

<b>Title</b>	<b>Support and mentor a team on a worksite</b>		
<b>Level</b>	<b>4</b>	<b>Credits</b>	<b>10</b>

<b>Purpose</b>	People credited with this unit standard are able to support and mentor a team on a worksite.
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<b>Classification</b>	Infrastructure Works > Structural Foundations
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<b>Available grade</b>	Achieved
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### Guidance Information

- Learning and assessment within this unit standard must be carried out in a construction or infrastructure works environment in accordance with industry requirements and the following legislation, as relevant to the role, and any subsequent amendments:
  - Health and Safety at Work Act 2015;
  - Resource Management Act 1991;
  - Heritage New Zealand Pouhere Taonga Act 2014;
  - Hazardous Substances and New Organisms Act 1996.
- Definitions
 

*Industry requirements* may refer to but are not limited to relevant policies, processes, methodologies, industry codes of practice, site specific health and safety plans, standard operating procedures, site safety plans, quality plans, work plans, traffic management plans, contract work programmes, job safety analysis, safe work method statements, job instructions, manufacturer's requirements, contract specifications, manuals, procedural documents.

*Quality plan* refers to any contract specific policy, processes, procedures, testing or certification requirements.

*Support* may include but is not limited to practical demonstrations, role modelling, providing resources, further training, encouragement, and positive reinforcement.

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### Outcomes and performance criteria

#### Outcome 1

Support and mentor a team on a worksite.

#### Performance criteria

- 1.1 Roles and responsibilities of onsite team members are explained in terms of meeting the requirements of the work plan.

- 1.2 Responsibilities of onsite team members in terms of responding to emergencies are explained.
- 1.3 Onsite team members are given support to complete a work plan and follow emergency procedures.
- 1.4 Meetings or briefings for the onsite team are planned, delivered, and have a focus.
- Range focus includes – identifying hazards, the importance of a safety plan, meeting quality outcomes, meeting compliance requirements.
- 1.5 Key messages are reinforced in terms of improving technical skills, increasing knowledge, applying safe behaviours, meeting quality outcomes, and communicating with the team and a supervisor.
- 1.6 Clarification, questioning and summarising are used to check team member understanding and respond to team member concerns.
- 1.7 Enablers and barriers to following industry requirements, emergency procedures, and quality and safety plans are identified and explained.
- Range team, individual team members, the work environment.
- 1.8 New ideas and methods and opportunities offered by the team are considered to redefine, avoid, or overcome conflict, obstacles, or complacency and to identify ways to give feedback.
- 1.9 Individual and team efforts, achievements, positive behaviours, and contributions that lead to quality outcomes, improved safety, or compliance are acknowledged and positive feedback is given.
- 1.10 Reward and recognition opportunities are discussed with individual team members and supervisor to determine the best delivery method.
- 1.11 Individual and team skills, strengths and weaknesses, knowledge or training gaps are identified, discussed with the supervisor, and recorded in terms of actions for further training.

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<b>Planned review date</b>	31 December 2028
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**Status information and last date for assessment for superseded versions**

Process	Version	Date	Last Date for Assessment
Registration	1	14 December 2017	31 December 2026
Rollover	2	29 September 2022	31 December 2026
Review	3	27 July 2023	N/A

**Consent and Moderation Requirements (CMR) reference**

0101

This CMR can be accessed at <http://www.nzqa.govt.nz/framework/search/index.do>.

**Comments on this unit standard**

Please contact Waihangā Ara Rau Construction and Infrastructure Workforce Development Council at [qualifications@WaihangāAraRau.nz](mailto:qualifications@WaihangāAraRau.nz) if you wish to suggest changes to the content of this unit standard.