

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



2015 Recommendations

The Committee for Golf Club Salaries

Chairman: Don Bailey MBE

George Barr (BIGGA Member)

Gary Cunningham (BIGGA Member)

Cameron Dawson (GCMA Member)

John Edgington (GCMA Member)

Jackie Howe (Chief Executive NGCAA)

Tracey Maddison (BIGGA Secretariat)

Niki Hunter (GCMA Educ'Coordinator)

Introduction

The Committee for Golf Club Salaries

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.

In 2006, it was agreed to publish similar recommendations for golf club Secretaries/Managers, as requested by the GCMA (Golf Club Managers' Association).

An annual survey has been carried out by the Association, which clearly shows regional variance of salaries. The Committee decided, based on the facts collected from several years' surveys, to recommend three regionalized scales for salaries. These being London, the South & East of England and the rest of the United Kingdom.

The Committee also decided that future 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 August each year.

This Index was chosen as it reflects the average increase in earnings across the UK.

These 2015 recommendations represent an increase of 1.8% on those published in 2014.

The Committee tries to include as much information as possible in its recommendations each year.

However, it would not be possible 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 and link local salaries to job descriptions.

It should be further noted that the recommendations are linked to the **four core areas of management** the Secretary/Manager has overall responsibility for –

1. Finance
2. Golf Course
3. Food & Beverage (including Bars)
4. General Administration

In the future, these scales will have an extended reference to Continual Professional Development programmes currently under final construction.



Study Golf Management at Bucks New University

Certificate in Golf Club Management (part-time)

Designed with the GCMA, this innovative one-year course is aimed at people who are working, or looking to work, in the golf sector.

Supported by:



BA (Hons) Sports Management & Golf Studies (full-time)

This exciting three-year programme emphasises good business, management and legal practice in the golf industry.

Want to find out more? Contact us today:

Phone: 0800 0565 660 Email: advice@bucks.ac.uk

Or visit our website: bucks.ac.uk

All other GCMA Regions

2015

The Committee for Golf Club Salaries

General Recommendations

The Committee for Golf Club Salaries

Club with Championship Status and/or Substantial Additional Facilities	£53,277
Club with 36 Holes	£49,178
Club with 27 Holes	£45,078
<i>Club with 18 Holes and Responsibility of All 4 "core" Management areas</i>	£40,980
Club with 18 Holes and Responsibility of 3 "core" Management areas	£34,831
Club with 18 Holes and Responsibility of 2 "core" Management areas	£28,682
Club with 18 Holes and Responsibility of only 1 "core" Management area	£20,495

The Committee for Golf Club Salaries recommends that:

1) All Managers (Secretaries) be paid a salary based on the recommended scales. Recommended salaries are based on a total package that includes pension contribution by the club and any other benefits such as private health care, death in service benefit and all other benefits excluding accommodation.

2) It is recommended that the club should make a minimum pension contribution of 7.5%.

3) Any accommodation provided by a Club is NOT taken into account in the salary scales and is subject to negotiation between the parties.

4) The Salary scales refer to the Manager (Secretary) of the Club and not to Assistant Secretaries.

5) Scales are not specifically provided for 9 hole courses. Whilst it is recognised that these are half the number of holes and may

be similar pro rata in membership numbers to a standard (18 holes) club, the litigation issues such as Employment Law and Health & Safety are no less onerous on the Manager (Secretary). It is recommended that between 60% and 75% of the scales for a Standard course should therefore be applied.

6) These scales are NOT inclusive of any out-of-pocket travelling expenses whilst conducting the Club's business. Car mileage allowance should be paid in accordance with the scales of The Inland Revenue.

7) These scales make no reference nor do they include any catering or drinks allowance the Club wishes to include.

8) It is the recommendation of The Committee that the club should pay the annual subscription to GCMA National and Regional. This is not included in the package.

9) It is the recommendation of the Committee that all Managers & Secretaries

receive additional support to attend the GCMA National Conference, all Regional Business meetings and educational Seminars at the Clubs expense.

Club with Championship Status and/or Substantial Additional Facilities	£83,712
Club with 36 Holes	£77,271
Club with 27 Holes	£70,827
<i>Club with 18 Holes and Responsibility of All 4 "core" Management areas</i>	£64,396
Club with 18 Holes and Responsibility of 3 "core" Management areas	£54,738
Club with 18 Holes and Responsibility of 2 "core" Management areas	£45,078
Club with 18 Holes and Responsibility of only 1 "core" Management area	£32,204

These figures are for the total package as outlined under General Recommendations.

Club with Championship Status and/or Substantial Additional Facilities	£68,506
Club with 36 Holes	£63,230
Club with 27 Holes	£57,609
<i>Club with 18 Holes and Responsibility of All 4 "core" Management areas</i>	£52,689
Club with 18 Holes and Responsibility of 3 "core" Management areas	£44,784
Club with 18 Holes and Responsibility of 2 "core" Management areas	£36,891
Club with 18 Holes and Responsibility of only 1 "core" Management area	£26,350

These figures are for the total package as outlined under General Recommendations.