



Trainee policy and practical information

About Stiftelsen Rosendals Trädgård/ Rosendals Garden Foundation

Stiftelsen Rosendals Trädgård is a market garden and park open to the public with the purpose to engage in biodynamic gardening practices and educational activities. More about biodynamic farming see page 4.

The fields are filled with a rich assortment of vegetables and summer flowers. The park contains a traditional orchard, rose garden, vines, perennial borders etc. In the Plantshop we keep a carefully selected range of garden plants, seeds, garden tools etc. Its activities also include courses and exhibitions, design & garden consultancy/ design services, an ecological café, gift shop and a wood fired bakery.

To accept trainees at Stiftelsen Rosendals Trädgård is an important part of the Foundation's mission to spread knowledge and interest about the garden crafts. As an intern at Stiftelsen Rosendals Trädgård you will participate in all types of practical tasks. The work practice is mostly supervised and connects to the season in the garden. The internship aims to provide practical insight and knowledge about the ways in which the Stiftelsen Rosendals Trädgård operates.

Support and certificates

When the internship starts, you are introduced and assigned a contact person. The contact person is the person you can turn to with questions and concerns. You will not always work together as the staff take turns on being practical instructors depending on the task. You should take the initiative to a regular record of your contact, preferably each week. It is important to develop optimally during practice and in order to quickly sort out any issues.

The contact person, together with the supervisors, are those who write certificates and fill in any evaluation given by the school or University. If you take on a long practice period and you are not a student at a gardening school, we can write a report together with the certificate, if desired.

Methods and tools

At Stiftelsen Rosendals Trädgård, we train through practical work. Discussions during the work is a central part of learning. As an intern you will take part of the documentation from our gardeners eg growth plans and catalog listings. We try to stop the work together to immerse ourselves in the garden's different



elements and parts. The practical work is supervised by gardeners and staff in the garden. There will also independent work during the work practice period. However the work is introduced and followed up by the garden staff. Some times there is room for self-study. We encourage our trainees to keep a diary. It is a useful tool that will facilitate your gardening in the future!

Practical information

Stiftelsen Rosendals Trädgård gives no financial compensation for work in practice, we replace nor expenses for accommodation or travel expenses.

Stiftelsen Rosendals Trädgård holds an insurance covering interns. If you are a student from a school or university, you should also have insurance from the school. The supervisors at Stiftelsen Rosendals Trädgård are responsible for that all work is carried out due to current safety regulations.

Work clothes during practice is the responsibility of the intern. We see that the intern outfit trim is practical and discreet. Durable work trousers, comfortable and rugged footwear, gloves, rainwear and wellies are recommended to have.

Stiftelsen Rosendals Trädgård will provide necessary protective shoes and other protective equipment when needed for particular tasks.

All trainees/ interns are assigned a sign with the name "intern" to write their names on to wear visible for our guests.

Set times in the garden:

7.00 - 8.00	Morning routines when the garden is prepared for our guests.
8.00 - 8.30	Breakfast and review of last days work and the tasks for the day.
11.45 - 12.15	Lunch
14.15 - 14.30	Work is completed, cleaning, cleaning tools, etc.

Regular working hours are 7 am to 2.30 pm. Wednesday morning 8 am to 8.45 we APT (workplace meeting) where all departments have a joint breakfast meeting to inform each other about what is happening at Rosendals Trädgård. After breakfast meeting the garden staff have a meeting and interns work together on selected tasks.



Notification of illness

In the event of illness or any other mitigating circumstances the internship coordinator or your contact person should be notified before 8 am in the morning.

Internship coordinators contact information:

Klara Palerius, klara.palerius@gmail.com, +46704753671.

Agreement

From day one of your work practice period, you become part of our team in the garden. We expect you to follow the rules and guidelines that apply to all of us who work at Stiftelsen Rosendals Trädgård, that is:

- keep your working hours and times for breaks
- follow supervisor's instructions
- perform the tasks you have been assigned
- physically able so that you can perform tasks
- are diligent, motivated and interested in learning
- do your best for the garden, the work team and the visitors
- have appropriate work clothes and shoes

Loyalty and confidentiality

All employees and trainees are assumed to be loyal to Stiftelsen Rosendals Trädgård interests, such as in relation to customers and competitors. This means that the usual requirements on how information is managed so as to Rosendal will not be harmed, ie To preserve the confidentiality of economy, working methods, information about individuals and the like.

As an intern, you will not speak up officially for the Stiftelsen Rosendals Trädgård counting and should refer to the existing info thats available in our café, plantshop, boutique or contact one of the gardeners.

No racism, sexism, bullying or psychological manipulation will be tolerated at the work place, and if such behavior is shown it can lead to immediate termination of the work practice.

Copyright



Stiftelsen Rosendals Trädgård has the copyright to all material that employees and interns creates on behalf of Stiftelsen Rosendals Trädgård in the form of newsletters, course materials, exhibitions, sketches, photographs and the like.

Commitment

If the above commitments and other agreements are not met, Stiftelsen Rosendals Trädgård will terminate the internship. Similarly, you as an intern has the right to terminate your commitments. This shall be communicated to your contact person. If a conflict occurs, Stiftelsen Rosendals Trädgård's internship coordinator and / or contact person will be available for calls.

Biodynamic farming for a sustainable world

Biodynamic and organic farming means that only natural products are used and that chemical preparations are completely excluded. The cultivation does not take new resources and leaves no harmful residues. In this way a healthy and fertile soil is preserved and developed for future generations.

Manure

The soil is cultivated organically and nourished with fertilizers from plants and animals. This creates a soil where fruit, vegetables and grains thrive and have the possibility to develop their individuality in shape, color, flavor and nutritional content.

Compost

The compost is central to organic and especially biodynamic farming. Here converted kitchen scraps, garden waste and animal manure is transformed into nutrients for soil and plants. The medicinal herbs yarrow, valerian and chamomile will be used in small quantities to affect the compost metabolism and to best transform waste into fragrant soil.

Preparations

In the spring, the soil is prepared with horn manure / humus preparations. This allows new seeding and planting to germinate in the best way. During summer, the cultivated fields will receive an addition of hornsilica to support the maturation process.

Moon and cosmic impact



Even the moon has influence on how plants thrive and develop. The cosmic impact means that the time of sowing is adapted to when the moon is facing a character associated with the elements; earth, water, air and fire. Each plant / species has a relationship to any of these elements.

Rudolf Steiner

When Rudolf Steiner in the early last century spoke about his views on life and the anthroposophical view of the world. He also gave instructions for biodynamic horticulture and agriculture. To Steiner cultivation was not to be seen as an isolated activity, but something that was in close relationship with man and our cultural development.

Environment

To grow biodynamic is good for our environment. The method avoids using the chemicals and do not need to worry about invisible residues of spraying. We preserve and develop a healthy and fertile soil for future generations.