

# Vista

News and views by us and for us

Number of Friends: 67,334 members

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January web stats: 369,617 visitors viewed 2,527,101 pages (average 6.84 pages per visit). Full list at: <http://web/LOGS/summary>

## Consensus crafts new mission statement

We have now agreed that our new mission statement is:

**To inspire and deliver science-based plant conservation worldwide, enhancing the quality of life.**

This is the result of a thorough consultation process that began with a series of workshop and drafting group meetings, and was completed by the recent web survey. We had an excellent response to the survey, receiving 147 replies from staff and, including Friends and other stakeholders, a total of over 400.

The results gave us confidence that the statement proposed in the survey was broadly right but a

significant number of people, particularly staff, suggested that Kew's research work should be recognised. This point has been included in the new statement, and it helps to distinguish Kew and Wakehurst Place from the other organisations involved with plants and conservation.

The mission will be the backbone of our future planning and we are now working on a series of core strategies that follow through from the statement.

Many thanks to all those who have helped the process along.

Steve Hopper

**Contact:** Roger Joiner on 5671.



### Inside issue

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## A tropical extravaganza

If the wintry weather is getting a bit too much for you, remember to pop into the Princess of Wales Conservatory for a tantalising taste of the tropics. This year the tropical flower and orchid festival has been built on the theme of rainforests. The magnificent centre-piece of a fallen tree in the main pool, drips with a rainbow of tropical flowers including *Oncidium*, *Vriesia*, *Tillandsia*, *Anthurium* and *Paphiopedilum*: truly a feast for the eyes. You can spot many wonderful varieties of bromeliads, orchids and *Anthurium* around the Conservatory, and also enjoy the amazing diversity of species orchids in zones 6 and 7.

This year the interpretation takes its theme from Kew's work in the tropics with each panel set out as a fieldworker's desk, full of gems of information, enticing you to enjoy the wonder of these important habitats and to find out more about Kew's conservation work. For example – did you know that tropical rainforests cover just 6% of the Earth's surface but contain more species than the rest of the world put together, or that 2,000 rainforest plant species have so far been identified as containing anti-cancer properties?

Designed and organised by the PP&CS\* team, this year's festival takes on a much more naturalistic feel with the plants as the true stars of the show. The festival was put together by people from many departments including PP&CS,

GG&T\*, students and volunteers.

We hope you enjoy the display, and we would like to express our thanks to everyone who worked so hard to help make it a success.

**Contact:** Christina Harrison on 5525.

\* Public Programmes and Curatorial Support

\* Great Glasshouses and Training (both sections are in Horticulture and Public Education)



Nigel Taylor, head of HPE, helps staff with preparation of the displays in the Princess of Wales conservatory (named after Princess Augusta, the founder of the botanic gardens, not as some people wrongly attribute to Princess Diana).

## Registry file amnesty

We are having a File Amnesty on 14 February so as well as sending your Valentine's Day cards please return any unneeded and unloved files back to us in the Registry.

No questions will be asked about how many years you have had them. Please also use this opportunity to let us know about any files that you know to be lost - we'd much rather know now than spend lots of time trying to hunt them down in the future!

**Contact:** Helen Broderick on 5418 or Omelia Naidoo on 5136.

## Kew on BBC News in 2007

A new partnership between Kew and BBC television news will run throughout 2007. The BBC news environment team have installed a camera in the Pagoda to record 12 months' worth of timelapse photography showing the changing weather and seasons at Kew. The footage will be used by BBC News throughout the year for weather and climate related stories, particularly by the 10 O'Clock News, although it will also be used by other BBC news programmes. There will be a roundup feature on the year's weather and climate change implications at the end of the year.

**Contact:** Anna Quenby on 5619.



## Investors in people reassessment result

We are thrilled to announce that following our recent assessment, Kew and Kew Enterprises have been re-awarded the IIP Standard. As part of the process, Alison Richardson, the Assessor, interviewed 85 staff, students and volunteers, including Lord Selborne the Chair of Trustees and Steve Hopper the Director. Overall, Alison was impressed by your commitment and your skills

and by the progress that we are demonstrating. You had lots to tell her about your jobs and the experience of working for Kew. We await her report and will share the findings in due course. More news on what this means for Kew and how we build on this great success will follow soon.

**Contact:** Cathy Anderson on 5137.



# SAPP project helps optimise pesticidal plants in Southern Africa



Colleagues left to right include second along - Olwen Grace, fifth along - Monique Simmonds, Right to left: colleagues Steve Davis and third along Phil Stevenson.

Scientists from Malawi, Zimbabwe and Zambia were at Kew between 22 - 25 January 2007 to initiate the new Southern African Pesticidal Plants (SAPP) Project with colleagues from Kew and NRI (Natural Resources Institute-University of Greenwich). Professor David Hall of NRI said that Stephen Nyirenda from Department of Agriculture, Malawi "had been worried about the misuse of poisonous plants for pest management in Malawi for ages, and wanted to do something about it". Phil Stevenson (NRI & Kew) and Steve Belmain (NRI) built a team including Steve Davis and Monique Simmonds of the Sustainable Uses Group in the Jodrell and other scientists from Zimbabwe, Malawi & Zambia. The project is an agricultural research and training initiative financed by the EU through the SADC to optimize sustainable use of pesticidal plants in Southern Africa. The workshop was an opportunity for the partners

to discuss and plan project activities. Plants with pesticidal properties provide poor African farmers with an effective and low-cost pest control tool for vegetable production, stored grain and livestock. But the plants can be toxic – especially the papilionoid legumes that are used for this purpose – so may present health risks to users and consumers. Over-harvesting of some species threatens the diversity of local habitats too. So the project will study how the plants work, develop improved application, harvesting and cultivation techniques and provide health and safety guidelines for users. Their cultivation will generate additional cash for poor farmers and markets developed for these plants will promote conservation across the region by reducing the pressure of wild plant collecting.

[www.nri.org/sapp](http://www.nri.org/sapp)

Contact: Phil Stevenson on 5377.

## Changes in the IT department - service improvements

The IT department is going through a period of change at present which will undoubtedly have an effect on everyone at some stage in the near future. I would like to take this opportunity to update everyone on the progress to date and share with you our short-term plans as they currently stand.

**Hot Issues** – Over the last two months there have been a number of major incidents which have had a significant impact on the network and

the services provided by the IT department. The solution for some of these problems is evident while for others it is not. Recent changes applied to an already complex and fragile environment have resulted in reports of workstations regularly "freezing" and severe network performance issues across most of the organisation. Having exhausted internal options, we currently have a specialist consultant in on a short-term assignment, looking into the

root cause of the underlying problems and hope to have a solution in place over the coming week. I sincerely apologise for the inconvenience this has caused and thank you all for your continued patience.

**Service Desk** - We have recently made some changes to the structure of the IT department and introduced a Service Desk to better service our users. The original Helpdesk number x5713 is being phased out and has been replaced

with extension 2209. Unlike the original Help Desk number which was manned by a single individual, x2209 is menu driven and will direct you to the correct team to assist you with your query. We now have a total of six dedicated support analysts across all of our technology platforms and are accepting calls between the hours of 8am and 6pm. In addition we are also investigating possible options for providing limited

emergency cover on weekends.

In the next issue of Vista (out on 27 February) Peter Louskos will explain the planned short-term activities happening in the next 6-9 months and also the long-term agenda for IT; which will represent a significant undertaking over the following 3-4 years. If you can't wait until then, please refer to the corporate Intranet for the complete article.

## Change to retirement age at RBG Kew

The Employment Equality (Age) Regulations ("the regulations") came into effect on 1 October 2006, making it unlawful to discriminate either directly or indirectly (except in very limited circumstances) against workers, employees, job seekers and trainees because of their age. The regulations cover recruitment, terms and conditions, promotions, transfers, dismissals and training, and in preparation for this legislation, Human Resources have been reviewing all our policies and processes to ensure compliance with the regulations. This review has included consideration of our policy on retirement age.

The normal and contractual retirement age for all staff is currently 60. Under the regulations, however, employers are able to set a retirement age of 65 or above or remove the retirement age altogether, but not to maintain a retirement age below 65 except in very limited circumstances. This will not apply at the Royal Botanic Gardens, Kew and we have therefore revised our policy on retirement age.

### Retirement age and pension age

This communication announces a change in our retirement age but not in the pension age: retirement age is when staff would normally retire; pension age is when staff could draw their pension with no actuarial reduction in their benefits. The two ages are only linked to the extent that one cannot normally draw a pension before actually retiring. The Royal Botanic Gardens, Kew can set its retirement age

policy, but pension age is determined by the Cabinet Office and is specified in the rules of the Principal Civil Service Pension Scheme (PCSPS).

The rules of the PCSPS are currently being considered by the Cabinet Office, and although the pension age will remain at 60 for current scheme members, it is likely to increase to 65 for staff joining the scheme in the future. A date for this change has not yet been announced, but it is unlikely to be implemented before 1 April 2007.

### Our revised policy of retirement age

Retirement age at the Royal Botanic Gardens, Kew will now be fixed at 65. Staff have the flexibility, therefore, to elect to retire when they wish between the ages of 60 and 65, and will be able to continue working until the date they wish to retire, subject, of course, to normal criteria of satisfactory performance and fulfilment of their employment contract.

To maintain business continuity, the Royal Botanic Gardens, Kew will obviously need to have reasonable advance warning of when staff wish to retire if doing so before the age of 65. **Staff who wish to retire between the ages of 60 - 65 will therefore be expected to give at least 3 month's notice of their intention to retire, by way of a resignation.** This notice will also help ensure that arrangements can be made for the pension and superannuation lump sum to be paid on time.

Staff in post before 1 October 2006 will retain the option of retiring at age 60, and they will be able to take their pension with no actuarial reduction in their benefits. So for the time being there may, in practice, continue to be a pattern of retirement at 60, though with no obligation to that effect. Staff will, therefore, be contacted by HR well in advance of their 60th birthday to discuss their retirement plans and to provide details of where to obtain advice regarding their pension. Alternatively, they may, of course, decide to retire and take their pension after age 60. These arrangements will also apply to staff joining the Royal Botanic Gardens, Kew on or after 1 October 2006 but before the date on which any change to the PCSPS rules is implemented – including the expected increase in pension age to 65.

Further details of the changes to the PCSPS, including the effect on actuarial adjustments, will be made available to staff as soon as the Cabinet Office provides firm guidance.

This change in our retirement age policy, which has been agreed with the Trade Unions, ensures that the Royal Botanic Gardens, Kew is fully compliant with the regulations. It is also consistent with our commitment to diversity.

Updated versions of the Retirement Policy and Equal Opportunities Policy can be found on the policy area of the Intranet.

Contact: Kate Forrest on 5154.

## Crocus tommasinianus



Exceptionally mild temperatures through November, December and January have enticed spring bulbs to flower earlier than usual. *Crocus tommasinianus* normally provides the first welcome touches of colour between the second and third weeks of January. This year, Curator, Nigel Taylor found open flowers in the Director's Garden on New Year's Day, ten days earlier than the previous earliest record which was set half a century ago on 10 January, 1957.

The planting in the Woodland Garden which is monitored for Kew's ongoing phenology study, Kew 100, opened on 8 January, 13 days ahead of its average date for the last six years.

*Crocus tommasinianus* is clearly very responsive to variations in our weather and did not open until 6 March during the cold, winter of 1963 when much of the southeast was snowbound for weeks.

You can see drifts of rose-lilac flowers of *Crocus tommasinianus*, which is native to Eastern Europe, naturalised in grass in the Director's Garden and Woodland Garden. Fortunately it does not get beaten up by Wood Pigeons (which peck out the anthers) as much as its larger flowered relative *C. vernus* and its cultivars.

For more information contact Sandra Bell via email at: [s.bell@kew.org](mailto:s.bell@kew.org)

### Next Vista copy deadline

Vista 142: 16 February out 27 February  
Bronwen Davies on 5778 or email [b.davies@kew.org](mailto:b.davies@kew.org)



## February events



- 3 Intensely Tropical** - month-long tropical flower festival until 4 March includes special tours by Kew's volunteer guides on Tuesdays Thursdays and Fridays of the tropical nurseries (£5) ring 5604 to book or see online for further details: [www.kew.org/events/tropicaextravaganza/behind](http://www.kew.org/events/tropicaextravaganza/behind)  
In the Nash conservatory an exhibition celebrates the photography of *Kew* magazine Visit the web for more details at [www.kew.org/kewmagazine/exhibition](http://www.kew.org/kewmagazine/exhibition)
- 5 KMIS lecture:** 'Roots and Shoots: An oasis in the inner city' by Linda Phillips, Manager, Roots and Shoots, Lambeth, 6.30pm £2 Jodrell Lecture Theatre see [www.kew.org/kmis](http://www.kew.org/kmis)
- 8 Tropical illumination** 7-9pm (one night only) £30 private and lit viewing with drinks and snacks.
- 8 BGCI lecture:** Wangari Maathai lecture at Royal Geographical Society see: [www.bgci.org/wangari](http://www.bgci.org/wangari)
- 12 KMIS lecture:** 'Seed collecting in New Zealand' by Annette Dalton and Joanne Everson, 6.30pm £2 Jodrell Lecture Theatre see [www.kew.org/kmis](http://www.kew.org/kmis)
- 13 Lunchtime seminar on project planning** 12.30pm - 2pm call Theresa Harcombe on 5171.
- 14 File Amnesty day - send back your files to the Registry in Admin** (see article in Vista 140).
- 15 How to conduct appraisals and set objectives** Aimed at new line managers this day will guide you through Kew's appraisal and performance management cycle. Call Theresa Harcombe on 5171.
- 19 Summer Swing 10 - 14 July 2007.** Jools Holland, Music of Dirty Dancing, Björn Again, Buena Vista Social Club's Eliades Ochoa and Buena Fe. **See below for full details.**
- 19 KMIS lecture:** 'Conserving the Endemics of Ascension Island' Jim Handley, Kew Diploma student, 6.30pm £2 Jodrell Lecture Theatre see [www.kew.org/kmis](http://www.kew.org/kmis)
- 22 How to prepare for appraisals and set objectives** For staff new to Kew this course explains how to get the most out of the Kew appraisal and performance management cycle. Call Theresa Harcombe on 5171.
- 26 KMIS lecture:** 'St Helena: The Flora of a Forgotten Outpost' Falkland Vans Little, Kew Diploma student, 6.30pm £2 Jodrell Lecture Theatre see [www.kew.org/kmis](http://www.kew.org/kmis)
- 27 3rd Kew PhD Symposium** in Museum Number One. Contact Steven Jansen on 5316. All PhD-students associated with Kew and Wakehurst are welcome to present their work and to discuss results and future research plans.

Email [b.davies@kew.org](mailto:b.davies@kew.org) by 16 February to be included in the next issue out on 27 February 2007

## Party for the Planet with Summer Swing at Kew

sponsored by Kumala, the UK's No. 1 South African wine

The feel good factor will be riding high at Kew's weeklong Party for the Planet, as we celebrate the return of some of Summer Swing's most popular artists.

Opening and closing the series, **Jools Holland**, the UK's hardest working and charismatic musician drops in to give Kew audiences their annual fix of foot-tapping fun. Backed, as ever, by his sensational 18-piece Rhythm & Blues Orchestra. (Tues 10 July £30/Sat 14 July £35)

The music of "**Dirty Dancing**" has become a cult favourite since Patrick Swayze and Jennifer Grey first starred in the hit 1987 film. In London's West End, when the musical version opened last November, the show had the biggest box office advance for any show in the West End's history. Now, in this sensational concert, all 26 hits from this enduringly popular chick-flick are performed by some amazing West End talent. Anyone who has ever sung along into their hairbrush to these immortal songs will be swept up in this evocative mix of feel good tunes. Drag the men along or go out with the girls – but don't forget your hairbrushes! (Wed 11 July £29)

According to *Q Magazine*, "if ABBA ever re-formed, they wouldn't be as good as **Björn Again**." The global phenomenon, Björn Again, is back at Kew at long last, with their entertaining and electrifying live rock show. Supporting Björn Again, to add to the night's enjoyment, Kew is proud to introduce the sensational AllStars - a collective of Europe's

finest session musicians, whose list of credits reads like a who's who of the music industry. In between touring and recording commitments with the world's most high-profile artists, they come together to make music to the highest global standards and enjoy regular spots as the in-house band for *Smooth FM*. (Thurs 12 July £29).

Back by popular demand, **The Buena Vista Social Club's Eliades Ochoa** and his legendary Grupo Patria gave one of Summer Swing's most memorable concerts ever last year. Don't miss this chance to experience once again the rolling mid-tempo dance rhythms of one of the most important Cuban soneros of all time. Cuba's hottest new band, **Buena Fe** supports Eliades, returning with another steamy set after they went down such a storm last year. Their unforgettable style successfully marries traditional Cuban flavours with a contemporary, global pop feel. (Fri 13 July £32)

The Swing Village hits a new note in 2007 with a wide range of appetizing foods as well as free products to try. Patrons can also pre-order delicious picnic hampers for collection on the night of their concert.

As sponsors of this year's Summer Swing, Kumala, the UK's No1 best selling South African Wine will be offering all free-spirited concert goers great value exclusive deals on wine, so there will be no need to lug along heavy bottles to the event! There will also be the opportunity to sample its extensive range of full-bodied reds and crisp

and fruity whites, in the Swing Village.

**Tickets from £29. Call See Tickets on 0870 163 1783 (24hrs) or book on-line at [www.kew.org/summerswing](http://www.kew.org/summerswing) or [www.seetickets.com](http://www.seetickets.com). Group discounts available on certain shows. No seating is provided, so bring blankets and picnics. Gates open 6.30pm and concerts start 7.30pm approx. Spectacular firework finale at approx 10.15 pm.**

**Priority booking is open to all staff. Lines open at 9am on 19 February to 25 February inclusive. Call 0870 166 0441 and quote booking reference "166" or book online at [www.kew.org/summerswing/](http://www.kew.org/summerswing/) 166**

**From 26 February, tickets go on general sale on 0870 163 1783 or [www.kew.org/summerswing](http://www.kew.org/summerswing) and [www.seetickets.com](http://www.seetickets.com)**

Kew Staff are entitled to **one free ticket** across the whole series of concerts if they have purchased one or more tickets from See Tickets. Tickets can be collected Tuesday - Thursday, between 2pm and 4pm, from the Events Team (top floor Cambridge Cottage). Tickets can be collected from Tuesday 13 March, cannot be reserved in advance and are issued on a first-come first-served basis.

Please remember to bring your Staff Pass, tickets and/or proof of purchase. Jools Holland and other popular concerts are subject to availability, so book early to avoid disappointment!

## Andy Burchell permanently appointed Director, Corporate Operations and Finance

I am pleased to advise that Andy Burchell joined Kew's permanent staff on 1 February 2007 as Director, Corporate Operations and Finance. Prior to this, from 1 June 2005, he was on secondment to Kew in the same role, from the National Audit Office. Andy has brought a breadth of experience and good governance practice to the post. He will continue to play a pivotal role in helping the organisation deliver on its mission.

wishing him well in his ongoing and challenging role at Kew.

Steve Hopper



News of the permanent appointment has been received warmly by the Trustees, Senior Team and others. I'm sure I speak on behalf of all staff in extending congratulations to Andy and

## Pickled mushrooms get special treatment



Kew volunteer Mark Powell has been working hard over the last nine months on a special mission to re-vamp the mycology spirit collection.

Perhaps you were unaware that Kew kept any fungi in spirit, but in fact we have a marvellous collection of over 1,200 specimens.

Although the Mycology section has now moved to the Wolfson Wing of the Jodrell, it was decided that the spirit specimens would be best cared for in the controlled environment of the Herbarium spirit collection. Here they are stored at 12-16°C to help prevent evaporation and to protect the jars and specimens from extremes of temperature.

Mark has restored the collection to

its former glory by cleaning individual specimen jars and topping-up the fluid, to ensure all parts of the fungi are submerged.

Just some of the treasures unearthed during this process were a *Cyttaria darwinii* collected in 1886, a beautiful *Geastrum pectinatum* collected on Christmas Island, and a strangely squid-like *Clathrus archeri*.

We are also very grateful to Mark for making good progress on the task of entering label data into the Herbarium database, via the Mycology section, to improve the accessibility of the collection to scientists.

**Contact:** Emma Tredwell  
[e.tredwell@kew.org](mailto:e.tredwell@kew.org) or ring 5203.



## Diary dates

### March closedown:

Overtime forms received in HR by 9am on Thursday 1 March 2007 will be paid with March salary. Any overtime forms received after this date will be paid with April salary.

### Pay days:

Wednesday 28 February 2007  
Friday 30 March 2007

### Director's staff talks:

Friday 30 March at 10am at the Jodrell  
Monday 2 April at 11am at the Jodrell  
Tuesday 24 April 9am at Wakehurst Place

### Managers' Forum:

14 February 2-4pm  
11 April 10am -12pm  
16 May 10am -12pm  
11-15 June (Clandeboyne week)  
4 July 2-4pm

All meetings are held in the Pat Brenan room in the Herbarium.

### Senior team meetings:

All two-hour twice monthly meetings start at 10am except  
Tuesday 13 February (2-4pm)  
Monday, 5 March  
Wednesday, 14 March  
Wednesday, 4 April  
Wednesday, 25 April  
Wednesday 9 May  
Wednesday 23 May  
Wednesday 6 June  
Wednesday 20 June  
Wednesday 4 July

### Trustees' meetings:

Thursday 15 March 2007  
Monday 4 June 2007 (Wakehurst Place)  
Wednesday 19 September 2007  
Thursday 1 November 2007  
Monday 10 December 2007

All meetings are held in the Orangery Conference Room (except 4 June) at 10am. (<http://web/DIRECTORATE/Trustees>)

## Thousands of snowdrops to banish winter blues



A carpet of snowdrops will greet visitors to Wakehurst Place, over the next few weeks. Last year more than 100,000 snowdrop bulbs were planted outside the Visitor Centre at Wakehurst Place.

The bulbs are starting to burst into flower and provide a welcome splash of dazzling white colour, and a taste of spring, for visitors. The display is expected to last a month.

Andy Jackson, Head of Wakehurst Place, said: "Snowdrops are always a favourite plant because their arrival is seen as a sign that spring is on its way."

"We hope the sight of swathes of snowdrops will really lift people's spirits and create a buzz as they arrive at Wakehurst."

Snowdrops are among a wealth of seasonal delights at Wakehurst, which make it the perfect place to banish the winter blues and enjoy a crisp walk. The winter garden is also at its best, with glorious

heathers, winter flowering shrubs, brightly coloured dogwoods and ornamental grasses providing a rich mix of colour and interest.

Purchasing and planting of the snowdrops was made possible through donations to the Foundation and Friends of Kew, a charity which supports Kew and Wakehurst by raising funds and awareness of their conservation and scientific work. The scheme enables people to remember a loved one or celebrate a special occasion at Wakehurst Place through the sponsorship of bulbs, woodlands or wildflower seeds.

Rob Yates, from the Foundation, said: "Wakehurst plays a special part in people's lives and having had many happy times here, people feel they want to give something back to support the gardens; their contribution makes a real difference."

If you would like to make a gift (or know someone who would) call Rob Yates on 01444 894035.

### Vista copy deadlines

Vista 142 copy deadline: 16 February out 27 February

Vista 143 copy deadline: 2 March out 13 March

Contact: Bronwen Davies on 5778 or email [b.davies@kew.org](mailto:b.davies@kew.org)

## Staff changes

### New starters

Date	Name	Job Title	Department
05/01/2007	Sara Barrios	LAPI Team Leader	Herbarium
08/01/2007	Kathryn Beck	LAPI Digitisation Officer	Herbarium
08/01/2007	Stephanie Channeliere	LAPI Digitisation Officer	Herbarium
08/01/2007	Gerardo Mazzetta	LAPI Digitisation Officer	Herbarium
08/01/2007	Kristen Ellis	LAPI Digitisation Officer	Herbarium
08/01/2007	Helen Hartley	LAPI Digitisation Officer	Herbarium
08/01/2007	Ruth Netherwood	Herbarium Specimen Digitiser	Seed Conservation Dept
09/01/2007	James Carter	Digitisation Officer	Library, Art & Archives

### Promotions/Transfers

Date	Name	Job Title	Department
05/03/2007	Rhian Smith	Research Assistant to the Director	Directorate

### Retirements/End of appointments

Date	Name	Job Title	Department
31/12/2006	Monica Evans	Press Officer	C&CA
20/02/2007	Richard Greynor	Phyloinformatician, EDIT	Jodrell

## Contributors

Cathy Anderson, Oliver Basciano, Sandra Bell, Val Bond, Karen Brown, Eleanor Bunnell, Dom Costello, Ann Chapman, Louise Cross, Claire Dalaya, Bronwen Davies, Kate Forrest, Gina Fullerlove, Theresa Harcombe, John Harris, Christina Harrison, Andrew McRobb, James Morley, Justine Parker, Janice Phair, Sue Seddon, Phil Stevenson, Emma Tredwell, Sheetal Verma, Lydia White

## Staff vacancies

Any member of staff intending to apply for an internal vacancy must inform their line manager. Please note that all staff are eligible to apply for vacant positions irrespective of current band level. Any staff who are interested in applying for a FTA/internal attachment are required to discuss the move with their line manager. The current head of department retains responsibility for the staff member at the end of an attachment period and, therefore, final approval to *apply* for an internal attachment post lies with the head of department.

**Please quote the job reference when requesting an application.**

### Propagator, Full Time: Permanent: Band B, £14,714 Horticulture and Public Education, (REF: 394)

An excellent opportunity for an enthusiastic and motivated individual to join the Hardy Display Team. Your role will be to manage the glasshouses, outdoor surrounding areas and overall propagation for the ornamental displays. Working alongside the decorative manager, you will be responsible for developing and setting propagation schedules and will provide ongoing support and training to a propagation assistant and others, including a small team during peak periods.

Successful applicants should have effective planning and organisational skills combined with professional experience of practical bedding plant propagation. In addition to a proven knowledge of propagation and glasshouse practices you should be able to perform a range of horticultural skills at the level of NVQ 2 or equivalent and be competent in managing a glasshouse.

**Closing date:** Tuesday 27 February 2007 at 5pm

**Interview date:** Thursday 15 March 2007

### Seed Specialist (Germination), 41 Hours Gross, 3 Year Fixed Term Appointment, £18,030

#### Seed Conservation Department at Wakehurst Place (REF: 3053)

As part of this prestigious project, you will be working with the world's most diverse collection of seeds. By solving germination problems and analysing data from a variety of sources, you will contribute to an exciting project which aims to deliver a web based decision support tool for seed germination.

With a degree or equivalent in biology or plant science, you will have an understanding of seed germination and dormancy theory and be competent in manipulating and analysing large data-sets.

**Closing date: 28 February 2007**

**Please contact Human Resources on 5184 or email [jobs@kew.org](mailto:jobs@kew.org) for an application form and further information.**

## Do you have difficulties with your hearing, sight or mobility?

Work is currently being carried out to improve our Fire procedures and systems, and to make sure they comply with legal standards.

Employers are required to ensure that every member of staff can be effectively alerted when the building they occupy needs to be evacuated. This is normally done by way of an audible fire alarm. People must also be able to leave their building safely in the event of an emergency, potentially using less familiar routes. Current systems are sufficient for most people. However, members of staff with hearing, sight or mobility impairments may need additional arrangements or support.

If you have difficulties with your hearing, sight or mobility, please contact Sheetal Verma (HR Advisor on 5153). You will be asked to outline what difficulties you experience, and to give consent to this information being given to your line manager and Health and Safety representatives. They will then get in touch with you to discuss what arrangements you may need.

Remember, it is in your interest to let us know of any conditions you have which can affect your health or safety, and to give your consent for this information to be used appropriately and in confidence.

**Contact:** Sheetal Verma on 5153.

## Learning Agenda's cross-cutting group recommendations

To see the recommendations from the four cross cutting groups which have so far reported, please look at the Learning Agenda Intranet site <http://web/learning>  
The Schools and Families Group, Conservation Group, Partnership Group and Kew on Site Group have finished this phase of their

work. Recommendations are being discussed on Tuesday 6 February.

The next Convenors' meeting is on 26 February in the Jodrell Seminar Room, between 2.30-4.30pm.

**Contact:** Karen Brown on 5682.