



Roles and Responsibilities

Titles, positions, and occupations are all intended to help us understand roles that have to be filled and the responsibilities that go along with these roles.

An important part of construction planning and execution that affects the quality and safety on a job site is the understanding of everyone's roles. We will discuss in this article some of these roles and their accompanying responsibilities.

Authorized Person – Sanctioned, endorsed, accredited, certified, or accepted as satisfactory by a duly constituted and nationally recognized authority or agency. Reference: OSHA 29 CFR 1926.32(b)

Many times it is the employer that is recognized as being able to authorize an individual to be on a worksite. This authorization comes with the authority to be present on the site and to participate in the functions the employee has been trained and authorized for. It does not mean the employee is able to perform or participate in all functions that occur on the site. Always ask yourself, are you properly trained and authorized to perform a specific task prior to engaging in the work?

Competent Person – Capable of identifying existing and predictable hazards in the surroundings or working conditions which are unsanitary, hazardous, or dangerous to employees, and who has the authorization to take prompt corrective measures to eliminate them. Reference: OSHA 29 CFR 1926.32(f)

This person has been authorized by the employer to identify and correct existing and predictable hazards. The individual must be able to apply existing standards, be aware of the training and competency of their team members, ensure communications, and be

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Authors: James Ruedlinger and Scott Kisting. The members of the PAN Advisory Group who are involved in the writing and researching of each PAN topic include: Craig Snyder, Jeremy Buckles, John Erichsen, Ken Hill, Michelle Kang, Marianna Kramarikova, and Scott Kisting.

supported by the rest of the team onsite when there is an issue that needs to be corrected. This role is critical to maintaining a safe worksite and is specifically referenced in many other industry standards and regulations that exist. A designated competent person is essential and required for any type of work on a communications structure as stated in the ANSI/ASSE A10.48 consensus standard. Who is the competent person on your job site?

Crew Chief/Supervisor/Foreman – One who is authorized and designated as competent and qualified by the employer. Reference: ANSI/ASSE A10.48 Section 3.25

This position is appointed by the employer. This is a critical role, and while it does not necessarily carry the responsibilities of an employer's manager, the foreman does have the responsibility of the first supervisory tier. Due to the remote nature of the work involved in the telecommunications industry and the increased responsibility of the foreman, many individuals serving this role are viewed by their employers as the onsite manager of the job site. They are acting on behalf of the employer to ensure the quality and the safety of the job site. This does not mean that they fill the role of competent person for all tasks, but they do have the responsibility if/when acting as the manager to ensure effective supervision and support for the tasks assigned.

The foreman many times is also filling the role of teacher. There is a lot of the work in our industry that is taught via OJL (On the Job Learning). When this learning is occurring, it is often the foreman that is the mentor to the person(s) developing their skills. This requires communications and support to allow for OJL while ensuring the quality and the safety of the job site.

Lead – This title is not specifically called out by definition in any of our industry standards but is a role most companies have employees in. This is often referred to as the "foreman in training" or possibly "top hand". It refers specifically to one that has received additional

training beyond that of a general crew member and can act with the employer's authorization as the competent person for work on a site when the foreman is not available. While not having the full responsibility of the foreman on the worksite, they can and most often do support the foreman in their role of supporting the entire crew. It is important that the lead ensure that there is always effective communication on the job site.

Elevated Tower Technician II – has the physical and mental abilities, required PPE and training to be a competent climber, and has the valid certifications and experience to climb. This individual is knowledgeable on the applicable fall protection regulations, standards, equipment and systems, physical sciences, and engineering principals and mandatory requirements for fall protection equipment. They have received appropriate training in rescue procedures and company safety requirements. They have the employer's authority to take prompt and corrective action to eliminate any identified hazards or shut the project down until such time that the hazard has been mitigated. Reference: ANSI/ASSE A10.48 section A-14(a)

There are many different types of technicians that perform work in our industry. We chose to use the definition for Elevated Tower Technician II from the ANSI/ASSE A10.48. The technician positions are arguably the most critical and all other stakeholders work within their areas of responsibility to support those serving these occupations that do the work of deploying, maintaining, modifying, and troubleshooting the telecommunications infrastructure throughout the United States.

Competent Rigger – A person who understands the applicable industry standards, has the knowledge, skill and ability with the procedures and equipment common to the communication structures industry and has been trained to identify hazards and is authorized by the Employer to take corrective measures. Reference: ANSI/ASSE A10.48 Section 3.19

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A designated competent rigger is required for all construction classes and must be physically onsite during active operations. This person must have the support of the employer to seek the input of the qualified person when there are changed conditions or concerns with the rigging plan. The qualified person must be accessible to the competent rigger for consultation when needed.

Engineer of Record (EOR) – A registered professional engineer with expertise in the discipline applicable to the scope of work and responsible for the structural adequacy of the design of the structure in the completed project. Reference: ANSI/ASSE A10.48 Section 3.31 and ANSI/TIA-322 Section 1.1

While the EOR remains in charge of the structure in its completed state, they do not have any responsibility for verifying structural adequacy of the structure while under construction, nor development of the rigging plan, field supervision, or implementation of construction procedures. As seen in the definition, the EOR is only responsible for the structure when it's COMPLETED. An example of this may involve a contracted EOR who performs a mount analysis for a specific carrier. The EOR in this case would be accepting full responsibility for the accuracy and due diligence of their work as it relates to this single carrier's mount AFTER it is installed, but the EOR would not be responsible for the mount during construction or for any other mounts on the structure nor the structure itself unless contracted and represented for these additional services. When questions or concerns arise on structural integrity of the tower or specific supported equipment/appurtenances, always identify the current EOR for that structure, or component, for consultation.

Qualified Engineer – Registered professional engineer knowledgeable and experienced in the communication structures industry, capable of understanding the contractor's rigging plan, the impact of the scope of work upon the structure and ultimately responsible for analyzing the structure's strength and stability while accounting for construction loads in accordance with the ANSI/TIA-322 Standard. The qualified engineer does NOT have the responsibility for field supervision, development of the rigging plan or implementation of the construction means and methods. Reference: ANSI/ASSE A10.48 Section 3.81 and ANSI/TIA-322 Section 1.1

Engagement of a qualified engineer by the contractor is required for all Class IV construction, along with Class III construction when deemed appropriate by the contractor's qualified person. The registered professional engineer serving as the EOR may at times assume the responsibilities of a qualified engineer when engaged separately for this service, or this service may be provided by a separate individual.



Supervising Engineer – A qualified engineer who is knowledgeable with the ANSI/ASSE A10.48 Standard, who also assumes or shares the additional responsibilities defined for a qualified person and may have responsibility in specifying certain portions of the construction means and methods. Reference: ANSI/TIA-322 Section 1.1

A supervising engineer may assume all or a portion of the responsibilities in developing the rigging plan and may provide field supervision or other means of oversight to verify execution of the planned construction procedures. For complex construction projects, the contractor may need to engage a supervising engineer to assist in the development and supervision of the rigging plan including verification of construction load demands on the rigging system, proper sizing of individual rigging components, and ultimate imposed loads onto the supporting structure at defined attachment points. Again, this responsibility may at times be carried out by the registered professional engineer serving as the EOR and/or qualified engineer when engaged specifically for this service, or this role may be provided by a separate individual.

Qualified Person – A person knowledgeable and experienced in the communication structures industry trained in the construction aspects of both the ANSI/ASSE A10.48 and ANSI/TIA-322 Standards and other applicable standards and has the ability and experience in communicating the requirements of such standards

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with other stakeholders. The qualified person shall be capable of developing rigging plans while recognizing construction loading and structure strength and stability concerns requiring engagement of a qualified engineer and have demonstrated the ability to coordinate construction related to the communication structures industry. Reference: ANSI/ASSE A10.48 Section 3.83 and ANSI/TIA-322 Section 1.1

Where the competent rigger is always a unique designated individual onsite during active operations, the title and ultimate responsibilities for a qualified person may be shared by an individual also serving other functions such as competent rigger or qualified engineer, and they do not necessarily need to be onsite during construction. The qualified person is a key role and designation required for both Class III and Class IV construction per the ANSI/ASSE A10.48, and serves as the communication's linchpin for ensuring all key stakeholders are engaged and informed on information relevant to their individual responsibilities. This definition is also in sync with the way in which a qualified person is defined in 29 CFR 1926.32. The qualified person title is an established role in the telecommunications industry as utilized in the ANSI/ASSE A10.48 and ANSI/TIA-322 Standards, and adds greater industry specific responsibilities to the traditional qualified person role when rigging is involved.

Employer – The employer shall provide a workplace free from serious recognized hazards and comply with the standards, rules and regulations issued under the OSHA Act. Additional information can be found at www.osha.gov/as/opa/worker/employer-responsibility.html.



For the purposes of this article we are looking to define the role of the employer when it comes to safety and quality. The best place to start is the overview provided by OSHA part of which we have used. It really addresses the responsibility of the employer when it comes to safety. Seeking to ensure a safe worksite requires planning and that planning will also improve the quality of work on the job sites. Much of what is done in this industry is not covered by specific OSHA regulations or rules. This is where the ANSI standards become so very critical for the employers to help them ensure quality and safety on the job site. The consensus standards are developed through the ANSI process and many times can provide information that will help ensure that the workplace can be kept free from serious recognized hazards.

This PAN is intended to provide a high-level overview of some of the key roles and their responsibilities as they apply to our industry. They are all meant to work together and support one another. When we use consistent terms to define roles it allows us all to put the people in the proper positions on a job site that have been authorized to perform given functions and also to learn from them as we work together. It is our hope that this article will encourage continued discussion of the responsibilities we all have in the roles we support. It should also be noted that there are so many key roles involved in supporting our workforce that include safety personnel, engineers, and construction managers to name a few. ■