

**WAC 296-880-10015 Training.** (1) Provide fall protection training for employees exposed to fall hazards. The employer must provide training for each employee exposed to fall hazards. The training must enable each employee to recognize the hazards of falling and procedures to be followed in order to minimize those hazards.

(2) Each affected employee must be trained by a competent person to know at least the following:

- (a) The nature of fall hazards in the work area;
  - (b) When fall protection is required;
  - (c) What fall protection is required;
  - (d) The correct procedures for erecting, maintaining, assembling, disassembling, and inspecting the fall protection systems to be used;
  - (e) The use and operation of fall protection systems used;
  - (f) Limitations of fall protection systems used;
  - (g) Proper care, maintenance, useful life, removal from service;
- and
- (h) The requirements of this chapter.

(3) Make sure before an employee is allowed to perform work requiring the use of fall protection that the employee can:

- (a) Demonstrate an understanding of the training specified above;
- and
- (b) Demonstrate the ability to use fall protection properly.

(4) Retrain employees who use fall protection, if necessary. Retrain an employee when the employer has reason to believe the understanding, motivation, and skills required to use fall protection has not been retained. Circumstances where retraining is required include:

- (a) Changes in the workplace that make previous training out of date;
- (b) Changes in the types of fall protection to be used make previous training out of date; and
- (c) Work habits or demonstrated knowledge indicate that the employee has not retained the necessary understanding, skill, or motivation to use fall protection.

(5) Document fall protection training. Document in writing that each employee has received and understood the required training. This documentation must include:

- (a) Name of each employee;
- (b) Date(s) of training;
- (c) Subject(s) of the training; and
- (d) Name or signature of the competent person who conducted the training, signature of the employer, or employers designee.

**Note:** Documentation may be stored electronically as long as it is available to safety and health personnel from the department of labor and industries.

[Statutory Authority: RCW 49.17.010, 49.17.040, 49.17.050, 49.17.060, and chapter 49.17 RCW. WSR 20-12-091, § 296-880-10015, filed 6/2/20, effective 10/1/20.]