

# First-aid training and qualifications for the purposes of the Health and Safety (First-Aid) Regulations 1981

A guide for training organisations



## Section 1: Introduction

1 This guidance is for training organisations that wish to run first-aid training courses for the purposes of the Health and Safety (First-Aid) Regulations 1981. Separate guidance is available for employers,<sup>1</sup> and training providers are advised to read it in conjunction with this document.

2 This section provides an overview of relevant changes that emerged from a review of the Regulations, legal aspects of first-aid provision, and where to apply to run first-aid training courses. Section 2 provides details of HSE's procedures for gaining and maintaining approval to run first aid at work (FAW) courses.

3 The guidance will help training providers develop and maintain appropriate standards of first-aid training. Ultimately, this will help ensure first aiders in the workplace are competent to perform their role.

### Review of the FAW Regulations: Implementation of new first-aid training courses

4 One of the outcomes of the review was a recommendation to make changes to first-aid training courses.<sup>2</sup> After extensive consultation, HSE developed a new training regime. Under this regime, an employer can send prospective first aiders on a course in either FAW or emergency first aid at work (EFAW). The employer should use the findings of their first-aid needs assessment to ensure the type of training course chosen is appropriate for the circumstances of the workplace.<sup>1</sup>

5 Towards the end of the three-year certification period, first aiders need to undertake an FAW requalification course or EFAW course, as appropriate, to obtain another three-year certificate. Within any certification period, HSE strongly recommends that first aiders undertake annual refresher training. Although not mandatory, this will help qualified first aiders maintain their basic skills and keep up to date with any changes to first-aid procedures.

### The law

6 The Health and Safety (First-Aid) Regulations 1981 require employers to provide suitable first-aid equipment, facilities and personnel to enable first aid to be given to employees if they are injured or become ill at work.<sup>1</sup> Regulation 3(2) states that in order to provide first aid to injured or ill employees, '*...a person shall not be suitable unless he has undergone -*

- (a) *such training and has such qualifications as the Health and Safety Executive may approve for the time being in respect of that case or class of case, and*
- (b) *such additional training, if any, as may be appropriate in the circumstances of that case*'.

7 For employers to comply with this Regulation, their first aiders must have a valid certificate of competence in FAW or EFAW, issued by a suitable training provider (see paragraphs 8-9).

## **Requirements for training organisations wishing to run first-aid courses for the workplace**

### ***FAW and FAW requalification***

8 To run these courses, your organisation must be approved by HSE.

### ***EFAW***

9 Your organisation can run EFAW courses if:

- it already meets the requirement in paragraph 8 and will apply the same standard of training to EFAW as that used when running FAW courses; or
- where you want to run EFAW courses **only**, it is approved by a recognised awarding body of Ofqual/Scottish Qualifications Authority (SQA) eligible to award an accredited qualification in EFAW applying a training standard set by HSE (you should contact the awarding body directly for further information).

### ***Annual refresher training***

10 Any training organisation approved to run FAW and/or EFAW courses as defined in paragraphs 8-9, can also provide annual refresher courses. Where available, in-house occupational health professionals (a doctor registered with the General Medical Council or a nurse registered with the Nursing and Midwifery Council) can run annual refresher training in the workplace providing they have current experience of first-aid skills, are competent to train and are familiar with the current standards HSE accepts for the first-aid management of injuries and illness in the workplace (see Appendix 1).

## Section 2: Gaining and maintaining HSE approval to run first aid at work (FAW) courses

### General aspects

11 This section provides detailed information on how training organisations can gain and maintain approval, through HSE's First Aid Approval and Monitoring Section (FAAMS), to run FAW courses.

#### *The role of FAAMS*

12 FAAMS administers the approval and monitoring process. It issues and renews Certificates of Approval to those organisations whose training and qualifications in FAW meet the required standards detailed in this guidance.

#### *HSE's contractor*

13 HSE has appointed a contractor to carry out visits to training providers. These visits are to providers seeking approval to run FAW courses for the first time and to those already approved for this purpose.

#### *Fees*

14 HSE charges fees for the various elements of the approval and monitoring process.<sup>3</sup> HSE will inform you of the fees as appropriate.

#### *Records of training organisations*

15 FAAMS will keep all records in accordance with the Data Protection Act 1998.<sup>4</sup> FAAMS will retain documentation from Original Approval Applications for a minimum of six months from the date when approval was granted.

## Gaining approval

### *Submitting your application*

16 There is a fee charged for approval, covering all assessment activities carried out by FAAMS and its contractor (including the Original Approval Assessment visit and Original Approval Monitoring visit). The fee is not refundable if the application is not successful or if it is withdrawn once the evaluation has begun.

17 Your organisation needs to complete an Original Approval Questionnaire.<sup>5</sup> In addition, you are required to provide copies (do **not** send originals) of the following information:

- details of your organisation's administrative systems;
- a sample of the FAW certificate to be issued to successful students;
- a sample of the EFAW certificate, where applicable (see Appendix 1, paragraphs 42-43);
- personal portfolios of at least four individuals (two trainers and two assessors);
- your organisation's quality assurance plan;
- the standards of first-aid practice your organisation will use in teaching and assessing FAW;

- details of the course syllabus including at least **three** sample lesson plans showing aims, objectives and outcomes;
- a timetable for the three-day FAW syllabus;
- a timetable for the two-day FAW requalification syllabus, if applicable;
- a timetable for the one-day EFAW syllabus, if applicable (see Appendix 1, paragraphs 42-43);
- the final practical assessment procedure;
- your organisation's training equipment;
- the premises to be used for training.

18 Appendix 1 gives more detailed information on what you need to provide.

19 You should send the following documentation to FAAMS:

- a completed Original Approval Questionnaire;<sup>5</sup>
- copies of the relevant information listed in paragraph 17; and
- a cheque (made payable to the Health and Safety Executive) for the application fee.

20 The full contact details for FAAMS are:

First Aid Approval and Monitoring Section (FAAMS)  
Corporate Medical Unit  
Health and Safety Executive  
4N.3 Redgrave Court  
Merton Road  
Bootle  
Merseyside L20 7HS

Telephone: 0151 951 3919  
Fax: 0151 951 4845  
E-mail: faams@hse.gsi.gov.uk

21 FAAMS will acknowledge receipt of the documents and cheque, if requested. On completing the assessment of your application, FAAMS will inform you of the outcome and indicate whether more information is required.

### **Original Approval Assessment visit**

22 When satisfied that you have provided a complete set of information, FAAMS will instruct HSE's contractor to carry out an Original Approval Assessment visit. Its purpose is to validate the information your organisation provided to FAAMS and ensure relevant administrative processes are in place. The contractor will arrange a mutually convenient time to carry out this visit.

23 Following the visit, the contractor will provide FAAMS with a written report. FAAMS will consider the findings and inform you of the outcome. If your organisation needs to make minor improvements, FAAMS will indicate what is required. Minor improvements are normally resolved through correspondence. If major improvements are needed, FAAMS may instruct the contractor to carry out an additional visit once you have notified FAAMS you have made those improvements. There is a fee charged retrospectively for any additional visit.

24 Following a satisfactory outcome, FAAMS will give your organisation **provisional** approval to provide FAW training and issue a Certificate of Approval for a period of five years.

### ***Original Approval Monitoring visit***

25 On issuing the Certificate of Approval, FAAMS will instruct its contractor to arrange an Original Approval Monitoring visit. This will focus on your organisation's trainers and assessors in relation to teaching and assessing standards. It will also assess the equipment and premises used for training. Where practicable, the visit will take place within the first three months after gaining approval.

26 Following the visit, the contractor will provide FAAMS with a written report. FAAMS will consider the findings and inform you of the outcome. If your organisation needs to make minor improvements, FAAMS will indicate what is required. Minor improvements are normally resolved through correspondence. If major improvements are needed, FAAMS may instruct the contractor to carry out an additional visit once you have notified FAAMS you have made those improvements. There is a fee charged retrospectively for any additional visit.

27 Following a satisfactory outcome, FAAMS will confirm your organisation has met the required training standard and FAW training can continue.

### **Maintaining approval**

#### ***Post-approval Monitoring visit***

28 Post-approval Monitoring visits assess whether the training standard is being maintained. Each training provider will have at least one Post-approval Monitoring visit during its five-year certification period (two and a half years after gaining approval and subsequently every five years). The exact number of visits is determined by the number of sites used by a training organisation for running FAW courses. There is a fee charged retrospectively for a Post-approval Monitoring visit.

29 FAAMS notifies the contractor when your organisation's Post-approval Monitoring visit is due. The contractor will contact you to arrange a mutually convenient time for the visit.

30 Following the visit, the contractor will provide FAAMS with a written report. FAAMS will consider the findings and inform you of the outcome. If your organisation needs to make minor improvements, FAAMS will indicate what is required. Minor improvements are normally resolved through correspondence. If major improvements are needed, FAAMS may instruct the contractor to carry out an additional visit once you have notified FAAMS you have made those improvements. There is a fee charged retrospectively for any additional visit.

31 Following a satisfactory outcome, FAAMS will confirm your organisation has met the required training standard and FAW training can continue.

### ***Cancellations***

32 You should notify the contractor and FAAMS if you intend to cancel either an Original Approval Monitoring visit or Post-approval Monitoring visit, giving at least three working days' notice before the start date of the training course. You may be charged a cancellation fee if you do not give enough notice.

### **Certificate renewals**

33 It is the training provider's responsibility to apply for renewal of their Certificate if the intention is to continue FAW training. You will need to apply to FAAMS at least one month before the expiry date of your organisation's current Certificate of Approval. **Please note FAAMS will not send out a reminder.**

34 There is a fee for renewing a Certificate of Approval. You should send your organisation's renewal request, along with a cheque (made payable to the Health and Safety Executive) for the current renewal fee, to FAAMS at the address in paragraph 20.

### **Appeals**

35 You may appeal against a decision:

- not to issue your organisation with a Certificate of Approval to conduct FAW training;
- to request an additional visit; or
- to revoke your organisation's approval status.

If you wish to appeal, you should make representation to:

The Director, Corporate Specialist Division  
Health and Safety Executive  
4N.3 Redgrave Court  
Merton Road  
Bootle  
Merseyside L20 7HS

36 You should make such representation within three months of receiving formal notice of the decision. It should be accompanied by full supporting documentary evidence.

### **Complaints**

37 FAAMS will ask individuals making a verbal complaint about your organisation, to confirm it in writing. To investigate a formal, written complaint, the contractor or HSE (or both) may conduct an unannounced visit to your organisation. There is a fee charged retrospectively for any such visit if the complaint is found to be justified. Alternatively, FAAMS may ask you to provide written information on which to base its judgement.

# Appendix 1: Detailed requirements for training organisations applying to HSE for approval to run FAW courses

1 This appendix sets out the requirements of the approval process. Your application and any visit conducted will be assessed against these requirements.

## Administrative systems

2 There should be an efficient administrative system for recording, storing and retrieving training information. This information should be retained for a minimum of five years.

3 Records should include the following:

- course dates including the names of trainers and assessors used;
- names and details of students, including assessment information;
- requalification dates of students.

## FAW certificates

4 The certificates issued to successful students on satisfactory completion of the final practical assessment should contain the following:

- full name of the approved training organisation;
- the title 'First Aid at Work';
- reference to the Health and Safety (First-Aid) Regulations 1981;
- confirmation that the certificate is valid for three years from the date of issue;
- the approved training organisation's HSE Certificate of Approval number;
- a signature of an appropriately authorised person.

## Trainers and assessors

### *Number of trainers and assessors*

5 Approved training providers should have at least four individuals - two trainers and two assessors. All portfolios (see paragraphs 6-7) should be current, regularly reviewed and contain up-to-date, chronological evidence to confirm competence.

### *Qualifications and experience of trainers*

6 Each trainer should have a personal portfolio that contains:

- a current and valid FAW certificate (unless exempt – see paragraphs 10-11);
- a formal training/teaching qualification (see Table 1); and either
- a detailed, chronological list of evidence to show the trainer has regularly provided FAW training during the previous three years. If this is limited, evidence of other first-aid training that demonstrates all the elements of the FAW syllabus are covered by the trainer's experience; or
- evidence to show the trainer has conducted at least two practical and two theoretical first-aid training sessions under the supervision of a qualified assessor, in the last three years.

### **Qualifications and experience of assessors**

7 Each assessor should have a personal portfolio that contains:

- a current and valid FAW certificate (unless exempt – see paragraphs 10-11);
- a formal assessing qualification (see Table 1); and either
- a detailed, chronological list of evidence to show the assessor has regularly provided FAW assessments during the previous three years. If this is limited, evidence of other first-aid assessments that demonstrate competence; or
- evidence to show the assessor has conducted at least two practical and two theoretical first-aid assessments under the supervision of a qualified assessor, in the last three years.

### **Formal training/teaching and assessing qualifications**

8 FAAMS accepts the qualifications shown in Table 1. However, the list is not definitive and is only a guide.

**Table 1** Examples of training/teaching and assessing qualifications

#### **Qualifications are suitable for both training and assessing unless specified**

---

Further and Adult Education Teachers Certificate

---

Cert Ed/PGCE/B Ed/M Ed

---

CTLLS/DTLLS

---

NVQ level 3 in Training and Development

---

NVQ level 4 in Training and Development

---

IHCD Instructional Methods

---

IHCD Instructor Certificate

---

First Aid at Work Trainer/Assessor Qualification

---

English National Board 998

---

Training Group A22, B22, C21, C23, C24 (training only)

---

PTLLS (training only)

---

A1 (D32/33) (assessing only)

---

A2 (D32) (assessing only)

---

#### **No formal qualification**

9 If the trainer/assessor has no formal qualification, then significant experience in undertaking these roles may be considered. The portfolio should include details of knowledge and experience gained and the time period over which they were applied, and any contributing training undertaken and the learning outcomes achieved. There should be evidence that the individual has conducted at least two practical and two theoretical first-aid training/assessing sessions under the supervision of a qualified assessor.

### ***Exemptions from the requirement to hold an FAW certificate***

10 All trainers and assessors should have a valid FAW certificate. The following are exempt from this requirement:

- doctors registered with the General Medical Council (GMC);
- nurses registered with the Nursing and Midwifery Council (NMC);
- paramedics registered with the Health Professions Council (HPC).

11 For these exemptions to apply, the trainer/assessor should demonstrate current experience (within the previous three years) of first-aid skills by producing sufficient evidence in their portfolio. The contractor will need to see a current GMC, NMC or HPC certificate at the time of a visit.

## **Quality assurance**

### ***Monitoring the skills of trainers and assessors***

12 There should be a copy of the quality assurance plan, identifying who will carry out the monitoring, its frequency, and the methods used for reviewing the skills of trainers and assessors. The course evaluation procedure (see paragraph 13) can be linked to this plan to help define any personal training needs. It is expected that all trainers and assessors are monitored at least once a year. Monitoring assessments should be available to the contractor. A copy should be put in the relevant trainer's/assessor's personal portfolio.

13 You should have a course evaluation procedure, based on student feedback, covering at least:

- the ability of trainers and assessors;
- structure and content of the course;
- the equipment used;
- the training premises used.

### ***Complaints procedure***

14 There should be a complaints procedure and details of it given to each student before training begins.

## **Standards of first aid practice**

15 FAW skills and knowledge should be taught and assessed in accordance with currently accepted first-aid practice in the United Kingdom. At present, HSE accepts the first-aid management of injuries and illness, in as far as they relate to the topics covered in an FAW training course, as laid down:

- by the Resuscitation Council (UK); and
- in the current edition of the first-aid manual of the Voluntary Aid Societies (St John Ambulance, British Red Cross, St Andrew's Ambulance Association); or
- in other publications, provided they are in line with the two above or supported by a responsible body of medical opinion.

## FAW courses

### Syllabus

16 Appendix 2 shows the content of an FAW course. The training should include all these elements but where practicable, you can tailor it to meet the needs of individuals and/or their employers.

17 Training providers should not combine the FAW course with FAW requalification training.

### Lesson plans

18 There needs to be a lesson plan for each syllabus topic (at least **three** of these need to be submitted as part of your application). Table 2 illustrates an example. Each lesson plan should contain aims, objectives and outcomes. A combination of theory and practical tests will help the trainer assess each student's understanding of a given topic. Evidence of these tests should be available to the contractor.

**Table 2** An example of a lesson plan

*Topic:* Perform cardiopulmonary resuscitation  
*Time:* Two hours  
*Aim:* To demonstrate effective adult CPR to a casualty who is unconscious and not breathing

| <i>Objectives</i>  | <i>Trainer</i>                    | <i>Student</i>                        |
|--|-----------------------------------|---------------------------------------|
| Determine the risks to the first aider                                   | Describe and explain              | Question and answer                   |
| Determine the level of consciousness                                     | Describe and explain              | Practical work using casualty/manikin |
| Explain how to open the airway   | Describe method                   | Practical work using casualty/manikin |
| Establish the absence of breathing                                       | Describe, explain and show method | Practical work using casualty/manikin |
| Explain how to maintain an adequate circulation using chest compressions | Describe, explain and show method | Practical work using manikin          |
| Explain how the lungs are ventilated by artificial means                 | Describe, explain and show method | Practical work using manikin          |
| Explain the correct ratio of chest compressions and ventilations         | Describe, explain and show method | Practical work using manikin          |
| Explain how/when to obtain additional help                               | Describe and explain              | Question and answer                   |

*Outcome:* Each student will have a practical assessment at the end of the lesson, conducted by the trainer, covering the procedures listed in the lesson plan, to ensure they can recognise the requirement for and administer CPR.

### ***Duration***

19 FAW courses should contain at least 18 contact hours, which include the final practical assessment. 'Contact hours' refer to teaching and practical time and do not include lunch and breaks etc.

20 The course is run over a minimum of three days. However, it is acceptable to run the course over a longer period, not exceeding ten weeks, where each session lasts at least two hours.

### ***FAW certificates***

21 FAW certificates are valid for three years. However, a first aider can attend an FAW requalification course up to three months **before** the expiry date on their certificate. The new certificate will then be effective from that expiry date. Where this has not been possible, HSE will allow an extension of the certificate for 28 days beyond the expiry date, within which a requalification course should be completed. A first aider requalifying within a period of certificate extension will have their new certificate dated from the expiry date of the previous one. Any first aider who is not able to complete a requalification course up to a maximum of 28 days after the expiry date of their three-year certificate, will be required to retake a full FAW course.

## **FAW requalification courses**

### ***Validation of students***

22 Administrative systems should be in place to ensure students are not accepted for requalification training unless they have a current and valid FAW certificate. Pre-course information should make this requirement clear. Training providers should validate a student's FAW certificate before they start a requalification course.

### ***Syllabus***

23 FAW requalification training should cover the topics of the full FAW course (Appendix 2) in sufficient detail to ensure students are competent on completion.

### ***Duration***

24 FAW requalification courses should contain at least 12 contact hours, which include the final assessment. 'Contact hours' refer to teaching and practical time and do not include lunch and breaks etc.

25 The course is run over a minimum of two days. However, it is acceptable to run the course over a longer period, not exceeding six weeks, where each session lasts at least two hours.

## Final practical assessment

26 The final assessment should determine a student's ability to act safely, promptly and effectively when an emergency occurs at work and to deal with a casualty who:

- is unconscious;
- requires cardiopulmonary resuscitation;
- is wounded and bleeding.

27 There should be an appropriate waiting area separate from where the assessments are conducted.

28 To ensure a student can demonstrate competency, the assessment should be practical with oral questioning. Two suitably qualified assessors (see paragraph 7), who have not been involved in the training, should conduct the assessment. However, it is acceptable to use one assessor where the number of students on a course is no greater than six. Training providers will need to have a procedure in place for students who fail the assessment and wish to appeal against the outcome. Only if the training provider is satisfied that a student has demonstrated the competency to deal safely and effectively with first-aid emergencies in the workplace, should they issue an FAW certificate.

## Training equipment

29 It is important there is a sufficient range of equipment to support all elements of the training (see Table 3). Where appropriate, there should be procedures in place for maintaining hygiene when using equipment.

**Table 3** Equipment requirements

| <i>Equipment</i>      | <i>Requirement</i>  |
|-----------------------|---|
| Seats                 | One per student   |
| Writing surfaces      | Adequate for each student to take notes   |
| Learning materials    | Current reference books, flip charts etc should be available and appropriate to the lesson plan and aims, objectives and outcomes |
| Audiovisual equipment | An OHP, slides, 'PowerPoint', and other audiovisual equipment appropriate to the lesson plan                                      |
| CPR manikins          | One manikin to every four students  |
| Dressings/bandages    | Sufficient quantity for the number of students being trained  |

## **Training venue**

30 Quality training involves using premises that are conducive to learning. Training providers do not need to use their own training premises. Using hired premises or client facilities is acceptable providing they are fit for purpose. Each approved training provider is responsible for ensuring that all premises used are suitable (see Table 4).

**Table 4** Premises requirements

| <i>Aspect</i>   | <i>Requirement</i>  |
|-----------------|---|
| Room size       | Adequate space for <b>all</b> students on the course to undertake theory and practical work |
| Toilets         | Separate facilities for male and female students  |
| Ventilation     | Should be adequate  |
| Lighting        | Should be suitable for reading  |
| Heating         | Maintain a 'shirt sleeve' environment   |
| Access/exits    | Should be safe, well lit and cater for people with special needs                            |
| Floor coverings | Should be carpeted or mats/blankets provided for use during practical sessions              |
| Cleanliness     | Maintain a clean, tidy and hygienic environment   |
| Noise           | Consider whether there is any noise that may distract students from training                |

## **Teaching standards**

### ***Preparation and planning***

*Are there adequate and sufficient training aids for the course?*

31 Training aids should be appropriate (Table 3) and clearly contribute towards achievement of the stated objectives. All students should benefit from the training aids used.

*Is the classroom conducive to effective teaching and learning?*

32 All students require their own working area (Table 4). They should be able to hear and see the trainer at all times. There should be adequate space for theory and practical work to facilitate effective learning.

*Are lesson plans of sufficient quality and detail?*

33 If a lesson plan has no strict format, FAAMS recommends it includes:

- time allocated for each session;
- learning objectives (a statement to show what the student is expected to achieve by the end of the session);
- trainer and student activities during the session;
- teaching methods and equipment to be used;
- a method of assessing the student's understanding.

**Effective delivery**

*Is there an effective introduction to each topic?*

34 The trainer should introduce each topic effectively. This will enable the student to understand the objectives of each session.

*Is the lesson plan followed?*

35 It is important to follow the lesson plan. Every student group has different learning needs and abilities. The trainer should be aware of this and make allowances when applying the constraints of the lesson plan.

*Is the overall timetable followed?*

36 The trainer should ensure that all training follows the specified timescales. Session times should follow the lesson plans and course syllabus. Overrunning may affect subsequent sessions and proper delivery of their content.

**Trainer and student interaction**

*Is training producing a good level of interaction?*

37 The trainer should encourage and ensure full participation and involvement of all students in all aspects of the training. It is recommended that a single trainer teaches no more than 12 students so each individual receives an appropriate level of support.

*Does the trainer ensure that every student achieves the stated outcomes?*

38 Assessments should be continuous to make sure the student has gained the relevant knowledge, skills and understanding relating to each element of the course. Only when they can demonstrate this, should they move to the next subject area. Assessment methods recorded in lesson plans may include theory tests, practical work or question and answer sessions, as appropriate.

**Assessing standards**

*Do students receive clear instructions?*

39 The assessment procedure should be explained to students so they are clear about what it involves. They should be encouraged to seek clarification and ask questions at any point during the process.

*Are all assessors unobtrusive?*

40 During the final practical assessment, the assessor should be as unobtrusive as possible while observing. They should also be sensitive towards students who find the assessments stressful.

*Is feedback given to students promptly and constructively?*

41 The student should receive prompt feedback after the assessment. This should clearly indicate whether they met the required standard. Where they have not demonstrated a sufficient level of competence, the student should receive a constructive explanation to encourage their further development.

## **EFAW courses**

42 The EFAW course is a component of FAW training. Therefore, any training provider approved by HSE for FAW can also run EFAW courses.

43 In delivering EFAW courses, training providers should adopt the standards in this appendix in full but with the following modifications:

- The certificates issued to successful students should contain the title 'Emergency First Aid at Work'.
- Assessors are not required as there is no final practical assessment. Trainers should use continuous assessment to evaluate candidates.
- The course content is shown in Appendix 3.
- EFAW courses should contain at least six contact hours. 'Contact hours' refer to teaching and practical time and do not include lunch and breaks etc.
- The training is run over a minimum of one day. However, it can be run over a longer period, not exceeding four weeks, where each session lasts at least two hours.

## **Annual refresher training**

44 HSE strongly recommends that first aiders undertake annual refresher training within any three-year certification period of FAW or EFAW. It is not mandatory and any training provider offering annual refresher training should not state that it is a legal requirement. Equally, any certificates issued to students should not state or imply that the training is HSE approved. First aiders do not have to provide evidence of having completed annual refresher training in order to undertake an FAW requalification course.

45 The training would normally cover the content shown in Appendix 4 and last at least three hours over half a day.

## **Additional training**

46 Employers may need first aiders with specific training additional to FAW/EFAW. For example, to provide first aid in relation to incidents arising from work with particular hazards such as hydrofluoric acid, cyanide or confined spaces. Similarly, further training would be required for personnel who may need to use a defibrillator.

47 The content of these additional training courses is not specified by HSE, nor is HSE approval needed to run them. They should be provided as an extension to FAW/EFAW courses, or as stand-alone courses, and a certificate should be issued separately from the FAW/EFAW certificate. Any certificates issued to students for additional training should not state or imply that the training is HSE approved.

## Appendix 2: Content of an FAW course

On completion of training, successful candidates should be able to:

- provide emergency first aid at work (see Appendix 3);
- administer first aid to a casualty with:
  - injuries to bones, muscles and joints, including suspected spinal injuries;
  - chest injuries;
  - burns and scalds;
  - eye injuries;
  - sudden poisoning;
  - anaphylactic shock;
- recognise the presence of major illness and provide appropriate first aid (including heart attack, stroke, epilepsy, asthma, diabetes).

## Appendix 3: Content of an EFAW course

On completion of training, successful candidates should be able to:

- understand the role of the first aider including reference to:
  - the importance of preventing cross infection;
  - the need for recording incidents and actions;
  - use of available equipment;
- assess the situation and circumstances in order to act safely, promptly and effectively in an emergency;
- administer first aid to a casualty who is unconscious (including seizure);
- administer cardiopulmonary resuscitation;
- administer first aid to a casualty who is choking;
- administer first aid to a casualty who is wounded and bleeding;
- administer first aid to a casualty who is suffering from shock;
- provide appropriate first aid for minor injuries (including small cuts, grazes and bruises, minor burns and scalds, small splinters).

## Appendix 4: Content of an annual refresher course

Candidates should demonstrate their competence to:

- assess the situation in an emergency;
- administer first aid to a casualty who is unconscious (including seizure);
- administer cardiopulmonary resuscitation;
- administer first aid to a casualty who is wounded and bleeding;
- administer first aid to a casualty who is suffering from shock.

## References

- 1 First aid at work. The Health and Safety (First-Aid) Regulations 1981. Approved Code of Practice and guidance L74 HSE Books 1997 (currently being revised to incorporate the changes to first-aid training, revision due out in October 2009)
- 2 *Evaluation of the Health and Safety (First-Aid) Regulations 1981 – Proposals for Change* HSC/04/33 Health and Safety Commission Paper 2004 Web only version available at [www.hse.gov.uk/aboutus/meetings/hscarchive/2004/070904/c33.pdf](http://www.hse.gov.uk/aboutus/meetings/hscarchive/2004/070904/c33.pdf)
- 3 *The Health and Safety (Fees) Regulations 2008* SI 2008/736 The Stationery Office 2008 ISBN 978 0 11 081241 0 (Reviewed yearly)
- 4 *Data Protection Act 1998* The Stationery Office 1998 ISBN 978 0 10 542998 2
- 5 *Original Approval Questionnaire* Web only version available at [www.hse.gov.uk/firstaid/questionnaire.pdf](http://www.hse.gov.uk/firstaid/questionnaire.pdf)

## Further reading

*First aid at work: Your questions answered* Leaflet INDG214 HSE Books 1997 (currently being revised to incorporate the changes to first-aid training, revision due out in October 2009)

*Basic advice on first aid at work* Leaflet INDG347(rev1) HSE Books 2006 (single copy free or priced packs of 20 ISBN 978 0 7176 6193 0)  
[www.hse.gov.uk/pubns/indg347.pdf](http://www.hse.gov.uk/pubns/indg347.pdf)

*Basic advice on first aid at work* (poster) HSE Books 2006 ISBN 978 0 7176 6195 4

*Electric shock: First aid procedures* (poster) HSE Books 2006  
ISBN 978 0 7176 6203 6

## Further information

Information on first aid at work is available on the first aid web pages of HSE's website at: [www.hse.gov.uk/firstaid/index.htm](http://www.hse.gov.uk/firstaid/index.htm)

HSE priced and free publications are available by mail order from HSE Books, PO Box 1999, Sudbury, Suffolk CO10 2WA Tel: 01787 881165 Fax: 01787 313995 Website: [www.hsebooks.co.uk](http://www.hsebooks.co.uk) (HSE priced publications are also available from bookshops and free leaflets can be downloaded from HSE's website: [www.hse.gov.uk](http://www.hse.gov.uk).)

For information about health and safety ring HSE's Infoline Tel: 0845 345 0055 Fax: 0845 408 9566 Textphone: 0845 408 9577 e-mail: [hse.infoline@natbrit.com](mailto:hse.infoline@natbrit.com) or write to HSE Information Services, Caerphilly Business Park, Caerphilly CF83 3GG.

This document is available web-only at: [www.hse.gov.uk/pubns/web41.pdf](http://www.hse.gov.uk/pubns/web41.pdf).

© Crown copyright This publication may be freely reproduced, except for advertising, endorsement or commercial purposes. First published 04/09. Please acknowledge the source as HSE.