

WJO Contractor Supervisor Competency Assessment

Candidate Name		Company / Contractor	
WJO Badge		CID	
Contract No.		Discipline/ Job title	
Assessor		Assessment Date	

Assessment intent: Confirm the supervisor can apply WJO Control of Work expectations in the field, including correct work authorization, clear scope, hazard recognition, safeguard verification, SIMOPS awareness, and Stop Work when conditions change.

Question Scoring method: 0 = No Knowledge 1= Little/Limited Knowledge 2= Acceptable 3= Knowledgeable

Section Result: 90%+ Competent, 70-90%+ Competent with Coaching, less than 70% Not Competent

1. Control of Work & Work Authorization

Assessment Question	Assessment Notes	Rating 0-3
Explain the purpose of Control of Work and your role as supervisor.		
Explain when a Permit, PNR, SWC, or approved procedure should be used.		
Describe how you verify the work scope and work authorization match the task. (What is your role as a supervisor in ensuring COW is being implemented?)		
What conditions require work to stop and be reassessed? (State Conditions that make you suspend the PTW)		
How do you ensure workers understand the scope, hazards, and controls?		
Describe the relationship between PTW, Risk Assessment and Isolation procedures?		
Score	Result:	/18

2. Hazard Recognition & Risk Management

Assessment Question	Assessment Notes	Rating 0-3
Define Hazard Recognition and explain its importance?		
What is the difference between a hazard and a risk?		
Describe your process for identifying hazards before starting work. (How do you identify hazards in your worksite before starting the job ?)		
What hazards would you look for in your typical work activities? (state some examples)		
How do you identify changing conditions or developing hazards during execution?		
How do environmental conditions and human factors affect risk?		
How do you confirm workers understand the hazards associated with their task?		
Score	Result:	/21

3. Safeguard Verification

Assessment Question	Assessment Notes	Rating 0-3
How do you determine what safeguards are required for a task?		
How do you verify safeguards are in place before work begins?		
How do you verify safeguards remain effective during the job?		
How do you verify tools, equipment, and PPE are suitable for the task?		
What actions would you take if a safeguard is ineffective or removed?		
Score	Result:	/15

4. Field Leadership Observation

Observation	Rating 0-3	
Conducts an effective pre-job / toolbox briefing		
Verifies work scope and hazards with the workforce		
Confirms safeguards are in place in the field		
Demonstrates active field engagement during execution		
Challenges unsafe or unclear conditions		
Demonstrates Stop Work Authority and escalation		
Score	/18	

5. Final Assessment

☐ Competent greater than 90%	☐ Competent with Coaching greater 70%-90%	☐ Not Yet Competent less than 70%
Meets WJO expectations and may supervise applicable work independently.	Minor gaps identified. Coaching and follow-up required.	Requires remediation and reassessment before independent supervision.

Critical failure criteria: ☐ Cannot explain work scope ☐ Cannot identify significant hazards ☐ Cannot explain safeguards ☐ Cannot identify Stop Work triggers ☐ Cannot determine proper work authorization ☐ Does not understand or mention Start Work Checks

Strengths: _____

Coaching / Development Actions: _____

Assessor Comments: _____

Assessor Signature _____	Candidate Signature _____	Contractor Management _____
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