

Contractors in Practice

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Key Points:

- George demonstrated a series of useful and proven tools and techniques to assist with the appointment and management of contractors, including questionnaires with a rating system to help establish/compare competency.
- When assessing competency look at the contractor's past experience, accident record and references from previous clients, etc.
- Some attributes of a good contractor are a willing/ 'can do' attitude and unique experience. The benefit to the employer in availing themselves of the contractor's skill and expertise for specialised work is that the job is likely to be completed quicker and more cheaply than using their own workforce.
- However there are some pitfalls, eg the contractor may have an inherent aversion to paperwork and may be under pressure to complete the job in order to move on to the next client.
- Remember:
 - a competent and capable contractor causes fewer problems, delays, accidents and less expense
 - don't tell the contractor how to do the job; you will have taken the responsibility back
 - managing risk is done by people, not paperwork