

# Alchemy helps you meet updated OSHA training requirements for working at heights

OSHA recently published a final rule regarding OSHA 29 CFR Part 1910: Walking-Working Surfaces and Personal Protective Equipment (Fall Protection Systems). The final rule provides updates to general industry standards on walking-working surfaces to prevent and reduce workplace slips, trips, and falls. It includes provisions for fixed ladders, rope descent systems, fall protection systems, and training on fall hazards and fall protection systems.

Part 1910.30 delineates specific requirements for training, including:

## Fall Hazards

Employers must provide training on or before May 17, 2017 for each employee that uses personal fall protection systems. Trainers must be qualified and train each employee on at least the following:

- The nature of the fall hazards and how to recognize them
- The procedures to be followed to minimize hazards
- The correct procedures for installing, inspecting, operating, maintaining, and disassembling the personal fall protection systems that the employee uses
- The correct use of personal fall protection systems and equipment

## Equipment Hazards

Employers must retrain an employee when the employer has reason to believe the employee does not have the understanding and skill required. Situations requiring retraining include, but are not limited to, the following:

- The employer must train each employee who uses a dock board to properly place and secure it to prevent unintentional movement.
- The employer must train each employee who uses a rope descent system in proper rigging and use of the equipment.
- The employer must train each employee who uses a designated area in the proper set-up and use of the area.

## Retraining

Employers must retrain an employee when the employer has reason to believe the employee does not have the understanding and skill required. Situations requiring retraining include, but are not limited to, the following:

- When changes in the workplace render previous training obsolete or inadequate
- When changes in the types of fall protection systems or equipment to be used render previous training obsolete or inadequate
- When inadequacies in an affected employee's knowledge or use of fall protection systems or equipment indicate that the employee no longer has the requisite understanding or skill necessary to use equipment or perform the job safely
- Training must be understandable. The employer must provide information and training to each employee in a manner that the employee understands.

## How does Alchemy help you meet this training need?

Alchemy provides two workplace safety awareness courses for employee foundational awareness training:

- Working at Heights
- Slips, Trips, and Falls

From there, employees need to have the knowledge to deal with the hazards they encounter in their workplace and the equipment they use to overcome those hazards. The Alchemy platform has several tools to help meet this need:

- Use Alchemy Creator to edit Alchemy courses to include worksite-specific information or to create new content specific to individuals. Alchemy Creator is provided **at no extra charge** with your Alchemy platform license.
- Your own current PowerPoint training slides can be uploaded to and delivered by the Alchemy platform.
- Alchemy Creator includes a translation tool to help initiate translations into supported languages, making it easier for your subject matter experts to review and edit before publication.
- Alchemy Coach provides the ability to verify that safety training has been understood and is being put into practice in real time throughout the worksite.
- Training records are accessible in Alchemy Manager with a few quick key strokes. This is important because, as with all OSHA training mandates, inspectors will be looking for evidence that your employees were trained in the specific hazards they face.

Your Alchemy Account Manager stands ready to help you adapt to these new regulations by assisting you with the Alchemy toolset and best practices for safety training and reporting.