

Salary Survey Outcomes



Earlier this year we asked BIGGA members to engage with our latest survey. With nearly 1,000 responses, the results of the survey will go a long way as we seek to learn more about the state of the turf maintenance industry and put pressure on major industry bodies to improve working standards. Thank you to everyone who completed the survey.

There were a number of reasons for conducting the survey:

1. To provide a true understanding of the real situation at the grassroots level
 - a. How do salaries vary from club to club? What are the key drivers — geography, scale of club, turnover, green fee?
 - b. What qualifications do our members hold?
 - c. How many staff do clubs have?
 - d. What facilities do clubs provide?
 - e. What terms and conditions are 'normal'?
2. To give us benchmarking data that we can work with year on year — naturally we hope to see improvements as we work to drive standards
3. To provide the independent Committee for Golf Club Salaries with data to inform their recommendations and, potentially, to enable them to have a more robust set of guidelines for clubs to work with
4. To assist the GTC with their strategy on ensuring greenkeeper education is fit for purpose

Further work is now underway to analyse Deputy and Assistant salaries, to understand geographic fluctuations and to build a salary calculator that will be a valuable tool for the industry.

What did we learn?



The 'average' 18 hole club has **5.5 full time permanent staff** and **one seasonal**



The 'average' 18 hole club course manager has been in post for **12 years** and **3 months** and has a salary of approx. **£37,500 per annum**



45% have a mobile phone paid for by the club



9% of clubs provide accommodation



Only 15% of clubs provide breakfast and/or lunch



Only 39% of clubs provide tea/coffee



21% of clubs provide a vehicle to the course manager



Only 65% of clubs have internet access at the greenkeeping facilities



16% of clubs **are NOT** providing a pension



81% of clubs pay BIGGA membership

What PPE & Uniform

- 2% **don't** provide waterproofs, protective footwear or hearing protection
- 21% **don't** provide sun protection
- 79% **do** provide trousers
- 83% **do** provide sweatshirts or similar
- 87% **do** provide polo shirts or similar

