
LABOUR HIRE COMPETENCY ASSESSMENT FORM

This document has been developed to assist the competency review of labour hire workers in construction where there are overlapping health and safety duties between PCBU's.

The attached process flow and form is intended to provide guidance to allow for consultation, co-operation and co-ordination between a construction company, labour hire company and the labour hire worker who will be on site. It can be used to identify the tasks a worker is able to undertake and the level of supervision required on site by the construction company. It is intended for this document to be reviewed prior to the worker starting on site and also if the task or intended scope of work changes. This process can help in identifying work tasks that require specific PPE (Personal Protective Equipment) and PPC (Personal Protective Clothing) over and above that which is provided to labour hire staff as a minimum standard.

The labour hire construction competency review process assists PCBU's in providing evidence of a desktop review or verification of qualifications, a self-assessment (undertaken by the worker) and on site observation of skills. This process supports the agreement between PCBU's in relation to worker competency and is not intended as a full competency evaluation of a worker.

It is important to note that a competency evaluation extends beyond verification of training and subsequently should be undertaken by someone who themselves is skilled and able to undertake the task.

Ensuring that work is well planned with competent workers will help to mitigate delays, lost productivity on site, improve work quality and ensure everyone goes home safely to their families at the end of every day.

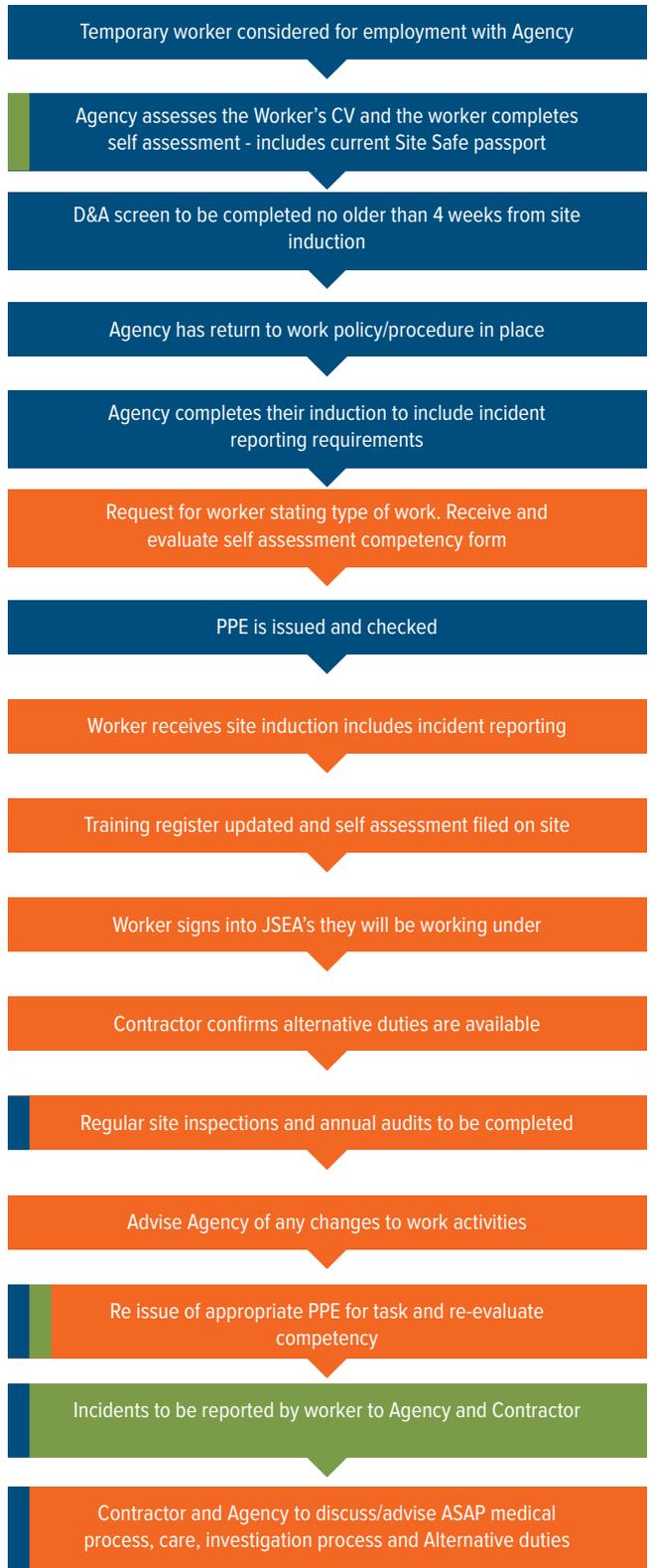
Further information and detail regarding competency expectations can be sourced from WorkSafe on their website www.worksafe.co.nz

Please Note:

The information provided in this document should be used in conjunction with a cohesive Health and Safety Management system that aligns with the Health and Safety at Work Act 2015 and PCBU responsibilities. It is not intended for this document to cover competency of all tasks that would be carried out in construction, rather provide guidance for equipment and tasks where there is a risk of harm. PCBU's must be aware that you cannot discharge duty under the Act, you must ensure that the best person positioned to manage health and safety risk does so. A PCBU must ensure that contractors are suitably trained, competent, and able to undertake work safely for the duration of work.



CRSF - LABOUR HIRE COMPETENCY ASSESSMENT FORM



Key

- Agency Responsibilities
- Temps Responsibilities
- Contractor Responsibilities



GRADING SYSTEM

The grades will be from 1-5, 1 being a Labourer and 5 being an above average Tradesperson

1. A Labourer with little building experience
- 1.5. A Labourer with building experience
2. Trade Assistant (such as Hammer Hand) with little experience
- 2.5. Experienced Trade Assistant
3. This is a Tradesperson who has just completed their Apprenticeship or a Tradesperson with limited skills
4. A Tradesperson who is multi skilled and has experience in the commercial industry. They should require little supervision.
5. A Leading Hand type who can look after a small gang. Someone who has a wide range of skills and experience

