

**LANTRA**

**LANTRA**

Employee Rights and  
Responsibilities (ERR)  
Workbook

**Horticulture**

February 2014

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Dear Apprentice

Welcome to your Employee Rights and Responsibilities Workbook: You can make it your own – start by adding your personal and apprenticeship details below.

Name	
Job title	
Apprenticeship title and pathway you are choosing	
Date started	
Employer name	
Employer address	
Centre name (College or training provider)	
Centre address	
Tutors name	

Now you have enrolled on an apprenticeship programme, you will be learning new skills and gaining knowledge that will lead you towards successful completion of the Apprenticeship.

One of the first parts of your Apprenticeship programme will be an induction programme organised by your employer or training provider. This will help to explain what your new employer's expectations are, what the apprenticeship covers, as well as finding out about what is expected of you during your apprenticeship.

This workbook will help you during the early days of your apprenticeship. It outlines some of the work-related things you should be aware of, such as:

- What the employment law says and how it affects you in your job
- Where you can go for help and advice during the apprenticeship
- How you can move on within your career

This workbook is an important part of your apprenticeship and must be completed before your apprenticeship finishes and you apply for your completion certificate.

In some cases, information will be given in the workbook. In other cases you will be given a website address or other contact for where you can find more detailed information.

You might want to go through this workbook by yourself, but you will probably want to talk about some of the things with a friend, colleague, supervisor, manager or your training provider.

You will also be asked a number of questions throughout the workbook. It is important that you answer these questions correctly. Your assessor or manager will check your answers. Once finished make sure the completion sheet at the back of the work book is signed by you and your employer and assessor.

Good luck with your programme.

***The Lantra Apprenticeship Team***

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# Employee Rights and Responsibilities Workbook for Horticulture Apprenticeships February 2014

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# Section 1 – Introduction

## What is an Apprenticeship?

Apprenticeships are nationally recognised training schemes which combine practical work experience through employment with learning and training, both on and off-the-job.

Apprenticeships involve a partnership approach between apprentices, employers and training providers. They are designed by industry, developed by businesses, training providers and Sector Skills Councils, and are therefore tailored to meet the needs of each specific sector.

Apprenticeships are available to anyone from the age of 16 who is not in full-time education. However, some Apprenticeships may be subject to minimum entry requirements.

## What will you have to do to complete your Apprenticeship?

There are two levels of Apprenticeship within the Horticulture industry Level 2 and Level 3.

### **Intermediate Apprenticeship (England)/Foundation Apprenticeship (Wales)**

If you are doing an Intermediate Apprenticeship/Foundation Apprenticeship you will need to complete the following qualifications and training:

**Competence qualification:** you will be completing the qualification below:

- **Level 2 Diploma in Work-based Horticulture with pathways in:**
  - Horticulture
  - Production and Commercial Horticulture
  - Landscaping
  - Sports Turf
  - Parks, Gardens and Green Space
  - Cemeteries
  
- **The Knowledge** aspect of the following units of the Diploma in Work-based Horticulture must be independently assessed:
  - Monitoring and maintaining health and safety
  - Maintain and develop personal performance



- Establishing and maintaining effective working relationship with others
- Levelling and preparing sites for landscaping
- Clearing horticultural and landscaping sites
- Establishing crops or plants in growing medium
- Preparing ground for seeding and planting
- Establishing plants and/or seeds in soil
- Maintain the health of sports turf
- Maintain the condition of sports turf surfaces
- Renovate and repair sports surfaces
- Prepare and excavate internment plots (Dig graves)
- Prepare, backfill and restore graves and internment plots
- Use and maintain non-powered and hand held powered tools and equipment
- Use and maintain pedestrian controlled powered equipment
- Use and maintain ride-on powered equipment
- Monitor and report on the growth and development of crops and plants
- Remove unwanted plant growth to maintain development
- Carry out harvesting operations
- Plant nomenclature, terminology and identification
- Communicate information within the workplace
- Load and unload physical resources within the work area
- Prepare and operate a tractor and attachments
- Identify and report the presence of pests, diseases and disorders

- **Key Skills (England)/Essential Skills (Wales and Northern Ireland):**

Application of Number Level 1  
Communication Level 1.

**OR**

- **Functional Skills (England)**

Maths Level 1  
English Level 1.

- **Personal Learning and Thinking Skills (PLTS)**  
- Record of Achievement

- **Employee Rights and Responsibilities**

Your employer may ask you to do some other training as well depending on what tasks you need to do.

If you are successful in completing the Intermediate Apprenticeship, you may then want to go on to do further training such as specialist technical training or the Level 3 Diploma in Work-based Horticulture, Advanced Apprenticeship/Apprenticeship.

## **Advanced Apprenticeship (England)/Apprenticeship (Wales)**

If you are doing an Advanced Apprenticeship/Apprenticeship you will need to complete the following qualifications and training:

**Competence qualification:** you will be completing one of the qualifications below:

- **Level 3 Diploma in Work-based Horticulture with pathways in:**
  - Production and Commercial Horticulture
  - Landscaping
  - Sports Turf
  - Parks, Gardens and Green Space.
  
- **The Knowledge** aspect of the following units of the Diploma in Work-based Horticulture must be independently assessed:
  - Promote, monitor, and maintain health and safety and security
  - Specify the maintenance of landscapes
  - Plan and manage the control of pests, diseases and disorders
  - Estimate and programme resource requirements for landscaping
  - Manage your own resources
  - Monitor landscape maintenance and inspect landscape features and facilities
  - Evaluate ground and environmental conditions to establish grassed and planted areas
  - Prepare sites for soft landscape establishment
  - Establish grass swards
  - Plan the maintenance, repair and renovation of sports turf areas
  - Plan and set out sports areas
  - Maintain irrigation systems
  - Provide nutrients to plants or crops
  - Monitor the development of crops or plants
  - Manage information for action
  
- **Essential Skills (Wales and Northern Ireland):**
  - Application of Number Level 2
  - Communication Level 2
  - Information Communication Technology Level 1

***OR***

- **Functional Skills (England)**

Maths Level 2  
English Level 2

- **Personal Learning and Thinking Skills (PLTS)**  
- Record of Achievement
- **Employee Rights and Responsibilities**

Your employer may ask you to do some other training as well depending on what tasks you need to do. These will be specific to the industry you are working in and will help you progress in your career.

If you are successful in completing the Intermediate Apprenticeship, you may then want to go on to do further training such as specialist technical training or the Advanced Apprenticeship/Apprenticeship.

# What do you know about your programme?

If someone asks you about your apprenticeship, could you give them a description? Use the space below to outline what you know and what you need to find out.

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## What is expected of you?

You will be expected among other things to:

- Turn up on time
- Comply with the company's policies and procedures
- Undertake the work as requested by your employer
- Complete assessments/training as required
- Attend college or training centre
- Look after the health and safety of yourself and your colleagues
- Respect the personal dignity of others.

Make a list of other things you will be expected to do which are relevant to your particular job.

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## What if I need extra help and support?

If you need extra support to complete your Apprenticeship then you must speak to your training provider who will give you advice and support about:

- **Access to Work**  
The Access to Work (ATW) Scheme is a Government scheme designed to provide practical help to overcome the barriers that people with a disability or health condition experience in the workplace. Through this scheme the Government will either pay for, or make a substantial grant towards, the costs of additional support needed as a result of a disability or health condition. This is essential to enable many people to find or stay in employment.
- **Additional Learning Support**  
For those individuals who are dyslexic and/or disabled, your training provider should give you access to confidential learning support information, advice and support. This may include referrals for dyslexia assessments and/or access to supportive technology.

## Do you have any questions?

If you are unsure of anything about your Apprenticeship you should first speak to your employer or training provider/college. If they are unable to help you then you can always contact the National Apprenticeship service [www.apprenticeships.org.uk](http://www.apprenticeships.org.uk) or Lantra's helpline on 0845 707 8007 between 9am – 5pm Monday to Friday or email [apprenticeships@lantra.co.uk](mailto:apprenticeships@lantra.co.uk).

## Who is Lantra?

Lantra is the Sector Skills Council for the land-based and environmental sector. To find out more about what we do, go to our website where you will find lots of useful information: [www.lantra.co.uk](http://www.lantra.co.uk).

Lantra is the organisation that is responsible for this Apprenticeship.

## What is the land-based and environmental sector?

The industry you will be working in sits within what is called the land-based and environmental sector. The other industries are listed below and are grouped in to three categories:

<b>Land management and production</b>	<b>Animal health and welfare</b>	<b>Environmental industries</b>
<ul style="list-style-type: none"><li>• Agriculture</li><li>• Aquaculture</li><li>• Fencing</li><li>• Floristry</li><li>• Land-based engineering</li><li>• Production horticulture</li><li>• Trees and timber.</li></ul>	<ul style="list-style-type: none"><li>• Animal care</li><li>• Animal technology</li><li>• Equine</li><li>• Farriery</li><li>• Veterinary nursing.</li></ul>	<ul style="list-style-type: none"><li>• Environmental conservation</li><li>• Fisheries management</li><li>• Game and wildlife management</li><li>• Horticulture, Landscaping and Sports Turf</li></ul>

## Did you know?

- The industries within the sector look after around 85% of all the land within the United Kingdom
- There are approximately 1,126,660 people who work within the land-based and environmental industries, with another 500,000 people who volunteer

- There are around 230,000 businesses within the sector which equates to approximately 9% of all UK businesses
- Many of these businesses are called micro-businesses as they employ fewer than ten people each.

To find out more about the industry you will be working in, check out Section 4.

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## Section 2 - The Business You Work For

This section is about your job role, what your employer expects from you and what you can expect from your employer.

### Contracts of Employment

When you start work for an employer, you will receive written information about what is expected of you, and what you can expect from your employer. This information is your Contract of Employment and should be explained to you at your induction. Some of the areas usually covered within a Contract of Employment are included in the table below.

Area	Description
Job description	What your job is and the tasks you will be expected to do.
Pay	How much you will be paid (e.g. per hour, per week, per month or per year). When you will be paid.
Hours of work	How many hours a day or a week you are expected to work. Flexible working hours, if applicable. Overtime arrangements.
Holiday	How many hours, days or weeks you may take as time off for holiday.
Sickness	How much time you may take off for sickness. Reporting sickness. When to get a sick note from the doctor. How much you will be paid when off sick.
Code of conduct	Your employer may ask you to wear a uniform or to dress in a certain way. You may also be expected to behave in a certain way, for example being polite to customers or other staff, turning up for work on time. Whether or not you are allowed to smoke on the premises.
Maternity and paternity leave	If you are about to have a baby, you will be allowed time off when the baby is born.
Grievance procedure	If you are unhappy about something that has happened to you at work, your employer should have a system for dealing with this.

Disciplinary procedure	Your employer will have a system for dealing with any member of staff who misbehaves. For example, the employer may issue a verbal warning, followed by a written warning, followed by dismissal. This will depend on the nature of the offence and on the behaviour of the person who has committed the offence. Everyone has a right to representation at a disciplinary meeting.
Harassment or bullying	Your employer may have a system in place for dealing with harassment or bullying among the staff.
Health and safety	Your employer should have a health and safety policy, and this may well be presented within the Contract of Employment.
Equal opportunities	Your employer should have an equality and diversity policy, and this may well be presented within the Contract of Employment.

## Task 1

You now need to answer all of the following questions:

1. What do you do if you are unable to go to work because you are unwell?

.....  
.....  
.....

(Notes for assessors: can describe and work within their organisation's principles and codes of practice. Knows and understands the procedures and documentation in their organisation which recognises and protects their relationship with their employer)

2. What is the maximum number of hours per week you can be asked to work?

.....  
.....

(Notes for assessors: knows and understands the range of employer and employee statutory rights and responsibilities under employment law and that employment rights can be covered by other legislation as well. This should cover apprentice's rights and responsibilities under the Equality Act 2010 and Health and Safety, together with the responsibilities and duties of employers)

3. Where can you find out information on your employment rights?

.....  
.....

(Notes for assessors: knows and understands the range or sources of information and advice available to them on their employment rights and responsibilities)

4. Describe how the company's grievance procedure works?

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.....  
.....  
.....

(Notes for assessors: can describe and work within their organisation's principles and codes of practice)

5. Explain why it is important to inform your employer of any changes to your personal information?

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(Notes for assessors: knows and understands the procedures and documentation in their organisation which recognises and protects their relationship with their employer)

6. Where can you find out information about Access to Work?

.....

.....

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(Notes for assessors: knows and understands the range or sources of information and advice available to them on their employment rights and responsibilities. Details of Access to Work and Additional Learning Support must be included)

7. Who might you approach to find out more about Additional Learning Support?

.....

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(Notes for assessors: knows and understands the range or sources of information and advice available to them on their employment rights and responsibilities. Details of Access to Work and Additional Learning Support must be included)

## Section 3 – You and the law

There are laws that exist to protect you and all employees from unfair treatment at work. Some of them are summarised below. Please be aware that the below were applicable at the time of the workbook development. However, legislation is updated and so there may be more up-to-date amendments/legislation available.

### Employment and other associated legislation

Please note: the legislation listed in this section is set by the UK Government but there may be some differences in the legislation depending upon national rules for England, Northern Ireland, Scotland and Wales.

Legislation	Key points
Equality Act 2010	It is unlawful to directly or indirectly discriminate against anyone, harass them or insult their personal dignity. This Act brings together and strengthens nine previous pieces of legislation including those on disability, sex (gender), race and other grounds of discrimination, including: age, religion and belief, sexual orientation, gender reassignment, pregnancy and maternity, marriage and civil partnership.
Data Protection (Amendment) Act 2003	This Act covers all information held about individuals by an employer. The Act covers both computerised and manual records. The information must be held in a secure place and should not be available to unauthorised people.
Employment Act 2008 (Flexible Working Regulations)	This makes changes to maternity, paternity and adoption rights in the Employment Rights Act 1996. For example, employees who are parents are allowed to request flexible working arrangements.
Employment Relations Act 2004	This enables employees to be accompanied by a trade union official or colleague at a disciplinary or grievance hearing.
Employment Act 2002	This entitles employees to certain rights including: <ul style="list-style-type: none"> <li>• Maternity leave</li> <li>• Unpaid time off to care for a dependant</li> <li>• A statement of employment particulars</li> <li>• An itemised pay statement</li> </ul>

Legislation	Key points
	<ul style="list-style-type: none"> <li>• A minimum period of notice on termination of employment</li> <li>• Redundancy payment</li> <li>• Written statement of reasons for dismissal.</li> </ul>
Human Rights Act 1998	This incorporates rights under the European Convention of Human Rights into domestic law. Individuals can bring claims under the Human Rights Act against public authorities for breaches of Convention rights. UK courts and tribunals are required to interpret domestic law, as far as possible, in accordance with Convention rights.
National Minimum Wage Act 1998	Workers must not be paid less than a designated minimum rate per hour.
National Minimum Wage Regulations 1999	These contain detailed rules as to who qualifies for the national minimum wage.
Part-time Workers Regulations 2000	These give part-time workers the right not to be treated less favourably than comparable full-time workers unless the difference in treatment is objectively justifiable.
Protection from Harassment Act 1997	It is unlawful to harass someone. Individuals can claim damages and/or seek a court order to stop the harasser from continuing the harassment. In certain circumstances under this law, bullying becomes an offence of harassment.
Working Time (Amendment) Regulations 2003	These include: <ul style="list-style-type: none"> <li>• Maximum average of 48 hours per week (with exceptions)</li> <li>• Daily and weekly rest breaks</li> <li>• Special provisions relating to night work.</li> </ul>

Several organisations offer further information, help and advice on matters relating to the legislation listed above. Here are some examples:

- National Minimum Wage helpline: telephone 0800 917 2368
- Advice and guidance on employment rights can be found at [www.direct.gov.uk](http://www.direct.gov.uk)
- Details of information relating to equal opportunities: [www.eoc.org.uk](http://www.eoc.org.uk) or telephone 0845 604 6610
- Citizens Advice: [www.citizensadvice.org.uk](http://www.citizensadvice.org.uk)
- Full current details on all aspects of entitlements for citizens: <http://www.direct.gov.uk/en/index.htm>.

## Health and safety legislation (responsibility and duty of employers)

There are a lot of laws that have been developed in order to protect you and everyone else at your place of work. In some cases, laws have been created as a direct result of accidents that have happened to people.

A very brief overview of many of these laws is given below, but for full details of each law you will need to refer to other sources of information. One of the best sources of information is the Health and Safety Executive, website address [www.hse.gov.uk](http://www.hse.gov.uk) telephone 0845 345 0055.

Legislation	Key points
<p>Health and Safety at Work etc. Act 1974</p> <p>Management of Health and Safety at Work Regulations 1999</p> <p>Corporate Manslaughter and Homicide Act 2007 (covers death by neglect at work)</p> <p>Safeguarding Vulnerable Groups Act 2006 (covers those under 18 and vulnerable adults)</p>	<p>Employers must ensure, so far as is reasonably practicable, the health, safety and welfare of employees and any other people who may be affected by what they do.</p> <p>In order to do this, employers must be aware of any risks associated with the work, and must remove or control these risks. Staff can help by telling their employers about any aspects of their job that could be dangerous.</p> <p>There must be procedures to be followed in the event of an emergency.</p> <p>When working alone it is the employer's duty to assess risks to lone workers and take steps to avoid or control risks where necessary. Employees have responsibilities to take reasonable care of themselves and other people affected by their work and to co-operate with their employers in meeting their legal obligations.</p>
<p>Health and Safety (Consultation with Employees) Regulations 1996</p>	<p>Employers must talk to their staff about health and safety matters, for example about work equipment, procedures and training.</p>
<p>Personal Protective Equipment Regulations 2002</p>	<p>Where risks to health and safety cannot be adequately controlled by other means, suitable personal protective equipment (PPE) must be provided. Any PPE must be appropriate for the risks and maintained properly. Users must be trained in its use.</p>

Legislation	Key points
The Control of Substances Hazardous to Health Regulations 2002	Employers must assess and control the risks from hazardous substances. They must also check that the control measures are effective and tell their staff about the risks and precautions needed.
The Lifting Operations and Lifting Equipment Regulations 1998	All lifting equipment must be thoroughly examined and marked, and all lifting operations must be properly organised.
The Provision and Use of Work Equipment Regulations 1998	All equipment used at work must be suitable for the task, properly maintained, with dangerous parts safeguarded. Staff using the equipment must be adequately instructed. The equipment must be stable, and stop controls, including emergency stops, must be provided.
The Manual Handling Operations Regulations 1992	If manual handling operations cannot be avoided, steps must be taken to reduce the risk of injury.
The Health and Safety (First Aid) Regulations 1981	Adequate arrangements must be in place for first aid.
The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 1995	Certain accidents, incidents and occupational diseases must be reported to the Health and Safety Executive within specified time limits.
The Control of Noise at Work Regulations 2005	Employers must assess the risks from exposure to noise at work and take action when workers' daily exposure reaches certain levels.
The Electricity at Work Regulations 1989	Precautions must be taken against the risk of death or injury from electricity. Electrical equipment must be safe and properly maintained.
The Health and Safety (Young Persons) Regulations 1997	Employers must make sure that their risk assessment for employed young people under the age of 18 takes full account of their inexperience, immaturity and lack of awareness of relevant risks.



Legislation	Key points
The Confined Spaces Regulations 1997	Avoid working in a confined space. If you have to work in a confined space, follow a safe system of work and make arrangements in case something goes wrong.
The Health and Safety (Safety Signs and Signals) Regulations 1996	Safety signs must be displayed where there is a significant risk to health and safety not controlled by other methods.

Working in the environmental and land-based sector often involves lone working or working with large equipment and machinery, this can lead to accidents and it is therefore essential that you think carefully about the jobs that you do and how you can do them safely. Your employer will instruct you or give you training for some of the jobs you do, but you are also responsible for your own safety and that of your colleagues.

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## Task 2

You now need to answer the following questions:

1. Give one example of a health and safety regulation which applies to your workplace:

.....  
.....

(Notes for assessors: knows and understands the range of employer and employee statutory rights and responsibilities under employment law and that employment rights can be covered by other legislation as well. This should cover apprentice's rights and responsibilities under the Equality Act 2010 and Health and Safety, together with the responsibilities and duties of employers)

2. Give two examples of how your employer can improve your health and safety?

.....  
.....  
.....

(Notes for assessors: knows and understands the range of employer and employee statutory rights and responsibilities under employment law and that employment rights can be covered by other legislation as well. This should cover apprentice's rights and responsibilities under the Equality Act 2010 and Health and Safety, together with the responsibilities and duties of employers)

3. What do you do if you have an accident?

.....  
.....

(Notes for assessors: knows and understands the procedures and documentation in their organisation which recognises and protects their relationship with their employer. Health and Safety and Equality and Diversity training must be an integral part of the apprentice's learning programme)

4. Explain what you would do if a fire was to break out at your work place?

.....  
.....

(Notes for assessors: knows and understands the procedures and documentation in their organisation which recognises and protects their relationship with their employer. Health and Safety and Equality and Diversity training must be an integral part of the apprentice's learning programme)

5. Name two pieces of legislation that can affect your employment?

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(Notes for assessors: knows and understands the range of employer and employee statutory rights and responsibilities under employment law and that employment rights can be covered by other legislation as well.)

6. There are many areas of discrimination. List six of them:

.....  
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(Notes for assessors: knows and understands the procedures and documentation in their organisation which recognises and protects their relationship with their employer. Health and Safety and Equality and Diversity training must be an integral part of the apprentice's learning programme)

7. What do you do if you are the victim of discrimination in the workplace?

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.....

(Notes for assessors: knows and understands the procedures and documentation in their organisation which recognises and protects their relationship with their employer. Health and Safety and Equality and Diversity training must be an integral part of the apprentice's learning programme)

8. Give an example of what your employer must do if you have a disability?

.....  
.....

(Notes for assessors: knows and understands the range of employer and employee statutory rights and responsibilities under employment law and that employment rights can be covered by other legislation as well. This should cover apprentice's rights and responsibilities under the Equality Act 2010 and Health and Safety, together with the responsibilities and duties of employers)

9. Who can you contact for information and advice on:

Discrimination?.....

Pay? .....

Employment rights? .....

Disability? .....

(Notes for assessors: knows and understands the range or sources of information and advice available to them on their employment rights and responsibilities)

# Section 4 – Your industry

## The horticulture industry

The whole area of horticulture is a growth industry and one that offers a huge variety of opportunities. There are around 18.5 million gardens in the UK and gardening is more popular than ever. All gardening enthusiasts need support from those who develop, grow, sell and maintain plants.

The full range of horticultural industries offers the chance to develop technical, practical, creative and business skills in areas that are exciting, constantly changing and highly specialised. As new technology advances, the opportunities continue to grow.

Horticulture is a huge industry and the largest employer in the UK. The horticulture industry is broadly broken into three sectors:

- Amenity
- Landscaping
- Production horticulture.

## Amenity/landscaping

Amenity horticulture, or landscaping, covers the design, planning, creation and maintenance of designed landscapes, both urban and rural, and the interiors of buildings. It involves everything from the management of sports turf, golf courses, parks and historic gardens to planning of domestic gardens and leisure facilities. There are different parts of the industry, from those that work on large construction projects, for example motorway maintenance, to services for people and companies such as landscape gardening.

## Facts and figures

- There are 16,550 landscaping businesses in the UK employing 172,000 people
- 44% of the workforce is estimated to be self-employed.

## Production horticulture

Production horticulture is the production of fruit, vegetables, glasshouse crops, plants, flowers and bulbs, nursery stock, trees and mushrooms.

## Facts and figures

- There are 7,775 production horticulture businesses in the UK
- In England and Wales, there are 65,501 full and part-time workers, as well as thousands of seasonal or casual workers
- 56% of the workforce are self-employed.

## Did you know?

### Horticulture:

- There are approximately 85.4 million blades on the average football pitch.
- Most oak trees don't grow acorns until they are at least 50 years old
- Garden gnomes were introduced to England in 1847 by Sir Charles Isham (1819-1903), a vegetarian spiritualist who hoped that his 21 porcelain Gnome-figures would attract real gnomes to his garden in Northamptonshire
- Research by Newcastle University calculated that the average back garden contains 3.5 million species – twice as many as have been identified on the planet
- There are some very dangerous seeds, such as those that come from deadly nightshade; two berries could kill you. Even more dangerous are the seeds from the castor-oil plant – one bean will kill an adult
- Landscaping your garden can increase the value of your home by 15% or more
- The largest leaves on a plant are on the Amazon water lily. In a single year the plant will produce leaves of more than 2m (6.6ft) across
- The largest seed in the world is the double coconut. It can measure up to 50cm (1.6ft) around the middle
- Britain has about 16 million back gardens, each containing more than 4,000 invertebrates (worms, spiders, insects) and about 250 plants.

### Production horticulture

- If you laid all the British potatoes that are turned into chips every year end to end they would stretch around the world 76 times
- The chips eaten in Great Britain each year come from potatoes weighing the equivalent of nearly 2.9 million Formula 1 cars. Laid end to end, those chips would take you around Silverstone Grand prix circuit over 1.5 million times equivalent to more than 26,000 British Grand Prix circuits
- It would take an area the size of 56,000 Wembley Stadium football pitches to grow all the potatoes needed for the chips consumed in Great Britain each year
- Scientists have estimated that by the year 2015, carrots will be the new fuel of the future with 6,000 carrots needed per mile
- The largest fruits are giant pumpkins, specially grown and bred for their size. The largest ones can weigh over 1,000 pounds (about 454kg)

- There are over 7,500 known types of apple
- The only fruit to have seeds on the outside is the strawberry
- Apple pips contain cyanide.

## Job roles

There are many types of jobs available in the horticulture industry. Here are a few examples.

<b>Related jobs at Level 2</b>	<b>Brief description of responsibilities:</b>
Gardener	Gardeners grow and maintain plants in a variety of different settings. These include public and historical parks, private and botanical gardens, plant nurseries, sports facilities, roadside verges and open green spaces.
Landscaper	Landscapers undertake similar work to a gardener, however, it is mainly in the private sector working on areas such as commercial premises or private households. Landscapers plant and manage borders and green spaces, build ponds and water features and undertake hard landscaping work such as driveways.
Nursery worker	Garden centre workers work in garden centres that sell plants and flowers to the public that they buy in though others may grow their own to sell. Recently, garden centres have branched out further into garden tools/machinery, conservatory/garden furniture, as well as protective clothing.
Fruit and vegetable production worker	This work could be within glasshouses or on large farms and varies from season to season. Some sites may specialise in certain fruit or vegetables but most will be involved in planting, tending, harvesting and storing all types of fruit or vegetables.
Machinery operator	A machinery operator will use a variety of different machinery to undertake a range of different jobs. These could include using a tractor to plough or drill or other machinery for harvesting crops. The role may also include the maintaining and cleaning of the machinery.
Greenkeeper	A greenkeeper is responsible for the maintenance, care and overall appearance of a golf course. It is their job to maintain a good and safe playing surface and ensure the course offers a consistent challenge and an enjoyable experience to golfers.
Groundsman	Groundsmen/women maintain a range of sports surfaces such as football, cricket and rugby pitches, tennis courts, bowling greens and horse racing courses.

<b>Related jobs at Level 3</b>	<b>Brief description of responsibilities:</b>
Horticultural technician	Horticultural technicians grow and care for plants, which may be for commercial, educational or research purposes. Horticultural technicians may focus on specific areas, such as tree disease or exotic flowers. Others may act as technical advisors to farmers, giving advice about plants and plant care.
Deputy head greenkeeper	A deputy head greenkeeper will report directly to the head greenkeeper and is responsible for ensuring the team of greenkeepers carry out the maintenance, care and overall appearance of a golf course whilst maintaining a good playing surface.
Deputy head groundsman	Work with the head groundsman to ensure that the playing surface is maintained in a good and safe condition. Groundsmen work with a range of sports surfaces such as football, cricket and rugby pitches and horse racing courses which may be made of either natural or synthetic turf or a combination.
Garden designer	Garden designers are experienced in dealing with all aspects of garden and landscape design. They generally provide a complete design service to clients enabling garden owners to enhance and make the most of their gardens.
Senior gardener	A senior gardener will manage a small team to maintain and improve parks and gardens in a variety of situations. It will be the responsibility of the senior gardener to ensure that the work is completed on schedule and to the correct standard.
Gardener (historic and botanic)	Gardeners grow and look after plants in various historical parks, private and botanical gardens. Many gardens are open to the public, so the gardener may engage in visitor management. Gardeners work to maximise visitor enjoyment by maintaining excellent standards of presentation within the environment.
Parks officer	Parks officers work for local councils and private companies managing parks and open and green spaces for the benefit of local residents and visitors. They supervise and allocate work to teams of gardeners and landscaping staff.

For more details about these, progression opportunities and other jobs in the industry go to [www.lantra.co.uk/careers](http://www.lantra.co.uk/careers) where you will find information about the skills and qualifications you may need to progress in the company and/or industry.



## Career information and advice

To find out more about possible career and training opportunities you could contact one of the following:

- Connexions – [www.connexions-direct.com](http://www.connexions-direct.com)
- National Careers Service: <https://nationalcareersservice.direct.gov.uk>
- Careers Wales – [www.careerswales.com](http://www.careerswales.com)
- Northern Ireland Careers service – [www.careersserviceeni.com](http://www.careersserviceeni.com).

## Key industry contacts

For further information about the industry you can check out:

- Arboricultural Association: [www.trees.org.uk](http://www.trees.org.uk)
- British Association of Landscape Industries (BALI): [www.bali.co.uk](http://www.bali.co.uk)
- Greenkeepers Training Committee: [www.the-gtc.co.uk](http://www.the-gtc.co.uk)
- The Health and Safety Executive: [www.hse.gov.uk](http://www.hse.gov.uk)
- Institute of Groundsmanship: [www.ioq.org](http://www.ioq.org)
- The National Trust: [www.nationaltrust.org.uk](http://www.nationaltrust.org.uk)
- Royal Horticultural Society: [www.rhs.org.uk](http://www.rhs.org.uk)
- Royal Botanic Gardens, Kew: [www.kew.org](http://www.kew.org)
- British Protected Ornamentals Association: [www.bpoaonline.co.uk](http://www.bpoaonline.co.uk)
- The Health and Safety Executive: [www.hse.gov.uk](http://www.hse.gov.uk)
- Horticultural Trades Association: [www.the-hta.org.uk](http://www.the-hta.org.uk)
- Institute of Horticulture: [www.horticulture.org.uk](http://www.horticulture.org.uk)
- Mushroom Growers Association: [www.mushroomgrowers.org](http://www.mushroomgrowers.org)
- National Farmers' Union: [www.nfu.org.uk](http://www.nfu.org.uk)
- Soil Association: [www.soilassociation.org](http://www.soilassociation.org)
- Turfgrass Growers Association: [www.turfgrass.co.uk](http://www.turfgrass.co.uk).

## Training and qualifications

For details of all qualifications listed on the qualifications and credit framework: <http://register.ofqual.gov.uk/>.

You may also find out more information on other courses and training opportunities through:

- Lantra: [www.lantra.co.uk](http://www.lantra.co.uk)
- Lantra Coursefinder: [www.lantracoursefinder.co.uk](http://www.lantracoursefinder.co.uk)
- Lantra Awards: [www.lantra-awards.co.uk](http://www.lantra-awards.co.uk)

- Land-based colleges: [www.landex.org.uk](http://www.landex.org.uk)
- City and Guilds Land-based Services (Previously NPTC): [www.nptc.org.uk](http://www.nptc.org.uk)
- City and Guilds: [www.cityandguilds.com](http://www.cityandguilds.com)
- ABC Awards: [www.abcawards.co.uk](http://www.abcawards.co.uk)
- Edexcel: [www.edexcel.com](http://www.edexcel.com).

The following sites will provide you with details of other qualifications that you may wish to consider when you have finished your Apprenticeship:

- Foundation Degrees: <http://www.direct.gov.uk>
- Land-based colleges: [www.landex.org.uk](http://www.landex.org.uk)
- UCAS: [www.ucas.ac.uk](http://www.ucas.ac.uk).

### **Task 3**

You now need to answer all of the following questions:

1. Draw a structure chart of your organisation, workplace or department, include your name and job title.

(Notes for assessors: understands the role played by their occupation within their organisation and industry)

2. Describe two things you have to do as part of your job and explain why they are important?

.....

.....  
(Notes for assessors: understands the role played by their occupation within their organisation and industry)

3. Give an example of how your work can cause concern to the public.

.....

.....  
(Notes for assessors: recognises and can form a view on issues of public concern that affect their organisation and industry)

4. Name two jobs that might be open to you if you complete your Apprenticeship.

.....

.....

5. What other related training/qualifications could you do when you have completed your Apprenticeship?

.....

.....

(Notes for assessors: has an informed view of the types of career pathways that are open to them)

6. Name two organisations that are associated with your industry and explain what they do and why they are important?

.....

.....

.....

.....  
(Notes for assessors: knows the types of representative bodies and understands their relevance to their industry and organisation, and their main roles and responsibilities)

7. Where can you go to get information and advice on:

The industry? .....

Your job? .....

Training? .....

Careers? .....

(Notes for assessors: knows where and how to get information and advice on their industry, occupation, training and career)

## Section 5 – Employee Rights and Responsibilities (ERR) completion sheet

Employee Rights and Responsibilities is a mandatory component of all Apprenticeship frameworks. A copy of Section 5 should be kept in your portfolio.

Complete (in BLOCK CAPITALS) and return:

Name of Apprentice	Name of Training Provider/Employer
Apprenticeship Framework:	
<input type="checkbox"/> Horticulture Apprenticeship/Foundation Apprenticeship/Level 2 <input type="checkbox"/> Horticulture Advanced Apprenticeship/Apprenticeship/Level 3	

The following tasks have been completed satisfactorily:

Task number	Assessor's name	Assessor's signature	Date
1	.....	.....	.....
2	.....	.....	.....
3	.....	.....	.....

I confirm that ..... (please insert learner's name) has successfully completed the Employment Rights and Responsibilities section of the Apprenticeship which has involved formal assessment.

The Apprentice has completed the following nine national outcomes satisfactorily:

1. Employment law and legislation that may affect their work. This includes discrimination, harassment, personal dignity, equality, health and safety, safeguarding and knowing what the employer's responsibilities and duties are.
2. Procedures and documentation within their organisation, which recognise and protect their working relationships. This includes health and safety, safeguarding and equality and diversity.

- 3.** The range or sources of information and advice available to them, including Access to Work and Additional Learning and Support.
- 4.** The role their organisation plays in the horticulture industry.
- 5.** The different career pathways/opportunities available to them.
- 6.** The representative bodies or organisations and their relevance to their employment/industry.
- 7.** Where and how to get information and advice on their industry, occupation, training and career.
- 8.** Their role and work within their organisation’s principles and codes of practice.
- 9.** Issues that may be of public concern that could affect their organisation and/or industry.

Apprentice’s name:                      Signature:                      Date:                      Date of birth:  
 .....                      .....                      .....                      .....

Employer’s name:                      Employer’s signature:                      Date:  
 .....                      .....                      .....

College/training provider’s name:                      Provider’s signature:                      Date:  
 .....                      .....                      .....

## Lantra

Lantra is the Sector Skills Council supporting skills, training and workforce development for businesses in the environmental and land-based sector. We are committed to helping everyone access the training, qualifications, skills and knowledge they need for business success and to develop their career.

We are an independent, UK-wide organisation that is owned and managed by our industries, which are grouped around land management and production, animal health and welfare and environmental industries.

We lead the way in understanding our industries' future skills and business needs. We work together with trade organisations, unions, training providers, governments and many more to maximise investment in skills.

[www.lantra.co.uk](http://www.lantra.co.uk)  
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**LANTRA** Environmental and land-based skills

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