



# Chapter 6

## *Staff Management*



## Occupational health and safety

Golf course maintenance staff work in an environment where occupational health and safety is a major consideration. Routine work involves the use of machinery, hazardous chemicals, flammable liquid, physical activity, electricity and dangerous gases.

*Occupational health and safety guidelines for golf course maintenance staff have been published by Workcover in NSW and the Victorian Golf Association in Victoria.*

- Occupational Health and Safety Kit for Golf Clubs, Victorian Golf Association (1995).
- Health and safety at work - Greens, gardens and grounds, Workcover NSW (1996).

For states without these specific guidelines, contact the occupation health and safety authority (see Appendix 4).

**Details on pesticide health and safety issues related to storage and application can be found in the following publications:**

- "A Manual of Australian Turf Pesticides", Turfgrass Technology, 1991
- "Disease, Insect and Weed Control in Turf", Australian Turfgrass Research Institute Ltd, 1995
- "Pesticide Safety and the Environment", Australian Turfgrass Research Institute Ltd, 1997
- "Pesticides Safety Information Kit for Golf Clubs", Victorian Golf Association, 1994

Hazard and risk assessment of the workplace is required to identify potential problem areas. This assessment should be conducted to form a component of a full Environmental Management Plan.

A range of Australian Standards are useful to golf courses in areas of hazard and safety management (Appendix 6). New standards are continually being prepared, therefore it is advisable to regularly check with Standards Australia for new standards which may be applicable.

### **Hazard and Risk Assessment should examine:**

- maintenance sheds
- equipment and vehicles
- safety clothing and equipment
- staff training
- work practices.

## Staff education and training

Golf clubs must provide their staff with training to protect the health and safety of themselves, players and the community as well as the environment. A critical area of training is in the use of pesticides. All staff using pesticides must undergo appropriate training, which is currently begun in the greenkeeping trade certificate. Further accredited training events are provided around Australia, such as the National Farm Chemical Users Training Program.

### **AGCSA Claude Crockford Environmental Award**

In 1996 the Australian Golf Course Superintendents' Association (AGCSA) introduced the AGCSA Claude Crockford Environmental Award to the Australian turfgrass industry. The aim of the award is to recognise "a turf professional who has made a distinguished contribution to the nurturing and preservation of their local natural environment".

In its inaugural year the award was won by Mr. Rod Fenton, superintendent at Queenscliff Golf Club, Victoria for his efforts in the conservation of the endangered Orange-bellied parrot.

## Gosnells Golf Club, WA

*Gosnells Golf Club is located on the Bassendean Dune System of the Swan Coastal Plain, 17km south of Perth, WA. The two natural vegetation associations found on the course are Banksia woodland and wetlands. The course provides habitat for a number of birds, including the Port Lincoln Ring Neck Parrot and animals such as the long nosed Bandicoot.*

*The superintendent, Jeff Lane, studied Bush Regeneration at the local TAFE, and this led to the employment of the company Ecoscapes to compile an Ecological Landscape Plan for the course. The plan identified the loss of native plants on the course due to natural senescence and disease. Limited natural regeneration of native plants was also occurring and in the long term these species may have been lost from the course. In order to preserve the native flora, the plan gave the club recommendations on weed control, revegetation, nutrient and water management*

*and the control of diseases such as the dieback fungus, *Phytophthora cinnamomi*.*

*The club implemented strategies such as roping off areas of revegetation, and placing signs to disallow buggies from entering. These areas were also left unslashed to encourage native regeneration, and weeds removed through bush regeneration techniques. Other more degraded areas were cleared of weeds and planted with locally collected seed, using mulching. A large part of this program involved education of members on the value of the native bushland.*

*Environmental expertise for golf course management requires the development of non-traditional skills such as bush regeneration, wildlife management and water quality. These skills can be developed through courses or by participation in activities run by environmental groups.*

Ecoscape (Austral



*To aid in environmental management an Ecological Landscape Plan was developed for Gosnells Golf Club, Western Australia.*