

# First Aid in Practice

Paul Smith  
Blue Kite Training

# Themes

- Changes to Health and Safety (First-Aid) Regulations 1981 following the Professor Ragnar E Löfstedt review
- Practical implications for business:
  - Establishing First Aid needs in a business
  - Selecting appropriate training to meet business needs



# Professor Ragnar E Löfstedt (2011) Health & Safety review

## Key findings included:

- The existing regulatory requirements are broadly right
- Regulations place responsibilities primarily on those who create the risks
- A number of factors drive businesses to go beyond what the regulations require and beyond what is proportionate

## Key change:

- **HSE amends the Health and Safety (First Aid) Regulations 1981 to remove the requirement for HSE to approve the training and qualifications of appointed first-aid personnel.**

# Regulation changes

- First Aid training no longer requires approval or is monitored by the HSE
- Compliance with amended **Health and Safety (First Aid) Regulations 1981** is still gold standard
- Responsibility lies with the organisation to source suitable training that meets **1981 regulations.**

# Establishing training needs

- Compliance with **Health and Safety (First Aid) Regulations 1981** is still gold standard
- Each organisation must carry out a ‘first aid needs’ assessment
- Assessment findings become the foundation for due diligence

# Training due diligence

- Due diligence checks include:
  - the qualifications expected of trainers and assessors
  - monitoring and quality assurance systems
  - teaching and standards of first-aid practice
  - syllabus content
  - certification.



# Qualification options

- First-aid training is available from a wide range of providers who choose to:
  - offer **regulated** qualifications; or
  - operate under voluntary accreditation schemes (including trade/industry bodies);
  - or operate **independently** of any such accreditation scheme.
- **Regulated** qualifications are delivered by training centres recognised by a regulated ‘awarding organisation’ (AO)



# Awarding Organisations (AO's)

- Recognised by qualification regulators (Ofqual, SQA or the Welsh Government)
- Regulators monitor training centre standards
- AO's must work in compliance with the assessment principles for first aid qualifications
  - These meet knowledge and skills requirements set out in amended 1981 First Aid regulations
- Training providers are monitored by AO's for correct application of assessment principles



# Independent Qualification Schemes

- Self – regulated
- Employers should satisfy themselves that training meets amended 1981 First Aid regulations
- Increased responsibility in obtaining due diligence when compared with using an Awarding Organisation

# Regulated training

- Typically this will be either:
  - 1 day Emergency First Aid at Work (EFAW) Level 2
  - 3 day First aid at Work (FAW) Level 3
- Other training for specialist needs include:
  - Paediatric First Aid
  - A.E.D training

# Summary

- Changes have been effective at challenging organisations to closely assess First Aid risks
- As a result there is a greater understanding of risks amongst organisations
- The use of a regulated AO is for many organisations one prudent way to manage First Aid risk.

# References

- Contains public sector information published by the Health and Safety Executive and licensed under the Open Government Licence
  - [https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/66790/lofstedt-report.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/66790/lofstedt-report.pdf)
  - <http://www.hse.gov.uk/pubns/priced/l74.pdf>
  - <http://www.hse.gov.uk/pubns/geis3.pdf>