

Client	Combined Projects Westmead Pty Ltd
Location	Lot 4, 158 – 160 Hawkesbury Road Westmead
Document Type	Shadowing Impact Assessment
Date/Time	30 th August 2017.

THE ENTS TREE CONSULTANCY

The Ents Tree Consultancy.

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2 Introduction

2.1 On the 17th July 2017 Deicorp Pty Ltd engaged The Ents Tree Consultancy to complete a Shadow Assessment in regards to five Fig Trees adjoining the proposed development site at 158-164 Hawkesbury Road Westmead. This report will assess the nominated trees that are adjoining the site which may be impacted upon by the works or the associated activities. The client stated that the trees have been nominated to be inspected in relation to increased shade from a proposed development on Lot 2 and Lot 4. The proposed development involves the clearing of the existing land adjoining the trees, the construction of a new building and some landscape works. Consultation was sought with the client about the number and position of trees to be inspected prior to a survey being completed.

2.2 The site inspection of the nominated trees occurred on the 19th July 2017. The client was not present for the site inspection, however he issued a brief providing background information in regards to the trees on and adjoining the site. This tree report will detail the condition of the nominated trees, observe the proposed works and assess the impact of the shading of the trees on or adjoining the site. Recommendations for retention of the trees will be based on the proposed works and compatibility of the trees with the works as well as the trees hazard potential or ULE Rating. The report will also assess any potential impacts for trees nominated to be retained and attempt to remove or minimise them where possible. Recommended tree protection measures as set out in the Australian Standard AS4970 Protection of Trees on development sites will be nominated as required.

2.3 The purpose of this report is to assess the proposed works and the potential impacts on the trees due to the shading that it may cause during the winter months. The report will consider the health and suitability of the trees nominated at the time of the inspection. The report will also provide tree management options for trees on the site in regards to the proposed works. The Tree Protection Guidelines will be discussed for all trees nominated to be retained. The information in this report will be based on the information presented by the client at the time of the inspection as well as the site inspection. The Australian Standard AS4970 Protection of Trees on development sites will be used as a guide to managing the site. Additional Tree Protection measures are included in appendix 8.

2.4 To achieve the objectives of the report, the trees will be assessed noting the species, size, general condition. The trees will be assessed using the internationally recognised VTA assessment method for above ground parts only. The trees characteristics and eventual size will be taken into consideration as will the trees position in relation to structures and hard scapes. Recommendations will be outlined in section 5 of the report. A detailed list of the trees surveyed will be provided in Appendix 2 of the report and an existing numerical system has been used to identify them for this report and future reference on this job site.

3 Methodology

3.1 The trees were assessed using the standard Visual Tree Assessment technique (VTA). The trees were assessed from the ground for the purpose of this report.

3.2 A Lufkin 6.5m diameter tape was used to obtain the Diameter at breast height (DBH) as recommended at 1.4 metres unless otherwise stated due to variations in the trees form.

3.3 The height of the trees was estimated and the spread of the trees canopy was paced out.

3.4 A Canon 5D Digital camera with a 24-105mm lens was used to take all photographs in this report.

3.5 The ULE rating system has been used as a guide to assist in determining the Useful Life Expectancy of the trees surveyed. Refer to Appendices 1.

4 Discussion

4.1 The Ents Tree Consultancy has previously been engaged by Deicorp Pty Ltd to write reports on trees within the land on lots 4 & 5 at 158-164 Hawkesbury Road Westmead. The reports were commissioned to assess the impacts of the proposed construction for the nominated trees on the sites. Assessment of the trees adjoining the sites was not requested. On the 17th July 2017 Deicorp Pty Ltd engaged The Ents Tree Consultancy to complete a Shadow Assessment in regards to five Fig Trees adjoining the proposed development sites at Lots 2 & 4 158-164 Hawkesbury Road Westmead.

4.2 Based on the information provided by the client, all works within the trees projected structural root zones and tree protection zones have been completed. The works around the single tree (tree 10) and the stand of trees (trees 13-16) will not impact upon the trees root zones. The main issue raised by the local council is the potential to impact upon the trees health due to increased shading during the winter months. The Ents Tree Consultancy has worked on several projects where buildings have been constructed to the north of established fig trees and the trees are not visibly impacted upon by the works after several years. The projects observed are the University of NSW and the trees shaded are Moreton Bay Figs, Port Jackson Figs and Hills Figs.

4.3 **Tree 10** is a large and mature tree that stands alone to the south west of the proposed building planned to be constructed on lot 4. It is anticipated that the tree will have uninterrupted sun during the summer, slightly less during autumn and spring months, with less sun available during the winter months. Based on the shadow diagrams, (Appendix 4a), tree 10 will have shade during the morning until midday and then sun for the remainder of the day. It is not anticipated that this will have a significant impact on the health of the tree.

4.4 **Trees 13, 14, 15 & 16** are trees located in a stand to the south of the building. The trees have been aligned from east (tree 16) to west (tree 13). Each tree has some impact on another tree with the trees at the edges of the stand obtaining a larger share of resources from both the sun and the soil. Trees 14 and 15 are the most impacted by the configuration of the stand, however have adapted to obtain light where possible. It should be noted that these trees are in competition with each other each day and will be impacted upon at a similar rate based on seasons or shade levels. These specimens have evolved competing with each other and will adapt to changes as a group.

4.5 Based on the information provided by the client and the shadow diagrams, (Appendix 4a), trees 16, 15 and 14 will receive little sunlight during the winter months. The increased shade will have limited but varying impacts on trees 13-16. It is not anticipated that the increase in shade will significantly impact upon the health of trees 13-16. The trees in the stand will adapt to the changes in light.

4.6 To ensure that the trees have the best opportunity for survival, it is recommended that limited pruning occurs at any time to preserve photosynthetic area. It is recommended that where possible cultural practices are improved to encourage the trees health. Improved site specific watering and the application of mulch is recommended to an appropriate depth should occur. To identify the soil requirements for the trees, soil testing is recommended to identify the properties of the soil, the p/H which nutrients are required and in what quantities. Other soil factors can also be assessed at the time of the assessment to identify potential issues, ensuring optimal growing media for the trees into the future.

5 Recommendations

5.1 After reviewing the site and the information provided by the client it is estimated that there will be limited long term impacts on the trees proposed to be retained to the south of lots 2 & 4.

5.2 To ensure the impacts are offset as much as possible it is recommended that cultural practices are improved to ensure adequate growing conditions for each tree. This will include supplying adequate water and mulching to an appropriate level. It is recommended that the soil is tested for nutrients, p/H, bulk density ect, to ensure the growing media is optimal for the site. After the soil tests are completed it is recommended that the appropriate actions are taken to improve the soil conditions for the trees as required.

Please do not hesitate to call **0422 265 128** if you have any questions regarding the contents of this report.

Regards

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Disclaimer

All trees have been assessed based on the information and facts of the site and as presented by the client or relevant parties at the time of inspection. No responsibility can be taken for incorrect or misleading information provided by the client or other parties. The nominated tree/s are assessed for biological requirements and hazard potential with reasonable care. The trees are assessed from the ground and by visual means only unless otherwise stated. All tree protection and tree preservation measures are designed to minimise the damage to the tree/s or to reduce the hazard potential of the tree/s. No responsibility can be taken by the author of this report for future damage to structures by the existing trees or planted trees. Trees are inherently dangerous, therefore will always have a hazard potential. Trees fail in ways that are not predictable or fully understood. There is no guarantee expressed or implied that failure or deficiencies may not arise of the subject trees in the future. No responsibility is accepted for damage to property or injury/death caused by the nominated tree/s.

Appendix 1 ULE Rating

Useful Life Expectancy (ULE): Useful life expectancy refers to an expected period of time the tree can be retained within the landscape before its amenity value declines to a point where it may detract from the appearance of the landscape and/or becomes potentially hazardous to people and/or property. ULE values consider tree species, current age, health, structure and location. ULE values are based on the tree at the time of assessment and do not consider future changes to the tree's location and environment which may influence the ULE value.

Category rating:	Category definition in years:	Category rating:
1	> 40 Years	High
2	15 to 40 Years	Medium
3	10-20 Years	Low
4	0 Years	Dead

Appendix 2 Assessment of Trees

Tree No	Species	Height (m)	DBH* & DAC**	Canopy Spread (m)	TPZ ***	Health #	Structure #	ULE Rating *****	Landscape Rating +	Stars Rating +	Observations and comments
10	<i>Ficus macrophylla</i> Moreton Bay Fig	13	1.06 DAC 1.2	20	13 SRZ 3-5	A	A	2	H	H	Mature tree adjoining lot 4 in the allocated reserve, minor inclusions.
13	<i>Ficus macrophylla</i> Moreton Bay Fig	9	1.6 DAC 1.75	18	15 SRZ 4	A	A	2	H	H	Mature tree adjoining lot 4 in the allocated reserve, minor inclusions. This tree is partially suppressed by the adjoining trees.
14	<i>Ficus macrophylla</i> Moreton Bay Fig	15	.57, .73 DAC 1.02	15	12 SRZ 3-3	A	A	2	H	H	Mature tree adjoining lot 4 in the allocated reserve, minor inclusions.
15	<i>Ficus macrophylla</i> Moreton Bay Fig	11	.25, .60, .35 x 2 DAC .98	20	11 SRZ 3-2	A	Ba	2	H	H	Mature tree adjoining lot 4 in the allocated reserve, minor inclusions. Some wounds in vascular tissue and some suppression due to competition from adjoining trees.
16	<i>Ficus macrophylla</i> Moreton Bay Fig	16	1.81 DAC 1.95	25	15 SRZ 4-3	A	A	2	H	H	Mature tree adjoining lot 4 in the allocated reserve, minor inclusions. Some wounds from previous branch failures.

Explanatory Notes for Table

- *Dbh = Diameter of trunk at breast height.
- ** DAC = Diameter above the root collar used to measure the Structural Root Zone (SRZ).
- ***TPZ is the recommended TPZ 12x the DBH at 1.4m, SRZ is the trees structural root zone. Refer to AS4970 for details.
- ***** ULE Explanation can be found in Appendix 1.
- + IACA Landscape value and S.T.A.R.S Rating system. Refer to Appendix 5
- # Health and Structure values represented above are P = poor, BA = Below Average, A = Average, G = Good

Appendix 3 Images of Tree



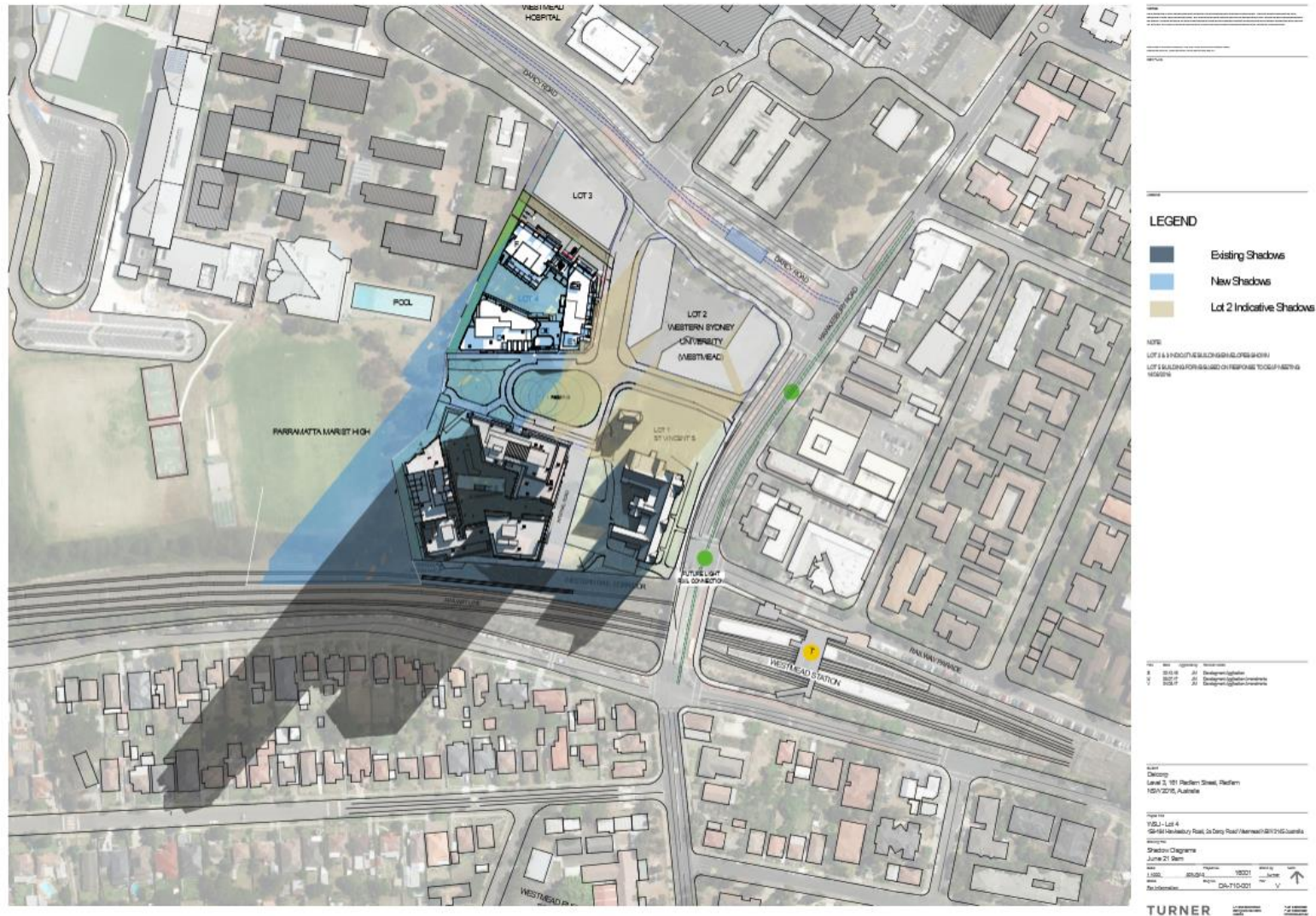
Image 1 above left shows trees 13 to 16 in the reserve to the south of the site. Image 2 above right shows tree 10 in the landscape.

Appendix 4 Existing Site Plan



Appendix 4a Shadow Diagrams

9am Shodow Diagram



12pm Shadow Diagram



3pm Shadow Diagram



Appendix 5 Legend for S.T.A.R.S matrix assessment

IACA Significance of a Tree, Assessment Rating System (STARS) © (IACA 2010)©

In the development of this document IACA acknowledges the contribution and original concept of the Footprint Green Tree Significance & Retention Value Matrix, developed by Footprint Green Pty Ltd in June 2001.

The landscape significance of a tree is an essential criterion to establish the importance that a particular tree may have on a site. However, rating the significance of a tree becomes subjective and difficult to ascertain in a consistent and repetitive fashion due to assessor bias. It is therefore necessary to have a rating system utilising structured qualitative criteria to assist in determining the retention value for a tree. To assist this process all definitions for terms used in the *Tree Significance - Assessment Criteria* and *Tree Retention Value - Priority Matrix*, are taken from the IACA Dictionary for Managing Trees in Urban Environments 2009.

This rating system will assist in the planning processes for proposed works, above and below ground where trees are to be retained on or adjacent a development site. The system uses a scale of *High*, *Medium* and *Low* significance in the landscape. Once the landscape significance of an individual tree has been defined, the retention value can be determined.

Tree Significance - Assessment Criteria



1. High Significance in landscape

- The tree is in good condition and good vigour;
- The tree has a form typical for the species;
- The tree is a remnant or is a planted locally indigenous specimen and/or is rare or uncommon in the local area or of botanical interest or of substantial age;
- The tree is listed as a Heritage Item, Threatened Species or part of an Endangered ecological community or listed on Councils significant Tree Register;
- The tree is visually prominent and visible from a considerable distance when viewed from most directions within the landscape due to its size and scale and makes a positive contribution to the local amenity;
- The tree supports social and cultural sentiments or spiritual associations, reflected by the broader population or community group or has commemorative values;
- The tree's growth is unrestricted by above and below ground influences, supporting its ability to reach dimensions typical for the taxa *in situ* - tree is appropriate to the site conditions.

2. Medium Significance in landscape

- The tree is in fair-good condition and good or low vigour;
- The tree has form typical or atypical of the species;
- The tree is a planted locally indigenous or a common species with its taxa commonly planted in the local area
- The tree is visible from surrounding properties, although not visually prominent as partially obstructed by other vegetation or buildings when viewed from the street,
- The tree provides a fair contribution to the visual character and amenity of the local area,
- The tree's growth is moderately restricted by above or below ground influences, reducing its ability to reach dimensions typical for the taxa *in situ*.

3. Low Significance in landscape

- The tree is in fair-poor condition and good or low vigour;
- The tree has form atypical of the species;
- The tree is not visible or is partly visible from surrounding properties as obstructed by other vegetation or buildings,
- The tree provides a minor contribution or has a negative impact on the visual character and amenity of the local area,
- The tree is a young specimen which may or may not have reached dimension to be protected by local Tree Preservation orders or similar protection mechanisms and can easily be replaced with a suitable specimen,
- The tree's growth is severely restricted by above or below ground influences, unlikely to reach dimensions typical for the taxa *in situ* - tree is inappropriate to the site conditions,
- The tree is listed as exempt under the provisions of the local Council Tree Preservation Order or similar protection mechanisms,
- The tree has a wound or defect that has potential to become structurally unsound.

Environmental Pest / Noxious Weed Species

- The tree is an Environmental Pest Species due to its invasiveness or poisonous/ allergenic properties,
- The tree is a declared noxious weed by legislation.


Hazardous/Irreversible Decline

- The tree is structurally unsound and/or unstable and is considered potentially dangerous,
- The tree is dead, or is in irreversible decline, or has the potential to fail or collapse in full or part in the immediate to short term.

The tree is to have a minimum of three (3) criteria in a category to be classified in that group.

Note: The assessment criteria are for individual trees only, however, can be applied to a monocultural stand in its entirety e.g. hedge.

Table 1.0 Tree Retention Value - Priority Matrix.

		Significance				
		1. High	2. Medium	3. Low		
		Significance in Landscape	Significance in Landscape	Significance in Landscape	Environmental Pest / Noxious Weed Species	Hazardous / Irreversible Decline
Estimated Life Expectancy	1. Long >40 years					
	2. Medium 15-40 Years					
	3. Short <1-15 Years					
	Dead					
<p><u>Legend for Matrix Assessment</u></p> <div style="text-align: right;">  </div>						
		Priority for Retention (High) - These trees are considered important for retention and should be retained and protected. Design modification or re-location of building/s should be considered to accommodate the setbacks as prescribed by the Australian Standard AS4970 <i>Protection of trees on development sites</i> . Tree sensitive construction measures must be implemented e.g. pier and beam etc if works are to proceed within the Tree Protection Zone.				
		Consider for Retention (Medium) - These trees may be retained and protected. These are considered less critical; however their retention should remain priority with removal considered only if adversely affecting the proposed building/works and all other alternatives have been considered and exhausted.				
		Consider for Removal (Low) - These trees are not considered important for retention, nor require special works or design modification to be implemented for their retention.				
		Priority for Removal - These trees are considered hazardous, or in irreversible decline, or weeds and should be removed irrespective of development.				

REFERENCES

Australia ICOMOS Inc. 1999, *The Burra Charter – The Australian ICOMOS Charter for Places of Cultural Significance*, International Council of Monuments and Sites, www.icomos.org/australia

Draper BD and Richards PA 2009, *Dictionary for Managing Trees in Urban Environments*, Institute of Australian Consulting Arboriculturists (IACA), CSIRO Publishing, Collingwood, Victoria, Australia.

Footprint Green Pty Ltd 2001, *Footprint Green Tree Significance & Retention Value Matrix*, Avalon, NSW Australia, www.footprintgreen.com.au

Appendix 6 References

- Australia ICOMOS Inc. 1999, *The Burra Charter – The Australian ICOMOS Charter for Places of Cultural Significance*, International Council of Monuments and Sites, www.icomos.org/australia
- Draper BD and Richards PA 2009, *Dictionary for Managing Trees in Urban Environments*, Institute of Australian Consulting Arboriculturists (IACA), CSIRO Publishing, Collingwood, Victoria, Australia.
- Footprint Green Pty Ltd 2001, *Footprint Green Tree Significance & Retention Value Matrix*, Avalon, NSW Australia, www.footprintgreen.com.au
- Harris, R. W; Clark, J.R; & Matheny, N.P (2004). *Arboriculture: Integrated Management of Landscape Trees, Shrubs & Vines* 4th Edition, Prentice Hall, New Jersey
- Shigo, A.L. (1986). *A New Tree Biology*. Shigo & Trees, Associates, Durham, New Hampshire
- Hadlington, P. & Johnston, J. (1988). *Australian Trees: Their Care & Repair*. University of NSW Press, Kensington
- Lonsdale, D. (1999). *Principles of Tree Hazard Assessment & Management*. Forestry Commission, The Stationery Office, London
- Mattheck, C. & Breloer, H. (1994). *The Body Language of Trees*. Research for Amenity Trees No.4. The Stationery Office, London

Appendix 7 Glossary of Terms

Abiotic	Nonliving
Anthrachnose	a fungal disease causing dead areas on the leaves, buds, stems.
Arboriculture	The science and art of caring for trees, shrubs and other woody plants in landscape settings.
Barrier Zone	Protective boundary formed in new wood in response to wounding or other injury.
Biotic	Alive, pertaining to living organisms.
Branch attachment	The structural union of a lateral branch.
Callus	Undifferentiated tissue produced in response to wounding.
Canker	A dead spot or necrotic lesion that is caused by a bark inhabiting organism/pathogen.
Cavity	an open wound characterized by the presence of decay resulting in a hollow.
Collar	the ring of tissue that surrounds the lateral branch at its point of attachment.
Compartmentalization	A physiological process that creates the chemical and physical boundaries that act to limit the spread of disease and decay organisms.
Compression wood	A type of reaction wood that forms on the underside of branches which tends to maintain a branch angle of growth.
Crown	The above ground parts of the tree, including the trunk.
DBH	The diameter of a trees trunk measured at 1.4m.
Decay	Process of degradation of woody tissues by fungi and bacteria through the decomposition of cellulose and lignin.
Decline	Progressive decrease in health of organs or the entire plant usually caused by a series of interacting factors.
Drip line	The width of the crown, as measured by the lateral extent of the foliage.
Epicormic shoot	a shoot that arises from latent or adventitious buds that occur on stems, branches or the bases of trees.
Included bark	Pattern of development at branch junctions where bark is turned inward, rather than pushed out; contrast with the branch bark ridge.
Mortality Spiral	The sequence of events describing a change in the trees health from vigorous to declining to death.
Photosynthesis	The transformation in the presence of chlorophyll and light, of carbon dioxide from (the air) and water (primarily from soil) into a simple carbohydrate and oxygen.
Pruning	systematic removal of branches of a plant usually a woody perennial.
Reaction wood	Specialized secondary xylem that develops in response to a lean or similar mechanical stress to restore the stem to vertical.
Taper	The change in diameter over the length of trunks and branches. Important to mechanical support.
Tension wood	A type of reaction wood that trees form on the upper side of branches and stems and roots.
VTA	Visual Tree Assessment is a method of evaluating structural defects and stability in trees.
Wound	Any injury that induces a compartmentalization response.

Appendix 8, The Ents Tree Consultancy Tree Protection Guidelines

Definitions

- A. Tree Protection Zone (TPZ),** The TPZ is divided into 2 areas. 1 The Structural Root Zone delineated by an area nominated in table section 4 of the report and is assumed to contain most structural roots. The Tree Protection Zone that is twelve times the diameter of the tree trunk which is used to gauge the amount of feeder roots. No machinery works are permitted in these areas unless specified in this report or without written approval from the Council or the Arborist employed for this job site.
- B. Qualified Arborist,** for supervision of works and reports level 5. For carrying out tree works level 3 Levels are as recognised by the Australian training framework.

Standards, AS4970 2009, Protection of Trees on development sites. AS 4373: 1996, The pruning of amenity trees.

Tree Protection Generally

1. Prior to works commencing erect a 1800mm chain mesh fence to protect the trees trunk at 12x Dbh or as specified in this report. The Tree Protection Zones as nominated should be marked with line marking paint and observed as an area free from machinery for the duration of the works unless stated otherwise in the accompanying report. Do not remove, alter or relocate without the approval of the Council or the Arborist employed for this site.
2. Trees to be protected in the works contract are items entrusted to the Contractor /owner by the Council for the purpose of carrying out the work under the Contract. The Contractor/owner has obligations to protect these trees as part of the care of the work in the contract conditions.
3. Prior to commencing work on Site confirm with the Council all trees to be protected for the duration of the Works. Confirm also all access and haulage routes, storage areas, tree protection measures and work procedures. Ensure that the protection measures are in place prior to commencing work.
4. Use suitably qualified Arborist (level 5) to supervise earthworks or activities within the Structural Root Zone of tree, Do not severe roots 50mm or greater, which may cause damage to or affect the health of trees. Pruning of trees by the contractor is not permitted. If pruning works are required a suitably qualified (Minimum level 3) arborist will complete all works in the crown. All root pruning must be completed and documented by the level 5 site arborist.
5. Ensure construction trailers, vehicles and equipment do not come in contact with any tree at any time. Do not locate storage areas within the nominated Tree Protection Zone. Do not deposit or store materials, spoil, contaminants, and waste or washout water within Tree Protection Zone.
6. Take all reasonable precautions to protect trees to be retained on site from damage and decline, maintaining their health during the Contract. Implement recognised best practice industry standards to satisfy horticultural requirements for tree care.
7. Assess and monitor water stress in relation to trees on site. This is of particular importance if earthworks have occurred. Apply sufficient water to the trees on site as required to keep the trees healthy. Immediately report to the Council and site arborist, any trees on site that are injured, damaged or are in decline.

NOTE: Failure to comply with any part of these tree protection guidelines or the Australian standard AS4970 or AS4373 will result in the party breaching the Tree Protection Guidelines taking responsibility for all associated consequences.

Appendix 9 Curriculum Vitae

Education and Qualifications

- 2005 Diploma of Arboriculture (AQF Cert 5), Ryde TAFE. Distinction.
- 2000 Tree Climbing Course (AQF Cert 2), Ryde TAFE.
- 1999 Advanced Certificate in Urban Horticulture, (AQF Cert 4), Ryde TAFE. Distinction.
- 1995 Greenkeepers Trade Certificate (AQF 3) Ryde TAFE. Credit.
- 1991 Higher School Certificate.
-

Conference Attendance/presentation of Scientific Papers

- **Barrell Tree Care Workshop- Trees on Construction Sites (Brisbane 2005)**
- **Tree Logic seminar- Urban Tree Risk Management (Sydney 2005)**
- **Tree Pathology and Wood Decay Seminar Sydney (2004)**
- **Excelsior Training Claus Mattheck (Sydney 2001)**
- **Managing Mature Trees NAAA(Sydney 2000), Presented a Paper "Habitat Value of Mature Trees"**

Industry Experience

- **2004 to Date, Sole Trader The Ents Tree Consultancy.** Consultant for the Royal Botanic Gardens, Consultant Parramatta Park Trust, Consultant/ Expert Witness Woollahra Council. Master plan works for Sydney University, Taronga Zoo and University of NSW. Writing of tree reports for development applications for Energy Australia, Numerous Architectural Firms and builders. Provision of master plans, hazard evaluations, tree management plans and expert witness reports. Hazard assessments, tree surveys and consultations.
 - **2003 to 2008, Arborist University of New South Wales.** Survey all trees on site, developed a Tree Management Database. Minimise hazard potential of all trees on site through evaluation and works. Generate and prioritise works and tree assessment based areas usage, tree conditions and staff required. Development of UNSW Tree Protection Guidelines for master planning works. Acting Supervisor December 2006 to May 2007.
 - **2003 Tree management Officer Randwick Council.** Liaise with public to explain and enforce the councils Tree Preservation order. Management of internal staff and contractors. Project management and co-ordination of street tree planting and maintenance.
 - **1999 to 2003 Animal Food Production Manager and Arborist.** Management of Koala food Plantation, Management of animal food supply registry for herbivores/omnivores. Coordination of staff contractors and volunteers. Maintain and manage tree management database, complete tree works within zoo grounds and at zoo owned plantations. Acting supervisor 6 month period 2002 for grounds dept and asset management trade team (60 Staff).
 - **1998 to 1999 Sole Trader Techniques Lawn & Garden Consultancy.** Lawn, garden and Tree care. Garden design and maintenance. Tree works and tree removal. Installation of irrigation equipment.
 - **1997 to 1998 Greenkeeper / Horticulturist Muirfield Golf Course.** General grounds duties, machinery maintenance, horticultural works, tree works
- 1992 to 1997 Greenkeeper / Horticulturist Ashlar Golf Course.** General grounds duties, machinery maintenance, horticultural works, tree works.