

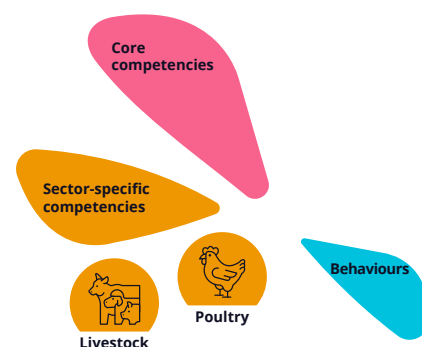
Competency profile: Protected horticulture production operative

This document lists the knowledge and skills needed from the TIAH Capability Framework to successfully work in the role of Protected horticulture production operative.

You can use this document in different ways.

As an individual, this profile can be used to help you plan your continuing professional development, to find out what knowledge or skills you may want or need to develop in.

As an employer, these competencies outline what you need your employees to know and the skills they need to be capable in the role. If this role is part of a wider position, then additional knowledge and skills may be needed.



Click on any section in the graphic to see the competencies relevant to that area of the framework.

Protected horticulture production operative

Health and Safety

Competency: Successfully uses knowledge and skills ensuring Health and Safety is adhered to and good physical and emotional wellbeing is maintained throughout the business.



Knows and understands: The risks of alcohol intake, poor diet, and drug use on a business.

The business's responsibilities for health, safety and wellbeing in relation to land, people, and animals.

Health, safety and wellbeing requirements around chemical use on a business.

The importance of looking after team wellbeing, and can recognise if others are unwell.

They have a duty of care to others to meet health and safety requirements in the workplace.

The importance of personal hygiene, and the impact of zoonotic disease.

Their own rights to a physically safe workplace.

The importance of monitoring and recording near misses.

To follows health and safety guidelines in the workplace.

The reasons for safe manual handling in the workplace.

The legislative requirements and codes of practice relating to the safe use of pesticides, fertiliser and other chemicals.

Own rights to an emotionally secure workplace, for example one that is free from bullying, and knows how to identify bullying.

The importance of hydration, nutrition, and sleep in relation to personal wellbeing.

Skills: Takes responsibility for their own health and wellbeing, manages their alcohol intake, is drug-free and follows health and safety guidelines in the workplace.

Observes stressed behaviours in themselves and in their workmates, and reacts appropriately to these.

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Maintains good personal health and avoids injury through the use of Personal Protective Equipment (PPE).

Assists with managing surplus mixes of agrichemicals, decontaminating, cleaning and storing equipment, and completing documentation, as directed.

Identifies hazards, understands safety procedures, and demonstrates safe work practices, able and trained to do a risk assessment on site to ensure each job is safe to carry out.

Able to identify when First aid is needed and where to go for help.

Maintains a high level of alertness of surroundings at all times, for example, is not under the influence of drugs or over tired.

Follows the business health and safety plan.

Environment



Competency: Supports a successful productive and sustainable business through knowledge and skills which promote good environmental practice.

Knows and understands: The impact of key pollutants on the environment, animal and human health, and local communities.

The legislation with regard to odour and the impact on neighbours.

The impact of Greenhouse Gas Emissions (GHGs) on climate change and the government agenda (Net Zero).

The legislation with regard to predators and vermin control.

The rules and regulations concerning gun safety, and if appropriate, has a gun licence.

The implications of the duty of care for EC Waste Framework Directive, Hazardous Waste regulations.

That slurries and manures are not deemed as waste, if spread for agricultural benefit.

The principles of the waste hierarchy as related to the business and is able to adhere to the waste management plan.

Skills: Ensures that all legislation is complied with as instructed.

Ensures the optimal use of valuable by-products and separate clean and dirty water to minimise pollution risks.

Recycles waste where possible and dispose of non-recyclable waste in accordance with best practice.

Assists with the monitoring of energy use and cost.

Applies precision business techniques to optimise nitrogen fertiliser inputs to reduce whole business energy usage.

Follows plans and adheres to targets to reduce emissions and energy use.

Complies with Duty of Care and other waste regulations.

Complies with requirements and consent conditions relating to pollution control.

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Complies with the regulations around plastic waste (Reduce, Reuse, Recycle).

Demonstrates an awareness of, and complies with, the regulations governing the control of pollution from relevant facilities and materials on the business.

Demonstrates an understanding of, and willingness to apply, environmental management and Integrated Pest Management (IPM) principles.

Works safely and effectively to reduce environmental impacts.

Assists with the identification of key habitats and audit biodiversity on the business.

Assists with the creation of a plan to encourage greater biodiversity and conserve habitats, and involve staff and contractors in conservation planning and implementation.

Undertakes hedge cutting and ditch clearing to minimise the impact on flora and fauna.

Fosters good relations with the local community to communicate the benefits of Integrated Farm Management (IFM).

Ensures waste is minimised and resources are used efficiently.

Competency: Supports a successful business by ensuring the efficient use of water that enhances the quality of production, the health of humans and animals and environmental benefits

Knows and understands: How the business's waste water and effluent system works and ensures good practice on-business.

That pollution risk areas are a threat to water quality.

That soil erosion can be reduced through soil management techniques.

Key points of legislation regarding water usage.

Skills: Recognises areas prone to flooding and drought.

Assists with identification of areas where water could be saved.

Complies with any legal requirements for water use.

Follows an irrigation schedule to enhance crop growth and yield.

Identifies the pollution risks that may impair water quality.

Identifies the main activities that may create a risk to water quality.

Follows plans for accurate applications of all inputs to ensure that water pollution is avoided.

Follows relevant management practices to ensure soil erosion does not occur.

Complies with the legislative requirements for water use.

Identifies areas where water is lying on the surface, poaching problems are evident and erosion has occurred.

Implements mechanisms and techniques for collecting clean water.

Identifies and reports leaks and implements emergency procedures to avoid wasting water.

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Competency: Supports successful technical operations with knowledge and skills which ensures sustainable land use that enhances business and the environment.

Knows and understands: The importance of good management practice around land cultivation, and how their actions impact on the environment.

The role nutrients play in farm systems, and the importance of good nutrient management in a growing business.

The key points about the farm environment plan and how they contribute to it.

How to dispose of and tidy up farm waste.

That no stock are allowed in or around waterways, and reports any stock in areas they should not be to senior staff.

Legal requirements around water use, and reports any issues to senior staff.

The need for efficient use of water.

Skills: Assists with water-related tasks.

Competency: Supports the management of production through knowledge and skills that ensure the effective management of waste, in line with legal requirements

Knows and understands: The legal requirements of handling and storing both solid and liquid farm manures and effluent, and how effluent can the impact the environment.

Environmental protection practices of the system used for handling and storing both solid and liquid farm manures and effluents.

How liquid farm manure and effluent systems operate, and knows their responsibilities and what happens if problems occur.

Farm procedure in relation to disposal of used disinfectants.

Skills: Undertakes activities with both solid and liquid farm manures and effluents in line with legislation and business policies and procedures as directed.

Complies with the regulations governing the control of pollution from relevant facilities and materials.

Prevents contamination of soil by disposing of waste products in line with legislation (waste regulations).

Arable and Horticulture

Competency: Supports successful crop production through applying knowledge and skills that assists with smooth planning of crop production.



Knows and understands: The requirement for record keeping and maintains records appropriately.

Skills: Demonstrates an awareness of choice of varieties relevant to conditions and market requirements.

Self assesses own skills to ascertain the need for familiarisation to prepare, test, calibrate and set up equipment.

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Competency: Supports a successful enterprise through knowledge and skills that enhance sustainability of the business and the environment through careful management of the soil.

Knows and understands: The relevance of appropriate land drainage.

Skills:

- Follows the management programme for growing crops.
- Complies with the business's nutrient management plan.
- Sets up, calibrates and tests the range of equipment available, to ensure its in good and safe working order.
- Carries out remedial drainage work, as required and instructed.
- Complies with the regulations governing the control of pollution from relevant facilities and materials.
- Prevents contamination of soil by disposing of waste products in line with legislation (waste regulations).
- Keeps up-to-date records for the nutrient management plan.
- Ensures the appropriate range of equipment is available and in good working order.

Competency: Supports successful crop production through knowledge and skills which ensure successful harvesting and storage of crops at post-harvest.

Knows and understands: Key points of relevant conservation requirements.

Health and safety requirements related to vehicles on roads.

Key points regarding health and safety requirements related to hygiene.

Chemical and mechanical techniques for maintaining crop quality.

The requirements of the pre-defined sales programme and communicates any discrepancies to their line/business manager.

Skills: Works independently under exceptional circumstances such as equipment breakdown, inclement weather etc.

Carries out harvest operations, understanding quality and quantity expectations.

Ensures efficient production through modelling best practice and following business procedures.

Recognise when crop is ready for harvest.

Prepares and calibrates machines for harvest.

Assesses soil conditions before crop is harvested.

Stores crops in suitable conditions to maintain quality.

Competency: Supports successful crop production through knowledge and skills which maximise productivity and ensure plant health.

Knows and understands: Crop physiology and development process and how they affect crop management.

The impact of key weeds, pests and diseases on the crop.

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Crop health and nutrition and is aware of relevant legislation and complies with them.

Relevant legislation and the basic principles of Integrated Pest Management and its practical application.

Crop irrigation needs and how this affects yield.

Legal, customer and employment procedures and Codes of Practice and commits to implementing them in the production of crops.

Skills: Ensures crops are grown to the required standards and specification, continuity, quality, volume and yield and meet the minimum standard requirements including relevant crop protocols and assurance schemes.

Identifies key weeds, pests and diseases and reports their presence.

Ensures optimum organic manure application as per agreed rates.

Ensures optimum fertiliser application as per agreed rates.

Ensures optimum digestate application as per agreed rates.

Operates the irrigation equipment effectively through agreed procedures.

Complies with legal, customer and employment procedures and Codes of Practice and commit to implementing them in the production of crops.

Competency: Supports practices of a successful protected environment through knowledge and skills which maximise plant productivity.

Knows and understands: How structural integrity assists in maximising crop growth, ensures health and safety and enhances business operations.

The relevant legislation regarding the storage and use of fertilisers and industrial acids.

The maintenance of protected structures as per organisational requirements.

How cladding material maximises crop yield.

How to replace cladding materials.

How the protected environment affects plant yield including light levels, temperature, humidity and CO₂ levels.

That plant growth can be enhanced or held back through different environmental conditions.

How substrates / growing media support plant growth.

How to mix soluble nutrients within a closed system.

How to maintain closed cropping systems to achieve high crop yield.

Skills: Monitors protected structures to ensure structural integrity.

Applies industrial acids, as per instructions, to nutrient solutions as required.

Undertakes maintenance activities of protected structure to ensure a safe and productive environment.

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- Monitors condition of cladding materials to ensure maximum benefit to crop yield.
- Undertakes the replacement of cladding materials in line with management plans.
- Operates environmental control as per instruction, to ensure the desired quality and yield of crop.
- Operates environmental control, as per instruction to assist with management of cropping cycles.
- Prepares substrate / growing media as per instruction to maximise plant growth.
- Applies nutrients, as per instructions, to a closed nutrient solution system.
- Undertakes maintenance of closed cropping systems as instructed to ensure high cropping yields.

Technical Operations



Competency: Supports successful technical operations through knowledge and skills of technology, machinery, vehicles and structures that enhances production and business viability.

Knows and understands: The business security process.

- How to select correct fuel when operating vehicles and machinery.
- Which driving licences are needed and when the renewal period is due, relevant to the job.
- How to operate machinery safely.
- Basic vehicle maintenance and operation, including setting up and calibration to achieve required results.
- The importance technology plays within the industry and the opportunities available to them to use technology.
- How electronic systems work on-farm and what their role is.
- The value of collecting good quality data and how it can be used to make decisions.
- The business policy around use of mobile and smart phones for business and personal use at work.
- How to use technology-based systems to collect data to improve efficiency of operations.
- How to adapt their driving giving due care, respect and attention to conditions (slope, wet, etc), risks (overhead power cables, low buildings etc) and when towing loads.
- How to safely operate a light utility vehicle (LUV), with trailed equipment or a mounted load, on flat or hilly terrain.

- Skills:**
- Ensures familiarity with farm layout.
 - Identifies problems, faults and inconsistencies requiring action.
 - Demonstrates familiarity with range of other technologies and aids on the farm.
 - Applies the value of collecting good quality data and how it can be used to make decisions.
 - Holds a current and relevant driver's licence.
 - Demonstrates appropriate instruction, training and certificates for driving vehicles used on farm.
 - Wears a suitable helmet when using an ATV.

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- Checks and drives a basic wheeled tractor with an attached implement on flat or hilly terrain.
- Develops strategies to manage personal and external factors that may contribute to injury at work.
- Ensures responsible driving giving due care, respect and attention to others on site and on roads.
- Holds certificates or undertakes training with other farm machinery applicable to role.
- Ensures familiarity with key locations.
- Holds certificates where needed and has undergone appropriate training to operate storage, warehouse and packhouse machinery used on farm.
- Follows effective building management practices as per business policy and procedures.
- Uses and looks after fencing tools effectively.
- Assists with erecting, maintaining and repairing electric and non-electric fences, walls and other boundaries and field separation features, as directed.
- Demonstrates experience using computers, smartphones, and apps.
- Uses technology-based systems to collect data to improve the quality of the workplace where applicable.
- Demonstrates confidence linking technology with implements, computers, smartphones and apps, etc and collect data to improve efficiency and accuracy of operations.
- Applies the value of collecting good quality data and how it can be used to make decisions.

Business

Competency: Supports and enhances a successful business through the use of knowledge and skills following strategic and operational plans.



Knows and understands: How their role and actions contribute to the efficiency of how the business operates.

- How to access business policies and procedures, and can effectively follow these as directed.
- Appropriate record keeping requirements as per business policy.
- The value of accurate record keeping and effectively maintains records for which they have responsibility.

Skills: Identifies and acts on opportunities for operational improvement.

- Assists in improving the performance of the production system through good communication and operational best practice.

Competency: Supports a successful business through knowledge and skills which ensure financial sustainability.

Knows and understands: The costs associated with jobs on-business.

- Benchmarking and key pieces of data for the business.
- In general terms, business income and expenses.

Skills: Develops and monitors own personal budgets and finances to achieve financial targets.

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Competency: Supports a successful business through application of knowledge and skills to control the quality of business production.

Knows and understands: The procedures and controls to ensure all products meet the standards as stipulated in the Quality Assurance Manual and Food Safety Field Operations Manual.

Customer requirements and their impacts on farm produce production.

The importance of traceability.

Skills: Ensures all products meet the standards as stipulated in the Quality Assurance Manual and are delivered in a timely manner.

Leadership

Competency: Supports a successful business by applying knowledge and skills and engages as a successful member of a high performing team.



Knows and understands: The way they communicate and how it affects others.

Their mistakes may result in consequences to their employer as well as themselves.

On-business leadership, for example, how to consider different team members and communicate to a group.

That a good business team has open and honest communication, and regular constructive feedback.

Skills: Shows empathy and respect for people, animals and the environment, and shows care for other peoples' property.

Assists in increasing workforce through inspiring others to work for the business.

Assists with problem solving.

Thinks about consequences before they act, understands and reflects on their words, actions and behaviours, and the effect these may have.

Maintain the highest levels of honesty and integrity in dealing with others and carrying out work.

Speaks, listens and shares ideas appropriately, and asks questions when unsure or unclear.

Attends and contributes to team meetings as required.

Contributes towards a workplace where open and honest communication is encouraged, and proactively manages interpersonal conflict, demonstrating respect to all team members.

Follows directions of supervisors and managers, and works well with a diverse team to complete assigned tasks and meet goals.

Supports the business owner's values to achieve the business goals.

Identifies and communicates any issues on-business to superiors.

Understands public perceptions of the industry.

Inspires others in the team to have a good work ethic that increases productivity.

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Competency: Supports a successful business by applying knowledge and skills to work independently as a high achieving business operative.

Knows and understands: The importance of taking care of business equipment.

That accuracy is important for record keeping purposes and sustainable business models.

The importance of sustainable practices.

What a good work ethic is and why this is important to enhance a business.

Skills: Participates positively and proactively in staff training and appraisals.

Arrives at work on time with appropriate clothing and equipment to complete a work day, completes jobs, and takes appropriate breaks (uses company clothing/equipment if provided).

Is self-managing and responsible, is learning to manage time well to increase efficiency.

Recognises problems and when they need to seek advice or support, and uses initiative to find or ask for solutions.

Works in a lean and effective manner to increase financial sustainability.

Contributes to the team culture to support the business's values and goals.

Recognises mistakes made, accepts advice and learns from feedback.

Develops pride in how they contribute to their business's performance.

Identifies and assesses options before making a decision to ensure a positive outcome.

Demonstrates adaptability and flexibility in new and changing situations.

Takes into account available information to make reasoned decisions.

Uses basic literacy and numeracy skills to good effect, and if skills are lacking, puts in place practices to counter this.

Demonstrates curiosity about the job, business and industry, and is motivated to work towards goals by learning new tasks, skills and information.

People

Competency: Supports the business through use of knowledge and skills to fulfil employment obligations and plan career development.



Knows and understands: Their own training requirements for ongoing self-development, and to achieve their goals.

Own rights around employment agreements, minimum wage requirements, and formal accommodation agreements (where applicable), and knows how to communicate any issues to superiors.

The true hourly rate they are being paid, and that remuneration is linked to their skills and responsibilities.

All employment obligations including specific responsibilities, accommodation agreements, minimum wage requirements, records of holidays and leave, hours worked and wages paid.

Own rights around work time and workload, and to a reasonable work/life balance.

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- Skills:**
- Focuses on their career development goals, and has a clear plan to achieve this.
 - Ensures accurate records are kept for leave, hours worked, and wages paid.
 - Abides by all employment obligations including specific responsibilities, accommodation agreements, minimum wage requirements, records of holidays and leave, hours worked and wages paid.