

Annex 20 – Staff Requirements

The below schedule summarises the minimum knowledge, skills, experience, qualifications and professional membership requirements expected for identified in the Commercial Workbook.

The knowledge, skills and experience must be relevant and transferrable to the project as attained from experience of delivering similar projects or from a related role / applicable sector.

Key Persons	Knowledge / Skills / Experience							Qualifications Professional Membership		Minimum period of availability
Security operations manager	Holds five years' experience of working in similar security roles on similar types of projects to the Project.	Proven experience of planning complex removal events and can exercise sound judgement in complex situations.	Proven experience of engaging multiple parties and leading teams in undertaking removal of people from undesirable situations.	Experience of managing resources to meet programme requirements.	Transparently models the desirable behaviours in creating a positive working environment that optimises the performance of the team.	Has a demonstrable understanding of the relevant legislation required for security operations.	Has a demonstrable understanding of the relevant legislation required for works on a construction site. For example, regulations regarding CDM, working at height, confined spaces, etc.	Holds Business and Technology Education Council (BTEC) Level 3 Security Management Certificate (see link in Annex 02) or equivalent. Holds or is working towards National Examination Board in Occupational Safety and Health (NEBOSH) Certificate in Construction (see link in Annex 02).	Holds an appropriate licence issued by the Security Industry Authority (see link in Annex 02).	Full duration of the <i>service</i> .
Team Leader	Holds five years' experience of working in a similar onsite security role on similar types of projects to the Project.	Proven experience of carrying out complex removal events and can exercise sound judgement in complex situations.	Proven experience of engaging multiple parties and of leading teams on the ground in undertaking removal of people from undesirable situations.	Experience of managing onsite resources to meet removal requirements.	Transparently models the desirable behaviours in creating a positive working environment that optimises the performance of the team.	Has an operational understanding of the relevant legislation required for security operations.	Has an operational understanding of the relevant legislation required for works on a construction site. For example, regulations regarding CDM, working at height, confined spaces, etc.	Holds an appropriate licence issued by the Security Industry Authority.	First aid at work (FAW), issued by a training organisation approved by the Health and Safety Executive (see link in Annex 02).	For Core Removal Service Periods and as required by Task Orders.
Security Guard	Security experience of working on construction sites.							Holds an appropriate licence issued by the Security Industry Authority.		As required by Task Orders.
Security Guard with first aid qualification	Security experience of working on construction sites.							Holds an appropriate licence issued by the Security Industry Authority.	First aid at work (FAW), issued by a training organisation approved by the Health and Safety Executive (see link in Annex 02).	As required by Task Orders.

Authorised High Court Enforcement Officer	Experience of supporting work on construction sites.							Holds an appropriate licence issued by the Security Industry Authority.	Is an authorised High Court Enforcement Officer and is a Full Member of the High Court Enforcement Officers Association (see link in Annex 02).	As required by Task Orders.
Specialist Removal Officer – ground level incidents	Proven experience of physical removal of people from construction sites.	Proven experience of dealing with removal of immobilised protesters.	Trained in appropriate removal techniques.					Holds an appropriate licence issued by the Security Industry Authority.		For Core Removal Service periods and as required by Task Orders.
Specialist Removal Officer – at height incidents	Proven experience of physical removal of people from construction sites.	Proven experience of dealing with removal of immobilised protesters.	Proven experience of working at heights in excess of 2 metres.	Trained for working at height to meet the requirements of the relevant legislation.	Trained in appropriate removal techniques.			Holds an appropriate licence issued by the Security Industry Authority.		As required by Task Orders.
Specialist Removal Officer – below ground incidents	Proven experience of physical removal of people from construction sites.	Proven experience of dealing with removal of immobilised protesters.	Proven experience of working below ground in confined spaces and enclosed spaces.	Trained for working at height to meet the requirements of the relevant legislation.	Trained for confined spaces to meet the requirements of the relevant legislation.	Trained in appropriate removal techniques.		Holds an appropriate licence issued by the Security Industry Authority.		As required by Task Orders.
Paramedic	Experience of working on construction sites.							Holds an approved degree in paramedic science or equivalent.	Is registered as a Paramedic with the Health & Care Professions Council (see link in Annex 02).	As required by Task Orders.
Dog Handler	Experience of working on construction sites.							Holds an appropriate licence issued by the Security Industry Authority.	Holds an appropriate qualification issued by the National Association of Security Dog Users (see link in Annex 02) or equivalent.	As required by Task Orders.