Putting People to Work.

No	Activity	Hazard	Person(s) in Danger	Control Measures	Residual Risk Rating
27	**Putting People to Work**	People being put to work who are not competent Not aware of company policies, procedures and processes. Not inducted and recorded on company databases. Not undertaken required client accreditations Not having sufficient information and / or equipment to work.	Employees Contractors	• No one can work without completing the required pre-employment checks and the Telecom Division induction. • Check the validity of training and competencies before Putting People to Work. • Ensure all personnel are competent in completing their task/role. • Managers to arrange training for personnel to ensure further competency if required. • Ensure driving licenses are checked and appropriate competencies are present. • Ensure the appropriate tools and equipment are provided. • Ensure all relevant information e.g. Task Instruction, utility plans, Risk Assessment/Method Statement, Permits etc are all in place. • Review jobs to ensure we take into account issues such as Zone of Interest (ZOI), traffic management, site-specific hazards and equipment required when planning the job. • Ensure all personnel have Risk Assessment App, Lone Worker App and Site Observation App on their mobile devices. • Ensure all personnel are aware of the incident reporting process and the Incident Line phone number (0330 123 1092). • Ensure the appropriate Personal Protective Equipment (PPE) is issued and worn.	Low