

**Minutes of the CGLMC Ltd Pro Shop Sub-Committee Meeting held in the CGLMC Committee Room  
at 20 Links Parade on Monday 15 December 2014**

Present: W Thompson (Convenor), R Gillespie, P Sawers, L Gordon, J McLeish, G Murray,  
G Paton, C Yule

In Attendance: G Duncan (General Manager)

Meeting began 18.30 hours

**1. Apologies**

There were no apologies

**2. 2015 Staffing Proposals**

W Thompson referred to the paper supplied with the agenda which showed the present salaries and positions of the current pro-shop staff.

He said, that unlike all other departments, there was no deputy position within the pro-shop department. However he said, in his opinion, there was no doubt that the longest serving of the assistant professionals performed the deputy role on a regular basis. The head professional had 2 days off each week and when he was absent the senior assistant was in charge of the pro-shop. He also undertook stock control duties and in the last 12 months had assumed some of the responsibilities which had previously been only done by the head professional.

W Thompson said that at the 2013 appraisal of the head professional, the general manager had set one of the objectives to the head professional of passing on duties and responsibilities to the senior assistant in order that the organisation had much better cover within the pro-shop. At the 2014 appraisal, the head professional indicated that this objective had been met and W Thompson said he felt it was only correct to recognise this by making the deputy position a formal one.

Following discussion and questions from sub-committee members, it was agreed to recommend to the finance sub-committee that a formal position of deputy to the head professional be created at the suggested salary and that the member of staff currently acting as deputy should be promoted to that position.

**3. 1st Tee Photograph**

W Thompson referred to the paper which he had produced with regard to possible 1<sup>st</sup> tee photograph for visiting golfers and described how he thought the process would work and the potential income that would be generated. J McLeish questioned the estimated uptake which he thought was on the high side. W Thompson said the estimated uptake could only be a best guess but that was why he was recommending a year's trial in order to assess the success or otherwise of the proposal.

C Yule said he was supportive of a photograph being taken but suggested that it might be more appropriate and cost effective to email the photograph to the visitor rather than present them with a hard copy photograph. W Thompson said both options could be offered to the visiting golfer.

Following further discussions and questions, W Thompson said he would like to defer a decision for a month in order to give the sub-committee members time to reflect upon the proposal and to come back to the next meeting with their thoughts.

W Thompson said he would also like to defer the second pro-shop staffing issue until the next meeting also, as the decision on the photograph would have an influence on the staffing discussion.

#### **4. AOCB**

W Thompson said he had received one letter and the general manager two letters with regard to the club fitting experience. The three letters had all said the same thing; that the club fitting experience had been first class but the customers expressed disappointment on the fact that they could not buy the set of clubs from Carnoustie Golf Links.

W Thompson said he would like the sub-committee members to discuss this matter with their individual golf clubs and return to the next pro-shop sub-committee meeting so this matter could be discussed further.

Meeting closed at 19.00 hours