



OSHA TRAINING REQUIREMENTS

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TAKE THE PAIN OUT OF TRAIN

OK, OSHA Training gets a Lot of bad press

- It can be **dry**
- It can be **confusing**
- It can be **redundant**
- It can be Beyond **boring**
- It can be a **waste of time**
- It can be a **PAIN!**



I am here to take the pain out of train, simplify it AND make it relatively fun!

TRAINING RULES: WHO, WHAT, WHEN, HOW

- **Who:** all employees, vets, managers, techs, receptionists, kennel, volunteers
- **What:** Definitions, Rights & Responsibilities, EAP, Biological, Chemical, General Safety, Workplace Violence, **Site Specific Hazards**
- **When:** Upon hire, Annual refresher
- **How:** Live in-person workshop, On-Demand computer training
- **Frequency:** The annual training can be done throughout the year, for example monthly meetings do one unit

One of the Biggest Fines from OSHA is for lack of training records!

LET'S LOOK AT THE SPECIFICS

- **Who? Yes, YOU!!!!**
- **Number One Problem is vets thinking they do NOT need to do the OSHA training!**
- **\$13,547/person fine**
- **Special Rule for Medical Practices:**

Even interns, residents, students need to have had OSHA training!



WHEN?

- Upon hire
- Upon start of any job or job shadowing
- Annually
- Can be monthly, quarterly, or annually

Document, Document, Document!!

- ✓ Sign in sheet, Training Verification form
- ✓ Date, topics, employees name and position, signature of employee and trainer or supervisor



HOW: EVERYTHING WORKS!

- Live Presentation
- Taped presentation (CD, for example)
- Online Live presentation
- Online on-demand presentations

You can do any and all combinations, Whatever works for YOU, as long as :

- 1) Everyone
- 2) All topics
- 3) Annually refreshed



WHAT: THE BIGGEST QUESTION

- **Definitions**
- **Rights and Responsibilities**
- **General Safety**
- **Biological hazards including BBP**
- **Chemical hazards: including GHS and SDS**
- **Workplace Violence: including Active Shooter training***
- **Workplace Stress: includes harassment and bullying**
- **Any additional Site-specific hazards**

DOCUMENTATION

- **Topic(s) covered**
- **Presenter**
- **Date**
- **Employees name, position and signature**
- **Counter signed by supervisor or presenter**

Training Verification Form always the best way, even if use a sign in sheet!

LIVE PRESENTATIONS

- Be aware of trainer chosen, as they ***MUST Know Vet Med Specific OSHA*** regulations!
- Be sure NOT to be misled by Human Medical OSHA regulations
- Be sure not to be misled by sales reps trying to sell more products YOU do NOT need
- Be Very skeptical of guarantees: they simply are useless as well as unethical
Free lunches are great, until they cost you in OSHA fines!

PRE-RECORDED TRAINING PROGRAMS

- Be sure the training program is Vet Med Specific (NOT Med/Dent)
- Be sure the training programs are **Current!**
- Many changes in OSHA training over the last couple of years.
 - Active Shooter
 - Workplace Stress including Harassment

***Online Training Center Subscriptions Are a GREAT Option!
CE Units available!***



SUMMARY

- **Train Everyone**
- **Cover All OSHA modules**
- **Document Completely**
- **Train upon hire, once annually and on any new issues**

DON'T FORGET YOUR FREE DOWNLOADS

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<http://www.vetosha.com/mcc.html>

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Coming Up Next

NEXT: SPECIAL OSHA REQUIREMENTS

- **Specialty Clinics**
- **Farm Calls**
- **Home Calls**
- **Special OSHA Requirements Simplified**

After this short break