



**PSM Implementation Dates Chart**  
**Effective Date: December 27, 2024**

| <b>Implementation Date</b>                              | <b>Requirement</b>  |
|---|---|
| March 27, 2025  | <p><b>Employee Collaboration</b></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"> <li>• Effective stop work procedures.</li> <li>• Effective procedures ensuring the right of all employees, including employees of contractors, to anonymously report hazards.</li> </ul>            |
| December 27, 2027                                       | <p><b>Hazard Analyses</b></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, 2026                                       | <p><b>Training</b></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, 2027 – 50%<br><br>December 27, 2029 – 100% | <p><b>Damage Mechanism Review (DMR)</b></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, 2026   | <p><b>Process Safety Culture Assessment (PSCA)</b></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>   |

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|   | <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.</p>   |
| <p>December 27, 2026</p> <p>December 27, 2027 – 50%</p> <p>December 27, 2029 – 100%</p> | <p><b>Human Factors</b></p> <p>The employer must develop, implement and maintain an effective written human factors program.</p> <p>Complete 50 percent of assessments and revisions within three years, and 100 percent within five years.</p> |