

## OSHA Worker Safety Training Requirements for Dairy Farms

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Comprehensive safety training is a vital component of safety and health programs for farms. Properly training all of your employees in how to do their jobs safely will result in reduced costs to your business. It is also just the right thing to do!

### Important points to consider for safety training:

- ✓ Train new employees before they are exposed to any hazards.
- ✓ Repeat training at least annually and after close calls or mishaps.
- ✓ Document all training with a sign-in roster including date, subject and presenter.
- ✓ Keep training materials on file for future training sessions and a record of what was covered (lesson plans, videos, fact sheets, etc.).
- ✓ Include an interactive component if using a video or computer-based training.
- ✓ Cover farm or job specific information in the training.
- ✓ Provide an opportunity for workers to ask questions.
- ✓ Use a variety of instructional methods to accommodate different learning styles.
- ✓ Consider language and culture of workers when providing training.
- ✓ Quiz or question workers to reinforce material and verify understanding.

The following chart outlines **required annual** safety training:

Topic	Information to include
Confined spaces & manure	Awareness level – instruct workers to stay out of these spaces Specific training for anyone doing confined space entry
Animal handling	Information on safe animal handling procedures Refer to any FARM program requirements
Electrical hazards	Discuss electrical hazards employees may be exposed to Review <u>lockout/tagout</u> for workers servicing equipment
Tractors	Operator training as listed in OSHA 29 CFR 1928 Subpart C Appendix A, Employee Operating Instruction
Farm Field Equipment, PTOs, Stationary Farmstead Equipment and Control of Hazardous Energy	Train employees on safe operation and servicing of equipment they are using. Refer to OSHA 29 CFR 1928.57(a)(6) Operating Instructions
Personal Protective Equipment (PPE)	Proper use and care of any required PPE. Medical clearance, fit testing and training for workers using respirators. Review of noise induced hearing loss and the use of hearing protection.

This chart outlines safety training that could be delivered annually as a **best practice**:

Topic	Frequency	Information to include
Skid steer	At minimum, every 3 years Best practice: annual	Training for all operators Refresher if there is a close call or mishap Train workers on any changes to equipment or worksite
Silos	Recommended: annual	No specific OSHA regulations addressing silo safety. Review safety prior to filling silos and also provide specific training on unloading or emptying protocols when it is time to feed out.
Hazard Communication (chemicals)	At hire, and whenever new chemicals or hazards are introduced to worksite Best practice: annual	Provide employees with effective information and training on hazardous chemicals in their work area. Review labels, hazard pictograms, protective equipment and first aid. Training must meet the requirements listed in OSHA 29 CFR 1910.1200(h) to (h)(3)(iv)

Safety training should not be a one and done undertaking. Regular training sessions help reinforce the importance of safety in your operation and helps to build a strong safety culture. Some helpful tactics to focus on safety throughout the year include:

- Consider including a short safety talk in other regular meetings
- Assign topics so that different workers are presenting each time

In addition to the safety training listed, take time to train employees on your safety policies and Emergency Action Plans. Annually review information on the emergency contacts for your farm, location and use of fire extinguishers, first aid kits and emergency eyewash stations.

For more information, refer to *Training Requirements in OSHA Standards*  
<https://www.osha.gov/sites/default/files/publications/osh2254.pdf>