



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, 2027	<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, 2026	<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, 2027 – 50% December 27, 2029 – 100%	<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, 2026	<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>

	<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>June 27, 2026</p> <p>December 27, 2027 – 50%</p> <p>December 27, 2029 – 100%</p>	<p>Human Factors</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>