



## Committee for Golf Club Salaries 2018 Recommendations

### The Committee for Golf Club Salaries:

Chairman: Eddie Bullock, Golf Management Consultant  
Jackie Howe (Chief Executive NGCAA)  
George Barr (BIGGA Member)  
Scott Reeves (BIGGA Director)  
Tracey Maddison (General Manager, BIGGA)  
Cameron Dawson (GCMA Member)  
John Edgington (GCMA Member)  
Niki Hunter (Education Coord' GCMA)

### Introduction

Formed in 1987 the Committee for Golf Club Salaries recommends minimum levels of pay for greenkeepers and secretaries/managers in the United Kingdom. Following a periodic review and the appointment of a new Chairman, the CGCS will continue to build on its excellent heritage and work to increase its profile within the golf industry. Alignment is key, the CGCS will focus on developing and enhancing its impact whilst learning how to bring broader value to golf clubs with its goal to continue to solidify and extend its expertise and knowledge throughout the golf industry.

The Committee firmly believes that valued professional staff members are critical for golf clubs to perform. Its emphasis will be on the long term and therefore will be looking to adopt a different approach to allow the CGCS to have a significant influence on the future standards and professionalism of the industry.

To deliver improved value the CGCS will:

- Invite a broader range of governing bodies to align with CGCS
- Increase the CGCS profile through a communications strategy
- Focus on the key goal of supporting vibrant and healthy golf clubs
- Focus on the trends that will affect the future employment challenges of golf clubs

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 the CGCS or directly from BIGGA or the GCMA.

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' and should be treated as such, whilst taking into account individual and team performance and any increase in responsibility and/or qualification.

b. The CGCS recommends an increase of 2.5% over the 2017 figures this is based on the overall average of RPI/CPI and wage inflation percentages.

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 an assessor qualification.

## Information

### LEGISLATION

#### Working Time Regulations

The Working Time Directive is the European Directive that brought the Working Time Regulations to the UK in 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 (17 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 (18 and over) 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 and National Living Wage

The hourly rate for the minimum wage depends on your age and whether you're an apprentice.

You must be at least school leaving age to get the National Minimum Wage and aged 25 to get the National Living Wage - the minimum wage will still apply for workers aged 24 and under

#### Current rates (April 2017)

These rates are for the National Living Wage and the National Minimum Wage. The rates change every April.

- £7.50 an hour for workers aged 25 years and over
- £7.05 an hour for workers aged 21 to 24 years
- £5.60 an hour for workers aged 18 to 20 years
- £4.05 an hour for workers aged Under 18
- £3.50 an hour for Apprentices (applies to all 16 to 18 year olds and to those aged 19 and over in the first year of their apprenticeship).

### Who gets the minimum wage

For more information on who is entitled to the minimum wage visit <https://www.gov.uk/national-minimum-wage/who-gets-the-minimum-wage>.

Contact Acas (<https://www.gov.uk/pay-and-work-rights-helpline>) if you're not getting the National Minimum Wage and think you should be.

### 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 or directly from BIGGA or the GCMA.
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).
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	£12,143	£12,871	£13,454	£13,812	£13,873	£15,360
After 6 months	£13,566	£13,958	£15,675	£16,852	£18,117	£19,485
After 12 Months	£13,958	£15,675	£16,852	£18,117	£19,485	£20,937
After 18 Months	£15,675	£16,852	£18,117	£19,485	£20,937	£22,503
After 24 Months	£16,852	£18,117	£19,485	£20,937	£22,503	£24,190
After 30 Months	£18,117	£19,485	£20,937	£22,503	£24,190	
After 36 Months	£19,485	£20,937	£22,503	£24,190		
After 42 Months	£20,937	£22,503	£24,190			
After 48 months	£22,503	£24,190				
After 48 months	£24,190					

### QUALIFIED

#### Age on appointment as a greenkeeper

	16	17	18	19	20	21
On becoming qualified	£17,244					
After 6 months	£18,536	On becoming qualified				
After 12 Months	£19,929	£19,929				
After 18 Months	£22,153	After 6 months				
After 24 Months	£23,290	£22,153	On becoming qualified			
After 30 Months	£24,755	After 12 Months	£23,290	£23,290		
After 36 Months	£26,610	After 18 Months	£24,755	After 6 months	On becoming qualified	
After 42 Months		£24,755	£24,755	£24,755	£24,755	
After 48 months		After 24 Months	After 12 Months	After 6 months	On becoming qualified	
After 48 months		£26,610	£26,610	£26,610	£26,610	£26,610
After 48 months						£26,610

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).

Recommended range of salaries for supervisors (e.g. Deputy Course Manager, Deputy Head Greenkeepers, First Assistants) from £28,302 to £38,167 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 £38,633 to £58,208 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
On proving competence	£11,651	£12,192	£13,454	£13,812	£13,872	£15,392
After 6 months	£12,975	£13,949	£14,994	£16,119	£17,327	£18,627
After 12 Months	£13,949	£14,994	£16,119	£17,327	£18,627	£21,038
After 18 Months	£14,994	£16,119	£17,327	£18,627	£21,038	£21,526
After 24 Months	£16,119	£17,327	£18,627	£21,038	£21,526	£23,139
After 30 Months	£17,327	£18,627	£21,038	£21,526	£23,139	
After 36 Months	£18,627	£21,038	£21,526	£23,139		
After 42 Months	£21,038	£21,526	£23,139			
After 48 months	£21,526	£23,139				

## QUALIFIED

### Age on appointment as a greenkeeper

	16	17	18	19	20	21
On becoming qualified	£16,494					
After 6 months	£17,735					
After 12 Months	£19,064	On becoming qualified £19,064				
After 18 Months	£20,488	After 6 months £20,488				
After 24 Months	£22,026	After 12 Months £22,026	On becoming qualified £22,026			
After 30 Months	£23,678	After 18 Months £23,678	After 6 months £23,678	On becoming qualified £23,678		
After 36 Months	£25,454	After 24 Months £25,454	After 12 Months £25,454	After 6 months £25,454	On becoming qualified £25,454	£25,454

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).

Recommended range of salaries for supervisors (e.g. Deputy Course Manager, Deputy Head Greenkeepers, First Assistants) from £27,588 to £37,888 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 £37,134 to £55,675 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
	£10,587	£12,192	£13,454	£13,812	£13,872	£15,392
On proving competence	£11,737	£13,187	£14,243	£15,314	£16,462	£17,696
After 6 months	£13,187	£14,243	£15,314	£16,462	£17,696	£19,026
After 12 Months	£14,243	£15,314	£16,462	£17,696	£19,026	£20,449
After 18 Months	£15,314	£16,462	£17,696	£19,026	£20,449	£21,983
After 24 Months	£16,462	£17,696	£19,026	£20,449	£21,983	
After 30 Months	£17,696	£19,026	£20,449	£21,983		
After 36 Months	£19,026	£20,449	£21,983			
After 42 Months	£20,449	£21,983				
After 48 months	£21,983					

## QUALIFIED

### Age on appointment as a greenkeeper

	16	17	18	19	20	21
On becoming qualified	£15,658					
After 6 months	£16,691	On becoming qualified				
After 12 Months	£18,111	£18,111				
After 18 Months	£19,463	After 6 Months				
After 24 Months	£20,328	£19,463	On becoming qualified			
After 30 Months	£22,088	After 12 Months	£20,328	£20,328		
After 36 Months	£23,742	After 18 Months	£22,088	After 6 months	On becoming qualified	
After 42 Months	£25,406	£22,088	£22,088	£22,088	£22,088	
After 48 months	£27,070	After 24 Months	£23,742	After 12 Months	After 6 months	On becoming qualified
		£23,742	£23,742	£23,742	£23,742	£23,742

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).

Recommended range of salaries for supervisors (e.g. Deputy Course Manager, Deputy Head Greenkeepers, First Assistants) from £25,726 to £33,759 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 £34,298 to £52,893 depending on experience, range of duties and size of golf course.

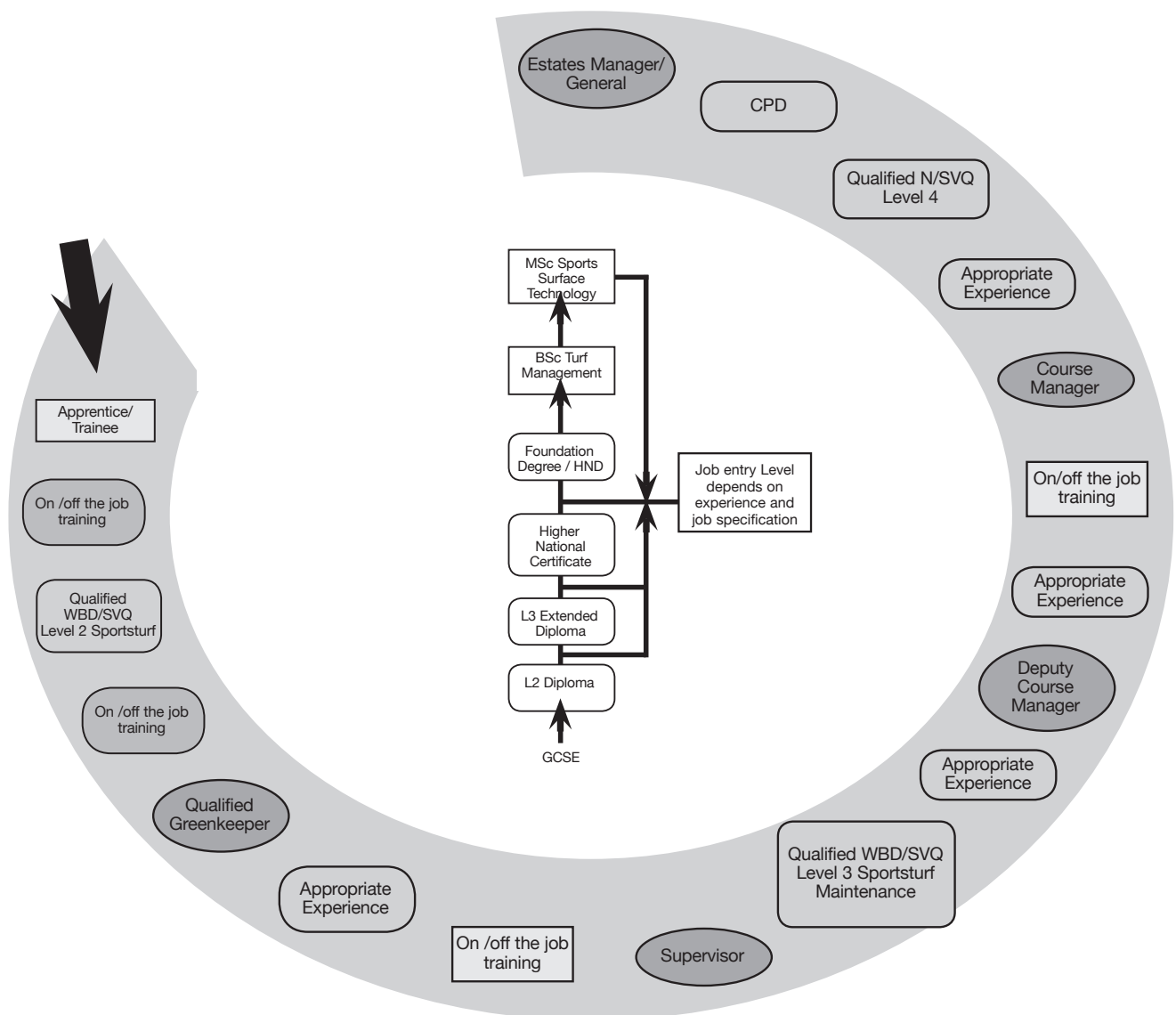
# Career Pattern

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 a work based Diploma in Amenity Horticulture (Greenkeeper).

However, many trainees are now trained and assessed at work. Greenkeepers holding a work related qualification e.g. Diploma's or Foundation Degree in Sports Turf enter the profession as trainees and can become qualified greenkeepers/supervisors after an appropriate period of experience. Apprenticeships in Sports Turf are available in most areas of Britain. Further details can be obtained from the National Apprenticeship Service, online at [www.apprenticeships.org.uk](http://www.apprenticeships.org.uk) 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 National Apprenticeship Service.



## Contacting us...

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

**Post:** Administration, Committee for Golf Club Salaries, PO Box 59, Alne, York YO61 1ZW  
**Telephone:** 01347 830155  
**Facsimile:** 01347 833801  
**Email:** [golfclubsalaries@hotmail.com](mailto:golfclubsalaries@hotmail.com)