

FIRST AID POLICY

1. AIM

- 1.1 To ensure that suitable arrangements are in place for the provision of standard first aid.
- 1.2 To ensure that all staff are aware of their roles and responsibilities in relation to the provision of first aid treatment.
- 1.3 It is the personal responsibility of every individual referring to this policy to ensure that they are viewing the latest version; this will always be published on Cygnet's online policy library, '[myPolicy/H&S](#)'.

2. SCOPE

- 2.1. This policy applies to all Cygnet locations.
- 2.2. This policy applies to all Cygnet and Bank/Agency staff.
- 2.3. It is the agreed Policy and any unauthorised deviation by staff from following this policy and supporting procedures and documents may be subject to disciplinary procedures.
- 2.4. Whilst this policy aims to cover all eventualities, Cygnet offers a diverse range of services across an equally diverse range of sites. The physical layout of/facilities available at some sites may render some aspects of the policy inappropriate/unachievable. In such circumstances it may be appropriate to deviate from specific aspects of the policy or to amend supporting documentation in the interests of safe management. Such local variations may, however, only be implemented with the prior authorisation of the Group Head of Health and Safety and, where deemed appropriate, submission of a supporting risk assessment.
- 2.5. Links to supporting Policy, documents and references are in [Section 10](#).

3. LEGISLATION

- 3.1. This policy will ensure compliance with the following legislation:
 - The Health and Safety (First Aid) Regulations 1981 and Approved Code of Practice. (As amended 2009).

4. DEFINITIONS

Standard First Aid

- 4.1. The initial care given to a person with minor injuries or illnesses. First aid equipment refers to the collection of sterile, standardised medical supplies and facilities intended for the initial treatment of minor cuts, burns, and sprains.

First Aider

- 4.2. An employee who undertakes standard first aid duties associated with Cygnet Policy and who holds a valid certificate of competence (e.g. first aid at work [FAW] or emergency first aid at work [EFAW]), issued by the organisation whose training and qualification are approved by the Health and Safety Executive (HSE).

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Appointed Person

- 4.3. An employee who takes charge of a situation if a serious illness/injury occurs in the absence of a qualified First Aider and ensures that processes are in place to manage that situation.

5. INTRODUCTION

- 5.1. People at work can suffer injuries or fall ill, irrespective of whether the injury or illness is caused by the work that they do. What is important is that they receive immediate attention and that an ambulance is called in serious cases. First aid can save lives and prevent minor injuries becoming major ones.
- 5.2. The five most common scenarios when people need standard first aid include:
- Sprains.
 - Cuts.
 - Burns
 - Wounds.
 - Fractures
- 5.3. The Health and Safety (First Aid) at Work Regulations 1981 (as amended 2009) cover the arrangements that need to be made, with the key emphasis on suitable and sufficient cover. The level of first aid cover needed should be determined by carrying out a risk assessment of the risk exposures within individual workplaces. The arrangements do not include giving tablets or medicines to treat illness.
- 5.4. In addition, the Regulations do not prevent staff who are specially trained i.e. doctors, nurses, qualified personnel from taking action beyond the initial management stage.

6. POLICY

- 6.1. Cygnet will ensure that:
- Adequate resources are available for the implementation of this policy.
 - This policy and procedure are effectively communicated.
 - An assessment is made to ensure that suitable first aid facilities are provided.
 - Arrangements are made for the provision suitable first aid facilities.
 - Employees with first aid responsibilities receive adequate training.
 - Arrangements are made for the periodic monitoring of performance against this standard

7. PROCEDURE

Provision of First Aid Facilities

- 7.1. Ensure employees know where First Aid Kits are located and the names of Trained First Aiders/Appointed Persons. Keep them informed of any changes.
- 7.2. First aid facilities should be clearly identified via local signage.

First Aid Kits

- 7.3. First aid kits should be provided both at the service location and in the service location vehicles. The size and content of the first aid kit provided should, as a minimum, be as detailed in the tables embedded within this policy. At larger locations separate first kits should be provided on each ward. Multiple smaller first

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aid kits may be provided if the total contents meet or exceed the overall requirement for the staff numbers at the location.

- 7.4. The registered Manager should identify a staff member to check the contents of first aid kits on a monthly basis and ensure they remain fully stocked. Checks should be recorded using form H&S 12.02. Each first aid kit should contain a First Aid Guidance card and contents list.
- 7.5. Contents of British Standard Compliant (BS-8599-1) First Aid Kits for the Workplace:

Contents	Small Up to 25 Employees	Medium 25 to 50 Employees	Large 50 to 100 Employees
Guidance leaflet	1	1	1
Contents list	1	1	1
Medium 12 x 12cm dressing	2	4	6
Large 18 x 18 dressing	2	3	4
Triangular Bandage	2	3	4
No. 16 Eye Pad and Bandage	2	3	4
Assorted waterproof plasters	40	60	100
Moist cleansing wipes	20	30	40
Microporous tape 2.5cm x 10m	1	2	3
Nitrile gloves	6	9	12
Finger dressing 3.5cm x 3.5 cm	2	3	4
Resusciate	1	1	2
Foil blanket	1	2	3
Burn dressing 10cm x 10cm	1	2	2
Heavy duty clothing shears	1	1	1
Conforming bandage 7.5cm x 4m	1	2	2

- 7.6. Contents of British Standard Compliant (BS-8599-2) Motor Vehicle First Aid Kits:

Contents	Small 1 – 3 Passengers	Medium 1 – 8 Passengers	Large 9 – 16 Passengers
Guidance leaflet	1	1	1
Contents list	1	1	1

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Trauma dressing - large			1
Trauma dressing - medium	1	1	2
Emergency first aid dressing		1	2
Triangular bandage		1	2
Cleansing wipes	5	10	20
Sterile adhesive dressing	5	10	20
-Nitrile gloves	1	2	5
Resusciate	1	1	2
Foil blanket		1	3
Adherent dressing		1	2
Burn dressing	1	2	4
Clothing cutter	1	1	1

Expiry

- 7.7. If first aid kit expiry dates have been reached these must be replaced with supplies that are in date; this includes plasters, dressings and eye wash (including stations). First aid kits must meet the following standard BS-8599-1, which means all plasters and dressings must be blue, so they can easily be identifiable.

Trained First-Aiders

- 7.8. Ensure that employees are aware that they can only give first aid if they hold a current first aid certificate. This treatment can be provided to employees, individuals, visitors and any other people who are within the Companies control.
- 7.9. It is Cygnet policy that there should be a minimum of one trained first aider on each shift at each location.
- 7.10. Ensure that each first-aider holds a current Certificate of Competence in First Aid Work issued by an HSE approved organisation. Re-training is required every 3 years, i.e. before the expiry date.
- 7.11. Ensure that where there are 'appointed persons' they receive emergency first aid training (normally 4 hours duration). They should not give first aid treatment. Their role should be limited to maintaining first aid boxes and assisting trained First-Aiders.

Administering Standard First Aid

- 7.12. First aid should only be administered by a trained first aider.
- 7.13. For minor injuries which are within the first aider's capability, appropriate treatment should be provided. Otherwise the injured person should be made comfortable until the emergency services arrive.
- 7.14. Ensure that contaminated waste is safely disposed of and any blood or body fluid spillages are safely removed.

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- 7.15. Record any standard first aid treatment on the accident report form.
- 7.16. Copies of first aid certificates should be systematically filed.

Choking

- 7.17. Staff should follow the supporting documents **H&S 12.01 Adult Choking – Steps to Take** and follow Cygnet's **Choking Policy** for information on recording and reporting Choking.

Monitoring

- 7.18. Registered Managers will regularly monitor that first aid facilities are being maintained. This is included in the monthly checklist.

8. TRAINING

- 8.1. The following training is provided:
 - Emergency First Aid at Work.
- 8.2. Standard First aid training is provided via e-learning and by experienced and appropriately qualified first aid trainers.
- 8.3. An appropriate number of staff will receive training in standard first aid and be in receipt of a valid certificate, a copy of which will be kept in their personnel file.
- 8.4. Staff identified as First Aiders will receive refresher training every three years, before the date of expiry of their existing certificate.
- 8.5. In practice, many units have nursing and medical staff that could provide assistance (within their scope of professional practice) after an accident, even if they have not undertaken the official first aid course. The Approved Code of Practice for complying with First Aid at Work Regulations states:

“The training and experience of:

- Qualified medical doctors registered with the General Medical Council and
- Nurses and midwives whose names are registered with the Nursing and Midwifery Council.

...qualify them to administer first aid. Where such doctors, midwives and nurses are employed, the employer may take that into account in determining first aid provision and in particular, the need for appointing First Aiders.”

9. ACCOUNTABILITY

- 9.1. The Group Property Director has overall responsibility for management of health and safety.
- 9.2. Registered managers will be responsible for ensuring that first aid arrangements are in place.

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10. STANDARD FORMS, LETTERS AND REFERENCES

This Policy

- 10.1. [Adult Choking – Steps to Take](#) (H&S 12.01)
- 10.2. [First Aid Kit Checks](#) (H&S 12.02)

Linked Policy

- 10.3. [Choking Risk and Prevention \(7-04\)](#)

References, Guidance and Further Reading

- 10.4. HSE INDG347 – Basic Advice on First Aid at work
- 10.5. INDG214 (rev 2) 05/14 – First Aid at Work.
- 10.6. Resuscitation and Managing Medical Emergencies Policy (4.12)

Policy Version History

Archive versions can be obtained from policies@cygnethealth.co.uk and a detailed list of updates from myPolicy/Policy Updates				
Version	Published	Approver	Role	Reason
cv1	12-08-2019	S Nicholls	Group property director	Integration
cv1.1	29-01-2020	S Nicholls	Group property director	Interim review
cv1.2	27-02-2020	S Nicholls	Group property director	Interim review
cv1.3	10-06-2020	S Nicholls	Group property director	Interim review
cv1.4	11-01-2021	S Nicholls	Group property director	Interim review
cv1.5	26-05-2021	S Nicholls	Group property director	Interim review
cv2	05-04-2022	S Nicholls	Group property director	Routine Review
cv3	17-03-2023	C Ambrose	Health and Safety Lead	Routine review
cv3.1	08-03-2024	D Turner	Group Property Director	Interim review
cv4	02-07-2020	D Turner	Group Property Director	Routine review