come out of winter quite well with little sign of disease. Its renovation this year should see it toughen and mature. The old top green, however, has every patch disease known to man and renovation can't come quick enough. This will be its first renovation in 4 years and its showing!
- Finally, President Mark at South West Rocks is making plans so that next year's State Week runs to perfection. He is taking 40mm off his "showcase" #1 green to remove the troublesome thatch layer. Approximately 10mm of soil will be put back on and incorporated. The green will be sterilized to rid ERI and pearl and regrassed with Tif Dwarf. Both other greens will be renovated to a lesser degree.



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NOTICES

Awards & Wages

The new award name is: Registered and Licensed Club Award 2010.

The following wages apply as stated on www.fwc.gov.au.

Turfcrafterman	Wage	Hourly rate
Level 1	\$664.80	\$17.49
Level 2	\$687.60	\$18.09
Level 3	\$724.50	\$19.07
Level 4	\$769.90	\$20.26
Management/Level 1	\$844.70	\$22.23
Management/Level 2	\$919.70	\$24.20

Apprentice

A horticulture apprentice is paid at a percentage of the Standard Rate.

1st year	55%
2nd year	65%
3rd year	80%
4th year	90%

More information, including a list of Modern Awards, is available on the Fair Work Australia website www.fwa.gov.au or the Fair Work Australia Ombudsman at www.fairwork.gov.au.

View more NSWBGA news, updates and information online at the Association's website at nswbga.com.au

Frequently Asked Questions: Awards & Pay Rates

What can I do if my take-home pay is lower than the modern award?

You can't have your take-home pay reduced as a result of the commencement of the new Fair Work System. Modern awards commenced on 1 January 2010, along with the new National Employment Standards.

The commencement of these new entitlements is not intended to result in employees receiving a pay cut. If you believe your take-home pay has been cut, you can apply to Fair Work Australia to make a 'take home pay order'.

What is a take-home pay order?

A take-home pay order can preserve your existing rates of pay while you remain in the same job. It can apply to wages and allowances, as well as incentive based payments and overtime. An order can apply to an individual or a class of employees or outworkers who are in a similar position.

A take-home pay order can be made if:

- A modern award applies to the employee or employees, and
- The employee or employees are in the same job as they were before the modern award commenced, and
- The amount of the employees' take-home

pay for working the same sort of hours or the same sort of work has been reduced, and

- This reduction in take-home pay has occurred because of the commencement of the modern award.

Who can apply for a take-home pay order?

You or your union can apply to Fair Work Australia for a take-home pay order. In addition, a person acting on your behalf or on behalf of a class of employees may apply.

An application for a take-home pay order can also be made by an organisation representing outworkers on behalf of those outworkers.

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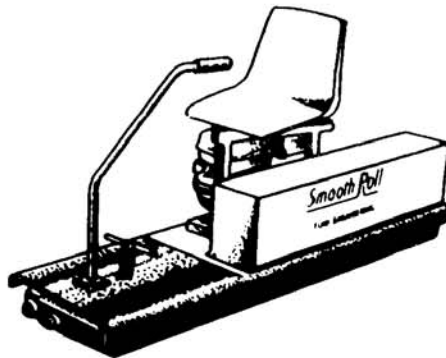


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