

Job Description: Ganger

Direct Report Line: Labour Manager

Site Attendance Report Line: Site Manager

Grade: 6. Ganger

Responsible for: To take reasonable care for the health and safety of himself and of other persons who may be affected by his acts or omissions at work; and

(b) As regards any duty or requirement imposed on his employer or any other person by or under any of the relevant statutory provisions, to co-operate with him so far as is necessary to enable that duty or requirement to be performed or complied with.

(REF: Health and Safety at Work Act 1974)

Main role:

To assist the Site Manager to - Direct, Control and Supervise Site Operatives general site duties: assist the Site Manager with the efficient and effective delivery of allocated projects

A Ganger can be responsible for a site for periods whilst a Site Manager is not on site

Duties and responsibilities:

People:

- **Client Management** – Know the client, treat with respect
 - Maintain a good working relationship with the client, consulting engineers and all third parties.
 - **Performance Management** – manage your time and workload responsibly; conduct business and yourself in a professional manner; provide support to Site Manager plus colleagues wherever and whenever needed
 - Encourage team building within the workforce on site and good working relationships with colleagues.
 - **Training and Development** – participate fully in training and development activities whether they be for remedial or developmental purposes, give support to Cat 3 operatives + C4 Apprentice's. [What you have is worth knowing.](#)
 - Encourage team building within the workforce on site and good working relationships with colleagues.
 - **Health & Safety** – abide by the H & S policies and procedures keeping yourself up to-date with training; report potential risks as soon as identified
 - Be aware of H&S and EMS Files
 - Understand and implement the requirements of the Developed Health & Safety Plan on site.
 - Understand and implement Method Statements and Risk Assessments
 - Understand and implement COSHH assessments
 - Understand the requirements for a SWMP for the site
 - Carry out pertinent Tool Box Talks
- Don't walk by**

Planet:

- Promote the ethos and image of Land and Water Services
- Ensure all environmental legislation is followed
- Minimise environmental impact
- Carry out works in a safe manner with minimal risk to the environment and human health
- Maintain the site in a clean and tidy condition
- Ensure that all waste including dredged and excavated material is disposed of in accordance with the SMWP and Waste Management Licensing Regulations and ensure that transfer tickets are used and a record of all waste movements is kept
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Don't walk by

Profit:

- Be conscious of the storage and handling of materials and resources
- Get it right first time
- Keep CPCS records are kept up to date
- Ensure correct ticket CPCS is obtained for the plant you are using
CHECK BEFORE YOU USE IT!!!
- Recommend cost effective alternatives to materials, processes and resources.
- Security – ensure the highest standards are maintained to minimise loss and vandalism
- Quality – Report any damages or defect as soon as identified
- Be Aware of the recording system of deliveries, machine and man hours for costing purposes by others.
- Understand the works to enable you to recognise what are not within the original contract scope and notify the SM, CN or QS verbally.
- Understanding of the concept of critical path operations, the critical deliveries and what can be left as a “rainy day job”
- Keep records of deliveries, machine and man hours for costing purposes by others
- Following a briefing by the Site Manager, CM or QS, be able to recognise works that are not within the original contract scope and notify the SM, CN or QS verbally
- Maintain an understanding of engineering terms
- Maintain an understanding of simple construction drawings, sketches and excavation profiles
- Maintain an understanding of materials
- Ensure that workmanship is carried out to the required specification
- Maintain an understanding of the concept of critical path operations, the critical deliveries and what can be left as a “rainy day job”.

Behavioural:

- **Passion & Excellence:** - pursue a can do attitude; being proactive and owning your work. Challenge the status quo and love what you do
- **Respect** – be aware of your impact on others; value openness and carefully listen to the review of others. Respect your colleagues, customers, the public, self and environment. Look after the tools of your trade.
- **Collaboration** – work together to achieve a common goal
- **Empathy** – demonstrate a caring approach to your colleagues, customers, the public and self
- **Honesty & Integrity** – when something goes wrong – own it! Learn from mistakes and avoid it happening again.
- **Site Efficiency – Site management**
 1. If a SM is not on site every day, maintain a detailed diary
 2. Be aware that all hired plant is covered by an appropriate Purchase Order and that returns are completed and given to the SM / CM.
 3. Ensure that all materials deliveries are covered by an appropriate Purchase Order and receipt note, and that this is with the Site Manager

General Attributes

- Assist to ensure operatives complete daily and weekly checks correctly in the check sheet book and submit with their timesheet on time.
- Positive, helpful attitude in dealing with fellow employees and clients.
- A proactive attitude to H&S and people's welfare.
- We require honesty – where as a caring company we can accept a mistake but we cannot accept dishonesty.
- Having the good interests of the business, environment and its people as a priority.
- Working towards the success of each project you are involved in.
- Correctly complete your timesheet and submit
- Assist the Site Manager, Forman to the best of your ability and their requirements in a helpful civil manner.
- Control the general maintenance of other site equipment (outboards, pumps, generators etc.)
- To report any damage or defect to the Contract Manager
- Make effort in understanding of engineering terms
- Understand of simple construction drawings, sketches and excavation profiles
- An understanding of materials used on the project
- Ensure that workmanship is carried out to the required specification
- Refer to and follow all regulations in the LAWS Employee Handbook & Drivers Handbook
- A good Ganger is the backbone of a site

Basic Ganger criteria

3 Day Full First Aid

Water Awareness

Waterwise

Blue Lamp

CPCS Blue NVQ Card

Cab Safe

Quick Hitch

Cat C Lift Endorsement

RYAPB2

STWC 95

SSSTS NVQ L3

Tracking on & Off Pontoons

Rynard

Pauline

Bulrush