



# New Planter Practical Evaluation

(This form is completed by the rookie trainers for each planter they coach in the pre-season)

Planter: \_\_\_\_\_ Evaluator: \_\_\_\_\_

Date: \_\_\_\_\_ Evaluators Experience (#Planting seasons): \_\_\_\_\_

Before any new planter can plant on an individual piece of ground without an experienced planter present they must demonstrate the following knowledge and skills (this should be evaluated by the rookie trainer or foremen by day 3 of planting)

*Fitness evaluation - All new planters must be able to demonstrate they can complete the exercises: [www.summitplanting.com/fitness](http://www.summitplanting.com/fitness)*

Exercise			Complete ✓	If incomplete this planter must manage this by?
Walking Lunge	Steps	40		
	Time	2 min		
	Weight	40 lbs		
Bar Roll Up	Reps	2		If there is pain on this exercise the planter should see a medical professional before starting planting!
	Time	1 min		
	Weight	8 lb		
Prone Bridge	Time (L)	1.5 min		
	Time (R)	1.5 min		
Static Bend (screen only)	Time	1 Min		If there is pain on this exercise the planter should see a medical professional before starting planting!
Step ups	Reps	40		
	Time	2 min		
	Weight	40 lbs		
Side Plank w Leg Lift	Time (L)	30 s		
	Time (R)	30 s		
One Leg Stand (eyes open)	Time (L)	30 s		
	Time (R)	30s		
One Leg Stand (eyes closed)	Time (L)	10s		
	Time (R)	10s		
Bar Hang	Time	1 min		
Jump Downs	Reps	12		
	Time	1 min		
Duck Walk	Distance	20 meters		
	Time	1 min		
Arms out Static Hold	Time	30 s		
	Weight	8 lbs		



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Page 2 of 4  
Creation Date  
March, 2016  
Revision Date  
March, 2018

NOTE: “trained” = you have completed the training with the planter

“Checked” = the planter has demonstrated an understanding of the knowledge

*Equipment Sizing Checklist – All new planters should be trained on how to effectively choose and fit the right planting equipment*

Equipment	Training Point	Trained ✓	Checked ✓
Watch	Time everything on the block!		
Bags	No more than 18kg/40lbs or 23% of body weight		
	Seedling roots pointing forwards in planting bags		
	Bags evenly loaded <u>and</u> unloaded		
	Bags should be worn and supported above the hips		
	Use thick padding and replace if necessary		
Shovel Handle and shaft	Keep the handle padded or use a glove to minimize vibration		
	The handle diameter should be 1cm smaller than the inside grip diameter		
	D-handles should be offset slightly to maintain neutral wrist alignment		
	Length of shaft should allow for a d-handle shovel to sit between the fingertips and wrist height		
Shovel blade	Blade should be at least 15cm long		
	Blade should be tapered and slightly pointed		
	Blade width should be as narrow as possible but at least as wide as planters hand (including gloves)		
	Keep at least one kicker on the same side as the dominant hand		
Boots	Good hiking boots at minimum required at all times on the worksite – Running shoes, sneakers, and skate shoes are never acceptable		
	Every planter must have a pair of caulk boots available and use them if the terrain is very steep and slashy.		
Whistle	Must have your whistle with you at all times on the block		
Plot Cord	How to use, must be with you all the time on the block		
Sunscreen	Should be worn every day at least SPF 20		
Water Jug	Fill every night- durable (no milk jugs or Fuel Cans) at least 8 liter capacity		



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Page 3 of 4  
 Creation Date  
 March, 2016  
 Revision Date  
 March, 2018

**Planting Ergonomic Training Checklist**—*this should be trained and confirmed with each planter, (refer to “A Tree Planters Guide to Reducing Musculoskeletal Injury” for details)*

Trained On: \_\_\_\_\_ Checked On: \_\_\_\_\_

Technique	Training Point	Trained ✓	Checked ✓
Step 1: Select Spot	Minimize neck bending – use eyes to look down		
	Keep Shovel Close – avoid over-reaching		
	Look for the easiest spot to plant inside your spacing window		
	Look at least two spots in advance, know where you are going for the tree after this one.		
Step 2: Screef	ONLY screef if absolutely necessary		
	Use a forward-back motion		
Step 3: Retrieve Seedling	Don't look at seedling – keep eyes on selected spot		
	Keep wrist straight		
	Keep grasp on seedling loose / relaxed		
	Don't rotate forearm		
Step 4: Putting shovel into ground, and opening the hole	Keep shovel hand below eye level		
	Keep elbow below the shoulder		
	Minimize arm motion in soft ground		
	Probe lightly or use kicker in harder ground		
	Practice the “let-go” technique on shovel hand		
	Center the planting hole close to the body- don't over-reach for the hole		
	Keep Elbow slightly bent while opening the hole		
Step 5: Insert Seedling	Keep the wrist straight on the shovel		
	Maintain lordotic curve in back when bending over -		
Step 6: Close the hole	Keep hips symmetrical		
	Close with fist, shovel or foot, avoid using fingers in all but the softest ground		
	Avoid single leg stance when standing up again		
	Keep elbow close to the body and keep the wrist in a neutral position when leaning on the shovel		
Step 7: Move to next spot	Avoid rotating the forearm (on the shovel) when closing the hole		
	Look up with eyes; minimize awkward neck posture to find next spot		
	Keep a relaxed grip on the shovel at all times		



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Page 4 of 4  
Creation Date  
March, 2016  
Revision Date  
March, 2018

Safety System Awareness – All new planters should be able demonstrate that they fully understand the following concepts.

*Each individual planter should be able to give you the following information before they work on their own piece of land:*

Date of Original Safety Training (with Foreman before starting work): \_\_\_\_\_

Date of demonstration: \_\_\_\_\_

- Explain why we have a “STOP and ASK” policy and when it may apply
  - Show that they understand to try and work somewhere they feel they are sure of first
  - Show they understand if they really can't find somewhere else to work they will be paid for lost work time
- Demonstrate they understand their “Right to Refuse unsafe work”
  - Show that they understand to try and work somewhere they are sure they are safe
  - Show they understand if they really can't find somewhere else to work they will be paid for lost work time
- Identify where they are on a map of the block
- Identify on the map and in the field the location of the primary and secondary mustering points
- Explain how to get to the block entrance, vehicles and mustering points
- Identify the first aid attendant on the block and in camp
- Explain the symptoms of repetitive strain or tendonitis and who they would report to if they feel them
- Identify a dangerous tree in the field and know what to do if they see one that is not marked on their land
- Outline the procedure in case of the following emergencies
  - High winds
  - Bear on the block
  - Bear spray use
  - Electrical storm
  - Fire on or near the block
  - What they would do if they got lost
  - Medical emergency
- Explain what communication devices are available in case of emergency and when they should be used
- Demonstrate they are fully aware that they will be dismissed for the following:
  - Smoking on the block (other than roads and landings)
  - Drug or alcohol use on or before work time
  - Stashing or over-counting