

Effective Supervision Plans for Crane Operators

In B.C., employers are required to have a written supervision plan for each provisional (in-training) crane operator. Supervisors play a critical role in helping operators gain the skills and confidence to work independently and safely. Structured and effective supervision planning supports the safety, competency development, and regulatory compliance of provisional crane operators.

Supervisor Responsibilities

As part of a supervision plan, supervisors must:

- Ensure a written supervision plan is developed for every provisional crane operator under the company's employment.
- Provide clear action plans to help operators progress from basic to competent levels across essential crane operation and rigging tasks.
- Conduct assessments at regular intervals to evaluate competency at various stages and ensure the documentation is available for reference.
- Maintain accurate records of supervision activities, including instruction, feedback, assessments, and progression action plans.
- Ensure direct supervision is provided for critical lifts, tandem lifts, unfamiliar tasks, or specialized operations until full competency is demonstrated by the operator.
- Give timely feedback to support learning, reinforce safe practices, and identify improvement areas.
- Promote effective communication between team members and support crew coordination.



- Confirm all safety protocols are understood and followed, including site-specific and manufacturer's requirements.

Key Elements of a Supervision Plan

Each supervision plan includes:

- Personal and employment details of the operator and supervisor.
- Task-specific action plans (e.g., rigging, inspection, hoisting, shut-down procedures).
- Assessment strategies such as written evaluations, hands-on demonstrations, verbal checks, and analysis of incident reports.
- Competency tracking with initial dates and supervisor initials at each level of achievement.
- Optional feedback fields to guide further development.

For critical tasks, such as engineered or tandem lifts, direct supervision is mandatory, and detailed lift planning must be followed.

References: OHS Regulation Section [14.73.1](#),
[14.73.3](#)

Project: Address:

Employer: Supervisor:

Date: Time: Shift:

Number in crew: Number attending:

Other safety concerns or suggestions:

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Record of those attending:

Name: (please print)		Signature:	Company:
1.			
2.			
3.			
4.			
5.			
6.			
7.			
8.			
9.			
10.			
11.			
12.			
13.			
14.			
15.			

Manager's remarks:

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Manager: Supervisor:

(Signature)

(Signature)

For more information on health and safety requirements for crane operations in BC, refer to the *Workers Compensation Act* and the OHS Regulation at worksafebc.com.