Project Implementation Plan

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CPMGT/305

October 8th, 2018

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**Human Resources Plan**

Human resources team is used for recruitment and selection which is an important human resource function that has an impact on the workforce in an organization. Employees are assets in an organization, and their workforce affects the success of the business whether positively or negatively. It is important for an employer to analyze his business, come up with the qualifications he wants in his employees and select candidates that fit these specifications for the organization to work efficiently. The human resources have the role and responsibilities of making sure that the project has a highly skilled team that ranges from administrative to support and technical functions. Every person is assigned a specific task since the success of the project is determined by commitment and duality delivered by the team. Another role of the human resource after assigning every one task there is training for the miners who are new to the site on what they will be doing.

The project manager is responsible for setting the objectives, mission, and vision of the project since he or she is the head of the Pete Bajo Fan installation project. The project manager is supposed to generate every monthly report about the development of the project. In addition, they monitor the daily operation of the project and make decisions where necessary since their main objective is the success of the project. The supervisors who keep an eye to the miners as they do their daily tasks report to the project managers. The roles include controlling and monitoring daily tasks taking place at the Pete Bajo underground mine site (Forsberg, 2018). They record daily activities and output and submit it daily to the project manager. They also assist the miners in areas that they need help or do not understand. The delivery and installation team have the role of installing the HP fans and testing them if they are working properly. The below chart shows the project organization chart and the staffing management according to the level of authority at Pete Bajo underground mine.

**Organization Chart**

SUPERVISOR

(Harold)

PROJECT MANAGER

(willi)

Human Resources

(Shaun)

DELIVERY AND INSTALLATION TEAM

(Steven)

MAINTENANCE TEAM AND CLEANERS (Jason)

SERVICE PROVIDERS /SELLERS

(David)

The success of the project will need effort from all team members where everyone in the project has a responsibility and a role to play. Also, everyone has a clear understanding of the objectives and aim of the project of what is needed to be accomplished. An overview of the project shows that the primary scope is the installation of two fans into the Pete Bajo Corridor at the Carlin Portal Mines. This project will ensure that continual, safe operation of the mines and an increase in the health and welfare of the miners. The location was selected because of an increase in mining around the area and, therefore, a need to improve the airflow in this region of the mine. The completeness of this initial project plan, the nature of this project, and, the underground aspect were factors that impacted the team choice for this project.

The human resource management requirements will be met by dividing the project team members according to the phases of the project and the specific task each one is given. The team members will be acquired through recruitment and selection to determine the best candidates for the task. The Newmont who are the approved contractors will be chosen through a competitive bidding process to get the lowest bidder and it is estimated that the process will take two to three months. The Carlin Portal Mines Operations group will self-perform the drill and blast work for the construction of the air door, fan chamber excavation and bulkhead (Forsberg, 2018).

The project manager must order the new ventilation motors and ventilation plenums. The concrete pads and mounts need to be formed and cast before the new motors are delivered. All electrical cables and conduits will be run so that once the fans are delivered, they can be wired. The airlock doors will be installed and tested after the new ventilation fans are installed to check to see if they are operational. Once the systems are operational, the project manager will sign off on the installation and functional tests and let the stakeholders know the status of the ventilation system. Once an installation is completed, only regular monitoring and preventative maintenance are required by the Portal Mines Maintenance team. The following timeline details the work to be completed if the requested funds are approved:

• August 2018: Submittal of AFE

• September 2018: Approval of AFE

• September 2018: Issue RFP for a contractor

• October 2018: Award contract and begin construction activities

• January 2019: Complete contracted activities

• February 2019: Close out the project

**Quality Management Plan**

The quality management plan is established to ensure that the project outcomes meet the targeted objectives and satisfies the wants and requirements of the beneficiaries. Pete Beja underground mine project aims at delivering high-quality fans that will meet the expectations of the miners. The project manager will establish a quality management plan that will identify the quality standards which are most relevant to this project. Such standards will include health and safety where the project will follow all the health, safety and loss prevention procedures and policies. Zero Harm for the whole project is the expectation for the entire team for both the contractors and employees. All work that requires a contractor will adhere to the Newmont North America Contractor Management program and procedures. Following testing by industrial hygiene, it was determined that not only the Full House zone but the entire mine requires additional airflow to dilute DPM concentrations in the exhaust airways. Constructing the new ventilation fans will allow the site to increase the overall airflow within the mine, decrease the DPM levels and meet the 18BP production targets.

The project management team plans to do quality assurance which involves quality auditing by the project team during project operations and also reevaluate assumptions made and the quality standards. The quality assurance for this project will aim at checking project team members and contractors follow the quality standards required. There is also quality control where the project manager will measure outputs of the projects or deliverables to check if they meet the quality standards. Finally, the project manager makes changes and identifies ways to make an improvement to the project. Constructing the new ventilation fans at Pete Bajo will enable more efficient mining as additional areas are opened in zones currently inaccessible due to limited air flow. It will also enable the mine to produce the budgeted ounces as well as potentially exceed the targets.

**Procurement Plan**

The project team will acquire goods and services from outside the Pete Baja underground mine through procurement. The process of acquiring goods and services is listed in the project procurement plan where detailed of what is needed for the completion of the project is listed including quality, quantity, delivery time and technical specification of the products needed. Pete Baja Underground mine wrote a quotation for new fan installation, internal booster fan, bulkhead, and air door work.

The procurement plan involves four steps which include developing a resource plan which identifies what, how many and when goods and services are needed by the project for a given budget. It also identifies the source and various strategies to be used to procure the goods and services. The second step is the implementation of the plan which involves the development of procurement decrements for instance quotations, Request for proposal and contract terms and conditions. After that, the qualified vendor or supplier is selected and awarded the contract. A review is done to determine the selected supplier of goods and services meets the required specifications which include delivering the right products, at the right quantity and quality, at the right time and best price (Newton, 2015). The procurement plan is final updated when the project team members are satisfied.

References

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Forsberg, S. L. (2018). The scope of Work Pete Bajo Ventilation(Tech.).

Newton, P. (2015). *Principles of Project Management; Project Skills.* Rochester: Free-Management\_Books.com.