

SITE CREW –

OAK FRAME ERECTORS / SOFTWOOD TIMBER FRAME CARPENTERS

SKILLS & CAREER PROGRESS

When you become a member of Oakwrights' Site Team we aim to build up your skills and knowledge over the coming years and reward you along the way. We record your progress on our Skills Chart and increase your pay, following periodic wage reviews, as you grow, improve and develop. This document summarises what we are looking for and help you understand what you can achieve over the coming years.

NEW STARTERS (Year 1):

Whether you have joined us from our workshops or started as a qualified carpenter you will go through a probationary period on site. This will usually last for 6 months and helps us all see how you adapt to working away from home; and how you integrate with the rest of the team.

We will want to see evidence that you can pick up and apply basic oak framing skills and follow our standard details. You will learn most of these skills on site from our Site Foremen and through talking with the Project Managers. Our Site Foremen will be reporting back to us about how quickly you learn; the quality of your work; and your ability to keep up with and become a valued member of the team.

We will be monitoring your ability to work safely; your timekeeping and attendance; record keeping (timesheets, etc.); and your attitude and consideration of both your team mates and our clients.

Once we are all happy that site work suits you; that you show an aptitude for what we do; and you are enjoying working with us; we will take you on as a full time member of the site team. From this point you will go through some formal training (Site Safety, CSCS, and Crane Work).

OAK FRAMING / TYPE 3i PANELS (Year 2+):

Everything we do is built around a structural green oak frame; so in year 2 we want to see you build your knowledge of green oak framing on site.

We will want you to show you know the names of the timbers and styles associated with green oak frames; how they go together on site (reading the drawings and following a logical assembly sequence); setting out and fixing to our clients' masonry; checking for plumb and level; and knowing how to weatherproof them to our standard details.

For traditional 'black and white' buildings you will learn how the Type 3i Infill Panels are built and finished (by Oakwrights and our clients).

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We also want you to learn what can go wrong with oak frames and how to fix it. Green oak is a timber that will season over the years and some of your time will be spent identifying where leaks can occur and how to stop them later.

ENCAPSULATION SYSTEMS (Year 3+):

The majority of our oak frames now have a WrightWall / WrightRoof encapsulation. Once we are confident that you understand the oak frames we will be developing your skills with our softwood panel systems (LIGHT and NATURAL).

As with the oak frames we will want to see you know how it is built on site; and how to resolve problems when it doesn't go together as planned. We want you to be able to communicate accurately what is happening (use the correct terms) with your site foreman and your team. You will be able to show you know, understand and apply our standard details; and are able to work accurately and efficiently to the highest standards.

As well as our wall and roof systems you will be learning to set out engineered floor joists and trusses; lay subfloor decking; and install joinery when required.

There are a lot of skills to learn over the coming years; and some will take longer than others. To keep everything fair we reward you on your skills; not on time served. We will reward you after we have seen your work on site; considered the feedback from our site foremen; after written tests and successful completion of formal training.

SITE FOREMEN AND BEYOND (The Future):

We encourage internal promotion at Oakwrights; the best of you could grow into Site Foremen running your own teams and passing on your skills to the next generation. In time you may want to move into Design, Sales or Project Management; we will work with you to develop your future with Oakwrights for your benefit and ours.

Working on site is rewarding work... We want to reward you for what you know.

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