

**Purpose**

This procedure outlines the criteria and requirements for qualifying and appointing an Operator Foreman within Lynch Plant on customer sites. It ensures that individuals in this role possess the necessary skills, experience, and certifications to lead operations safely and effectively.

**Scope**

This procedure applies to all personnel being considered for the Operator Foreman role across Lynch Plant operations.

**Role Overview**

An Operator Foreman is responsible for supervising plant operations, coordinating operator activities, ensuring safe working practices, and maintaining productivity on customer sites.

**Qualification Criteria**

To be considered for the Operator Foreman role, candidates must meet the following minimum requirements:

**Plant Competency**

Must currently hold or have previously held (full) valid tickets for the following plant:

- Excavator
- Articulated Dump Truck (ADT)
- Dozer
- Tractor

**Experience**

A minimum of 8 years' experience working as a plant operator is required to competently operate and cover all the above if required.

**Technical Knowledge**

- Demonstrated knowledge of plant accessories and attachments.
- Must achieve a pass mark in the company-approved assessment relating to accessories and attachments.

**Health & Safety Certification**

- Must hold a valid SSSTS (Site Supervisor Safety Training Scheme) card.

**Training & Assessment Qualification**

- Must be Assessor Awards qualified, enabling the individual to assess and support operator competency on site.
- Minimum 2-4 weeks with a senior project foreman/manager on another site.

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- Supervise and coordinate plant operations on site.
- Ensure compliance with health and safety standards.
- Support training and assessment of operators.
- Maintain effective communication between site teams and management.

### **Proposal and Approval Process**

Any new Operator Foreman proposed by Sales or Recruitment must be formally submitted to the Operations Director for review by means of Form LF294 Operator Foreman Request. The submission must include clear justification for the role, including operational need and candidate suitability.

No individual may be engaged or appointed as an Operator Foreman until formal approval has been granted by the Operations Director. Final sign-off authority rests solely with the Operations Director.

### **Review**

This procedure will be reviewed periodically to ensure alignment with industry standards and company requirements.