

**TRADITIONAL RURAL CRAFTS PROJECT
HISTORIC GARDENS AND PARKS SECTION**

QUESTIONNAIRE: HEAD GARDENERS / GARDEN MANAGERS

This questionnaire is concerned with the demand for and supply of professional gardeners: the first section concerns the workplace, the second the workforce and their training, and the third garden management and skills.

Thank you for taking the time to answer this questionnaire. Please answer according to your experience. All information will be treated as confidential.

**Please return the completed form in the SAE provided by May 24 2003 to:
*Dr Phillada Ballard, 16 Erleigh Road, Reading, RG1 5LH***

1. PLACE OF WORK

Location of your garden. Name of County only

(a) What type of garden are you responsible for?

(please tick)

- | | |
|---|---|
| Garden of a private house | ? |
| Garden of a country estate | ? |
| Garden owned by a heritage organization or private trust
(e g National Trust ; English Heritage) | ? |
| Garden owned/run by a public authority
(eg. Schools, colleges, hospitals, local authority) | ? |

(b) What is the size of the garden ? acres

(c) What date is the predominant layout of the garden? (please tick)

- | | | | | |
|-------------|---|-----------|---|-----------------|
| ? pre 1750 | ? | 1750-1820 | ? | 1820-1880 |
| ? 1880-1914 | ? | 1914-39 | ? | 1939 to present |

(d) Does the garden include any re -creations of historic layouts?

(e) Has the garden been subject to a restoration programme?

? Yes ? No

(f) If yes, by whom was it

(1) designed

(2) implemented

(3) funded

(g) Which of the following elements does the garden contain?

(please tick)

- ? herbaceous borders ? shrubberies ? mixed borders ? rose garden
- ? ornamental parterre ? rock garden ? pond/pool ? lake
- ? fountains ? lawns ? pergola ? garden buildings
- ? steps/balustrade ? terrace ? sculpture ? hedges
- ? topiary ? orchard ? pinetum/arboretum ? kitchen garden
- ? walled garden ? wall fruit ? productive glasshouses
- ? ornamental glasshouses ? herb garden ? nursery garden ? parkland

(h) Is the garden ever open to the public? ? Yes ? No

(i) If yes, under which scheme or organization, and for how many days a year?

(j) Are numbers of visitors (1) rising (2) steady (3) falling (please circle)

2. THE WORKFORCE AND TRAINING

(a) How many gardening staff are employed? (Please include yourself)

(b) Of these how many are:-

	Male	Female
Full time		
Part time :-		
(i) Two days or more per week	April-Sept	
	Oct –March	
(ii) Less than two days per week	April-Sept	
	Oct-March	

(c) How many of the staff are in the following age groups?

Under 20
21-40
40-60
Over 60

(d) For how many staff is gardening a second career?

(e) Do you employ staff from:

(1) elsewhere in the EU? ? Yes ? No
(2) outside the European Union? ? Yes ? No

(f) Do you have any volunteer labour? If yes please state numbers, gender and age groups.

(g) To which of the following levels do you feel your staff can maintain the garden?
(please tick)

? high ? medium ? low

(h) If low, do any of the following reasons apply?

(please tick)

- ? Budget inadequate to employ more staff
- ? Rapid staff turnover
- ? Difficult to attract qualified staff
- ? Pay and conditions unattractive

(i) To which of the following levels do you feel your staff can develop the garden?

? high ? medium ? low

(j) If low, do any of the following reasons apply?

(please tick)

- ? Budget inadequate to employ more staff
- ? Rapid staff turnover
- ? Difficult to attract qualified staff
- ? Pay and conditions unattractive

(e) How many of the staff have had a college-based training in ‘amenity horticulture’? (please state numbers)**(f) Of these, how many hold the following qualifications? (please state numbers)**

- (1) First degree in horticulture or M.Hort
- (2) Kew Diploma or RHS Diploma
- (3) BTEC Higher National Diploma or BTEC National Diploma or C & G NVQ 4
- (4) C & G NVQ 3 or C & G Advanced NCH
- (5) C & G NVQ 2 or C & G National Certificate in Horticulture
- (6) C & G NVQ 1 or BTEC First Diploma or RHS General
- (7) Certificate in Garden History
- (8) Others. Please specify

(g) Have any of your staff completed or are completing, any of the following formal apprenticeships?

(please state numbers)

- (1) National Traineeship & Modern Apprenticeship/ Foundation Modern Apprenticeship in Amenity Horticulture
- (2) Modern Apprenticeship with Royal Parks, National Trust and English Heritage
- (3) Professional Gardeners’ Guild Traineeship in Horticultural Practices
- (4) Other, please state which:

(h) How many have completed supervised work experience such as WRAGS?

(j) Do you currently offer any of the following?

- | | | |
|---------------------------------|-------|------|
| (i) An apprenticeship scheme | ? Yes | ? No |
| (ii) Supervised work experience | ? Yes | ? No |
| (iii) On the job training | ? Yes | ? No |

(k) If no, is this because

(please tick)

- (1) it is too expensive of:
 - ? staff supervisory time
 - ? time lost going to college
- (2) ' poor quality' of aspiring applicants
 - ? lack of aptitude or interest
 - ? low educational standards

(l) Are your staff given time off to attend short courses on specialized topics?

? Yes ? No

(l) As head gardener/ garden manager which of the following are you responsible for?

(please tick)

- ? budget
- ? designing /planning new projects and new facilities
- ? contracting for materials for new developments
- ? recruitment and engagement of staff
- ? supervising staff
- ? supervising volunteers
- ? planting plans
- ? plant inventories
- ? restocking
- ? training
- ? health and safety
- ? management of volunteers
- ? fund raising

3. SKILLS

(a) Do you agree with the statement that skill standards in professional gardening are declining *nationally*? ? Yes ? No

(b) Do you agree with the statement that the numbers of skilled gardeners are declining *nationally*? ? Yes ? No

(c) If yes, why so? (please tick)

- ? training provision inadequate
- ? too little emphasis on practical skills in college courses
- ? too few apprenticeships
- ? too few gardens able to offer work experience to trainees
- ? poor pay not attracting suitable staff
- ? craft gardening perceived as low status
- ? craft gardening not perceived as a highly skilled occupation
- ? career structure not outlined to school leavers
- ? the reduction in the use of direct labour by public bodies and increasing dependence on contractors
- ? Other :(please specify)

(d) In a few words, what would you regard as the ideal training programme?

(e) In your garden is the supply position in respect of skilled/craft gardeners

- (1) improving (2) the same (3) deteriorating

(f) Is the overall supply position better or worse than 10 years ago?

(g) Have you had to effect major changes in the layout of the garden and work programmes due to shortages of skilled staff?

(h) Please rate your staff for their knowledge and practical skills in the following respects where applicable:

(please rate as A = good B = satisfactory C = poor D = very poor)

- (1) range of plants in cultivation
- (2) historic garden styles
- (3) old or appropriate varieties of plants
- (4) Soil management, drainage, use of fertilizers and manures
- (5) Pest and disease control
- (6) Implementing and maintaining bedding schemes
- (7) Tree and shrub management
- (8) Keeping plant inventories
- (9) Topiary
- (10) Propagating and raising stock
- (11) Maintenance and handling of tools and heavy equipment
- (12) Glass house management
- (13) Implementing hard landscaping
- (14) Maintaining hard landscaping
- (15) Maintenance of water features

(i) Please rate your staff for their abilities in the following areas where applicable:

(please rate as A = good B = satisfactory C = poor D = very poor)

- (1) Training
- (2) Staff management
- (3) Budgeting and accounts
- (4) IT skills
- (5) Planning and design

Thank you for answering my questionnaire. Should you wish to add to your responses, by way of further information or as a statement of your personal views on any aspect of the research, please do so below

