



# ACTION

AGCSA MEMBER NEWSLETTER

**W**elcome to this June 2011 edition of the AGCSA Action member newsletter. The 27th Australian Turfgrass Conference and Trade Exhibition is but a few days away and I look forward to seeing many of you in the City of Churches for another informative and entertaining week. Given the challenges and strains placed on many of us over the past year, I am sure the week in Adelaide will provide the release that we all need and reinvigorate the mind to face the changes which will no doubt crop up over the next 12 months.

As most of you will be aware, I, along with fellow member John Odell (Royal Sydney Golf Club), will be stepping down from the AGCSA Board at the upcoming Annual General Meeting which will be held during the Adelaide conference. I joined the AGCSA Board in late 2006 and looking back it has been a thoroughly enjoyable and rewarding time. I have the utmost admiration for AGCSA general manager John Neylan and the staff and it isn't until you join the Board that you realise the extent of the work they do and the professional manner in which they conduct themselves.

I'm sure I can speak for John Odell as well in recommending all members consider nominating for a position on the

## From the Board



**Pat Pauli**  
**Director, AGCSA**  
**Superintendent,**  
**Horton Park GC, QLD**

AGCSA Board at some stage during their career and it has been pleasing to see the response to the upcoming elections which have attracted three candidates for the two vacant positions. Voting is now open and ballot papers which have already been sent out need to be returned by **Wednesday 8 June**. In this newsletter we outline the election process and present short profiles on each of the candidates.

In parting, some 18 months ago the Federal Government released a paper on the benefits of sport and problems associated with the administration of all sporting bodies. One of the key administration issues raised was that while most have a national governing body, many had state-based associations and in some cases regional associations that were administered separately to the national association. Apparently the AFL is one of the few sporting bodies administered from the top down. Golf Australia tries to but is generally controlled by the states.

When you look at the AGCSA and all the state associations, our structure is far from ideal. The overlap and double up of things like membership, sponsorship, field

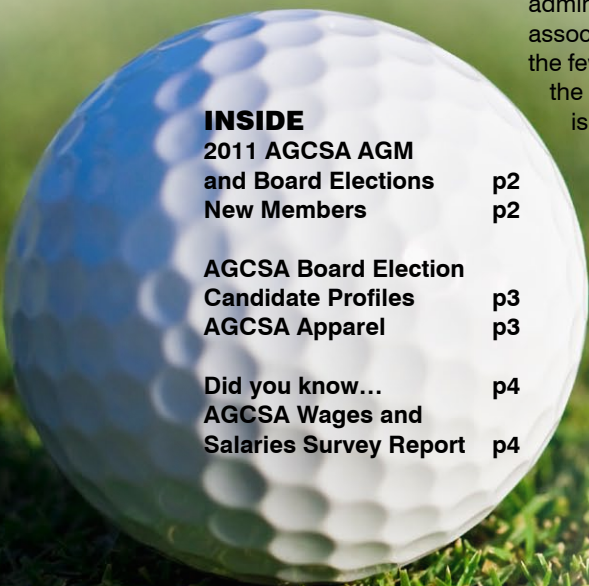
days, educational seminars and the like can be quite frustrating at times, especially trying to meet each association's needs and requirements.

I have been on the committee as secretary and president of a state association and I know what is required to be done at that level, and I am also aware that some members of state associations will not want that structure to change. I am also aware the trade, who we rely on for most of our support, would like to see change.

I believe for the benefit of our industry in general it would make greater sense to restructure our state associations into (for the want of a better name) chapters. Chapters would be divided into regional areas rather than states and would still be able to do their own thing, within reason, but would ultimately be controlled by the AGCSA.

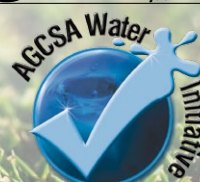
The benefits for superintendents and trade of being able to meet locally on a regular basis would be much greater. I see no reason why the AGCSA could not have a field officer who could regularly meet with each chapter. Chapters could meet with others on some occasions. I know this is a big ask for somebody to take on, but unless we meet the challenges of future growth and what it brings, it may be difficult to move forward.

Once again, I thank you for the privilege of allowing me to serve on the Board of this great association which is made up you, the members, and John Neylan and the staff in Melbourne. I look forward to watching the continual growth and development of the association in the coming years and hope to catch up with as many of you as possible in Adelaide.



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# Welcome to...

The AGCSA Board and staff extend a warm welcome to the following who are new members of the association or have changed their membership class in recent times:

## SUPERINTENDENT

**Shane George** (Shellharbour Council)

## ASSISTANT SUPERINTENDENT

**Paul Thomas** (Royal Melbourne GC)

## SPORTS TURF MANAGERS

**Tom Parker** and **Michael Finch** (Sydney Cricket & Sports Grounds Trust), **Scott Findlay** (ARO Educational Services), **Daniel Sacco** (Urban Maintenance Systems)

## TRADE

**Sean Arnott** (Syngenta Crop Protection)

## GROUNDSTAFF

**Paul Irvine** (Royal Melbourne GC)

## APPRENTICES

**Stuart Murphy** (Superior Bowling Greens), **Nathan Macgraw** (Moss Vale GC), **Blake Erickson** (Nelson Bay GC)

## 2011-2012 Membership Renewals

AGCSA membership renewal notices for the 2011-2012 financial year have now been sent out. AGCSA membership fees for the coming year will remain the same as the past year and the AGCSA encourages all members to renew in order to take advantage of the many benefits that come with membership.

Superintendent members are encouraged to ensure that the details of their apprentices and other greenkeeping staff are up to date, while all members who have had a change of employer or position in the past 12 months are also urged to make sure their contact details are up to date.

Should you have any queries about your AGCSA membership contact Lyndel on (03) 9548 8600 or [info@agcsa.com.au](mailto:info@agcsa.com.au).

# 2011 AGCSA Annual General Meeting and Elections

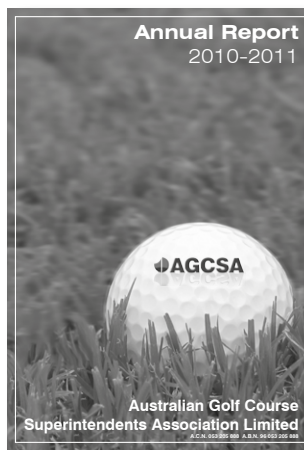
The 2011 AGCSA Annual General Meeting will be held in **Hall C of the Adelaide Convention Centre, 5pm Wednesday 15 June** during the 27th Australian Turfgrass Conference and Trade Exhibition.

The AGCSA has experienced another strong year and the Board and management look forward to reporting on the activities and achievements of the AGCSA at the meeting. We hope to see as many members as possible attend so we encourage you to make the effort of coming along at the conclusion of Wednesday's education sessions.

At the most recent AGCSA Board meeting held in Melbourne in mid-March, **Pat Pauli (Horton Park Golf Club)** and **John Odell (Royal Sydney Golf Club)** indicated that they will be stepping down from the AGCSA Board at the upcoming AGM. With these two positions being vacated, throughout April the AGCSA called for superintendent members to put their names forward for possible election and at the close of nominations on Monday 2 May, 2011, three nominations were received.

As a result and in accordance with sections 17.12, 17.13 and 17.14 of the Constitution of the AGCSA, an election is being conducted to determine the two Board director positions. The three candidates who have nominated – **Darren Wilson (Wembley Golf Course, WA)**, **Tony Fogarty (Club Catalina, NSW)** and **Paul McLean (RACV Royal Pines Resort, QLD)** – are profiled on the page opposite.

This is the first time in a number of years that the AGCSA has had to conduct a Board election and in mid-May all current financial AGCSA superintendent members were sent a letter explaining



the election process (only superintendent members can nominate and vote). Along with the letter there was a ballot paper, a document containing profiles on each of the candidates and a stamped envelope addressed to the Returning Officer in which to return the completed ballot paper.

## Completed ballot papers (superintendent

**members must ensure they select two candidates) must be received by 5pm, Wednesday 8th June, 2011.** In keeping with the constitution, the Returning Officer cannot be an AGCSA member and as such the AGCSA has appointed its current auditors apFINANCIAL to oversee the election process.

The results of the election will be announced at the Annual General Meeting which be held at 5pm, 15 June 2011 in Hall C of the Adelaide Convention Centre. An agenda and notice of meeting has been placed under the AGM menu within the members section of the AGCSA website, while members can also download a copy of the **2010-2011 AGCSA Annual Report** and minutes from the 2010 AGCSA AGM through this section.

If you are a superintendent member and are unable to attend this year's AGM you can appoint a proxy in your absence. A Notice of Appointment of Proxy form is available for download through the AGM menu mentioned above and these must be submitted to the AGCSA no later than 4pm, Friday 10 June 2011.

For more information on the AGCSA AGM, the Board election process, or if you require hard copies of any of the forms or documents mentioned above, please contact the AGCSA office on (03) 9548 8600. The AGCSA Board and management look forward to seeing you at the AGM in Adelaide.

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# 2011 AGCSA AGM – Board Director Elections – Candidate Profiles



**Darren Wilson**  
**Wembley GC, WA**

I started my greenkeeping career at Lake Karrinyup Country Club in the late 1980s. After completing turf management at TAFE in 1991, I became a qualified greenkeeper working under Neil Adams and then later Wayne Miller. In 1996 I moved across to The Vines Resort, home then of the Heineken Classic, as an assistant superintendent and during my time there completed my Masters.

In late 2002, I was appointed as superintendent at Wembley Golf Course and since then have overseen substantial redevelopment works to the 36-hole facility. This culminated in the 2007 AGCSA Excellence in Golf Course Management Award, which was followed by the Golf Digest Superintendent of the Year Award. In March 2009 I became one of Australia's first e-par certified superintendents and at the 2009 EMS Awards, I won the Premier Environmental Award and in 2010 the GCSAWA Syngenta Environmental Award.

I have been on the GCSAWA board since 2001 and state president since 2007. During my time with the state association I have sat on numerous committees such as The UWA Research Committee, The Fertiliser Action Plan Users Group, The Garden Industry Reference Group as well as The Winter Sprinkler Ban Advisory Group. Most recently I have been working with the Department of Water to develop a water wise program for golf courses.

**TWO AGCSA BOARD DIRECTOR POSITIONS WILL BECOME VACANT AT THE UPCOMING ANNUAL GENERAL MEETING IN ADELAIDE WITH THREE CANDIDATES VYING FOR THE BOARD. HERE THE THREE NOMINEES PROVIDE A BRIEF SUMMARY OF THEIR ACHIEVEMENTS AND WHAT QUALITIES THEY WILL BRING, IF ELECTED, TO THE AGCSA BOARD.**

Being on the national board is a massive responsibility and with my previous experience at a state level see it as being a natural progression to represent superintendents on the AGCSA Board.



**Tony Fogarty**  
**Club Catalina, NSW**

Club Catalina is situated on the far south coast of NSW, approximately three-and-half-hours south of Sydney and is now a 27-hole championship golf course. I started my apprenticeship with the club in 1978 and worked my way up through the ranks, having been the superintendent for the past 26 years.

I have witnessed and been a part of a number of changes throughout the course during this time, none larger than the construction of a third nine which took the course to 27 holes. This required alterations to seven of the existing holes as well as the construction of the extra nine, a very large learning curve indeed. The club has continued to evolve over the years and this has been no more evident than the recent takeover and amalgamation of the Batemans Bay Bowling Club in December 2009.

During my time the club has hosted a number of major events including the NSW Trainee Championships over a 17-year period, the NSW PGA in 1999 and more recently the Jack Newton all age state titles and the Australian Futures Championships since 2007.

In the past I was a board member of the NSWGCSA, including three years as vice-president. If elected to the AGCSA Board, I see my role as assisting the continual promotion of the association in all facets of its operations, striving to improve key areas at all times as the AGCSA continues to grow and meet member needs.



**Paul McLean**  
**RACV Royal Pines Resort, QLD**

My career started as an apprentice at Wentworth Golf Club in Orange, NSW in 1986 under the watchful eye of Pat Coyte. On completion I joined Orange City Council as a greenkeeper in the Parks and Garden Department. After two years I moved onto Millthorpe Bowls Club as head greenkeeper before moving to Queensland in 1995 to take up the position as grow-in assistant and later foreman during construction at Lakelands Golf Club, progressing to assistant.

In 2000, I left Lakelands to work in our family business only to come back to the industry in 2002 to work as a sales representative with Simplot ProLine. In October 2007 I took up my current role as course superintendant at RACV Royal Pines Resort where I have successfully overseen the 27-hole facility and hosted four ANZ Ladies Masters.

As a GCSAQ board member I have actively sought to increase the communication between superintendents. In the Gold Coast region we have recently started monthly meetings where all superintendents bring a topic of discussion and share ideas with their colleagues. This is an initiative that I would like to see rolled out across the country.

I plan to bring a fresh view and enthusiasm to the AGCSA Board by representing the large state of Queensland from Cairns in the north to Coolangatta in the south. My background in the industry from both a trade and a superintendent perspective gives me a great insight into different elements of the association's membership. I will endeavour to keep the rest of Australia informed of the achievements and issues faced by members throughout the state.

## Order your new-look AGCSA apparel today

**A** GCSA members can now purchase official AGCSA polo shirts and polar fleeces. The AGCSA has taken delivery of a new shipment of AGCSA polo shirts (one of which is being beautifully modelled here by AGCSA president and Secret Harbour course superintendent Allan Devlin) and polar fleeces which are now on sale exclusively to AGCSA members.

Sizes range from S through to 3XL. The polar fleece is available in black, while the polo shirts are navy blue with green piping and are made from Dri-Gear material which has a UPF 50+ rating. Both the polo shirt and polar fleece sport the AGCSA logo and have half zips. Prices are **\$42** (polo shirts) and **\$39** (polar fleece). To order either of these items contact the AGCSA on (03) 9548 8600 or email [info@agcsa.com.au](mailto:info@agcsa.com.au).



## Did you know...

The optional **Occupational Health and Safety Workshop** to be held on the Friday morning of the 27th Australian Turfgrass Conference will see the launch of the AGCSA's new 'Stop Take 5' initiative.

**John Neylan** and **Steve Wait** from Safetee Pro will begin the workshop by discussing the new AGCSA initiative before David Golf safety and environmental manager **Alan Golder** identifies issues relating to the common misuse of personal protection equipment. As part of this Alan will introduce a range of toolbox training packages designed to assist superintendents and course maintenance crews conduct their own in-house training.

This workshop, along with the personal wealth session to be conducted by **Gerry Power**, will be extremely valuable additions to this year's conference education and the AGCSA encourages members to attend them. These have been added on the back of delegate feedback so their success and inclusion in future conferences depends on your attendance.

**Australian Turfgrass Management Journal** has continued its strong showing at the **Turf and Ornamental Communicators Association** international awards. ATM collected a total of eight first place and merit awards for design, photography and writing at the association's awards which were announced at its annual conference in the US in early May. The feature article on the new Barnbogle Lost Farm course which appeared in Volume 12.4 won the top writing award while the Surface to Surrounds conference delegate brochure won first place in one of the design categories.

The executive director of the upcoming **2011 Presidents Cup** tournament is set to make a special guest appearance at this year's 27th Australian Turfgrass Conference. The AGCSA confirmed in late May that **Matt Kamienski** will be attending this year's conference and will make a special presentation as part of the 2011 AGCSA Award announcements on Tuesday 14 June. While it is yet to be confirmed, the AGCSA is hopeful that the Presidents Cup trophy will also make the trip.

## 2011 AGCSA Wages and Salaries Survey Report

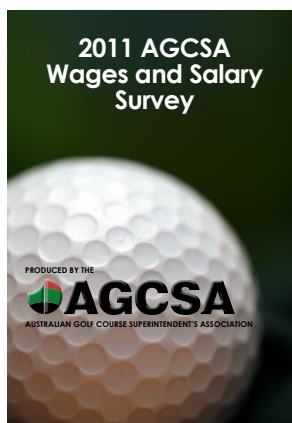
Salaries, wages and conditions of employment have been a key topic at both state and national conferences for many years and unfortunately these discussions rarely conclude with positive outcomes and better wages and conditions for employees due to the lack of reliable industry data.

Course superintendents are frequently enquiring as to what is appropriate remuneration for their position and that of their staff, but the lack of such data has always been a problem. In addition, staff often compare wages and conditions when speaking to colleagues from other golf courses. These discussions can sometimes cause confusion and embarrassment for superintendents and senior golf club officials.

In the AGCSA's 2010 Member Survey, an overwhelming number of members wanted the association to undertake an annual salaries and wages review. This highlighted the importance to members of understanding the industry benchmark for staff remuneration.

In view of this response, and in keeping with our ongoing intention to provide assistance to our members, the AGCSA decided to carry out a detailed survey of salaries for key positions at golf courses and is now in the final stages of producing the 2011 AGCSA Wages and Salaries Survey Report.

The survey was undertaken in conjunction with Golf Managers Australia and we



are pleased to be able to co-operate with them in gathering this important information. We are sure that the information contained in the report will be used for the overall benefit of the entire facility and all employees concerned.

This survey provides an up to date review of salaries and wages information for the following key golf

course management positions;

- Superintendent
- Assistant superintendent
- Qualified greenkeeper
- Mechanic

The survey concentrated on several different parameters including;

- Club revenue
- Club membership fees
- Maintenance budget
- Location

This resource, which has been expertly compiled by Jeff Blunden Advisory Services, is expected to be very helpful in determining where certain golf courses stand in the salaries paid to these key staff, while also establishing how the golf course compares with other courses of similar standard. It should be used in conjunction with other proven mechanisms to assist all concerned in the salary and wage negotiation process.

The report will be made available shortly through the HR and Best Practice section in the members area of the AGCSA website so stay tuned to future editions of The Cut for news of its release.

## What's on - Upcoming events

**27th Australian Turfgrass Conference and Trade Exhibition**  
Adelaide Convention Centre,  
13-17 June 2011

**2011 Toro AGCSA Golf Cships**  
Kooyonga Golf Club, 13 June 2011

**2011 Toro AGCSA Scramble**  
Adelaide Shores, 13 June 2011

**2011 AGCSA AGM**  
Hall C, Adelaide Convention Centre,  
15 June 2011

**Upcoming State Association Events**  
**SAGCSA:** AGM – The Grange GC, 7 Jul  
**GCSAWA:** Super Series Golf –  
Marri Park GC, 12 Jul  
**TGAA VIC:** Cricket Wicket Seminar,  
MCG, 20 Jul  
**GCSAWA:** Margaret River Conference –  
Augusta GC, 7-9 Aug

**Australian Golf Course Superintendents' Association**  
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