

WAC 296-824-30005 Train your employees.

- Note:**
1. Use Tables 3 through 6 to identify your employees' training competencies.
 2. You may conduct training internally, or use outside training services to comply with this section.
 3. When outside trainers are hired, you are still responsible for making sure the requirements of this section are met. For example, employers may compare the course outline to the competencies listed in Tables 3 through 6.

You must make sure employees are appropriately trained for their assigned roles and duties as follows:

EXEMPTION: Skilled support employees are not covered by the training requirements in this section. (See WAC 296-824-50015.)

(1) Initial training:

(a) Provide initial training before the employee is allowed to participate in an actual emergency response operation.

Note: When first responders at the awareness or operations level have sufficient experience to objectively demonstrate competencies specified in Table 3, you may accept experience instead of training.

(b) Make sure initial training adequately addresses the competencies in Tables 3 through 6 and the minimum training durations in Table 2.

(c) Certify that employees objectively demonstrate competencies specified in Tables 3, 4 and 5 (except for employees trained as first responders at the awareness level).

(2) Retraining (refresher) training:

- (a) Provide retraining annually;
- (b) Make sure retraining covers necessary content;
- (c) Document training or demonstrated competency.

Note: Retraining is not required when employees demonstrate competencies annually and a record is kept of the demonstration methodology used.

(3) Trainer qualifications:

(a) Verify trainers have satisfactorily completed an instructors' training course for the subjects they teach. For example, courses offered by the United States National Academy, or equivalent courses are acceptable; or

(b) Have the educational and instructional experience necessary for training.

(4) Specialist employees:

Specialist employees who have been sent to the scene to advise or assist must receive training or demonstrate competency in their specialty, annually.

Table 2 Minimum Training Durations for All Responders	
If you are a:	Then:
First responder at the awareness level	Training duration needs to be sufficient to provide the required competencies
First responder at the operations level	You need a minimum of 8 hours training (see Table 3)
Hazardous materials technician	You need a minimum of 24 hours training (see Table 4)
Hazardous materials specialist	You need a minimum of 24 hours training (see Table 4)
Incident commander	You need a minimum of 24 hours training (see Table 5)

Table 3 Competencies for First Responders at the Awareness Level and Operations Level		
Employees must be able to show they:	When they are designated as First Responders at the:	
	Awareness Level	Operations Level
Understand what hazardous substances are and their associated risks.	X	X
Recognize the presence of hazardous substances in an emergency.	X	X
Can identify the hazardous substances, when possible.	X	X
Understand the potential consequences of hazardous substances in an emergency.	X	X

Table 3 Competencies for First Responders at the Awareness Level and Operations Level		
Employees must be able to show they:	When they are designated as First Responders at the:	
	Awareness Level	Operations Level
Understand the role of a first responder at the awareness level as described in: <ul style="list-style-type: none"> The employer's emergency response plan, including site security and control. The United States Department of Transportation's Emergency Response Guidebook. (<i>search at: http://www.dot.gov</i>). 	X	X
Can use The United States Department of Transportation's Emergency Response Guidebook.	X	X
Recognize the need for additional resources and the need to notify the incident's communication center accordingly.	X	X
Know basic hazard and risk assessment techniques.		X
Can select and use personal protective equipment (PPE) appropriate for first responder operations level.		X
Understand basic hazardous materials terms.		X
Can perform basic control, containment, and/or confinement operations within the capabilities of the resources and PPE available.		X
Can implement decontamination procedures to their level training.		X
Understand relevant standard operating and termination procedures.		X

Table 4 Competencies for Hazardous Materials Technicians and Hazardous Materials Specialist		
Employees must be able to show they:	When they are designated as a Hazardous Materials:	
	Technician	Specialist
Have the competencies specified for the first responder operations level. (See Table 3)	X	X
Can implement an employer's emergency response plan.	X	X
Can function within their assigned role in the incident command system.	X	X
Understand hazard and risk assessment techniques.	X	X
Understand basic chemical and toxicological terminology and behavior.	X	X
Can use field survey instruments and equipment to classify, identify, and verify materials at the incident.	X	X
Can select and use personal protective equipment (PPE) appropriate for hazardous materials technicians.	X	X
Can perform advance control, containment, and/or confinement operations within the capabilities of the resources and PPE available.	X	X
Can implement decontamination procedures to their level of training.	X	X
Understand termination procedures.	X	X
Can implement the local emergency response plan.		X
Know of the state emergency response plan.		X
Can develop a site safety and control plan.		X
Understand chemical, radiological, and toxicological terminology and behavior.		X
Understand in-depth hazard and risk techniques.		X
Can use advanced survey instruments and equipment to classify, identify and verify materials at the incident.		X
Can select and use proper specialized chemical PPE given to hazardous materials specialists.		X

Table 4 Competencies for Hazardous Materials Technicians and Hazardous Materials Specialist		
Employees must be able to show they:	When they are designated as a Hazardous Materials:	
	Technician	Specialist
Can perform specialized control, containment, and/or confinement operations within the capabilities of the resources and PPE available.		X
Can determine decontamination procedures.		X

Table 5 Competencies for Incident Commanders	
Employees designated as Incident Commanders must be able to show they:	
<ul style="list-style-type: none"> • Have competencies specified for the First Responder Operations Level. (See Table 3.) • Know of the state emergency response plan and the Federal Regional Response Team. • Can implement the local emergency response plan. • Can implement the employer's emergency response plan. • Have knowledge of the incident command system (ICS) and understand how they relate to it. • Can implement the employer's ICS. • Understand the hazards and risks associated with employees working in chemical protective clothing. • Understand the importance of decontamination procedures. 	
Note:	If the first employee arriving at the scene is not trained as an IC, they may take control of the incident within their designated role and training level.

Table 6 Competencies for Specialist Employees	
Employees designated as Specialist Employees must be able to show they:	
<ul style="list-style-type: none"> • Have current knowledge in their field regarding safety and health practices relating to the specific hazardous substances. • Have the knowledge of the ICS and understand how they relate to it. • Understand the care and use of personal protective equipment (PPE). 	

[Statutory Authority: RCW 49.17.010, 49.17.040, 49.17.050, and 49.17.060. WSR 17-18-075, § 296-824-30005, filed 9/5/17, effective 10/6/17; WSR 02-20-034, § 296-824-30005, filed 9/24/02, effective 10/1/02.]