

<b>Title</b>	<b>Lead and support team performance for construction</b>		
<b>Level</b>	<b>5</b>	<b>Credits</b>	<b>15</b>

<b>Purpose</b>	<p>A person credited with this standard can:</p> <ul style="list-style-type: none"> <li>• identify and communicate team objectives for a construction work programme;</li> <li>• lead and monitor individual and team performance for a construction work programme; and</li> <li>• implement training activities for a construction team.</li> </ul>
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<b>Classification</b>	Construction > Construction Management
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<b>Available grade</b>	Achieved
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### Guidance Information

- 1 This unit standard is intended for use in programmes leading to the New Zealand Certificate in Construction Trades Supervision (Level 5) with strands in Commercial Construction, Construction Related Manufacturing, Construction Related Trades, and Residential Building [Ref: 4237].

This unit standard is suitable for recognising skills and knowledge in commercial construction, construction-related manufacturing, construction-related trades, residential building.

- 2 **Assessment**  
This unit standard must be assessed:
- in construction workplace conditions that reflect current health, safety, industry, and workplace requirements.
  - meeting the requirements of the Employment Relations Act 2000; and
  - in everyday contexts within the scope of own role supervising construction-related work programmes.

Evidence generated for assessment against this standard must be verified by a person who has current expertise in supervision in the construction industry sector and has had the opportunity to regularly observe the candidate in the workplace.

- 3 **Range**  
Evidence generated for assessment against this standard must reflect workplace and industry requirements specified in:
- documented worksite specifications, procedures, Codes of Practice, Good Practice Guidelines and Industry Standards.

#### 4 Definition

*Construction work programme* is the schedule of activities for a construction contract.

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## Outcomes and performance criteria

### Outcome 1

Identify and communicate team objectives for a construction work programme.

#### Performance criteria

1.1 Identify team objectives from a work programme.

1.2 Communicate team objectives to a construction team for a work programme.

Range communication may include – oral, graphic, written.

1.3 Allocate resources for work programme.

Range resources include – labour, time, plant and equipment, materials.

1.4 Communicate quality requirements for the work programme.

1.5 Determine and communicate work programme safety requirements.

Range hazard identification, risk management, personal safety, team safety responsibilities.

1.6 Elicit feedback from team members to determine if they understand their work programme tasks and responsibilities. Address any area where responsibilities are not understood.

### Outcome 2

Lead and monitor individual and team performance for a construction work programme.

#### Performance criteria

2.1 Identify barriers that may impact the team or team member's performance.

Range barriers may include but are not limited to – skills, knowledge, experience, work environment and facilities, language and communication, culture.

2.2 Identify and address performance issues for individual team members.

2.3 Monitor and determine team performance and progress against work programme requirements, scheduling, and task allocations.

2.4 Give feedback to the team about performance against the objectives of the work programme.

- 2.5 Provide guidance to team members about how to improve performance against the work programme objectives.
- 2.6 Provide direction and opportunity for team members to reflect upon their own performance and identify any areas for improvement.
- 2.7 Elicit feedback from the team and reflect upon own performance. Identify areas of success and opportunities for improvement.

### Outcome 3

Implement training activities for a construction team.

Range may include but is not limited to – toolbox talks, peer support, internal and external training.

### Performance criteria

- 3.1 Assess the team to identify team training needs relevant to the work programme.
- 3.2 Address and coordinate the training needs identified for the construction team.
- Range may include but is not limited to – on-site training, referral to a training programme, induction.
- 3.3 Elicit feedback to determine the effectiveness of training activities specified in a training plan. Identify any additional training needs required to meet the objectives of the work programme.

<b>Replacement information</b>	This unit standard replaced unit standard 20745.
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<b>Planned review date</b>	31 December 2026
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### Status information and last date for assessment for superseded versions

Process	Version	Date	Last Date for Assessment
Registration	1	26 May 2022	N/A

<b>Consent and Moderation Requirements (CMR) reference</b>	0048
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This CMR can be accessed at <http://www.nzqa.govt.nz/framework/search/index.do>.

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**Comments on this unit standard**

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