



## ✓ Hiring the Right Diver – Quick Checklist

Dive Smart Alberta – Helping You Hire Safely, Legally, and Responsibly

---

### 1. Confirm the Work is “Occupational Diving”

Before you hire anyone, ask:

- Will the diver be **working underwater** (construction, inspection, recovery, filming, welding, maintenance, etc.)?
  - Will the diver be **paid** or compensated in any way for the work?  
If **yes** to either, the job is *occupational diving* and must follow Alberta OHS regulations.
- 

### 2. Verify Diver Qualifications

Ask the diver for:

- **Proof of Occupational Diver Certification** – must be from a recognized training provider (not recreational “Open Water” or “Advanced Open Water” cards).
- **Relevant specialty or industry experience** – e.g., welding, salvage, inspections.
- **Up-to-date diving medical** – occupational divers must pass a commercial diving medical exam.

⚠ **Warning:** Recreational certifications (PADI, SSI, NAUI, etc.) are *not* valid for paid underwater work.

---

### 3. Check for Required Safety Measures

A professional occupational diver should provide:

- **Dive plan** with risk assessment
  - **Surface team** (tender, supervisor, stand-by diver)
  - **Proper equipment** for the job and conditions
  - **Emergency plan** including first aid and oxygen
- 

#### 4. Confirm Insurance Coverage

Ask for:

- **Commercial liability insurance**
  - **Workers' compensation (WCB)** coverage  
Hiring uninsured divers can make *you* financially responsible in case of injury, damage, or death.
- 

#### 5. Avoid These Common Mistakes

- **Don't hire a "friend with scuba gear"** – even if they're experienced recreationally, they're not trained for commercial work.
  - **Don't assume the dive shop can do it** – most retail dive stores do not employ occupational divers.
  - **Don't skip the paperwork** – proper documentation protects you legally.
- 

#### 6. Where to Find Qualified Divers in Alberta

- **Professional Diving Contractors** listed with the Canadian Association of Diving Contractors (CADC)
- Local marine construction and inspection companies
- Industry referrals from engineering, environmental, or public safety agencies

