

VOSHA Standards: Matrix of Program and Training Requirements

PACIF developed this training matrix as a guideline to help municipalities determine appropriate written program and safety training requirements. It is based on our understanding of various VOSHA standards as well as experience. We urge department managers to review this matrix and other materials and develop written programs and provide training that fits the hazards associated with the work their departments do. Determine the training requirements for each job after carefully reviewing actual job duties and the hazards associated with each task performed. Additional training requirements may apply to certain jobs within the departments shown. Even though some hazards don't require annual training, brief "awareness level" training or refreshers are helpful to keep employees knowledgeable. Additional information on OSHA-required training can be found on the OSHA website at www.osha.gov. Lastly, VLCT Loss Control Consultants are available to provide additional assistance and guidance on any of these issues.

Standard Name	Standard #	Written Program	Initial Monitoring	Training Freq.				Typical Dept. Application					Comments
				Initial	Change	Annual	Observation	Administration	Fire Dept	Police Dept	Parks & Rec.	Public Works	
Emergency Action Plan	1910.38	Yes		X	X		X	X	X	X	X		Should be written plan if more than 10 employees. Includes posted egress plan describing exit routes.
Powered Platforms	1910.66	Yes		X	X		X				X	X	Only if in use. Need written emergency plan that outlines what to do in case platform gets stuck or malfunctions.
Noise + Hearing Conservation Prog (HCP)	1910.95	No - but Record	X	X	X	X	X				X	X	Complete initial monitoring in noisy environments. If noise exposure equals or exceeds 85 dBA 8 Hr. TWA, comply with HCP requirements (including audiometric testing).
Hazwoper	1910.120	Yes		X	X	X	X	X	X			X	Road crew may need Awareness level only, if that. PD will need Awareness Level, and FD will need Awareness and possibly Operations Level. Annual refresher or competency.
PPE	1910.132	Yes		X	X		X	X	X	X	X	X	PPE assessment and employee training on results and required PPE use by task. Should be equipment and task specific. PPE assessment should be written.
Respiratory Protection	1910.134	Yes		X	X	X	X	X	X*			X	Full program with fit testing, medical evals, and written program unless filtering facepiece respirators are used voluntarily and they are the only respirator type used. Fire dept need full compliance. PD may need full program.
Confined Space (permit)	1910.146	Yes		X	X		X	X				X	Only if entry into permit required confined spaces is planned. Access to all PRCS should be posted with appropriate warning signage. FD needs specific training, staffing, and equipment if performing PRCS rescues.
Lockout/Tagout	1910.147	Yes		X	X		X	X		X	X	X	Basic training for affected and authorized employees. Written procedures on what should be locked out prior to use and how to restore item to normal use. Include vehicle and dump body maintenance, pumps, electrical, hydraulic, etc.
Fire Extinguishers	1910.157	No - but Record		X	X	X	X	X	X	X	X	X	Training required – but this may be informal or online. Hands-on training is recommended periodically.
Multi-Piece Tire Rims (Split Rims)	1910.177	none		X	X	A	X					X	Required if maintenance is performed on split rims.
Powered Industrial Vehicles	1910.178	none		X	X	3 YR	X					X	Compliance may not be required if forklifts are used on true construction vehicles – but SOME training is required!
Asbestos Awareness	1910.1001	Rec	X	X	X	X	X					X	Not required in most cases. Custodial staff possibly if ACM present.
Bloodborne Pathogens	1910.1030	Yes		X	X	D	X	X*	X	X	X*	X	Not required for most town garage employees unless they are required to respond to situations where they have exposure to sharps, blood, or body fluids (PD, FD & EMS).
Hazard Communication	1910.1200	Yes		X	X		X	X*	X	X	X	X	Required if hazardous chemicals are in the workplace.
VOSHA Expanded Toxic Substance Stds	1910.1003-1050		X									X	Various standards require training, initial monitoring of workplace and other detailed requirements if substances are present.
Respirable Crystalline Silica	1910.1053 1926.1153	Yes	X	X	X		X					X	Required if cutting concrete and pavement. Must use prescribed methods and work practices or document exposures through initial air sampling. See standard for detailed information.
Laboratory Hygiene	1910.1450	Yes		X	X		X					X	Not applicable to town garage. WWTP may have covered laboratory.
Signaling (Workzones)	1926.201	No		X	X	B	X		X			X	Temporary traffic control elements outlined in MUTCD are required in work zones or incident scenes.
Fall Protection	1926.503	No		X	X		X		X*			X	Required if working over 6' in height.
Trenching / Excavation	1926.659	No		X	X	C	X					X	Required if working in trenches = or > 5' deep or if water is present or if soil is otherwise unstable.
Asbestos (construction)	1926.1101	Yes	X	X	X	X	X					X	Applies to A-C pipe cutting & maintenance operations.

Notes:

Initial = Before any employee performs work involving the hazards associated with the subject.

Change = Whenever there is a change in the process, equipment, or hazard.

Annual = Detailed training involving the hazard, OSHA standard, and your procedures to avoid injury. For BBP, a portion must use a live person for Q & A.

Observation = Supervisors should observe work practices and provide retraining as appropriate to ensure that employees are program compliant.

A = Periodic assessment of skills required to assure employees maintain level of training.

B = Must be trained as flagger per current MUTCD. In Vermont, flagger certification is obtained via training and testing. Recertification is NOT required by VOSHA.

C = Competent person must construct trenching/shoring and be present at all construction sites.

D = BBP training must be provided annually. A portion of the training must be provided by a live person (for Q & A) and to address hazard and site specific elements.

X = Standard applies.

X* = Standard may apply depending on job duties and exposures encountered.

The information contained in this document is intended to assist you with your loss control efforts. We do not warrant that the above information is a complete or accurate listing of all of the applicable standards to which you may be subject, as these are subject to change. Each municipality is encouraged to evaluate their own exposures and seek guidance from VLCT loss control, VOSHA, Project Worksafe, and other reliable sources of health and safety information. Compliance with these suggestions does not guarantee the fulfillment of your obligation under local, state, or federal laws.