**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* | General safety  | Risk based | * Following safety policies and procedures
* Best safety practices
* Using appropriate personal protective equipment (PPE)
 | * [Safety awareness safety talk](https://www.compsourcemutual.com/knowledge-center/safety-awareness/)
* [A million excuses video](https://safetysourceonline.com/video/a-million-excuses-1055i-10-min/)
 |
| Driving | Risk based | * Training should be defensive based
 | * [Defensive driving safety talk](https://www.compsourcemutual.com/knowledge-center/defensive-driving/)
* [10-4 Defensive driving video](https://safetysourceonline.com/video/10-4-defensive-driving-ss1087i-11-min/)
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| *February* | Fatigue | Risk based | * Best practices to avoid fatigue
* Self-care including appropriate rest, breaks and nutrition
 | * [Surviving the hazards of shift work hours in healthcare safety talk](https://www.compsourcemutual.com/knowledge-center/surviving-the-hazards-of-shift-work-hours-in-healthcare/)
* [Fatigue in the workplace: Employee version](https://safetysourceonline.com/video/fatigue-in-the-workplace-employee-version-ss2302ae-7-min/)
 |
| Driving | Risk based | * Safe practices when backing
* General safety awareness when driving
 | * [How to improve driver safety talk](https://www.compsourcemutual.com/knowledge-center/how-to-improve-driver-safety/)
* [Backing, parking, intersections video](https://safetysourceonline.com/video/backing-parking-intersections-1069i-18-min/)
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| *March* | Accident prevention | Risk based | * Steps to take if an incident occurs
 | * [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/)
* [Evaluating near misses to prevent accidents video](file:///C%3A%5CUsers%5Csaad1%5CDownloads%5CEvaluating%20near%20misses%20to%20prevent%20accidents%20video)
 |
| Driving | Risk based | * Preparing for and driving in severe weather
* Safe driving practices
* Reducing risks while driving
 | * [Severe weather safety talk](https://www.compsourcemutual.com/knowledge-center/severe-weather-safety-talk/)
* [Beyond basic driving: Company owned vehicles video](https://safetysourceonline.com/video/beyond-basic-driving-company-owned-vehicles-5066a/)
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| *April* | Slips, trips and falls | Risk based | * Effective footwear for the job
* Using appropriate housekeeping practices
 | * [Common slip trip and fall hazards safety talk](https://www.compsourcemutual.com/knowledge-center/common-slip-trip-and-fall-hazards-safety-talk-2/)
* [Preventing slips and falls video](https://safetysourceonline.com/video/preventing-slips-falls-5025a-10-min/)
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| Driving | Risk based | * Safety related to cell phone use
* Hands free options
 | * [Cell phone use while driving safety talk](https://www.compsourcemutual.com/knowledge-center/cell-phone-use-while-driving-safety-talk/)
* [Cell phone hands free driving awareness video](https://safetysourceonline.com/video/cell-phone-hands-free-driving-awareness-ss1089/)
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| *May* | Accident prevention | Risk based | * How our actions play a role in incidents
* Ways to change the outcome
 | * [The basics of safety talk](https://www.compsourcemutual.com/knowledge-center/the-basics-of-safety-toolbox-talk/)
* [Accidents: The people factor video](https://safetysourceonline.com/video/accidents-the-people-factor-ss2302ae/)
 |
| Driving | Risk based | * Making the correct choices when it comes to driving
* Being prepared for the drive
 | * [Driving prepared safety talk](https://www.compsourcemutual.com/knowledge-center/driving-prepared-safety-talk/)
* [Choices: Safe driving video](https://safetysourceonline.com/video/choices-safe-driving-1078ie/)
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| *June* | Workplace stress | Risk based | * Dealing with workplace stress
* Stretching exercises to practice
 | * [Upper body stretching safety talk](https://www.compsourcemutual.com/knowledge-center/upper-body-stretching-exercises/)
* [Lower body stretching safety talk](https://www.compsourcemutual.com/knowledge-center/lower-body-stretching/)
* [Workplace stress: The basics video](https://safetysourceonline.com/video/workplace-stress-the-basics-ss1098a/)
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| Driving | Risk based | * Driving safety around other vehicles and traffic
* Defensive driving Tactics
 | * [Safely sharing the road safety talk](https://www.compsourcemutual.com/knowledge-center/safely-sharing-the-road/)
* [Defensive driving video](https://safetysourceonline.com/video/defensive-driving-1067i-20-min/)
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| *July* | General safety | Risk based | * Assessing hazards before beginning work
* Proactive measures to prevent accidents
 | * [Hazard awareness safety talk](https://www.compsourcemutual.com/knowledge-center/hazard-awareness-toolbox-talk/)
* [An extra effort for safety sake: Safety behavior video](https://safetysourceonline.com/video/an-extra-effort-for-safety-sake-safety-behavior-1065i-15-min/)
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| Driving | Risk based | * Safety practices including avoiding drowsy and distracted driving
 | * [Drowsy driving safety talk](https://www.compsourcemutual.com/knowledge-center/drowsy-driving/)
* [Distracted driving: Make the correct choice video](https://safetysourceonline.com/video/distracted-driving-make-the-correct-choice-1068i-13-min/)
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| *August* | Safe lifting | 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/)
* [Back safety: Proper lifting procedures video](https://safetysourceonline.com/video/back-safety-proper-lifting-procedures-ss1015de-16-min/)
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| Driving | Risk based | * Eliminating distractions while driving
* Safe driving practices around intersections
 | * [Distracted driving safety talk](https://www.compsourcemutual.com/knowledge-center/distracted-driving-safety-talk/)
* [Intersections video](https://safetysourceonline.com/video/intersections-ss17035ae-5-min/)
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| *September* | 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/)
* [Bloodborne pathogens: Know the risk video](https://safetysourceonline.com/video/bbp-know-the-risk-ss1027be/)
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| Driving | Risk based | * Best practices to avoid tailgating and aggressive driving
 | * [Tailgating safety talk](https://www.compsourcemutual.com/knowledge-center/tailgating-safety-talk/)
* [Road rage and aggressive driving video](https://safetysourceonline.com/video/road-rage-ss1076ie/)
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| *October* | Workplace violence | Risk based | * How to safely deal with workplace violence
 | * [Home health care: Workplace violence video](https://safetysourceonline.com/video/home-health-care-workplace-violence-ss705/)
* [Workplace violence in healthcare safety talk](https://www.compsourcemutual.com/knowledge-center/workplace-violence-healthcare/)
 |
| Driving  | Risk based | * Staying alert and removing distractions in construction zones
* Eliminating texting while driving
 | * [Safe navigation through construction zones safety talk](https://www.compsourcemutual.com/knowledge-center/safe-navigation-through-construction-zones/)
* [Texting and driving: The facts video](https://safetysourceonline.com/video/texting-and-driving-the-facts-1072i-11-min/)
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| *November* | 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/)
* [Emergency preparedness: An employees' responsibility video](https://safetysourceonline.com/video/emergency-preparedness-an-employees-responsibility-1051i-25-min-2/)
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| Driving | Risk based | * Discuss proper ergonomics practices while driving
* Prepare for a drive with pre-trip inspection
 | * [Driving ergonomics safety talk](file:///C%3A%5CUsers%5Csaad1%5CDownloads%5CDriving%20ergonomics%20safety%20talk)
* [Pre-trip inspection: The circle of safety video](https://safetysourceonline.com/video/pre-trip-inspection-the-circle-of-safety-ss1084ie-15-mins/)
 |
| *December* | Slips, trips and falls | Risk based | * Avoiding slips and falls due to wet or icy conditions
* Other slips trips and fall hazards to avoid
 | * [Home health checklist: Slips trips and falls safety talk](https://www.compsourcemutual.com/knowledge-center/home-health-checklist-slips-trips-and-falls/)
* [Winter walking: Safe walking in hazardous conditions video](https://safetysourceonline.com/video/safe-walking-in-hazardous-conditions-1077i/)
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| Driving | Risk based | * Driving in weather extremes and how to do so safely
 | * [Severe weather safety talk](https://www.compsourcemutual.com/knowledge-center/severe-weather-safety-talk/)
* [Winter driving in extreme weather conditions video](https://safetysourceonline.com/video/winter-driving-safety/)
 |
| 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. |  |