

Implementation of changes to first aid training and approval arrangements

June 2008

Introduction

1 HSE recently conducted a consultation exercise on draft guidance for employers and first aid training providers to support changes to first aid training and approval arrangements. [Findings of the consultation](#). Subsequently, HSE has met with stakeholder groups representing first aid training providers to address specific issues relating to the future approval of these training organisations. [Summary note of that meeting](#).

2 Following on from the consultation, this note confirms a date for implementing the changes and identifies the guidance that will be put in place to support employers and training providers.

Implementation

3 [Overview of the changes to the structure and content of training courses for first aiders in the workplace, as well as the approval of organisations providing this training](#).

4 HSE intends to introduce the changes to first aid training courses from **1 October 2009** so employer duty holders will need to implement them from this date. Guidance on the changes to approval arrangements will be available for first aid training providers at an earlier date (see paragraph 8) to enable them to prepare for the new training course structure.


Employers

5 Detailed guidance for employers will be available as a revision of the current document produced by HSE: *First aid at work - The Health and Safety (First-Aid) Regulations 1981 – Approved Code of Practice and Guidance (L74)*. Within this, it is only the guidance that is being revised, the Regulations and Approved Code of Practice will remain the same. HSE also intends to revise its guidance for small and medium sized enterprises in *First aid at work – your questions answered (INDG214)*. Both publications will be available for 1 October 2009. It is intended that L74 will continue as a priced publication and INDG214 will be available as a free leaflet that can be downloaded from HSE's website.

6 The [first aid web pages of HSE's website](#) will also be revised to take account of the changes.

7 Employers will not be required to retrain all their first aiders as soon as the implementation date is reached. First aiders with a valid first aid at work (FAW) certificate will only enter the new arrangements when their certificate expires. This means that it will take three years post implementation before all first aiders in the workplace are captured within the new training structure.

Training providers

8 Detailed guidance for first aid training organisations will be available on HSE's website as a revision of the current document: [How to gain and maintain approval for first aid at work training under the Health and Safety \(First-Aid\) Regulations 1981 \[200KB\]](#) . This will be available for 1 April 2009 to help training providers prepare for delivery of the new courses, although the new approval arrangements are already outlined in the document referred to in paragraph 3. In addition, HSE will revise the relevant first aid web pages on its website (see paragraph 6).

Provision of further information

9 In addition to the guidance referred to above, further relevant information will be published on the [first aid web pages of HSE's website](#), as appropriate. HSE will also continue to produce issues of the [FAW newsletter](#).