

Options to Consider - First Aid

1. The project Board has required First Aid training to be included in the specifications being subject to consultation.
2. This paper considers how first aid might be delivered in future specifications.

Context

3. We have been asked in the past to consider the inclusion of first aid content to the qualification. It is common practice for licence holders to be first aid trained, and this training is often given as an 'add-on' to the licence-linked qualification.
4. We have also in the past been lobbied by employers to NOT include first aid. This is because of concerns around the potential liabilities that operative and employers may incur as a result of operative actions following administering first aid.
5. It is also the case that there are many occasions where current practice is to employ specialist first aid support for events or certain venues, with an expectation that only those staff with additional training would undertake first aid.
6. Existing legislation exists which obliges the provision of trained first aiders in the workplace,

Evidence Base

7. The IFF research showed that first aid training was mentioned by employers and individuals as an area that frontline staff need more thorough training in/ a skill that is not adequately covered in the current training.
8. It was felt that security guarding and door supervision needs to improve the content of its first aid training, more than any other sector.
9. Annex A shows demand for more first aid training from individuals, Annex B shows the demand from the standpoint of the employers.
10. The Expert Working Groups also felt that First Aid should be included more fully in the specifications, although there was dissent from a major employer in the Door Supervision group.
11. Whilst we have evidence of the demand for the skills, we lack evidence of how often security operatives are required to administer first aid. As such it is difficult to have anything other than a theoretical view of the risks that this training might mitigate.

Option 1- Continue with the current arrangements

12. Current specification for Common Industry Knowledge requires Security Operatives (CCTV operators, Door Supervisors, Security Officers and Vehicle Immobilisers to be able to;
 - 'Identify who to contact in a first aid situation'.

13. In addition specification for door supervisors requires operatives to;
- 'Briefly describe the first aid procedures to be observed for the most common injuries sustained on licensed premises'
14. These requirements do not require security operatives to be able to perform First Aid, although there is fuller advice in the Physical Intervention specification which aims to give door supervisors the knowledge to administer first aid when required.

Advantage

15. If we continue with the current arrangements security operatives will not be required to do any additional training and no additional burden would be placed on them. It would avoid the need to develop capacity in the training provider base and mean no delay in implementing the current qualifications.
16. This approach avoids what industry has considered to be significant legal risks around operatives providing first aid assistance to member of the public.
17. The SIA position will remain that existing Health and Safety legislation must ensure there is adequate first aid provision available. This position could be strengthened by a comms campaign illustrating the need for employers to meet statutory requirements and promote good practice.

Disadvantage

18. This approach will not be responsive to the results of the consultation.
19. Security operatives will not improve their knowledge or understanding of what to do in a situation that requires first aid or be able to take any action if someone needs first aid. Qualifications are only reviewed/amended every 5 years and therefore any elements within the specification may become out-dated/no longer fit for purpose.

Option 2- Expand the current licence-linked training to include elements of First Aid training

Advantage

20. This will give operatives basic knowledge which may equip them to deal with some common first aid situations.
21. If we assimilate first aid into existing learning outcomes, it will be the least burdensome way of including more first aid training. The burden will be approximately 2 hours (c £30 extra cost).

22. The teaching of First Aid will be defined in the SIA specification, and will be delivered under the controls in place that govern the delivery of training.

Disadvantages

23. Security operatives will carry the burden of having to pay for the additional training embedded in the qualification. This might also discourage learners from taking training and may have an unintended knock on effect on the supply of labour.

24. It will occur additional risk, and employers may feel that liabilities increase.

25. It may mean that employers do not consider that they need to do additional training to fulfil obligations under Health and Safety Law.

26. The time it takes to achieve a qualification will increase.

27. Training providers might find it difficult to obtain the required trainers needed to deliver first aid training to learners.

28. It may lead to a delay in the implementation of this generation of specifications.

Option 3 - Require learners to have a basic first aid certificate (1 day FAW) as a pre-requisite of attending licence-linked training.

Advantage

29. This will help to fulfil the industry need articulated in the research and consultation and will give operatives skills that will help them to deal with first aid situations.

30. It will mean that there are not delays to the implementation of the qualifications.

31. Training will be delivered by existing, qualified first aiders.

Disadvantages

32. Security operatives will carry the burden of having to pay for the additional training. This might also discourage learners from taking training and may have an added, unintended knock on effect on the supply of labour.

33. The burden will be approximately 1 day (c £40 extra cost).

34. The SIA will have no control over the delivery of third party certificates. This means that there may be a situation where malpractice is alleged and we will not be able to require an investigation

35. There are a variety of first aid certificates that are available, and there is unlikely to be consistency of content.
36. An expectation may be raised that the SIA will be required to check the currency of first aid certificates every three years to ensure maintenance of certification. The SIA would need to be clear in communications to the industry that it is its job to check certs. The SIA could consider a work around to this such as requiring a self-declaration every three years.

Recommendation

37. Option 2 is recommended.

Next Steps

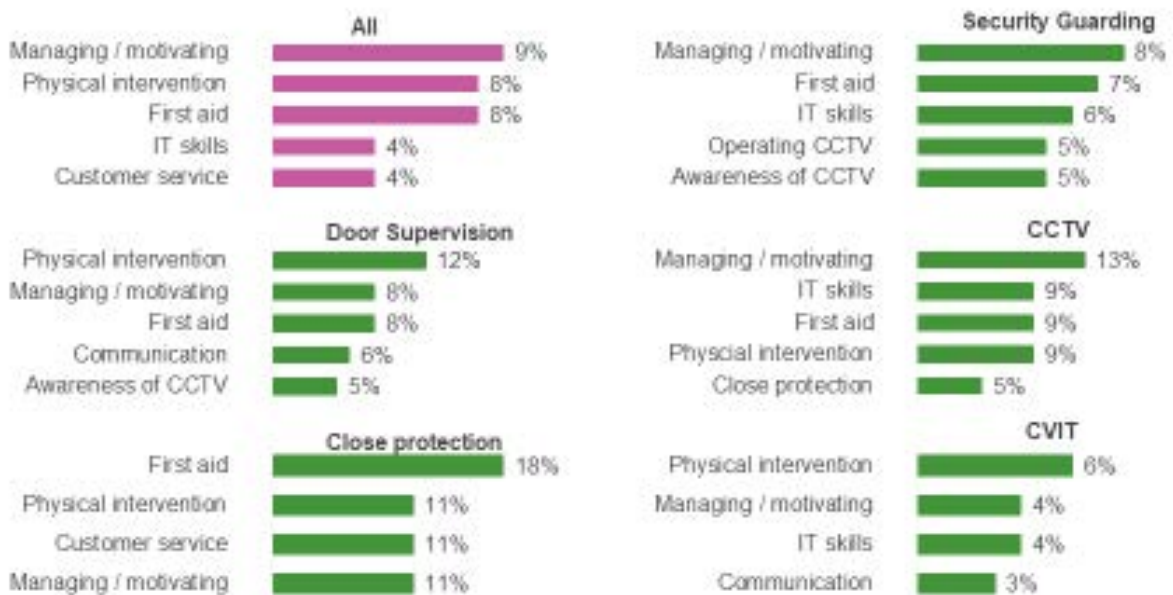
38. Work with experts to develop appropriate learning outcomes for the specifications.

Annex A – future skills needs.

Individuals

Skills that individuals want more training in

Across all job roles individuals spontaneously mentioned that they would like more training in managing and motivating others (9%), followed by physical intervention (8%) and first aid skills (8%). Training and team management was often mentioned in qualitative interviews.



/ Question: B1. Base: SG: 215; DS: 365; CCTV: 107; CP: 87; CVIT: 67

Annex B – Evidence of employer demand

Employers

Skills that employers think their staff would benefit from having additional training in

Across the job roles employers considered customer service, first aid and terrorism awareness to be the three main skills that staff would benefit from additional training in. Unlike with individual interviews there was little acknowledgement that staff needed more training in management and motivational skills.



E Question: C2. Base: All employers (n =300); SG: 146; DS: 60; CCTV: 56; CP: 27; CV17: 4