



— GUIDE 04

Guide to First Aid Requirements

In the UK, the obligations for companies regarding first aid provision are primarily governed by the Health and Safety (First-Aid) Regulations 1981. Here are the key obligations:

1. **Assessment of first aid needs:**

- Employers must conduct an assessment to determine what first aid facilities and personnel are required. This assessment should consider the nature of the work, the hazards, the size of the workforce, and the company's history of accidents.

2. **Provision of first aid equipment and facilities:**

- Employers must provide adequate and appropriate first aid equipment and facilities. This typically includes a well-stocked first aid kit and access to a first aid room in larger or higher-risk workplaces.

3. **Appointing first aiders:**

- Employers need to ensure there are enough trained first aiders to provide immediate assistance to employees if they are injured or become ill at work. The number of first aiders required will depend on the outcomes of the first aid needs assessment.

4. **Training for first aiders:**

- Employers must ensure that first aiders receive appropriate training from an accredited organization. First aiders should hold a valid certificate of competence in either First Aid at Work (FAW) or Emergency First Aid at Work (EFAW), depending on the assessment.

5. **Informing employees:**

- Employers are required to inform employees about the first aid arrangements. This includes the location of first aid equipment, facilities, and personnel.

6. **Review and update:**

- The first aid needs assessment and arrangements should be reviewed periodically, especially if there are changes in the workforce, work patterns, or the nature of the work being conducted.

7. Records and reporting:

- Employers should keep records of first aid treatment given. In certain circumstances, they must report injuries, diseases, and dangerous occurrences to the Health and Safety Executive (HSE) under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR).



Employers must tailor their first aid provision to suit the specific needs of their workplace, ensuring the safety and well-being of their employees.