

WHITLEY COUNCIL FOR THE ISLE OF MAN PUBLIC SERVICE

MANUAL WORKERS

1. The Employers' and Employees' Sides of the Whitley Council are agreed that Article 36(a)(i) in respect of the payment for holding a current certificate in First Aid will be revised.
2. It is agreed that payment should continue to be made to those full-time employees who are required by the employing authority to hold a current Certificate of First Aid unless it is already included in the rate of pay.
3. The recognised qualification shall be the four day Certificate in First Aid which is required to be updated regularly to maintain the efficacy of the qualification.
4. It is agreed that a payment of £6.50 per week will be made to full time employees holding the specified first aid course.
5. Part- time employees will receive a pro-rata'd payment.
6. Where staff are required to hold the one day Appointed Person course this will not attract a payment.
7. As an interim measure it is agreed that a provision for protection will be available to any employee who is currently in receipt of a first aid payment whilst holding only the one day 'appointed person' course in the following way:
 - (i) that the employee concerned is encouraged to achieve the first Aid 4 day certificated course within 12 months of the date of this agreement.
 - (ii) that until such time as the full qualification is achieved that the current provision of 10p for every hour worked is protected for a period of up to 12 months.
8. The operative date of this agreement shall be 1 April 2006.

Signed on behalf of the
Employers' Side

Signed on behalf of the
Employees' Side

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Chairman

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Vice-Chairman

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23. 02. 06.

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Date

PROVISION OF FIRST AID AT WORK

General Guidance

Those deemed to be First Aiders at work by the organisation must have undergone appropriate training and apply the principles of that training when administering first aid.

If the First Aider complies with the basic requirements above then the insurances held by the Isle of Man Government would cover cases brought against either the individual or the organisation. This cover would extend to legal costs, expenses and any awards made against the organisation or the individual for any case or appeal. This cover is subject to any admission or denial of liability only being given with the insurers consent and the insured (including representatives) full cooperation with the compilation of evidence.

If the First Aider acts negligently by either failing to take reasonable action or by acting clearly beyond the scope of their training and being reckless then the insurance may not cover them. These cases would be extreme and beyond the actions of a reasonable person.

Employees are not insured to administer First Aid outside the scope of their work. This clearly applies during their own leisure time and when at home or travelling to and from work. It also applies to situations outside our working environment eg administering first aid to the person in the street. Insurance cover would however apply if the person requiring First Aid was present as a result of our work activity eg using our facilities, fetching their child from school, attending our hospitals etc.

Training

As there is no First Aid at Work legislation in place on the Island there is no process by which the Inspectorate approves courses or providers. The standard that our insurers are familiar with dealing with is that of the UK which allows for two levels:-

- 1) **the Appointed Person** – attendance on a one day course covering basic requirements including resuscitation. Essentially the course outlines how to deal with minor injuries and how to manage the casualty until assistance arrives.
- 2) **The First Aid at Work Certificate** – a four day course requiring successful completion of a test overseen by qualified medical personnel. This qualification enables the person to take further steps in dealing with some injuries in addition to the duties outlined for the Appointed Person.

To establish the level of First Aid cover required an assessment of the requirements of the environment and work activities should be undertaken. This should establish the level of qualification required, the numbers of First Aiders needed and any special hazards that may require additional training.