



Qualification Specification

STA Level 3 Award in First Aid at Work

This qualification is regulated by Ofqual (England)

STA Level 3 Award in First Aid at Work

Qualification Number: 603/2347/4

Unit Title

This qualification consists of 2 mandatory units

Unit Title	Code	Unit Level	GLH
Emergency First Aid in the Workplace	D/616/3428	3	6
Recognition and Management of Illness and Injury in the Workplace	H/616/3429	3	12

GLH = Guided learning hours

Total Qualification Time 22 hours

Qualification Delivery

The recommended contact hours for this qualification is 18 hours, which includes direct teaching and assessing but excludes breaks.

The course may be run over 3-days, but can also be delivered over a maximum of a 10-week period, with the minimum of each training session being 2 hours

The ratio for this qualification is a maximum of 12 learners to 1 Trainer / Tutor.

Introduction

The STA First Aid at Work qualification forms part of the STA First Aid suite of qualifications. The qualification and learning outcomes are based on the recommendations of:

- First Aid Awarding Organisation Forum (FAAOF) Assessment Principles for First Aid Qualifications
- Resuscitation Council (UK).

The STA Level 3 Award in First Aid at Work qualification is designed for learners who deal with emergency first aid at work enabling them to be workplace emergency first aiders under the Health and Safety (First Aid) Regulations 1981 and The Health and Safety (First-Aid) Regulations (Northern Ireland) 1982.

Qualification Objective

The aim of the STA Level 3 Award in First Aid at Work qualification is to enable learners to develop the knowledge, understanding and skills that are required to deal with a range of first aid incidents including: basic life support, anaphylaxis, head and spinal injuries, asthma, bleeds and much more.

Target Learners

This qualification is for learners who have a specific responsibility at work to deliver basic first aid to individuals in a range of emergency first aid situations.

Progression

The STA Level 3 Award in First Aid at Work qualification enables learners to progress onto qualifications at the same level or above. It also allows industry professionals to maintain their continuous professional development and progress their careers.

Industry Standards

- Health and Safety (First Aid) Regulations 1981 and The Health and Safety (First-Aid) Regulations (Northern Ireland) 1982
- First Aid Awarding Organisation Forum Terms of Reference and Assessment Principles
- Resuscitation Council Guidelines.

Expired STA Level 3 Award in First Aid at Work Certificates

If a learner's current First Aid at Work certificate has expired by more than one month at the start of the first aid at work requalification course, the following information must be provided in advance, to the learner / employer;

FAW requalification courses are only 12 hours in duration, compared to 18 hours for the initial course. The requalification course may be run over 2-days, but can also be delivered over a maximum of a 7-week period, with the maximum of each training session being 2 hours.

This means that the content is covered at a significantly faster pace on the understanding that learners are familiar with the topics.

Health and Safety Executive (HSE) guidance states "If the first-aider does not retrain or requalify before the expiry date on their current certificate they are no longer considered competent to act as a first-aider in the workplace."

Every effort to requalify a first aider before the certificate expires.

Entry Requirements

Learners must be 16 years of age or above on the first day of the course. It is advisable that learners have a minimum of level 1 in literacy or numeracy or equivalent.

Learners must be able to kneel on the floor to deliver CPR.

Special Considerations and Reasonable Adjustments

For further information on these, please refer to the policies section on the Safety Training Awards website:

<https://www.safetytrainingawards.co.uk/policies/>

Employers and Learners should be aware that there is an increased risk of failing to achieve the required standard if previous certification has expired by a considerable period (HSE defines this as in excess of 1 month). If this is the case, HSE recommends "it may be prudent to complete a 3-day course".

Awarding Organisation Policies

A full list of awarding organisation policies are available on the website:
<https://www.safetytrainingawards.co.uk>

Any Other Requirements / requirements

This qualification is valid for a period of 3 years. The learner needs to retake the qualification before the certificate expiry date to remain qualified.

FAW requalification courses are only 12 hours in duration, compared to 18 hours for the initial course.

Health and Safety Executive (HSE) strongly recommends that first-aiders undertake annual refresher training during any three-year FAW/EFAW certification period. 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.

Assessment Format

Pass / Fail

Assessment Methods

This qualification is tutor assessed through the completion of the portfolio and practical demonstrations.

Portfolios are to be completed independently by each learner under exam conditions, with the tutor acting as the invigilator.

Any incorrect portfolio answer will be checked orally by the course tutor through the use of supplementary questioning. All additional questions and responses must be recorded.

Assessors will assess no more than 4 learners at any one time when performing practical demonstrations.

Please refer to the STA first aid assessment strategy document for the detailed assessment process.

Tutor / Assessor Requirements

All tutors must have the skills, knowledge and experience to be able to teach and demonstrate the subject.

Each tutor must be approved by Safety Training Awards and provide evidence of:

1. A relevant vocational first aid qualification and/or experience as shown in Appendix 1
 2. A formal tutoring and assessing qualification as shown in Appendix 2
Tutors must maintain their technical competence within the subject area and provide evidence of continuing professional development (CPD).
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IQA Requirements

Internal Quality Assurers (IQAs) of this qualification must have knowledge and competency in first aid as well as knowledge and competency in internal quality assurance.

An IQA must hold:

1. A relevant vocational first aid qualification and/or experience as shown in Appendix 1
2. Attend a STA / IQA training day or hold a recognised internal quality assurance qualification

Note: IQAs cannot quality assure a course for which they were a learner, the tutor and / or assessor.

Resource Requirements

Venue:

- Room size: Adequate space for all learners on the course to undertake theory and practical work
- Seats: One per learner
- Writing surfaces: Adequate for each learner to take notes
- Toilets: Separate facilities for male and female learners
- Ventilation: Should be adequate
- Lighting: Should be suitable for reading, combining a mixture of natural and artificial light
- Heating: Should maintain a 'shirt sleeve' environment, minimum temperature 16°C
- 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 noise that may distract learners from training.

Minimum requirements:

- Laptop
- PowerPoint presentation
- TV or other display method
- STA resource manual per learner
- Adult basic life support manikins - ratio 1:4
- AED training unit - ratio 1:4
- First Aid Kit.

Recommended:

- Dry wipe board
- Flipchart.

Resource Requirements (continued)

Recommended:

- Blankets
- Resuscitation face shield or pocket mask.

Training packs (recommended):

Each registered learner to have access to the following training items during the course:

- 1 triangular bandage
 - 1 medium sized sterile dressing
 - 1 pair of disposable gloves
 - 1 individually wrapped sterile adhesive dressing
 - 1 resuscitation ventilation aid.
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Equipment Service and Maintenance

Ensure all electrical equipment is in safe working order, serviced and maintained in line with statutory requirements, such as Portable Appliance Test (PAT), Provision and Use of Work Equipment Regulations (PUWER).

Follow manufacturers guidance on regular in-service and ongoing maintenance requirements for all course equipment.

Sufficient procedures must be in place to ensure hygiene during the use of resuscitation manikins and other training equipment.

It is important to be aware of the trip hazards associated with electric cables and reduce such risks.

Appendix 1

Occupational Knowledge and Competence in First Aid

This may be evidenced by:

- Holding a qualification issued by an Ofqual/SQA Accreditation / Qualifications Wales/CCEA Regulation recognised Awarding Organisation/Body (or equivalent¹) as follows:

Qualification delivered:	Minimum qualification to be held by the Trainer/Assessor/IQA/EQA: ¹
STA Level 3 Award in First Aid at Work (or equivalent) or STA Level 3 Award in Emergency First Aid at Work (or equivalent)	STA Level 3 Award in First Aid at Work (or equivalent)
STA Level 3 Award in Paediatric First Aid (or equivalent) or STA Level 3 Award in Emergency Paediatric First Aid (or equivalent)	STA Level 3 Award in Paediatric First Aid (or equivalent) or STA Level 3 Award in First Aid at Work (or equivalent)

Or

- Current registration as a Doctor with the General Medical Council (GMC)²

Or

- Current registration as a Nurse with the Nursing and Midwifery Council (NMC)²

Or

- Current registration as a Paramedic with the Health and Care Professions Council (HCPC)².

¹ If the trainer / assessor / IQA / EQA holds a non-regulated first aid qualification the awarding organisation/body should undertake due diligence to ensure current occupational knowledge and competence.

² Registered healthcare professionals must act within their scope of practice and therefore have current expertise in first aid to teach / assess the subject.

Appendix 2

Acceptable Training / Assessing Qualifications

Qualification	Train	Assess*
CURRENT QUALIFICATIONS (available for new trainers/assessors to undertake):		
Level 3 Award in Education and Training	✓	✓
Level 4 Certificate in Education and Training	✓	✓
Level 5 Diploma in Education and Training	✓	✓
Level 3 Award in Teaching and Assessing in First Aid Qualifications (RQF)	✓	✓
Cert Ed/PGCE/B Ed/M Ed	✓	✓
SVQ 3 Learning and Development SCQF Level 8	✓	✓
SVQ 4 Learning and Development SCQF Level 9	✓	✓
TQFE (Teaching Qualification for Further Education)	✓	✓
Planning and Delivering Learning Sessions to Groups SCQF Level 6 (SQA Unit)	✓	✓
SCQF Level 6 Award in Planning and Delivering Learning Sessions to Groups (SQA Accredited)	✓	✓
L&D Unit 6 Manage Learning and Development in Groups SCQF Level 8 (SQA Accredited)	✓	
L&D Unit 7 Facilitate Individual Learning and Development SCQF Level 8 (SQA Accredited)	✓	
L&D Unit 8 Engage and Support Learners in the Learning and Development Process SCQF Level 8 (SQA Accredited)	✓	
Carry Out the Assessment Process SCQF Level 7 (SQA Unit)		✓
Level 3 Award in Assessing Competence in the Work Environment		✓
Level 3 Award in Assessing Vocationally Related Achievement		✓
Level 3 Award in Understanding the Principles and Practices of Assessment		✓
Level 3 Certificate in Assessing Vocational Achievement		✓
L&D Unit 9DI Assess Workplace Competence Using Direct and Indirect Methods SCQF Level 8 (SQA Accredited)		✓
L&D Unit 9D Assess Workplace Competence Using Direct Methods SCQF Level 7 (SQA Accredited)		✓

OTHER ACCEPTABLE QUALIFICATIONS	Train	Assess*
CTLLS/DTLLS	✓	✓
PTLLS with unit 'Principles and Practice of Assessment' (12 credits)	✓	✓
Further and Adult Education Teacher's Certificate	✓	✓
IHCD Instructional Methods	✓	✓
IHCD Instructor Certificate	✓	✓
English National Board 998	✓	✓
Nursing mentorship qualifications	✓	✓
NOCN Tutor Assessor Award	✓	✓
S/NVQ level 3 in training and development	✓	
S/NVQ level 4 in training and development	✓	✓
PDA Developing Teaching Practice in Scotland's Colleges SCQF Level 9 (SQA Qualification)	✓	✓
PDA Teaching Practice in Scotland's Colleges SCQF Level 9 (SQA Qualification)	✓	
PTLLS (6 credits)	✓	
Regulated Qualifications based on the Learning and Development NOS 7 Facilitate Individual Learning and Development or NOS 6 Manage Learning and Development in Groups	✓	
Training Group A22, B22, C21, C23, C24	✓	
Learning and Teaching – Assessment and Quality Standards SCQF Level 9 (SQA Unit)		✓
A1 Assess Candidates Using a Range of Methods or D33 Assess Candidates Using Differing Sources of Evidence		✓
Conduct the Assessment Process SCQF Level 7 (SQA Unit)		✓
A2 Assess Candidate Performance through Observation or D32 Assess Candidate Performance		✓
Regulated Qualifications based on the Learning and Development NOS 9 Assess Learner Achievement		✓

Appendix 3

Qualifications suitable for Internal Quality Assurance

L&D Unit 11 Internally Monitor and Maintain the Quality of Workplace Assessment SCQF Level 8 (SQA Accredited)
Level 4 Award in the Internal Quality Assurance of Assessment Processes and Practice
Level 4 Certificate in Leading the Internal Quality Assurance of Assessment Processes and Practice
Conduct the Internal Verification Process SCQF Level 8 (SQA Unit)
Regulated Qualifications based on the Learning and Development NOS 11 Internally Monitor and Maintain the Quality of Assessment
V1 Conduct Internal Quality Assurance of the Assessment Process or D34 Internally Verify the Assessment Process
Internally Verify the Assessment Process SCQF Level 8 (SQA Unit)

NOTE: IQA's who do not hold a formal IQA qualification may alternatively attend Internal Quality Assurance CPD Training with an Awarding Organisation / Body.