



Create a Successful Hearing Conservation Program through Best Practices

In the United States, OSHA's Occupational Noise Standard 29 CFR 1910.95 requires that employers implement a Hearing Conservation Program if they have work areas with noise levels at or above 85 dBA (as an 8-hour Time Weighted Average).

	Required by OSHA when employees are exposed to 85 dBA or higher (8-hour TWA)		Tools to Assist
Noise Monitoring	Noise monitoring is required within the facility.	<ul style="list-style-type: none"> • Area Noise Sampling: Using a sound level meter, take a general measurement of noise in each section of your facility • Personal Noise Sampling: Using a dosimeter, measure each employee's exposure to noise over his/her workshift 	<ul style="list-style-type: none"> • Sound level meters • Dosimeters • In-ear dosimeters
Audiometry	Annual hearing tests must be available to all employees, and performed by a professional or qualified technician.	<ul style="list-style-type: none"> • Baseline Audiogram: Required within six months of first exposure or hire • Standard Threshold Shift (STS): Employees who experience a 10 dB or more shift at 2000, 3000 and 4000 Hz in either ear compared to baseline must be notified in writing within 21 days. If the loss is determined to be occupational, the employer must evaluate the employee's current hearing protectors and re-train the employee on use and fit 	<ul style="list-style-type: none"> • Audiometers • Sound booths
Hearing Protectors	A variety of suitable hearing protectors must be made available to employees at no cost.	<ul style="list-style-type: none"> • Action Level 85 dBA: Hearing protectors must be made available at no cost to your employees for those exposed to an 8-hour TWA of 85 dBA. Those with established Standard Threshold Shifts (STS) are required to wear Hearing Protection Devices (HPDs), as are new employees who have not taken their baseline audiogram 	<ul style="list-style-type: none"> • Earplugs • Earmuffs
Training	Provide annual hearing conservation training to all employees.	<ul style="list-style-type: none"> • Effects of noise exposure • Use, selection and fitting of hearing protection devices • Audiometric test procedures 	<ul style="list-style-type: none"> • Fit testing devices • Fitting posters for earplugs and earmuffs
Record Keeping	Retain all employee records, including exposure measurements and audiometric tests.	<ul style="list-style-type: none"> • Records to Keep Accessible to Employees: Exposure measurements, audiometric tests and OSHA Form 300 	<ul style="list-style-type: none"> • OSHA posters