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Selecting the Right People for the Job
Contractors on Site

Match dot Contractor

Sorting
Selecting
Supervising



Our Approach

SELECTING THE RIGHT PEOPLE FOR STW AMP 5

10 year contract £4bn – multistage selection

- | | |
|-------------------------------|--------------|
| • Initial gateway – EU advert | 95 responses |
| • Written submissions | 40 invited |
| • Interview and presentations | 20 invited |
| • Site audit and commercials | 12 visited |
| • Appointed | 7 appointed |

Short listing and Selection Criteria

- Minimum Stage 1 Standards
 - ISO 9001
- Written Submissions
 - Detail approach and scenarios with model answers
 - 3rd party references
 - Use of Achilles Verify
- Interviews and Presentations
 - Key interview questions and model responses
- Site Audit and Selection
 - Checklists of physical evidence of H+S commitment
 - Talking to those that do the work
 - CDM audits
- Coaching and Feedback – Appointed & Unselected

Learning Points

- Improve communication of H&S message
- Very similar approaches from all suppliers
 - H&S was not a differentiator
 - Opportunities to stand out with innovative approach.
- How to deploy right internal resource at the right time
- One of the most thorough approaches suppliers had seen.

Short on Resources to Shortlist?

- Understand the EU procurement rules
- Determine the minimum standards you need
- What else are you trying to achieve?
- Choose a suitable Stage 1 “accreditation” model
- Use your own selection criteria/checklists
- Online registration options?
- Criteria suitable to Scale – impact on costs

Making this bit as easy as possible but as accurate as possible

Selection



- Evidence of Competency
 - Knowledge of the work / industry
 - References / Previous work
- Standards
 - H,S&E Policy in practice
 - Competency of staff in practice
 - Relevant accreditations/affiliations/memberships
- Sticking to the Process
- Criteria and Approach suitable to Scale

So What Goes Wrong?

**High voltage cable
strike cuts off 100
homes**



Supervision

- Relationship STARTS with the signature
- CDM is about Team Work
- Team is only as strong as the weakest link
- Client – Main Contractor 
- Main Contractor – Supply Chain Tiers 
- Need to maintain the “Tension”

How do we get what we need?

- Above and Beyond CDM 2007
 - Brand Protection
 - Higher standards than just compliance
- A “model client” ?
 - Internal discipline to stick to the procurement processes
 - Understand value of own policies and approach
 - Be competent at procurement and selection or chose a competent service provider
 - Be clear on your standards and communicate them
 - Stay supportive and “present” – a careful balance
 - Recognise the diversity of schemes available to assess contractor competency and make pragmatic decisions thereof

Summary & Questions

- Be completely thorough and professional in your selection process
- Think about the whole supply chain
- Celebrate successes

Any Questions ?