

## Control resources in support of fence installation

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### 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

9. identify the requirements for tools and/or machinery in order to carry out the work from the instructions and specifications
10. obtain suitable tools and/or machinery to support the requirements of the fence installation
11. check and confirm that tools and/or machinery meet operational

- and relevant legal requirements
12. deploy tools and/or machinery to support the requirements of the fence installation
  13. confirm that users have the required skills, training and certification to operate the tools and/or machinery
  14. confirm tools and/or machinery are prepared and used safely, and kept in a serviceable condition
  15. confirm that the maintenance and repair requirements for tools and/or machinery are met and recorded, in accordance with company procedures
  16. check that security and safety requirements for the storage of tools and/or machinery are maintained

## Knowledge and understanding

### You need to know and understand:

You need to know and 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

11. how to identify and obtain the tools and/or machinery required for

- the fence installation in accordance with instructions and specifications
12. the capabilities of tools and/or machinery required to carry out the required installation
  13. the hazards associated with the tools and/or machinery used
  14. the specific training/certification requirements for people using the tools and/or machinery
  15. the relevant legal and company requirements that control the use of tools and/or machinery
  16. the company documentation requirements for monitoring the usage and suitability of tool and/or machinery
  17. the importance of following the specified company procedures for preparing and using tools and/or machinery
  18. 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:

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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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