

L.N. 198 of 1995

**OCCUPATIONAL HEALTH AND SAFETY
(PROMOTION) ACT, 1994
(ACT NO. VII OF 1994)**

Work Place (First Aid) Regulations, 1995

IN exercise of the powers conferred by sections 6 and 16 of the Occupational Health and Safety (Promotion) Act, 1994, the Minister of Education and Human Resources, in consultation with the Commission for the Promotion of Occupational Health and Safety, has made the following regulations:—

Citation and
commencement.

1. (1) These regulations may be cited as the Work Place (First Aid) Regulations, 1995.

(2) These regulations shall come into force on the 1st January, 1996.

Interpretation,

2. (1) In these regulations, unless the context otherwise requires —

“Act” means the Occupational Health and Safety (Promotion) Act, 1994;

“adequate and appropriate” shall be interpreted as complying with these regulations and where no such provision is made, the term shall mean to the satisfaction of the Director of Labour;

“appointed person” is a person provided by the employer, who in the absence of a first aider, otherwise takes charge of a situation in which any person or persons require first aid;

“employee” means a worker as defined in the Act;

“first aid” means:

(a) treatment for the purpose of preserving life and minimising the consequences of injury and illness until such help is obtained from a medical practitioner or nurse, and

(b) treatment of minor injuries which would otherwise receive no treatment or which do not need treatment by a medical practitioner;

“first aider” means a person who has received training and holds a certificate attesting qualification issued by an organisation whose training and qualifications for first aiders were, at the time of the issue of the certificate, approved by the Commission for the Promotion of Occupational Health and Safety for the purposes of these regulations.

(2) In these regulations, words and expressions defined in the Act and in the Factories (Health, Safety and Welfare) Regulations, 1986, shall have the same meaning as they have in the Act and in those regulations, and the provisions of these regulations shall be read and construed in conjunction with the said Act and the said regulations. L.N. 52 of 1986.

3. (1) These regulations shall be considered as the minimum requirements in the provision of first aid. Application.

(2) The provisions of these regulations shall apply to all employers and to all places of work.

4. (1) An employer shall ensure that each of his employees shall have rapid access to first aid whenever needed. General provisions.

(2) An employer shall provide, or ensure that there are provided, such equipment and facilities as are adequate and appropriate in the circumstances for enabling first aid to be rendered to his employees if they are injured or become ill at work. Such facilities shall include a readily accessible and adequately maintained first aid box. Where more than fifty persons are employed, there shall be an additional box in respect of every fifty persons beyond the first fifty.

5. (1) An employer shall ensure the presence at all times of such a number of first aiders as is adequate and appropriate in the circumstances for rendering first aid to his employees if they are injured or become ill at work. First aiders.

(2) Where a first aider is absent in temporary and exceptional circumstances, it shall be sufficient compliance if the employer appoints a person, or ensures that a person is appointed, to take charge of the situation relating to an injured or ill employee who will need help from a medical practitioner or nurse, and of the equipment and facilities relating to the giving of first aid.

(3) There shall, in any case, be —

(a) in a work place with relatively low hazards, including offices, shops, and banks, one first aider for every one hundred employees, and

(b) in a work place with a greater degree of hazard, including factories, ship repair and ship building yards and docks, one first aider for every fifty employees:

Provided that where there are fewer employees than those stipulated herein, an employer shall provide an appointed person.

(4) An employer shall ensure the availability of a sufficient number of first aiders or appointed persons in the case of shift workers, with the number of first aiders and appointed persons being determined by the number of employees at work on each shift and in the same ratio as for workers who do not work on shift.

Employer to provide first aid room.

6. (1) Where two hundred or more employees are at work in a place of work, an employer shall provide and adequately maintain a suitably equipped and staffed first aid room:

Provided that the contents of a first aid room shall be commensurate with the degree of risk that is present in the place of work.

(2) In places of work which present special or unusual hazards, including the ship-building and repair industry, chemical industries, quarries and foundries, there shall be an adequately equipped first aid room together with a suitable number of first aiders irrespective of the number of employees in that place of work.

Work outside a place of work.

7. Where employees are sent to work outside of their employer's place of work, their employer shall ensure, or ensure that there is made, adequate and appropriate first aid provision for them:

Provided that if their work involves special hazards, as in the case of the use of potentially dangerous tools and machinery, the employer shall provide a suitably equipped first aid box.

Self-employed persons.

8. A self-employed person shall provide, or ensure that there is provided, such equipment, if any, as is adequate and appropriate in the circumstances to enable him to render first aid to himself while he is at work or for others to give him first aid.

Information to employees.

9. An employer shall inform his employees of the arrangements that have been made in connection with the provision of first aid, including the location of equipment, facilities and personnel and any other information as may be necessary for the employees to avail themselves of the facility.

10. (1) First aid boxes and rooms shall contain only appliances or facilities relating to the provision of first aid. Equipment and facilities.

(2) The contents of first aid boxes and rooms shall be replenished as soon as possible after use, or before their state has deteriorated to such a degree which renders them unsafe to use or otherwise unusable.

(3) Where tap water is not available, an employer shall ensure an adequate supply of sterile water or sterile normal saline in disposable containers.

11. (1) A first aid room shall be readily available at all times when employees are at work, and such room shall not be used for any purpose other than the rendering of first aid. First aid rooms.

(2) A first aid room shall be positioned as near as possible to a point of access for transport to hospital.

(3) A first aid room shall contain suitable facilities and equipment commensurate with the level of risk present at a place of work, and shall be adequately ventilated, heated, lit, cleaned and maintained.

(4) A first aid room shall contain a couch and such room shall be large enough to hold the couch, with space for people to work around it.

(5) A first aid room shall be clearly identified as such.

12. (1) First aid boxes shall be made of suitable material and designed to protect the contents, as far as possible, from damp and dust. First aid boxes shall be clearly identified as such by means of a white cross on a green background or vice versa. First aid boxes.

(2) The contents of first aid boxes shall include the following items:

- (a) a minimum of ten individually wrapped sterile adhesive dressings in various sizes;
- (b) sterile eye pads with attachment;
- (c) triangular bandages;
- (d) a minimum of six safety pins;
- (e) a minimum of three sterile unmedicated dressings in various sizes.

(3) The contents of first aid boxes for use by employees working out of their employer's place of work shall include:

- (a) ten individually wrapped sterile adhesive dressings;
- (b) one medium sized sterile unmedicated dressing;
- (c) one triangular bandage;
- (d) six safety pins.

Additional items.

13. In addition to the items prescribed by regulation 12 of these regulations, the Director of Labour may, if the circumstances in any place of work so warrant, direct that additional items be included in first aid boxes or rooms in any work place.

Revocation of
G.N. 330 of 1949.

14. The Factories (First Aid) Regulations, 1949, are hereby revoked.