

POLICY TITLE:	First Aid
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Ratified by:	Lyn Madgwick, Health and Safety Manager
Responsible signatory:	David Watts, Director of Safety
Outcome:	This policy: <ul style="list-style-type: none"> • Aims to ensure service users, staff or visitors will be treated for injury or sudden illness promptly and safely until, where necessary, being placed in the care of a professional or moved to hospital.
Cross Reference:	H&S03 Reporting of Injuries Diseases and Dangerous Occurrences Regulations 1995 (RIDDOR) OP04 Incident Management, and Reporting Investigation OP13 Resuscitation
EQUALITY AND DIVERSITY STATEMENT	
Priory Group is committed to the fair treatment of all in line with the Equality Act 2010. An equality impact assessment has been completed on this policy to ensure that it can be implemented consistently regardless of any protected characteristics and all will be treated with dignity and respect	

In order to ensure that this policy is relevant and up to date, comments and suggestions for additions or amendments are sought from users of this document. To contribute towards the process of review, e-mail SQCHelpdesk@priorygroup.com.

FIRST AID

1 KEY POINTS CHECKLIST

- 1.1 Legal requirements placed on Priory Group as an employer require first aid at work provision to be in place in accordance with the needs of the business.
- 1.2 The requirements for first aid at Priory Group locations, including any specific hazards, should be assessed by using the standard tools available in this document.
- 1.3 Arrangements should be put in place for the selection, training and refresher training of staff to provide first aid and these arrangements should be recorded.
- 1.4 The focus of the legal requirement is for the provision of first aid for staff although there is a general duty of care towards service users and visitors. In hospitals, first aid provisions for service users are usually directed through nursing staff in which case this policy should be applied to the remaining first aid needs i.e. staff and visitors.
- 1.5 All staff should know how to obtain first aid assistance.
- 1.6 First aid kits and other equipment should be provided and maintained.
- 1.7 Notices should be displayed indicating the contact details of first aiders.
- 1.8 Records should be kept of first aid administered and of first aid training undertaken.

2 LEGAL REQUIREMENTS

- 2.1 The overall legal requirements are contained in the Health and Safety (First Aid) Regulations 1981, which are supported by an Approved Code of Practice. The Health and Safety (First Aid) Regulations 1981 require employers to make adequate provision for first aid for their employees and to ensure that there are a sufficient number of suitably trained and qualified persons for providing first aid. There is also a requirement to ensure that employees are adequately informed of the arrangements. The exact provision in any particular circumstance is not specified in the Regulations, but required to be assessed by the employer.
- 2.2 The Regulations are supported by an Approved Code of Practice (L74 available from HSE books), which lays down standards for first aid training and requirements relating to the standard of first aid provision required. The extent of first aid provision is required to be determined by the employer by undertaking a risk assessment, having regard to factors such as the number of employees, the particular hazards which they face and the access to other medical assistance.
- 2.3 These Regulations do not require first aid to be provided for persons who are not employees. However, the Health and Safety at Work Act 1974 requires employers to protect persons not in their employment who could be affected by the way in which they conduct their business. There is also a common law duty of care between Priory and their visitors and service users which arguably would include providing a first aid response to foreseeable health concerns and injuries. For these reasons it is Priory policy to provide first aid for non-employees on our premises, or taking part in activities we have organised.

3 RESPONSIBILITIES

- 3.1 **Hospital Directors, School Principals, Registered Home Managers and Service Managers** are responsible for:
 - a) Ensuring that responsibility for overseeing first aid requirements is allocated to a suitable first aid co-ordinator such as the Health and Safety Co-ordinator or a relevant manager;

- b) Ensuring, through the first aid co-ordinator, that sufficient trained first aiders and first aid equipment is available to meet local needs and that all staff are made aware of the local first aid arrangements;
- c) In smaller units, this task may be directly undertaken by the Unit Manager.

3.2 **All Managers** are responsible for ensuring that:

- a) All staff for whom they have responsibility know how to obtain first aid assistance for both staff and service users, how to call a first aider and the location of any emergency equipment;
- b) Any special first aid requirements within their area of responsibility (e.g. for specific chemical or biological hazards) are identified and adequate first aid arrangements are put in place (including the provision of appropriate and adequately maintained and sited specialist equipment);
- c) Where special hazards are identified, their staff are made aware of the local procedures and equipment for dealing with them.

3.3 **The First Aid Co-ordinators** are responsible for:

- a) Ensuring that the required number of first aiders for their location and facilities for the provision of first aid are determined by assessment using (**H&S Form: 05**), by completion of the local first aid arrangements document (**H&S Form: 06**), and requesting training through the Priory Group Learning and Development Department;
- b) Ensuring that there are arrangements in place for identifying staff willing to train as first aiders and to attend Priory Group approved courses and refresher courses as required;
- c) Ensuring that notices are displayed with the contact details for first aiders;
- d) Ensuring that adequate local procedures are set up for the maintenance of first aid equipment and the replenishment of first aid supplies;
- e) Auditing the standards of first aid cover provided at least every year, including the first aid personnel available, the provision of first aid equipment and the number, location and contents of first aid containers provided;
- f) In smaller sites this role may be undertaken by the Manager.

3.4 **First Aiders** and doctors and nurses who have accepted an appointment to provide first aid are responsible for:

- a) Providing immediate first aid assistance, as required within their level of competency;
- b) Attending any training arranged to maintain their competency/registration;
- c) Raising any concerns about their level of knowledge and training, in relation to their ability to undertake first aid duties for which they have been appointed;
- d) Ensuring that any first aid containers/supplies for which they have been allocated responsibility, are adequately stocked and maintained;
- e) Completing relevant records of treatment (e.g. in the accident book) after first aid has been administered and, where relevant, ensuring that accident reporting procedures have been followed;
- f) **NOTE: Clinical staff considered by HSE to be suitably qualified include medical doctors registered with the GMC and nurses registered Part 1, 2, 10 or 11 of the Single Professional Register maintained by the Nursing and Midwifery Council (NMC).**

3.5 **All employees responsibilities:**

- a) Staff may, in an emergency, access first aid materials whilst waiting for a first aider, nurse or doctor, but must not otherwise remove items from the first aid boxes;
- b) All staff should ensure that they know who their local first aiders are, how to call them and the location of first aid equipment.

4 ASSESSMENT

- 4.1 First aid needs will depend on a number of factors including the nature of business, the numbers of employees, size and layout of the premises and the availability and locality of the nearest external emergency assistance.

4.2 Specific first aid needs should be assessed using **H&S Form: 05**.

5 LOCAL ARRANGEMENTS FOR FIRST AID

5.1 Local first aid arrangements once determined by the Manager or First Aid Co-ordinator should be documented on **H&S Form: 06**. Detailed notes to accompany this form explain the standards which should be met when determining numbers of first aiders, training, equipment, and the factors which should be considered when deciding first aid provisions.

6 INSURANCE

6.1 First aiders, Appointed Persons, Doctors and Nurses are covered by Priory Group's insurance scheme whilst undertaking first aid at work.

7 RECORDS OF FIRST AID TREATMENT

7.1 An incident record on the Priory Group Incident Reporting System will need to be completed by the relevant manager for staff experiencing an injury at work.

7.2 Any accidents which result in specified major injuries, result in more than 7 days sickness absence to a member of staff, or involve certain more serious injuries and/or attendance at a hospital, to members of the public, are reportable to the Health and Safety Executive under the Reporting of Injuries, Diseases, and Dangerous Occurrences Regulations 1995 (RIDDOR). Details of the reporting arrangements are given in H&S03 RIDDOR.

8 FIRST AID TRAINING

8.1 There are 2 levels of First Aid training available:

8.1.1 **Emergency First Aid at Work (EFAW): A 1 Day Course** that covers the following (suitable for medium and low risk premises or extra provision in high risk premises):

- a) Understanding the role of the first aider including reference to cross infection, the need for recording accidents and incidents and the use of available equipment;
- b) Assessing the situation and circumstances in order to act safely, promptly and effectively in an emergency;
- c) Administering first aid to a casualty who is unconscious (including seizure);
- d) Administering cardiopulmonary resuscitation;
- e) Administering first aid to a casualty who is choking, wounded and bleeding or suffering from shock;
- f) Providing appropriate first aid for minor injuries.

8.1.2 **First Aid at Work (FAW): A 3 day Course** that covers the following (suitable for high/medium risk premises):

- a) Understanding the role of the first aider including reference to cross infection, the need for recording accidents and incidents and the use of available equipment;
- b) Assessing the situation and circumstances in order to act safely, promptly and effectively in an emergency;
- c) Administering
- d) first aid to a casualty who is unconscious (including seizure)
- e) Administering cardiopulmonary resuscitation
- f) Administering first aid to a casualty who is choking, wounded and bleeding or suffering from shock
- g) Administering first aid to a casualty with injuries to bones, muscles and joints, including suspected spinal injuries
- h) Administering first aid to a casualty with chest injuries, burns and scalds, eye injuries, sudden poisoning or anaphylactic shock
- i) Recognition of the presence of major illness and providing appropriate first aid.

- 8.2 Both EFAW and FAW courses require a detailed requalifying course every 3 years. However the HSE recommends that an annual refresher for all First Aiders is undertaken. This is available as a module through Foundations for Growth and will include the following content:
- a) Assessing emergency situations;
 - b) Administering First Aid to a casualty who is unconscious (including seizure);
 - c) Administering cardiopulmonary resuscitation;
 - d) Administering first aid to a casualty who is wounded and bleeding, or suffering from shock.
- 8.3 Where specific First Aid training is required for Young Persons (under the age of 18), e.g. in schools and adolescent units, specialised training based on FAW and EFAW for administering First Aid to young persons may be required.
- 8.4 All training must be arranged through Priory Learning utilising the training companies appointed by Priory Group.

9 REFERENCES

- 9.1 Health and Safety at Work, etc Act 1974
Health and Safety (First-Aid) Regulations 1981
Health & Safety (First Aid) Regulations 1981 Approved Code of Practice L74
Health and Safety (Safety Signs & Signals) Regulations 1996

Associated Forms:

- H&S Form: 05** - [Assessment of First Aid Needs](#)
H&S Form: 06 - [First Aid Arrangements](#)
H&S Form: 07 - [First Aid Notice](#)

Notes To Assist In Completion of H&S Form: 06

Note Number	Relevant Information
1.	<p>Number Of Emergency First Aiders</p> <p>The majority of Priory sites will require only Emergency First Aid at Work trained staff as the training they receive will be sufficient to deal with the types of incidents that generally occur. There must be sufficient cover for holidays, days off, the number of shifts and sickness.</p> <p>In certain circumstances for example where a high risk has been identified sites may require a combination of Emergency First Aid at Work trained staff and First Aid at Work trained staff.</p> <p>An Emergency First Aid at Work trained member of staff should be available at all times. It is for sites to reach a decision on the numbers of staff that should be available and H&S Form 05 should be completed to help enable such a decision to be reached.</p>
2.	<p>Names of Emergency First Aiders</p> <p>When selecting staff to be first aiders consideration should be given to:</p> <ul style="list-style-type: none"> (a) Reliability, disposition and communication skills; (b) Aptitude and ability to learn new skills and ability to cope with stressful situations; (c) Normal duties e.g. availability to respond quickly in an emergency. <p>Staff who are to be appointed as a first aider must attend and successfully complete an approved training course. This course is currently one day and following successful completion, certificates of competence are issued. The certificates are valid for three years.</p>
3.	<p>Responsibility for Training Coordination</p> <p>First Aid certificates are valid for three years. To maintain registration first aiders must attend a re-qualification course within three months before the current certificate expires. Staff who fail to re-qualify within the time frame will no longer be permitted to act as First Aiders for the site until training has been updated.</p> <p>In addition to this all Emergency First Aid trained staff will be required to complete an annual refresher every 12 months.</p>
4.	<p>First Aid Equipment</p> <p>Every location must have sufficient first aid equipment to meet the local needs.</p> <p>The relevant first aider should normally be given responsibility for checking on the contents of first aid boxes under their control.</p> <p>First aid containers must be checked regularly (at least quarterly) for general condition. Contents must be checked regularly to ensure that materials used are replenished, materials remaining are sufficient and are in date. Dated records of these checks and actions must be kept (local form can be used for this in line with site requirements).</p>

Note Number	Relevant Information
5.	<p>Standard Workplace First Aid Kits</p> <p>First aid boxes should be easily identifiable with a white cross on a green background and located in a place that is easily accessible. The following list is a suggested list of contents and is based on a medium sized box, which will serve up to 50 staff:</p> <ul style="list-style-type: none"> (a) 1 leaflet giving general guidance on first aid (b) 20 individually wrapped plasters of assorted sizes. Note these must be detectable for food handlers. (c) 2 sterile eye pads (d) 4 individually wrapped triangular bandages, preferably sterile (e) 6 safety pins (f) 6 medium sized individually wrapped unmedicated dressings (12cm x12cm) (g) 2 large sterile individually wrapped unmedicated dressings (18cm x18cm) (h) 1 pair of disposable gloves <p>Tablets, medicines, lotions and creams should not be kept in a first aid box.</p> <p>Optional Extra Items</p> <ul style="list-style-type: none"> ▪ Adhesive tape such as Micropore, 1 pair of scissors, Resusci-aid face protector, individually wrapped moist wipes.

Note Number	Relevant Information
<p>6.</p>	<p>Travelling First Aid Kits</p> <p>Staff who regularly drive as part of their normal duties should be issued with a small first aid pouch to keep in their cars.</p> <p>First Aid Pouches for Travellers/ Company Car Drivers</p> <ul style="list-style-type: none"> (a) 1 leaflet giving general guidance on first aid (b) 6 individually wrapped plasters of assorted sizes. (c) 2 individually wrapped triangular bandages, preferably sterile (d) 2 safety pins (e) 1 medium sized individually wrapped unmedicated dressings (12cm x12cm) (f) 1 large sterile individually wrapped unmedicated dressings (18cm x18cm) (g) 1 pair of disposable gloves (h) 4 individually wrapped moist cleaning wipes.
<p>7.</p>	<p>Eyewash Stations</p> <p>Eye wash stations are only required where mains tap water is not readily available and there is a foreseeable need (e.g. some plant rooms). At least one litre of sterile water or normal saline (0.9%) in a sealed disposable container should be made available. They should be kept close to the first aid box and preferably wall mounted. Once the seal is broken the remainder of the contents must be disposed of. Eye wash should not be used after the expiry date.</p>
<p>8.</p>	<p>Spare Supplies</p> <p>Sufficient spare supplies should be kept to enable first aid kits to be promptly re-stocked. The responsibility for maintaining spare supplies should be allocated.</p>
<p>9.</p>	<p>Other Special Provisions</p> <p>Special or unusual risks should be assessed by using the assessment tool H&S Form: 06.</p> <p>The first aid provision for 'one-off' individual work activities involving special or unusual hazards should be determined on a case by case basis and included in a specific risk assessment covering all the safeguards for the work involved. In some cases such work is undertaken by contractors in which case the primary responsibility for the provision of first aid will rest with the contractor unless a specific agreement is made with Priory to the contrary.</p>

Note Number	Relevant Information
10.	<p>Notices</p> <p>Signs should be displayed indicating the contact details for first aiders should be displayed for the attention of staff. Standard signs complying with the Health and Safety (Safety Signs and Signals) Regulations 1996 can be obtained from good sign suppliers. Alternatively, H&S Form: 07 may be completed then printed on a colour printer and laminated.</p>