

13 NCAC 07F .0609 TRAINING

(a) In order for employees to work at heights above six feet on a communication tower, they must be approved for such work by a qualified person.

(b) Competency of the Trainer. Training of employees in communication tower work shall be performed by or under the supervision of a qualified person.

(c) Written Work Procedures.

- (1) The employer's written work procedures shall be provided to employees as part of their training.
- (2) Pictures and symbols may be used as a means of instruction if employee understanding is improved using this method.
- (3) Manufacturers' operating manuals for personnel hoisting systems satisfy the requirement for operating procedures for the respective equipment, or can serve as the basis for these procedures.

(d) Hazardous Materials Training. Employees required to handle or use flammable liquids, gases, or toxic materials shall be instructed in the safe handling and use of these materials and made aware of the specific requirements contained in 29 CFR 1926.55 and 29 CFR 1910.1200, as applicable.

(e) Fall Protection Training.

- (1) The employer shall provide a training program for each employee who might be exposed to fall hazards.
- (2) The program shall enable each employee to recognize the hazards of falling and shall train each employee in the procedures to be followed in order to minimize these hazards.
- (3) The employer shall ensure that each employee has been trained by or under the supervision of a qualified person in the following areas:
 - (A) The nature of fall hazards in the work area;
 - (B) The correct procedures for erecting, maintaining, disassembling, and inspecting the fall protection systems to be used;
 - (C) The correct procedures for inspecting fall protection equipment for wear, damage, defect or deterioration.
 - (D) Climbing safety procedures;
 - (E) The use and operation of the fall protection systems utilized by the employer, as described in 13 NCAC 07F .0605(c);
 - (F) The role of each employee in any safety monitoring system being used;
 - (G) The correct procedures for the handling and storage of equipment and materials and the erection of overhead protection;
 - (H) The role of employees in fall protection plans; and
 - (I) The compatibility of fall protection equipment and fall protection systems.

(f) Hoist Operator Training. The employer shall maintain documentation that the hoist operator has practical training on the hoist he is operating. Training of hoist operators shall meet the requirements of 29 CFR 1910.179 and 29 CFR 1926, Subpart N.

(g) RF Training.

- (1) All employees exposed in excess of the general population/uncontrolled MPE limits stated in 47 CFR 1.1310 shall receive RF hazard awareness training by or under the supervision of a qualified person in the following areas:
 - (A) MPE Limits for occupational/controlled exposure;
 - (B) Recognition of RF exposure sources in communication tower work;
 - (C) Proper use and interpretation of RF exposure;
 - (D) Work procedures to avoid excessive RF exposure;
 - (E) Proper use of RF protective clothing and other related PPE;
 - (F) Symptoms and health issues related to RF exposure; and,
 - (G) RF exposure first-aid procedures.
- (2) Employers shall ensure that each affected employee who works in an electromagnetic energy environment with potential RF exposure in excess of the general population/uncontrolled MPE limits stated in 47 CFR 1.1310 has access to and understands the specific site information related to the RF energy and RF fields present at each individual site.

(h) Retraining. Unless stated otherwise in this Rule, when the employer or qualified person has reason to believe that any employee who has already been trained does not have the understanding and skill required to safely perform the work assigned, the employer shall retrain each such employee. Circumstances where retraining is required include situations where:

- (1) Changes in the workplace render previous training obsolete;
- (2) Changes in the types of fall protection systems or equipment to be used render previous training obsolete; or
- (3) Inadequacies in an employee's knowledge or use of fall protection systems or equipment indicate that the employee has not retained the requisite understanding or skill.

(i) Training Records.

- (1) The employer shall certify that each employee has been trained by preparing a certification record which includes:
 - (A) The identity of the person trained;
 - (B) The signature of the employer or the qualified person who conducted the training; and
 - (C) The date that training was completed.
- (2) A copy of the training lesson plan for each topic of instruction shall be maintained by the employer.
- (3) The certification record shall be prepared at the completion of the training required by this Rule and shall be maintained for the duration of the employee's employment.
- (4) The most current certification record shall be kept available for review by the Deputy Commissioner of Labor for Occupational Safety and Health or his designee, upon request.
- (5) An employer may accept training records or certificates for previous training if the employer verifies that all training and knowledge is current and applicable to the new employee's job duties.

*History Note: Authority G.S. 95-131;
Eff. February 1, 2005;
Pursuant to G.S. 150B-21.3A rule is necessary without substantive public interest Eff. March 1, 2016.*