

Order Picker / Stock Picker

Professional downloadable safety training

TRAINING OUTCOME

Recognize elevated-platform, fall and crushing hazards

AUDIENCE

Order-picker operators

TIME

30-40 min

REFERENCE

29 CFR 1910.178(l)

USE NOTE

Equipment-specific formal instruction. Practical training and workplace evaluation are required; fall protection must follow the truck/manufacturer and employer requirements.

Start with the hazard. Build the safe decision.

Use this slide to connect the topic to what employees actually see, touch, drive or do.

The operator goes up

Order pickers elevate the operator with the load platform, creating fall and overhead exposure.

Fall protection and body position

Use the manufacturer-required harness/restraint and approved anchorage.

Travel and elevation

Follow manufacturer/site rules for travel with the platform elevated.

ASK THE ROOM

01

Where could this go wrong here?

02

What control keeps us safe?

03

What should make us stop?

What employees should be able to do

Keep the session practical: recognize the hazard, choose the control, know when to stop.

01

Recognize elevated-platform, fall and crushing hazards

02

Use required fall-restraint/fall-protection systems correctly

03

Control travel and platform elevation in narrow aisles

04

Pick/place loads without overreach or unstable body position

The operator goes up

Start with what the employee is exposed to.

- Order pickers elevate the operator with the load platform, creating fall and overhead exposure.
- The truck must be used only as designed, with required gates/rails and fall-protection systems.

FIELD DECISION

01

Where could this fail?

02

What control do we use?

03

What makes us stop?

Fall protection and body position

Tie every point to a visible action or decision.

- Use the manufacturer-required harness/restraint and approved anchorage.
- Keep gates/rails in position and do not climb on them.
- Do not overreach; reposition the truck/platform.

FIELD DECISION

01

What changes the risk?

02

What must the employee do?

03

Who needs to know?

Travel and elevation

Tie every point to a visible action or decision.

- Follow manufacturer/site rules for travel with the platform elevated.
- Control speed and maintain clearance from rack beams, sprinklers and other overhead hazards.
- Stop and lower when visibility or aisle conditions are not controlled.

FIELD DECISION

01

Where could this fail?

02

What control do we use?

03

What makes us stop?

Picking and load control

Tie every point to a visible action or decision.

- Stay within platform capacity and keep picked product stable.
- Secure loose items and keep platform floor clear.
- Use proper ergonomics and avoid twisting from unstable positions.

FIELD DECISION

01

What changes the risk?

02

What must the employee do?

03

Who needs to know?

Pedestrians and aisles

Tie every point to a visible action or decision.

- Control access below/around the elevated platform.
- Use horns, lights, barriers or spotters as the site requires.
- Never allow a person under elevated forks/platform components.

FIELD DECISION

01

Where could this fail?

02

What control do we use?

03

What makes us stop?

Inspection and rescue readiness

Tie every point to a visible action or decision.

- Inspect lift chains/mast, controls, gates, fall-protection equipment and anchorage.
- Know emergency lowering/rescue procedures and who can respond.

FIELD DECISION

01

What changes the risk?

02

What must the employee do?

03

Who needs to know?

These are the moments to slow down and regain control.

01

Harness/lanyard/restraint is not connected as required

02

Gate is open or bypassed while elevated

03

Operator overreaches outside the platform

04

Travel path has overhead obstructions or people below

What would you do next?

Give the group 30-60 seconds before revealing the recommended response.

An operator cannot reach a carton from the elevated platform without leaning past the guardrail. What should they do?

RECOMMENDED RESPONSE

Stop, lower/reposition the truck or platform and maintain the required body position and fall-protection system; do not overreach.

DISCUSS

01

What is the hazard?

02

What control is missing?

03

What is the safest next action?

04

What is our site rule?

This is where generic training becomes your program.

Replace examples with your actual equipment, procedures, hazards and expectations.



Manufacturer-required fall protection/restraint and anchorage



Rules for elevated travel and aisle control



Emergency lowering/rescue procedure



Hands-on picking at height and workplace evaluation

BEFORE WORK

01

Show the actual procedure

02

Show the actual
equipment/task

03

Confirm questions are
answered

04

Complete required evaluation

Can the employee apply it?

Written knowledge matters. Safe performance in the real workplace matters more.

☐ Inspects truck and fall-protection equipment

☐ Connects restraint/harness correctly

☐ Maintains gates/rails

☐ Controls platform height/travel

☐ Maintains overhead clearances

☐ Uses safe reach/body position

☐ Controls pedestrian exposure below

☐ Demonstrates emergency lowering knowledge

Use the included evaluation form when hands-on demonstration or workplace verification is appropriate or required.

Knowledge check 1-5

Use the printable test in the course package for employee responses.

1

The main difference with an order picker is that:

2

When required by the truck/manufacture, the operator should use:

3

If an item is out of reach, the operator should:

4

People should be kept:

5

Overhead hazards can include:

Knowledge check 6-10

Use the printable test in the course package for employee responses.

6

Platform floor should be:

7

Emergency lowering procedures should be:

8

Travel with the platform elevated should:

9

Fall-protection equipment should be inspected:

10

This course replaces practical training/evaluation.

Know the hazard. Use the control. Stop when it is not right.

- 01 Recognize elevated-platform, fall and crushing hazards
- 02 Harness/lanyard/restraint is not connected as required
- 03 Manufacturer-required fall protection/restraint and anchorage

NEXT STEPS

- 01 Answer questions
- 02 Complete site-specific training
- 03 Complete required hands-on evaluation
- 04 Document attendance/completion

Use this package as a strong training foundation.

Always align the material to current requirements, manufacturer instructions and your own procedures.

Primary reference

29 CFR 1910.178(l)

Training use note

Equipment-specific formal instruction. Practical training and workplace evaluation are required; fall protection must follow the truck/manufacturer and employer requirements.

BEFORE YOU DELIVER

- ✓ Confirm current OSHA/state-plan requirements
- ✓ Insert your procedures and equipment information
- ✓ Use qualified/competent trainers where required
- ✓ Complete practical/workplace evaluation where required
- ✓ Keep training and authorization records

<https://www.osha.gov/etools/powerd-industrial-trucks/workplace/narrow-aisles>