

Proposed Ergonomics Training Standard

29 CFR 1910.923-928

§1910.923 What is my basic obligation? You must provide training to employees so they know about MSD hazards and your ergonomics program and measures for eliminating or materially reducing the hazards. You must provide training initially, periodically, and at least every 3 years at no cost to employees.

§1910.924 Who must I train? You must train:

(a) Employees in problem jobs;

(b) Supervisors of employees in problem jobs; and

(c) Persons involved in setting up and managing the ergonomics program, except for any outside consultant you may use.

§1910.925 What subjects must training cover? This table specifies the subjects training must cover:

YOU MUST

PROVIDE

SO THAT THEY KNOW...

TRAINING FOR...

(a) Employees in problem jobs and their supervisors

- * How to recognize MSD signs and symptoms;
- * How to report MSD signs and symptoms, and the importance of early reporting;
- * MSD hazards in their jobs and the measures they must follow to protect themselves from exposure to MSD hazards;
- * Job-specific controls implemented in their jobs;
- * The ergonomics program and their role in it; and
- * The requirements of this standard.

(b) Persons involved in setting up and managing the ergonomics program

- * The subjects above;
- * How to set up and manage an ergonomics program;
- * How to identify and analyze MSD hazards and measures to eliminate or materially reduce the hazards; and
- * How to evaluate the effectiveness of ergonomics programs and controls.

§1910.926 What must I do to ensure that employees understand the training? You must provide training and information in language that employees understand. You also must give employees an opportunity to ask questions and receive answers.

§1910.927 When must I train employees? This table specifies when you must train employees:

IF YOU HAVE... THEN YOU MUST PROVIDE TRAINING AT THESE TIMES...

(a) Employees in problem jobs and their supervisors

- * When a problem job is identified;
- * When initially assigned to a problem job;
- * Periodically as needed (e.g., when new hazards are identified in a problem job or changes are made to a problem job that may increase exposure to MSD hazards); and
- * At least every 3 years.

(b) Persons involved in setting up and managing the ergonomics program

- * When they are initially assigned to setting up and managing the ergonomics program;
- * Periodically as needed (e.g., when evaluation reveals significant deficiencies in the program, when significant changes are made in the ergonomics program); and
- * At least every 3 years.

§1910.928 Must I retrain employees who have received training already? No. You do not have to provide initial training to current employees, new employees and persons involved in setting up and managing the ergonomics programs if they have received training in the subjects this standard requires within the last 3 years. However, you must provide initial training in the subjects in which they have not been trained.