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ASSOCIATION OF MUNICIPAL
UTILITIES

This **Mobile Crane Operator Performance Evaluation** form is designed to assist in the employer's obligation to evaluate the competency of the crane operator and their ability to work safely. Just as an employee's driver's license does not guarantee the employee's ability to drive all vehicles safely in all conditions of the employee's workplace, OSHA believes that a certification alone does not ensure that the crane operator has sufficient knowledge and skill to safely operate all cranes that the employer may require the operator to use. Think about the number of vehicle fatalities and wrecks that happen every year, even though most of those operators are licensed to drive.

The evaluation part of the crane standard [Subpart CC 1926.1427(f)(3)], states that employers must conduct an evaluation of each crane operator (certified) or operator-in-training (not certified but working under a certified & evaluated operator) to ensure that they can demonstrate skills and knowledge necessary to operate the equipment safely and the ability to recognize and avert risks associated with that operation. The initial evaluation and subsequent re-evaluations are required to be documented and retained for the duration of the employee's employment. This regulation goes into effect February 7, 2019.

The evaluation must also include the operator's ability to perform the hoisting activities required for the work that they are assigned and must include those types of safety devices, operational aids and specific software for the crane. The evaluation must also take into account the size and configuration of the crane as the manufacturer has designed it to function; including lifting capacity, boom length and radius, attachments and counterweight configuration. The evaluation must be documented and must include the printed names and signatures of the operator and the evaluator, the date of the evaluation and the make, model and configuration of the crane used in the evaluation. OSHA adds that the training methods chosen by the employer must be effective and responsive to each operator's training needs.

You must retrain an operator whenever you believe it is necessary based on an operator's performance or the operator's knowledge shows a deficiency. The employer must also re-train when equipment changes or when the nature of hazards on the job locations are different. Re-evaluations are required whenever you provide retraining to an operator but should only focus on the areas which the retraining covered. OSHA uses the example of an operator that has been evaluated for the operation of a new model of crane but has only used the equipment to lift packaged materials and the operator moves to demolition activities. The employer would then need to re-evaluate the operator's ability to control a wrecking ball attachment during demolition. When hiring an experienced operator as a new employee, employers are expected to determine, through an evaluation, what level of practical and formal training an operator would need to ensure that they possess the skills, knowledge and ability necessary for safe crane operation in a variety of conditions (if any).

Please review this form and make it specific to your location, jobsite or equipment so that it best serves your needs. If you have any questions about the Mobile Crane Operator Performance Evaluation form or the requirements of the OSHA's crane standard, contact Margret Meade at mmeade@iamu.org or 515.210.6617.