

Control resources in support of fence installation

Overview

This standard describes how to control the resources required in support of fence installation. It includes both human and physical resources.

This standard covers:

- identifying the skills requirements for the installation of fencing
- organising people to meet the skills requirements
- monitoring the performance of employees and contractors
- motivating people
- coaching people
- organising tools and equipment to support the installation of fencing
- maintaining tools and equipment.

This standard is suitable for fence installation supervisors. It can be applied to support any fence installation operation.

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Performance criteria

You must be able to: **Control human resources in support of fence installation**

1. confirm that health and safety policies and risk assessment requirements are put into practice across your area of responsibility
2. confirm that the workforce wears suitable clothing and personal protective equipment (PPE) to undertake the required job
3. monitor the health, wellbeing and safety of the workforce
4. deploy the workforce confirming that they have the required skills, training and certification to undertake the work and hold the required permits and industry recognised cards to work on site
5. confirm that the workforce has been informed of the required standards of work and behaviour on site
6. monitor the quality and reliability of the workforce
7. support the workforce to ensure that fence installation can be achieved
8. identify and deal with workforce shortfalls affecting the achievement of the fence installation

Control physical resources in support of fence installation

1. identify the requirements for tools and/or machinery in order to carry out the work from the **instructions and specifications**
2. obtain suitable tools and/or machinery to support the requirements of the fence installation
3. check and confirm that tools and/or machinery meet operational and relevant legal requirements
4. deploy tools and/or machinery to support the requirements of the fence installation
5. confirm that users have the required skills, training and certification to operate the tools and/or machinery
6. confirm tools and/or machinery are prepared and used safely, and kept in a serviceable condition
7. confirm that the maintenance and repair requirements for tools and/or machinery are met and recorded, in accordance with company procedures

8. check that security and safety requirements for the storage of tools and/or machinery are maintained

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Knowledge and understanding

You need to know and understand: **Control human resources in support of fence installation**

1. how to communicate health and safety policies and risk assessment requirements to those carrying out the work, and confirm that they understand their responsibilities
2. the type of clothing and personal protective equipment (PPE) that should be worn
3. the health, wellbeing and safety requirements associated with fence installation work
4. how to check that the workforce has the required skills, training and certification to undertake the work, and that they hold the required permits and industry recognised cards to work on site
5. how to establish the quality and reliability of a workforce
6. the advantages and disadvantages associated with different workforces including employees only, contractors only, contractors and employees working together
7. the company evaluation and reporting procedures used to control workforce utilisation and suitability
8. how to deal with workforce shortfalls
9. how to support the workforce to achieve planned fence installation
10. how to instruct and coach people to achieve the skills required for the fence installation

Control physical resources in support of fence installation

1. how to identify and obtain the tools and/or machinery required for the fence installation in accordance with instructions and specifications
2. the capabilities of tools and/or machinery required to carry out the required installation
3. the hazards associated with the tools and/or machinery used
4. the specific training/certification requirements for people using the tools and/or machinery
5. the relevant legal and company requirements that control the use of tools and/or machinery

6. the company documentation requirements for monitoring the usage and suitability of tool and/or machinery
7. the importance of following the specified company procedures for preparing and using tools and/or machinery
8. the company maintenance and repair processes for tools and/or machinery and the importance of maintenance and repair in maintaining safety

Glossary

Instructions and specifications could include:

- plans/drawings
- schedules
- method statements
- Standard Operating Procedures (SOPs)
- manufacturer's guidelines
- customer requirements
- quality standards e.g. BSI, CE
- verbal instructions

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