First Aid

Do Schools need to comply?

Yes, under the provisions of the Work Health and Safety Act 2012 (SA) which apply to the staff and students of the school and the duty of care obligation that a school has to its students.

Conditions of compliance:

Under SafeWork SA’s First Aid in the Workplace Code of Practice which came into operation in July 2012 your school is responsible for identifying risks, providing first aid facilities, sufficient staff trained to an appropriate level of competency in first aid and have appropriate First Aid Policies and Procedures in place.

If you have to comply, what do you have to do?

As part of the duty of care owed to students, teachers are required to administer first aid when necessary within the limits of their skill, expertise and training.

It should be noted that a teacher’s duty is greater than that of the ordinary citizen in that a teacher is obliged to assist an injured student, while the ordinary citizen may choose to do nothing.

In the case of serious injury or illness, neither the principal nor the teacher is required to diagnose or treat the condition apart from carrying out the appropriate first aid procedures. Diagnosis and treatment are the responsibility of the ambulance officer or medical practitioner in attendance.

In addition schools are required to comply with the Work Health and Safety Act 2012 (SA) and Regulations as well as relevant Codes of Practice.

First Aid Training

The range of activities undertaken by schools means that the type and level of first aid training will vary according to the responsibilities and duties of individual teachers. In identifying the training needed by staff, you will need to take into account factors such as the nature of the activities and their location, potential hazards and risks, and previous accidents and injuries. You will also need to have appropriate policies and procedures in place to cover the first aid required for these activities.

What are the consequences if you don’t comply?

You may be in breach of the Work Health and Safety Act 2012 (SA) and your duty of care obligations and as a result may leave yourself open to litigation and/or investigation and prosecution.

Useful links:
SafeWork SA First Aid in the Workplace: Code of Practice
Work Health and Safety Act 2012
Work Health and Safety Regulations 2012