



CGCS 2010 Recommendations

The Committee for Golf Club Salaries

Chairman: **Don Bailey MBE** (Representing Golf Clubs)
Vice Chairman: **George Barr** (BIGGA Member)
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Introduction

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 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 GCMA 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. Due to the current economic climate CGCS does not feel that it is appropriate to recommend any form of review to the salary scales currently in place to be effective for 2010. The CGCS recommends that rates of pay remain a matter for negotiation between the individual employer and employee. The CGCS further consider that employers should make an appropriate pay award to recognise any substantial change in responsibility, qualifications or duties carried out by their employees as well as reflecting any changes to legislation governing rates of pay.
- 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 A1 assessor award and L12 training award.

Information

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 5.6 weeks paid holiday per year, where a week's leave is equivalent to the time that the worker would work in a week e.g. those working a 5 day week will be entitled to 28 days holiday).

- 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 £5.80 per hour (£12064 per year) from 1 October 2009. The National Minimum Wage for those aged between 18 and 21 is £4.83 per hour (£10046 per year) from 1 October 2009. The rate for 16 and 17 year olds is £3.57 per hour (£7426 per year) from 1 October 2009. 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). (NB From October 2010, the age range of those eligible to receive the adult rate of the National Minimum Wage will be lowered to include 21 year olds).

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. A1 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.

London

All clubs within a 30 mile radius of Big Ben

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

UNDER TRAINING

Age on appointment as a greenkeeper

	16	17	18	19	20	21
On proving competence	£10,057	£10,661	£11,144	£11,440	£11,491	£11,569
After 6 months	£11,620	£11,957	£13,429	£14,437	£15,519	£16,692
After 12 Months	£11,957	£13,429	£14,437	£15,519	£16,692	£17,935
After 18 Months	£13,429	£14,437	£15,519	£16,692	£17,935	£19,278
After 24 Months	£14,437	£15,519	£16,692	£17,935	£19,278	£20,723
After 30 Months	£15,519	£16,692	£17,935	£19,278	£20,723	
After 36 Months	£16,692	£17,935	£19,278	£20,723		
After 42 Months	£17,935	£19,278	£20,723			
After 48 months	£19,278	£20,723				
After 48 months	£20,723					

QUALIFIED

Age on appointment as a greenkeeper

	16	17	18	19	20	21
On becoming qualified	£14,772					
After 6 months	£15,879	On becoming qualified				
After 12 Months	£17,073	£17,073				
After 18 Months	£18,979	After 6 months				
After 24 Months	£19,952	£18,979	On becoming qualified			
After 30 Months	£21,207	After 12 Months	£19,952	£19,952		
After 36 Months	£21,207	After 18 Months	£21,207	After 6 months	On becoming qualified	
After 42 Months	£21,207	£21,207	£21,207	£21,207	£21,207	
After 48 months	£22,796	After 24 Months	After 12 Months	After 6 months	On becoming qualified	
After 48 months	£22,796	£22,796	£22,796	£22,796	£22,796	£22,796

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 £24610 to £33187 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 £33593 to £50614 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

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

UNDER TRAINING

Age on appointment as a greenkeeper

	16	17	18	19	20	21
	£9,651	£10,099	£11,144	£11,440	£11,492	£11,569
On proving competence	£11,116	£11,949	£12,845	£13,810	£14,844	£15,957
After 6 months	£11,949	£12,845	£13,810	£14,844	£15,957	£17,166
After 12 Months	£12,845	£13,810	£14,844	£15,957	£17,166	£18,441
After 18 Months	£13,810	£14,844	£15,957	£17,166	£18,441	£19,822
After 24 Months	£14,844	£15,957	£17,166	£18,441	£19,822	
After 30 Months	£15,957	£17,166	£18,441	£19,822		
After 36 Months	£17,166	£18,441	£19,822			
After 42 Months	£18,441	£19,822				
After 48 months	£19,822					

QUALIFIED

Age on appointment as a greenkeeper

	16	17	18	19	20	21
On becoming qualified	£14,130					
After 6 months	£15,193					
After 12 Months	£16,332	On becoming qualified £16,332				
After 18 Months	£17,551	After 6 months £17,551				
After 24 Months	£18,869	After 12 Months £18,869	On becoming qualified £18,869			
After 30 Months	£20,284	After 18 Months £20,284	After 6 months £20,284	On becoming qualified £20,284		
After 36 Months	£21,805	After 24 Months £21,805	After 12 Months £21,805	After 6 months £21,805	On becoming qualified £21,805	£21,805

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 £23988 to £32960 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 £32289 to £48411 depending on experience, range of duties and size of golf course.

All remaining UK

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

UNDER TRAINING

Age on appointment as a greenkeeper

	16	17	18	19	20	21
	£8,743	£9,180	£9,922	£9,947	£10,446	£10,662
On proving competence	£10,055	£11,296	£12,201	£13,118	£14,103	£15,159
After 6 months	£11,296	£12,201	£13,118	£14,103	£15,159	£16,299
After 12 Months	£12,201	£13,118	£14,103	£15,159	£16,299	£17,518
After 18 Months	£13,118	£14,103	£15,159	£16,299	£17,518	£18,831
After 24 Months	£14,103	£15,159	£16,299	£17,518	£18,831	
After 30 Months	£15,159	£16,299	£17,518	£18,831		
After 36 Months	£16,299	£17,518	£18,831			
After 42 Months	£17,518	£18,831				
After 48 months	£18,831					

QUALIFIED

Age on appointment as a greenkeeper

	16	17	18	19	20	21
On becoming qualified	£13,413					
After 6 months	£14,299	On becoming qualified				
After 12 Months	£15,515	£15,515				
After 18 Months	£16,673	After 6 Months				
After 24 Months	£17,415	£16,673	On becoming qualified			
After 30 Months	£18,922	After 12 Months	£17,415	£17,415		
After 36 Months	£18,922	After 18 Months	£18,922	After 6 months	On becoming qualified	
After 42 Months	£18,922	£18,922	£18,922	£18,922	£18,922	
After 48 months	£20,339	After 24 Months	£20,339	After 12 Months	After 6 months	On becoming qualified
	£20,339	£20,339	£20,339	£20,339	£20,339	£20,339

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 £22370 to £29355 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 £29822 to £45992 depending on experience, range of duties and size of golf course.

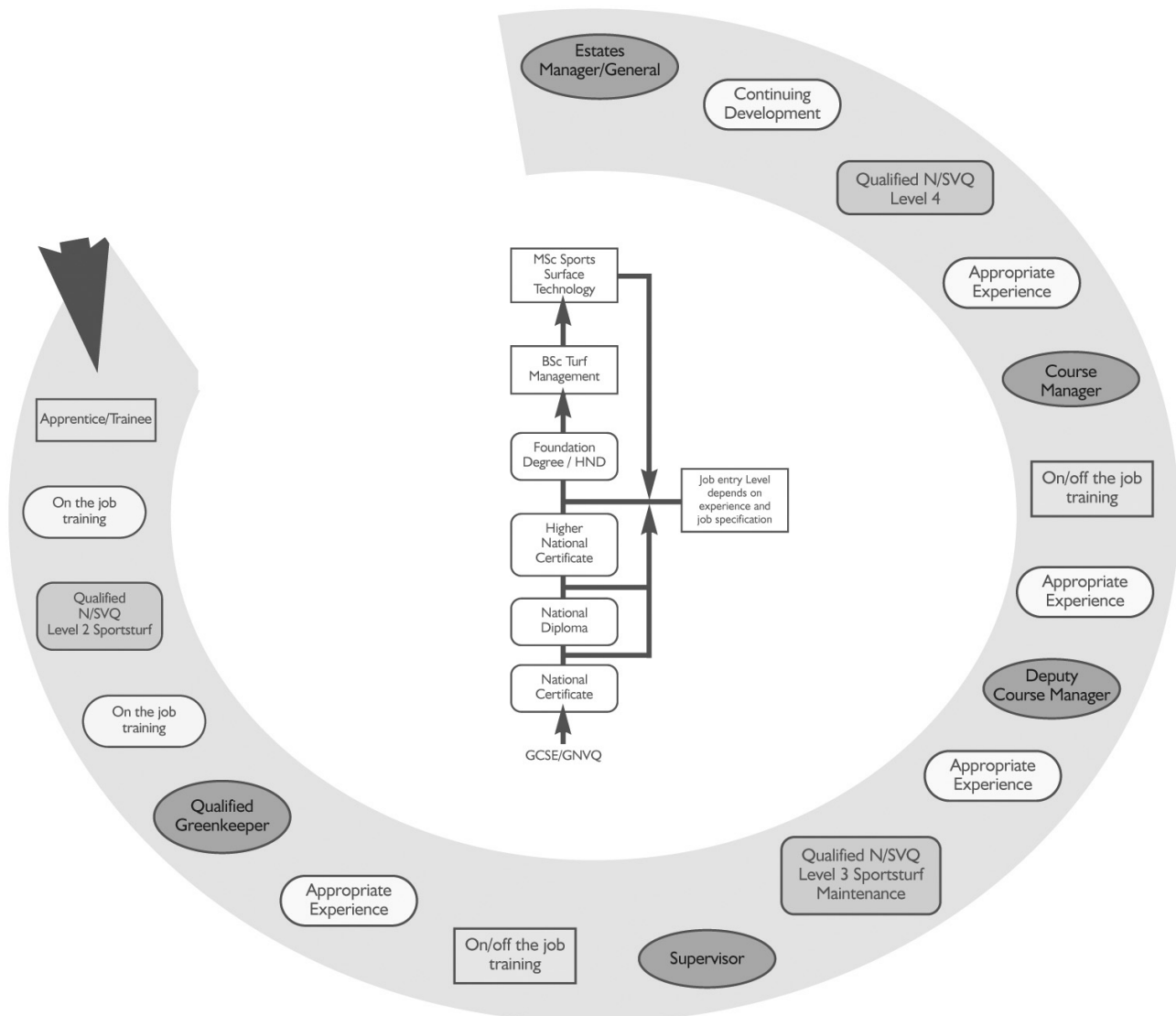
Career Pattern

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 from 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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