**This document is a reference for monthly risk-based and OSHA required training topics to provide to your employees.**

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| *Month* | *Training topic* | *Reference* | *Training to include* |
| *January* | Lifting mechanics/client transfers | Risk based | * Safe lifting mechanics * Ergonomics regarding bed care * Bathroom care * Bedroom/changing care * Helping clients from move place to place and in and out of vehicles * Doing laundry etc. |
| Ergonomics | 29 CFR 1910-10.2 |
| *February* | Hazard communication (GHS) | 29 CFR 1910.1200 | * Safe use of chemical products such as cleaning products * Reading and following safety labels such as safety data sheets (SDS) * Appropriate handling of hazardous materials * Wearing effective personal protective equipment * Appropriate storage practices etc. |
| *March* | Workplace violence | Risk based | * How to handle client aggression * How to handle aggression from family members or anyone else present |
| *April* | Slips/trips/falls | Risk based | * Footwear * Housekeeping * Slippery walking surfaces * Stairs and handrails * Changes in elevation * Defects in floor surface * Deficient lighting etc. |
| *May* | Driving safety and transportation of clients | Risk based | * Hazardous weather conditions * Distracted and defensive driving |
| *June* | Bloodborne pathogens | 29 CFR 1910.1030 | * Appropriate handling and disposal of sharps * Wearing effective personal protective equipment based on the situation * Hygiene etc. |
| Cuts/lacerations | Risk based | * Best practices regarding handling knives or other sharp material, such as proper use and storage practices |
| *July* | Lifting mechanics/client transfers | Risk based | * Safe lifting mechanics * Ergonomics regarding bed care * Bathroom care * Bedroom/changing care * Helping clients move from place to place and in and out of vehicles * Doing laundry etc. |
| Ergonomics | 29 CFR 1910-10.2 |
| *August* | Personal protective equipment (PPE) | 29 CFR 1910.132 | * Proper work practices * Universal precautions * Effective use of PPE * Proper cleanup and disposal techniques |
| *September* | Workplace violence | Risk based | * How to handle client aggression * How to handle aggression from family members or anyone else present |
| *October* | Slips/trips/falls | Risk based | * Footwear * Housekeeping * Slippery walking surfaces * Stairs and handrails * Changes in elevation * Defects in floor surface * Deficient lighting etc. |
| *November* | Driving safety and transportation of clients | Risk based | * Hazardous weather conditions * Distracted and defensive driving |
| *December* | Bloodborne pathogens | 29 CFR 1910.1030 | * Appropriate handling and disposal of sharps * Wearing effective personal protective equipment based on the situation * Hygiene etc. |
| Cuts/lacerations | Risk based | * Best practices regarding handling knives or other sharp material, such as proper use and storage practices |
| This list is not comprehensive - additional OSHA standards may apply to your workplace. Be sure to review OSHA's general industry standards (29 CFR 1910) for other requirements. In addition, section 5(a)(1) of the Occupational Safety and Health Act, known as the General Duty Clause, requires employers to provide their employees with a workplace that is free of recognized hazards likely to cause death or serious physical harm. | | | |