



PSM Implementation Dates Chart
Effective Date: December 27, 2024

Implementation Date	Requirement
March 27, 2025	<p>Employee Collaboration</p> <p>The employer, who is in consultation with employees and employee representatives, must develop, implement, and maintain the following:</p> <ul style="list-style-type: none"> • Effective stop work procedures. • Effective procedures ensuring the right of all employees, including employees of contractors, to anonymously report hazards.
December 27, 2028	<p>Hazard Analyses</p> <p>Perform and document an effective Process Hazard Analysis to identify, evaluate and control hazards associated with each process for processes not previously covered by WAC 296-67-017.</p>
December 27, 2027	<p>Training</p> <p>The employer must develop, implement, and maintain an effective written training program to ensure that all affected employees are aware of and understand all PSM elements described in this part.</p>
December 27, 2028	<p>Damage Mechanism Review (DMR)</p> <p>The employer must complete no less than 50 percent of initial DMRs within three years, and any remaining DMRs within five years.</p> <p>If the employer has performed and documented a DMR for a process up to five years prior to the effective date of Part B of this chapter, that DMR may be used to satisfy the employer's obligation to complete an initial DMR.</p>
June 27, 2025	<p>Process Safety Culture Assessment (PSCA)</p> <p>The employer must perform an effective PSCA and produce a written report within 18 months following the effective date of Part B of this chapter, and at least every five years thereafter.</p>

	If a PSCA was documented by any employer up to 18 months prior to the effective date of Part B, that PSCA may be used to complete an initial PSCA.
June 27, 2025	Human Factors The employer must develop, implement and maintain an effective written human factors program.
December 27, 2030	Complete 50 percent of assessments and revisions within three years, and 100 percent within five years.