



Hawkesbury Veggie Barter Permaculture Community Garden Gardener Agreement

Welcome to your Permaculture Community Garden!

This induction document sets out the standards of conduct expected of our members so that the experience will be personally fulfilling and socially harmonious for all involved. By signing this document you signify your willing compliance with its provisions and your agreement to follow agreed upon processes for decision making and conflict resolution.

Shared project vision

The Community Garden will be a vibrant community centre, capably, cooperatively and sustainably managed and an integral part of the local community and environment. Well-known by reputation it will be a place that people want to visit, and will be well utilised by a wide range of groups within the area as an educational resource. A shared, friendly and relaxing space, frequented by gardeners, the garden will be a community asset to be proud of, producing an abundant food garden to be shared amongst its members.

Shared project objectives

The garden will serve as a place where:

1. The local community can grow healthy organic produce, working the soil and harvesting crops together.
2. Sustainable education workshops and courses will be run regularly for members and the community.
3. Everyone is welcome and encouraged to participate, facilitating the development of an inclusive, caring and diverse community.
4. Social and recreational life is valued, carefully designed common areas provide opportunities for informal interaction and regular activities and meals encourage people to relax, chat and make friends.
5. Gardeners learn from each other and then share their skills with the local community.
6. Well thought out organisational systems and procedures, including regular meetings, ensure the smooth running of the garden and clear lines of communication are carefully maintained.
7. The design is in keeping with the Historical value of Australiana Pioneer Village and the surrounding natural environment, is accessible to all and incorporates a harmonious blend of shared fruit, vegetables and herbs.
8. Community and neighbourhood relations are fostered so people can get to know each other and learn to work together.
9. Best practice sustainable, permaculture gardening methods are showcased, including those that are organic, low input, highly-productive and water-wise, and understanding and awareness of sustainability is fostered in the local community.

Code of conduct:

Respect for other gardeners

Alcohol consumption is not allowed unless a specific social occasion has been arranged and moderate drinking has been agreed to by HVB staff prior to the event.

Smoking is not allowed on site.

Drug consumption is prohibited.

Disagreements should be resolved calmly and amicably. Where there is a conflict or dispute this should be taken to HVB staff whose decision on the matter will be final.

Noise should be kept to a minimum in respect of other's quiet enjoyment of the garden and the local residents.

Language used should be suitable for children and never be abusive, threatening or rude.

Security

Gardeners are responsible for maintaining security and minimizing loss of shared tools and equipment. The shed should be locked when not in use and when leaving the garden.

Maintenance of common areas

All gardeners are encouraged to help with the care, maintenance and development of the garden. Tasks that may require attention include weeding, removing rubbish and tidying up. Working together in this way provides opportunities to share skills and knowledge, and to make friends. Gardeners are also encouraged to participate in other ways, such as through assisting in the organisation of fund-raising and social events.

Waste management

Biodegradable waste should be placed in compost bins and worm farms, in small pieces to assist the composting process. Gardeners are welcome to bring in their kitchen scraps; however they should talk to an experienced gardener before commencing this practice.

Gardeners are to dispose of all non-biodegradable material in the correct rubbish bins on-site or take the non-biodegradable rubbish with them when they leave.

Water efficiency and management

Gardeners should use dam water for irrigation wherever possible. Hoses should be hand-held and must never be left running unattended. Reduce water use by keeping beds well mulched and by watering less frequently and more deeply. Water restrictions imposed by *HVB staff* must be adhered to.

Pest management

No toxic chemicals are to be used in the garden. Biodegradable, organic products are allowable. All chemicals must be authorized for use by HVB staff and their use overseen by an experienced gardener as designated by HVB staff.

Developing a healthy soil will support healthy plants that are naturally resilient and less reliant on pesticides. Plants grown in their ideal conditions are more resistant to pests and diseases.

Garden tools

Shared tools and equipment should be carefully and neatly stored in the tool shed to avoid loss through theft or damage by weather. Tools should always be stored, used and maintained so as to avoid any danger to others. Gardeners are encouraged to bring their own tools. These tools are the responsibility of that gardener. Hawkesbury Veggie Barter will not be liable for any theft or damage to gardener's personal belongings.

Animals and children in the garden

Please don't bring your pets to the garden.

Guide dogs welcome. The garden is a space for all capabilities.

Children are most welcome but must be supervised at all times by an adult. Gardeners should be aware of the presence of children in the garden and ensure they themselves behave appropriately.

Access to Australiana Pioneer Village

Your membership to Hawkesbury Veggie Barter Permaculture Community Garden allows you access to the community garden space during the designated opening times. Your membership does not include access to the Australiana Pioneer Village. When attending the garden you are to enter via the rear access gate in Buttsworth Lane and proceed directly to the garden site. If you are attending the garden on a Sunday between 10am-4pm, when APV is open or during an APV special event and you wish to visit and enjoy all that APV offers, which we highly recommend, you are to enter the APV via their main entrance on Rose st and pay for your entry at their ticket booth. Entry Fees are-

Adults \$5

School-aged Children \$3

Family \$15 (2 adults and 2 school aged children)

Children under 5 years – Free

Any HVB member found to breach this agreement will be at risk of having their HVBPCG membership revoked and asked to pay APV their admission fee.

Garden Safety

Garden safety is very much about common sense and thinking about what we do. The following may not be all the hazards that are present on the day that you may be in the garden. Get used to doing an assessment of the risks every time you are in the garden (see attached risk assessment form) and use strategies that control the risks identified to keep safe. If you are unsure ask a fellow gardener and/or record any unsafe situation in the garden communication book. If you are still unsure, do not proceed and refer the matter immediately to HVB staff for attention and action.

Our Responsibilities

- a) To ensure the garden areas are safe without risk to health.
- b) To ensure that any equipment, plant/tools and substances are safe and without risk to health.
- c) To ensure that all new members working in the garden are given an WHS Induction. This is a short talk to ensure that everyone is aware of the hazards associated with working in a garden environment.
- d) To provide information, training, instruction and supervision where necessary on the use of plant and equipment to ensure health and safety of users.
- e) To ensure the health and safety of contractors and other visitors to the community garden.

Your Responsibilities

- a) To take reasonable care for the health and safety of others who may be affected by your actions.
- b) To co-operate with HVB staff by following directions, instructions, and complying with procedures to ensure your safety and the safety of others.
- c) You must use and maintain tools and equipment safely and properly.
- d) Wear appropriate safety and personal protection equipment
- e) Take notice of signs and posted safety information
- f) To not be under the influence of drugs or alcohol when working in the garden.
- g) Notify HVB staff of any hazards or potential hazards immediately.

Personal Protective Equipment

Personal Protective Equipment (PPE) is provided for your own health and safety. Please wear the appropriate PPE at all times, depending on the tasks you are undertaking and ensure it is clean and replaced after use. PPE provided by Hawkesbury Veggie Barter Permaculture Community Garden, when the facilities are officially open for communal gardening, includes:

- Ear muffs
- Dust masks
- Safety Glasses
- Gardening gloves
- Sunscreen
- First Aid kit

Please let us know if these become worn out so that they can be replaced.

There is some Personal Protective Equipment that you are required to provide for yourself. This includes:

- Long trousers (to be worn when whipper snipping)
- A broad-brimmed hat for sunny days
- A shirt with covered shoulders
- Covered shoes
- Gardening gloves
- Sunscreen
- A sense of humour

Manual Handling

Severe injury can be sustained through the simple act of lifting or carrying heavy loads in the wrong way. To avoid such accidents occurring, please follow these guidelines:

- Be aware of your limitations. If in doubt ask someone for help.
- Plan the lift. If necessary use a trolley or wheelbarrow.
- Ensure the work area and pathway is free of slipping and tripping hazards.
- Check the load for sharp edges. Wear protective clothing if necessary as well as gloves and covered shoes.
- Ensure you have a stable footing that allows for even distribution of weight. The front foot should be beside the object, pointing in the direction of travel. The back foot should be slightly behind and hip width from the front foot.
- Ensure you have a secure hold of the object before lifting.
- Bend from the knees to get down to the level of the load and use the legs to lift.
- Keep your back straight.
- Keep the head raised – this ensures your spine remains straight and you can see where you are going.
- Keep arms as close to the body as possible.
- Don't change your grip while carrying and directly face the spot where the load will eventually rest.

Storage

- Store materials so that they are unlikely to fall over or spill. Place heavier materials close to the ground and lighter materials on top of these.

- Stack and store materials neatly so that they are easily accessible and out of the way of paths and places where people walk.
- Avoid storing materials that the gardeners have no plans to use. This avoids community gardens becoming eyesores.

Slips, Trips and Falls

- Don't carry objects that obstruct your view when walking.
- Ensure pathways, driveways, gates and doorways are free of clutter and trip hazards.
- Replace equipment in the appropriate location as soon as practicable after use.
- Clean up spills immediately or mark off their existence.
- Rope off any construction area if required to leave the site to ensure others safety.
- Report any loose paving, steps, timber edging or damaged fencing immediately.
- Use ladders when working at height.

Using Hand Tools

Hand Tools such as mattocks, shovels and rakes should be used with care and attention.

- Check that tools are in good repair before using.
- Use tools only for the purpose they were intended.
- Be aware of where other members and volunteers are working.
- Always wear appropriate PPE, especially covered shoes or boots.
- Report any damaged tools immediately.

Sun Sense

The risk of sunburn and sunstroke, with the resulting possibility of developing melanomas and other skin cancers, is probably the most common risk associated with outdoor activity. It is probably also the most ignored. While working in the garden:

- Regularly apply sunscreen.
- Cover up: a shirt that covers your shoulders and a broad brimmed hat are essential on sunny days. Seek refuge in the shade.
- While working in the sun there is also the risk of dehydration so please ensure that you drink plenty of fluids and take regular short breaks.

Working with Soils and Compost

Soils, mulches and composts all contain particulates, fungal spores and bacteria that can damage your lungs and/or carry disease. When working with these substances it is important to avoid inhaling the dust. A dust mask should be worn to avoid any risk to your health.

Care with organic chemicals

- The manufacture of organic controls for garden pest and plant disease management (sometimes called 'botanic' controls because they are derived from plants) should be done under the guidance of a gardener or adviser who has experience and is knowledgeable of the precautions to be taken in production, handling and application.
- Some organic pesticides can cause injury. When making, handing and applying chilli based insecticides such as chilli spray, wear gloves and keep hands away from your face (chilli in the eyes is very painful!).
- Avoid getting botanic sprays and other controls in your eyes or in cuts on your hands or legs. It is best to wear gloves when applying any botanic or synthetic control.
- Wash your hands thoroughly after gardening.

Snakes, Spiders and Creepy Crawlies

Not all insects and reptiles are bad but some of them do bite. Be aware of this and follow the following precautions:

- Wear enclosed shoes and garden gloves.
- Know where the First Aid kit is located, near the sign on book.
- If you are bitten, do not panic. Sit down immediately and ask for help.
- There is a cream for insect bites in the First Aid kit

The Cost of Failure

If hazards are ignored or not properly assessed and as a result an accident occurs this can impact not just on yourself but also on the people around you including:

- Other garden members
- Visitors and members of the public

Impacts could include:

- Serious injury to yourself and others
- Claims for damages against you
- Replacement costs to damaged items/equipment
- Temporary or permanent closure of the project

Working Safely

No matter how careful we are, accidents still sometimes occur. We can minimise the risk of accidents by:

- Following the WHS guidelines
- Applying commonsense
- Being aware of others and of the hazards around us
- Wearing appropriate Personal Protective Equipment
- Cooperating with all other members and the Hawkesbury Veggie Barter staff
- Reporting problems such as damaged tools
- Working in a safe and responsible manner

Gardener Declaration:

I understand that my participation in the garden is at my own risk and fully absolve Hawkesbury Veggie Barter Permaculture Community Garden, Veggie Barter Australia, Australiana Pioneer Village and the staff from liability for any injury sustained by me or by my family, or for the loss of any of my personal possessions.

I will take full responsibility for my actions and follow this Gardeners Agreement, the Constitution and the Management Plan, a copy of all documents have been shown to me.

I have read and understood the shared vision and objectives, which I also share, and agree to abide by the code of conduct in order to preserve a harmonious, safe and happy environment for all.

I understand the risks of participating in community garden activities include (but are not restricted to):

- Sun burn, dehydration and heat stroke;
- Tripping or slipping on uneven ground or wet surfaces;
- Infection by soil borne pathogens;
- Cuts and abrasions from sharp objects and edges;
- Bites from insects and wildlife; and
- Injury from the use of garden tools. Damage to clothing/personal effects.

Member's Name (print):

Signature:

Date: