**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* | *Related resources* |
| *January* | Bloodborne pathogens | 29 CFR 1910.1030 | * Risk and routes of exposure
* Personal protective equipment
* Following universal precautions
* Reporting procedures
 | * [Bloodborne pathogens safety talk](https://www.compsourcemutual.com/knowledge-center/bloodborne-pathogens-safety-talk-2/)
 |
| *February* | First aid and CPR | 29 CFR 1910.151 | * Assessing the situation and recognizing an emergency
* Different scenarios that may be faced
* Steps to be taken and determining treatment
* Standard precautions
* Performing CPR
 | * [What to do in case of an incident safety talk](https://www.compsourcemutual.com/knowledge-center/what-to-do-in-case-of-an-incident-safety-talk/)
 |
| *March* | Emergency action plan | 29 CFR 1910.38 | * Identifying a primary individual to monitor weather conditions and inform employees of potential hazards
* Identifying a local storm shelter (with directions provided) in the event of anticipated hazardous weather
 | * [Emergency planning safety talk](https://www.compsourcemutual.com/knowledge-center/emergency-planning-safety-talk/)
 |
| *April* | Lifting mechanics | Risk based | * Manual lifting is a last resort
* Lifting devices and machinery should be used when possible
* If manual lifting is necessary address proper lifting mechanics, team lifting, etc.
 | * [Back safety talk](https://www.compsourcemutual.com/knowledge-center/back-safety/)
 |
| *May* | Hazard Communication | 29 CFR 1910.1200 | * Training should include the use of safety data sheets (SDS)
* Personal protective equipment
* Reading labels, tags or signs.
 | * [Chemical handling safety talk](https://www.compsourcemutual.com/knowledge-center/chemical-handling-safety-talk/)
* [Reading safety data sheets](https://www.compsourcemutual.com/knowledge-center/reading-safety-data-sheets-safety-talk/)
 |
| *June* | Slips, trips, falls- same level | Risk based | * Effective footwear for the job
* Using appropriate housekeeping practices
* Considering weather conditions that can cause slip hazards
 | * [Common slip trip and fall hazards safety talk](https://www.compsourcemutual.com/knowledge-center/common-slip-trip-and-fall-hazards-safety-talk-2/)
 |
| *July* | Ergonomics | 29 CFR 1910-10.2 | * Avoiding bending and stooping
* Set up work station to be ergonomically correct
* Not working in an awkward posture when unnecessary
* Taking microbreaks
 | * [Ergonomics self-assessment checklist](https://www.compsourcemutual.com/knowledge-center/ergonomics-self-assessment/)
 |
| *August* | Workplace violence | Risk based | * Training should cover how to react to and deal with a physical or verbal threat or disruptive behavior as well as how to trigger alarm and notify others
* Security of the building and parking lot safety
 | * [Workplace violence safety talk](https://www.compsourcemutual.com/knowledge-center/workplace-violence-safety-talk/)
 |
| *September* | Step stool and step ladders  | 29 CFR 1926.1053 | * Proper step ladder use and set up
* Inspections
* Items not to use in place of
* Safe positioning
 | * [Portable step ladder safety talk](https://www.compsourcemutual.com/knowledge-center/portable-step-ladder-safety-talk/)
 |
| *October* | Lifting mechanics | Risk based | * Manual lifting is a last resort
* Lifting devices and machinery should be used when possible
* If manual lifting is necessary address proper lifting mechanics, team lifting, etc.
 | * [Tips for safe lifting safety talk](https://www.compsourcemutual.com/knowledge-center/tips-for-safe-lifting-safety-talk/)
 |
| *November* | Ergonomics | 29 CFR 1910-10.2 | * Avoiding bending and stooping
* Set up work station to be ergonomically correct
* Not working in an awkward posture when unnecessary
* Taking microbreaks
 | * [Proper posture work station setup sheet](https://www.compsourcemutual.com/knowledge-center/proper-posture-for-your-workstation/)
* [Repetitive motion safety talk](https://www.compsourcemutual.com/knowledge-center/repetitive-motion-safety-talk/)
 |
| *December* | Slips, trips, falls- same level | Risk based | * Effective footwear for the job
* Using appropriate housekeeping practices
* Considering weather conditions that can cause slip hazards
 | * [Slip trip fall prevention office safety talk](https://www.compsourcemutual.com/knowledge-center/slip-trip-fall-prevention-office-safety-talk/)
* [Wet and slippery surfaces safety talk](https://www.compsourcemutual.com/knowledge-center/wet-and-slippery-surfaces-safety-talk-2/)
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| 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. |  |