

First Aid at Work: The Health and Safety (first-Aid) Regulations 1981



The HSE has announced its proposed changes to the above legislation which are to be implemented from 1st October 2009. The main changes are as follows:

Changes to risk level:

The number of first aiders required was worked out according to the number of employees (taking into account visitors to the workplace) and the level of risk. Previously low medium or high risk ----- now either **Low Hazard or Higher Hazard** (see the table below for examples).

This means that any companies with between 5 and 19 staff who were previously in the “medium risk” category will now have a legal requirement to have a trained First Aider on site from 1st October 2009. This will include almost any business that is not office-based such as restaurants, shops, light industry/ manufacturing and leisure.

Now 3 levels of first aid responsibility: Appointed Person, First Aider Emergency Trained (EFAW) or First Aider fully trained (FAW):

- An **Appointed Person** is someone responsible for ensuring the first aid kit remains stocked up and in date, and calls an ambulance in the event that one is required. The reason for this is otherwise 6 people may call for an ambulance, or no-one does as they all assume someone else has. They cannot give first aid for which they have not been trained. Putting them through the 1-day course may give them confidence in performing their role and be seen as investing in your staff.
- **Emergency First Aid at Work (EFAW)** is the new 1-day First Aid course (previously known as First Aid for the Appointed Person by many organisations) that will be formerly accredited by the HSE as of October 2009. The HSE stipulate the content and length of training (minimum 6 hours) and it deals with the emergency life-saving First Aid whilst awaiting an ambulance.
- **HSE Approved First Aid at Work (FAW)** course trained – currently a 4-day course, will decrease to 3-days from the legislation change in October 2009. This course deals with all the other first aid emergencies not covered in the shorter course including burns, eye injuries, soft tissue/bony injuries and common medical problems such as asthma and diabetes.

The emphasis on which level of First Aid training is undertaken is in large part down to risk assessment. A mixture of different levels of training may be appropriate for some businesses.

Other areas to consider:

- The HSE is strongly recommending yearly refresher training of half day duration for both the EFAW and FAW courses.
- Provision for lone workers is still highly emphasised.
- The table attached below is taken from the HSE’s draft guidance (page 24) and it must be pointed out that these are proposed changes, although it is thought unlikely that they will amended at such short notice. Only the main points have been highlighted for you here.

For assistance in working out the impact of this legislation on your business, please contact a member of our team.

APPENDIX 4 - GUIDE TO THE CATEGORY AND NUMBER OF FIRST-AID PERSONNEL TO BE AVAILABLE AT ALL TIMES PEOPLE ARE AT WORK

