



# HORTICULTURE OR LANDSCAPE CONSTRUCTION OPERATIVE

## Key information

**Reference:** ST0225

**Version:** 1.1

**Level:** 2

**Typical duration to gateway:** 24 months

**Typical EPA period:** 4 months

**Maximum funding:** £6000

**Route:** Agriculture, environmental and animal care

**Date updated:** 21/09/2022

**Approved for delivery:** 27 June 2017

**Lars code:** 181

**EQA provider:** Ofqual

This apprenticeship has options. This document is currently showing the following option:

All



## Details of the occupational standard

### Occupation summary

This occupation is found in a wide range of outdoor spaces with horticultural spaces including public parks and gardens, green spaces, schools, tourist attractions, business and retail parks, historic gardens, private gardens, and estates. Some organisations own the horticultural space such as public gardens and private estates. Some will work on a variety of spaces belonging to other people such as domestic gardens, construction sites, retail and business parks. Employers may be charities, commercial businesses or governmental organisations and range in size from micro businesses through to large employers. Many organisations will be specialised in their activities, such as grounds maintenance or landscape construction.

The broad purpose of the occupation is to undertake practical operations required to create and maintain horticultural spaces. This includes both the soft aspects (plants and soil) and the hard elements (surfaces, features and structures). Some will carry out the full range of operations from landscape construction through to maintenance, although the majority will focus on one specialism due to the breadth of skills required. Horticultural specialists maintain soft and hard elements of the space. This will include planting and maintenance activities. Landscape construction specialists will install landscapes including building hard surfaces, structures and features and planting. This will

include planting and maintenance activities. Horticulture or landscape construction operatives frequently work outdoors year-round and in all weathers. They sometimes work at heights for example pruning taller plants and hedges. Horticulture or landscape operatives will require qualifications and or training to undertake activities such as use of machinery.

In their daily work, an employee in this occupation interacts with supervisors and colleagues. Depending upon the employer they will interact with clients, members of the public, other trades and landowners.

An employee in this occupation will be responsible for completing their own work to specification, with minimal supervision, ensuring they meet set deadlines. They are responsible for meeting quality requirements and working in accordance with legislation, environmental, health, safety and welfare considerations. They are accountable for the health and safety of themselves and others. Horticulture or landscape operatives are responsible for checking their tools, equipment and personal protective equipment (PPE) are maintained and safe to use. They report to supervisors, team leaders, head gardeners or clients.

### Typical job titles include:

Gardener

Grounds maintenance operative

Horticulturalist 

Landscaper 

## Core occupation duties

DUTY	KSBS
<b>Duty 1</b> Comply with health and safety legislation, industry guidance and organisational policies.	K1 K6 K7 S1 S3 S4 B1
<b>Duty 2</b> Carry out operations to minimise the adverse environmental impact (including pollution control) in line with legislation, industry guidance and organisational policies.	K2 K3 K4 K5 K6 K9 K10 K11 K12 S2 S3 S6 S7 S8
<b>Duty 3</b> Operate or use tools equipment and machinery.	K1 K2 K3 K5 K6 K7 S1 S2 S3 S4 B1
<b>Duty 4</b> Process waste from horticultural activities.	K1 K2 K3 K5 K6 K10 K11 K12 S1 S2 S3 S6 S7
<b>Duty 5</b> Record keeping including digital records and written.	K6 S16
<b>Duty 6</b> Communicate with supervisor, colleagues, public and others.	K7 S4 B2
<b>Duty 7</b> Comply with biosecurity and invasive species legislation, industry guidance and organisational policies.	K2 K3 K4 K6 K8 K9 K10 K11 K12 S2 S5 S6 S7
<b>Duty 8</b> Maintain plant health including pests, pathogens and disorders.	K8 K9 K10 K11 K12 K13 K14 K16 K17 S5 S6 S7 S8 S9 S10 S11
<b>Duty 9</b> Prepare site for planting, carry out planting and provide appropriate care to plants during and immediately after planting.	K8 K9 K11 K13 K14 K15 K16 K17 K18 K19 S6 S8 S9 S10 S12

**Duty 10** Control vegetation including site clearance, weed management, pruning and basic turf management.

K1 K2 K3 K4 K5 K9 K11 K13 K14 K17  
K20

S1 S2 S3 S6 S10 S11 S14

**Duty 11** Install soft landscape materials for example shrubs, trees, turf and seeds.

K1 K2 K3 K4 K8 K9 K11 K13 K14 K15  
K16 K17 K18 K19 K21

S1 S2 S5 S6 S7 S8 S9 S10 S12 S13

**Duty 12** Maintain hard surfaces, features or structures.

K22

S15

**Duty 13** Works to support the business and wider teams.

K1 K2 K3 K6 K7 K23 K24

B1 B2 B3 B4 B5

## Option duties

### Landscape construction operative duties

DUTY	KSBS
<b>Duty 17</b> Prepare site for landscape construction activities including measuring and setting out site.	K32 S24
<b>Duty 18</b> Construct hard landscape surfaces, structures and features for example paths, patios, decking.	K33 K34 K36 K37 K38 K39 S25 S27 S28 S29 S30
<b>Duty 19</b> Assess and repair hard structures or take appropriate other action.	K35 S26

### Horticulture operative duties

DUTY	KSBS
<b>Duty 14</b> Produce plants through propagation.	K25 S17
<b>Duty 15</b> Manage ornamental turf.	K26 K27 K31 S18 S22
<b>Duty 16</b> Establish and maintain soft landscape elements (for example, herbaceous perennials and annual displays).	K28 K29 K30 S19 S20 S21 S23

## KSBs

### Knowledge

**K1:** Importance and application of health and safety legislation, codes of practice and policies including risk assessment, manual handling, use and storage of pesticides and hazards associated with horticultural environment.

**K2:** Concepts of good environmental and sustainable good practice, including a basic understanding of how to contribute to government-led sustainability and zero carbon targets.

**K3:** Environmental controls and compliance with regulations including pollution control, waste reduction, management and recycling.

**K4:** Situations where special care should be taken including where heritage, environmental or planning designations may be present. The importance of complying with rules in place to protect the site.

**K5:** Maintenance, operational requirements/pre start checks and legislation for tools, equipment and machinery including operator competence requirements.

**K6:** The importance of maintaining records in a business setting.

**K7:** Techniques for communicating with technical and non-technical audiences and the importance of effective communication in the workplace with colleagues, customers and the public. The value of effective and timely communication in customer care.

**K8:** Methods to identify plants and their limitations including the importance and role of scientific names and terminology.

**K9:** Main introduction routes for plant pests and diseases.

**K10:** The importance of controlling invasive species including identification features, environmental impacts and legislation and actions that should be taken if present (includes invasive plants, pests and diseases).

**K11:** Biosecurity and phytosanitary measures and why they are important.

**K12:** Sources of information on plant pests and diseases, their control measures and actions required if listed as notifiable by Government.

**K13:** Plant biology and implications for plant health and growth, including plant structures and their adaptations, lifecycles, germination, photosynthesis, respiration, transpiration and requirements.

**K14:** Impact of environmental conditions on plant growth and how this affects plant care.

**K15:** Soil science including soil formation, characteristics, texture and components, biological processes and their impact on plant growth.

**K16:** Soil management practices, when and why to cultivate and when to use other methods. Techniques to achieve tilth, levelling, aeration, drainage, level, pH, nutrient levels. Implications of site types, end use and finish to include fertilisers, soil amelioration, mulches.

**K17:** Techniques for clearing sites and controlling weeds including identification and reasons for removal, techniques for control (including chemical) and situations for use.

**K18:** Impact of pruning on the plant and the importance of placing pruning cuts correctly.

**K19:** Planting techniques for shrubs and trees (using a simple tree pit including support and protection), storage and handling of containerised and bare root plant material and impact of poor storage and planting practice.

**K20:** Techniques and tools for maintaining turf including quality standards.

**K21:** Types of turf, their characteristics and methods for installing.

**K22:** Reasons for maintaining or protecting hard landscape features, maintenance specifications and maintenance techniques including suitability to different situations.

**K23:** Role of business policies, vision and values. Workers' contribution to earning profit and or awareness of implications of actions on business (for example work rate). How project management informs a team to achieve objectives.

**K24:** The importance and benefits of green-space and the types of quality standards appropriate to different businesses and horticultural sites.

**K25:** Propagation techniques including environment, preparation and aftercare. Components of growing media, purpose, sustainability implications and formulation.

**K26:** Techniques of establishing ornamental turf and species rich meadows.

**K27:** Purpose, importance and features of turf maintenance activities to achieve quality standards and how they are presented in turf maintenance specifications.

**K28:** Factors influencing plant selection including planting combinations, microclimate, soil, purpose, aesthetics

**K29:** Techniques for maintaining soft landscapes.

**K30:** Reasons for pruning and pruning techniques including timing and species suitability.

**K31:** Stock types and techniques for planting trees (other than simple tree pits). Techniques for planting herbaceous plants and those for seasonal display.

**K32:** Importance of identification of services, utilities and site hazards. Techniques and tools for measuring and setting out sites for landscape construction. The principles in defining site levels using manual or electrical equipment.

**K33:** Safety and practical considerations when using abrasive wheels.

**K34:** Landscaping materials, their application, uses, maintenance implications, environmental impact, benefits and disadvantages.

**K35:** Indicators that constructed structures require repair and techniques for correcting common problems. Importance of repairs for longevity and aesthetics.

**K36:** Techniques for paving, including setting levels, sub bases, laying bases, finishing.

**K37:** Techniques for constructing vertical landscape features including foundations, fences, brick laying and walls.

**K38:** Purpose of drainage systems including methods for installation.

**K39:** Techniques for constructing horizontal landscape features (excluding paving).

## Skills

**S1:** Apply health and safety processes and procedures including risk assessments and or construction design management (CDM), manual handling, legislative requirements and organisational policies. Follow safe systems of work and safety information in line with employer requirements or site context (for example clearing their route before transporting materials).

**S2:** Apply environmental mitigation measures including storage and disposal of waste, for example sorting materials for recycling or composting, acting in compliance with legal requirements, organisational policies and pollution controls.

**S3:** Select, undertake a pre start check, set up, clean, store and safely operate tools, equipment and machinery (including pedestrian controlled and handheld) in line with current legislation and business policies.

- S4:** Communicate with technical (for example supervisors or managers) and non-technical audiences (for example clients or the public) using language appropriate to the audience.
- S5:** Identify plants commonly grown in the UK by scientific names including genus species and or cultivar.
- S6:** Maintain the correct phytosanitary and bio-security procedures for the site, in accordance with legal requirements.
- S7:** Identify and report symptoms and or signs of commonly found UK plant pests, pathogens and disorders.
- S8:** Maintain plant health for example providing for basic needs such as water, nutrition (either organic or inorganic), light.
- S9:** Cultivate, improve and preserve soils by mechanical methods and or by hand including amelioration and mulching (these might be imported or natural).
- S10:** Clear unwanted vegetation, selecting techniques to be used (for example weeding).
- S11:** Remove unwanted or damaged growth from plants using a pruning cut.
- S12:** Plant shrubs and a tree using a simple tree pit.
- S13:** Install turf for situation.
- S14:** Mow turf using pedestrian controlled powered driven mower.
- S15:** Maintain or protect hard surfaces, features or structures for example painting, re-gravelling, removing weeds from paving, drain clearance, cleaning.
- S16:** Use digital tools and techniques for research, collaboration, continuous professional development and resolution of problems.
- S17:** Propagate plants by cuttings and seed sowing (this might be indoors or outdoors). Including selection of suitable growing media and or soil.
- S18:** Provide aftercare to recently installed turf and maintain established turf or species rich meadows including irrigation, maintenance, monitoring health and protection from use.
- S19:** Identify if plants are suitable to site, purpose and aesthetics.
- S20:** Maintain soft landscapes for example - staking or support, division, seasonal clearance, and re-planting.
- S21:** Monitor and control plant pests, pathogens, and disorders using basic control methods (including application of chemicals or organic equivalents).
- S22:** Plant herbaceous and seasonal planting (for example bedding, herbs or bulbs).



**S23:** Prune plants to achieve healthy growth and form (including natural habit and formal or trained form).

**S24:** Measure and set out an uncomplicated site in preparation for landscape construction activities.

**S25:** Use free hand cutting and or bench cutting of hard landscape materials using abrasive wheels.

**S26:** Repair constructed landscape features (simple and noncomplex) for example re-grouting, re-sanding, damaged fencing.

**S27:** Construct paved feature for example path, patio or shed base. Including setting levels, sub bases, laying bases, finishing.

**S28:** Construct vertical landscape features including fences, ornamental vertical features, and walls.

**S29:** Install drainage in landscaping.

**S30:** Construct horizontal landscape features (excluding paving).

## Behaviours

**B1:** Puts safety first for themselves and others.

**B2:** Respectful of others including customer care.

**B3:** Sources solutions and seeks to continuously improve and develop.

**B4:** Takes pride in and ownership of work.

**B5:** Team focused and works effectively with colleagues and others.

## Qualifications

### English and Maths

English and maths qualifications form a mandatory part of all apprenticeships and must be completed before an apprentice can pass through gateway. The requirements are detailed in the current version of the apprenticeship funding rules.

### Other mandatory qualifications

#### **(Core) Level 3 Award in Emergency First Aid at Work (Ofqual registered) minimum 1-day course**

Level: 3

Ofqual regulated

The Health and Safety (First-Aid) Regulations 1981 state that:an employer shall provide, or ensure that there is provided, such number of suitable persons as is adequate and appropriate in the circumstances for rendering first-aid to his employees if they are injured or become ill at work; and

for this purpose a person shall not be suitable unless he has undergone such training and has such qualifications as may be appropriate in the circumstances of that case. Horticulture is a high risk sector where use of machinery, sharp tools and moving vehicles can lead to accidents and when they do occur, they are often more severe than in an office environment. Workers are often in isolated locations working in pairs or small teams and it can take some time for them to get help if an accident occurs. Responsible employers to meet the requirements of the law will make sure that a high proportion of their employees are first aid trained and to a sufficient level to deal with accidents that might occur. An Ofqual regulated qualification in first aid provides the assurance that the apprentice will have achieved the required standard to be safe working in the industry.

### **(Horticulture Operative) Lantra Awards Level 2 Award in Safe Use of Pesticides OR City & Guilds Level 2 Principles of Safe Handling and Application of Pesticides**

Level: 2

Ofqual regulated

Users of professional products are required to hold a certificate showing they have sufficient knowledge of the subjects listed in Annex I of Guidance on the requirements of the Plant Protection Products (Sustainable Use) Regulations 2012 (<https://www.hse.gov.uk/pesticides/using-pesticides/codes-of-practice/guidance-sustainable-use-ppp-regs-2012.htm>). This activity is regulated, and the qualifications mandated in the standards are all listed in the approved certificates for this purpose.

### **(Horticulture Operative) Lantra Awards Level 2 Award in the Safe Application of Pesticide Using Hand Held Equipment OR City & Guilds Level 2 Award In The Safe Application of Pesticides Using Pedestrian Hand Held Equipment**

Level: 2

Ofqual regulated

Users of professional products are required to hold a certificate showing they have sufficient knowledge of the subjects listed in Annex I of Guidance on the requirements of the Plant Protection Products (Sustainable Use) Regulations 2012 (<https://www.hse.gov.uk/pesticides/using-pesticides/codes-of-practice/guidance-sustainable-use-ppp-regs-2012.htm>). This activity is regulated, and the qualifications mandated in the standards are all listed in the approved certificates for this purpose.

### **(Landscaping construction) City & Guilds NPTC Level 2 Certificate of Competence in the Safe Use of Abrasive Wheel Machines**

Level: 2

Ofqual regulated

Near half of accidents with abrasive wheels are due to unsafe systems of work or operator error. Under the Provision and Use of Work Equipment Regulations employees must have adequate

training before using abrasive wheels. By mandating a qualification in this area it ensures that all apprentices have had adequate training and are safe to use this equipment.

## Version log

Version	Change detail	Earliest start date	Latest start date	Latest end date
1.1	Funding band, standard and end-point assessment plan revised	21/09/2022	Not set	Not set
1.0	Approved for delivery	27/06/2017	20/09/2022	Not set

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