**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
* Cover procedures for fire, tornado, chemical leak or spill, security etc.
 | * [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/)
* [Tips for safe lifting safety talk](https://www.compsourcemutual.com/knowledge-center/tips-for-safe-lifting-safety-talk/)
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| *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/)
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| *June* | Slips, trips, falls- same level | Risk based | * Effective footwear for the job
* Using appropriate housekeeping practices
* Considering weather conditions and cleaning practices 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/)
* [Wet and slippery surfaces safety talk](https://www.compsourcemutual.com/knowledge-center/wet-and-slippery-surfaces-safety-talk-2/)
 |
| *July* | Ergonomics | 29 CFR 1910-10.2 | * Avoiding bending and stooping
* Set up workstation to be ergonomically correct
* Not working in an awkward posture when unnecessary
* Taking microbreaks
* How to perform repetitive work safely and effectively
 | * [Repetitive motion safety talk](https://www.compsourcemutual.com/knowledge-center/repetitive-motion-safety-talk/)
* [The term "Ergonomics"](https://www.compsourcemutual.com/knowledge-center/the-term-ergonomics/)
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| *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, step ladders and portable scaffold | 29 CFR 1910.23 and 29 CFR 1910.27 | * Proper step ladder use and set up
* Scaffold safety
* 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/)
* [Narrow frame scaffolding safety talk](https://www.compsourcemutual.com/knowledge-center/narrow-frame-scaffolding/)
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| *October* | Personal protective equipment | 29 CFR 1910.132 | * Required personal protective equipment for operations including eyes, hands, feet and body
* Storage, cleaning and disposal
 | * [Personal protective equipment- Medical Cannabis safety talk](https://www.compsourcemutual.com/knowledge-center/personal-protective-equipment-medical-cannabis-safety-talk/)
* [Medical Cannabis- UV exposure safety talk](https://www.compsourcemutual.com/knowledge-center/medical-cannabis-uv-exposure/)
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| *November* | Respiratory | 29 CFR 1910.134 | * When respiratory protection is required and type
* Cleaning and care
* Proper storage
 | * [Respiratory protection safety talk](https://www.compsourcemutual.com/knowledge-center/respiratory-protection-safety-talk/)
 |
| *December* | Hazard Communication | 29 CFR 1910.1200 | * Working around CO and CO2
* Working with pesticides and other chemicals
 | * [Carbon dioxide and carbon monoxide safety talk](https://www.compsourcemutual.com/knowledge-center/carbon-dioxide-and-carbon-monoxide-safety-talk/)
* [Pesticide and fertilizer safety talk](https://www.compsourcemutual.com/knowledge-center/pesticide-and-fertilizer-safety-talk/)
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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. |