

Unit 4: Promote and implement health and safety in health and social care

Unit reference number: F/601/8138

QCF level: 3

Credit value: 6

Guided learning hours: 43

Unit summary

This unit is aimed at those working in a wide range of settings. It provides the learner with the knowledge and skills required to promote and implement health and safety in their work setting.

Assessment guidance

Learning outcomes 2, 4, 5, 6 and 7 must be assessed in a real work environment.

Assessment methodology

This unit is assessed in the workplace or in conditions resembling the workplace as indicated in the Skills for Health Assessment Strategy (see Annexe D at the back of the Specification). Learners can enter the types of evidence they are presenting for assessment and the submission date against each assessment criterion. Alternatively, centre documentation should be used to record this information.

1 **Understand own responsibilities and the responsibilities of others, relating to health and safety**

Legislation relating to general health and safety: relevant, up-to-date legislation from the Health and Safety Commission and Executive (HSC/E), including local, national and European requirements for health and safety in a health and social care work setting, eg Health & Safety at Work Act 1974, Management of Health and Safety at Work Regulations 1999, Manual Handling Operations Regulations 1992, Health and Safety (First Aid) Regulations 1981, Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 1995 (RIDDOR), Control of Substances Hazardous to Health Regulations 2002 (COSHH)

Health and safety policies and procedures: details of agreed ways of working and approved codes of practice in health and social care settings relating to health and safety; how to deal with accidents, injuries and emergency situations, eg specific action to take, reporting procedures and completing relevant documentation; how to deal with first aid situations, eg understanding specific hygiene procedures, dealing with blood and other bodily fluids, administering basic first aid if trained to do so, reporting procedures and completing relevant documentation; policies relating to specific working conditions and the working environment, eg understanding moving and handling procedures; policies relating to the use of equipment, eg understanding how to use mechanical or electrical equipment, such as mechanical hoists; understanding healthcare procedures, eg key aspects of administering personal care, procedures for individuals with specialised needs; policies relating to food handling and preparation, eg understanding food hygiene regulations; policies relating to infection control and dealing with hazardous substances, eg situations requiring strict infection control, the use of protective clothing like gowns, masks and gloves, understanding procedures for disposing of clinical waste; policies relating to security and personal safety, eg procedures for personal security and policies relating to the safeguarding of vulnerable individuals

Own responsibilities for health and safety: analyse the responsibility to take care of own health and safety; understanding and applying relevant legislation and agreed ways of working; responsibility to undertake relevant training and updating as required; the importance of cooperating with others on health and safety; importance of the correct use of anything provided for individual health, safety or welfare, eg protective clothing, specialised equipment; understand the advantages and disadvantages of undertaking own responsibility in health and safety issues

Responsibilities of employers and others for health and safety: analyse the responsibility of employers to provide information, eg about risks to health and safety from working practices, changes that may harm or affect health and safety, how to do the job safely, what is done to protect health and safety, how to get first aid treatment, what to do in an emergency; the responsibility of employers to provide training to do the job safely; protection, eg special clothing, gloves or masks; health checks, eg vision testing; the responsibility of others including team members, other colleagues, families and carers to be mindful of health and safety issues in relation to observation, practice, reporting and recording procedures; understand the advantages and disadvantages of others taking responsibility for health and safety issues

Specific tasks: understanding that certain tasks should not be carried out without special training, eg use of equipment, first aid, administering medication, healthcare procedures, food handling and preparation

2 **Be able to carry out own responsibilities for health and safety**

Use health and safety policies and procedures: understanding how specific policies and procedures or agreed ways of working apply to own practice; understanding own responsibilities in relation to, eg how to deal with accidents, injuries and emergency situations, specific working conditions and the working environment, the use of equipment, procedures relating to personal care, procedures relating to security and personal safety; understanding own responsibilities in relation to observation, risk assessment, reporting and recording procedures; support others to understand and follow safe practices; importance of good communication, sharing information, attending training, keeping up to date, maintaining records of staff training and development.

Monitor and report potential health and safety risks: importance of continuous assessment of risks and regular checking (eg equipment, machinery); importance of regular review and updating (eg policies, procedures and agreed ways of working); reporting identified risks immediately; importance of reporting any changes (eg to working conditions or environment); lines of communication and verbal reporting procedures; importance of written records being clear and accurate, detailing dates, times, simple description of risks identified and action taken; electronic reporting systems.

Risk assessment: understanding and using health and safety risk assessment for the work environment or particular activities; the importance of risk assessment for protecting self and individuals from danger or harm; the need to comply with the law; identifying what could cause harm; taking precautions to prevent harm; the importance of minimising accidents, injuries and ill health; reducing the risk of individuals being injured at work; following the HSC/E 5 step recommendations for risk assessment and minimising risks and hazards:

- Identify the hazards (differentiate between a **hazard**, ie anything that may cause harm, such as chemicals or working at a height, and a **risk**, ie the chance that somebody could be harmed by the identified hazard).

- Decide who might be harmed and how (eg staff may be injured by using improper lifting procedures, family members or visitors may be harmed by faulty equipment).
- Evaluate the risks and decide on precautions in order to minimise the risk (eg deciding what is reasonably practical, eliminating the hazard, minimising or controlling the risk by using a less risky option, using protective clothing or equipment, organising work to reduce exposure to the hazard, providing facilities like first aid or hand washing facilities).
- Record your findings and implement them (eg using agreed procedures and documentation).
- Review your assessment and update if necessary on a regular basis.

Additional support or information: understanding how to access information from organizations like the HSC/E (eg information 'Health and safety law: What you should know'), with contact details of people who can help or provide further information

3 Understand procedures for responding to accidents and sudden illness

Types of accidents and sudden illness: accidents, eg slips and trips, falls, needle stick injuries, burns and scalds, injuries from operating machinery or specialised equipment, electrocution, accidental poisoning; sudden illness, eg heart attack, diabetic coma, epileptic convulsion.

Procedures to be followed: understanding the importance of procedures to be followed if an accident or sudden illness should occur; knowing how to ensure and maintain safety for individuals concerned and others, eg clearing the area, safely moving equipment if possible; remaining calm; knowing how to send for help; knowing how to assess individuals for injuries; understanding when to administer basic first aid if necessary and if trained to do so; understanding the importance of staying with the injured/sick individual until help arrives; knowing how to observe and note any changes in an individual's condition; understanding how to provide a full verbal report to relevant medical staff or others; understanding how to complete a full written report and relevant documentation, eg accident report, incident report; understanding the policies, procedures and agreed ways of working for the work setting

4 Be able to reduce the spread of infection

Support others to follow practices that reduce the spread of infection: understand how infection can be spread, eg airborne, direct contact, indirect contact; understand measures which can minimise the spread of infection, eg hand washing, food hygiene procedures, disposal of waste; the importance of communicating these procedures to others; use of communication aids like posters and notices; importance of regular staff training and updating; encouraging and ensuring that others are familiar with policies, procedures and agreed ways of working in order to reduce the spread of infection.

Recommended method for hand washing: follow the Department of Health eight-step recommended procedure of:

- Wet hands and apply soap. Rub palms together until soap is bubbly
- Rub each palm over the back of the other hand
- Rub between your fingers on each hand
- Rub backs of fingers (interlocked)
- Rub around each of your thumbs
- Rub both palms with finger tips
- Rinse hands under clean running water
- Dry hands with a clean towel using liquid soap dispensers; using detergents intended for hands and not unsuitable detergents, eg those intended to wash dishes which may dissolve the natural oils in the skin; using air dryers ensuring hands are completely dry; washing hands after covering mouth when sneezing or coughing before carrying out procedures or food preparation.

Own health and hygiene: importance of basic personal hygiene measures in reducing the spread of infection, eg hand washing after using the toilet or before preparing food, covering the mouth when sneezing or coughing, using disposable tissues; covering any cuts or abrasions with appropriately coloured elastoplasts or suitable dressings, eg blue in a food preparation environment; importance of staying away from work when affected by illness or infection; getting prompt treatment for illness or infections

5 Be able to move and handle equipment and other objects safely

Explain legislation relating to moving and handling: understand the main points of key legislation, eg The Health and Safety at Work Act 1974; The Manual Handling Operations Regulations 1992 (as amended in 2002); regulations from the HSC/E covering manual handling risk factors and how injuries can occur.

Safe moving and handling: key principles; injury risks and ways of dealing with them; importance of risk assessment in relation to handling; awareness of musculos related disorders: avoiding hazardous manual handling; the importance of correct posture and technique; working in teams: the importance of a coordinated approach and good communication; using mechanical aids where necessary eg a hoist; changing the task or approach where necessary, the importance of following appropriate systems and agreed ways of working; making proper use of equipment provided for safe practice; taking care to ensure that activities do not put others at risk; reporting any potentially hazardous handling activities

6 Be able to handle hazardous substances and materials

Describe hazardous substances and materials: COSHH regulations (2002) include substances that are corrosive, eg acid, irritant, eg cleaning fluids, toxic, eg medicines, highly flammable eg solvents, dangerous to the environment, eg chemicals, clinical waste, germs that cause diseases, eg Legionnaires' disease; materials that are harmful eg used needles, potentially infectious eg used dressings, bodily fluids, eg blood, faeces, vomit.

Safe practices with hazardous substances and materials: understand the importance of training; understanding of COSHH regulations; understand and be able to follow instructions for agreed ways of working; safe storage of hazardous substances and materials: understand and be able to follow agreed ways of working, policies and procedures, eg safe storage of drugs and medicines; stored out of reach; store materials in containers recommended by the manufacturer; importance of clear labelling; containers securely sealed; storing incompatible substances separately; safe usage of hazardous substances and materials: understand and be able to follow agreed ways of working, policies and procedures; avoid exposure to hazardous substances, eg inhaling, contact with the skin or eyes, swallowing or skin puncture, understand and be able to use control measures, eg universal precautions for dealing with blood and other bodily fluids; know how and when to use protective clothing where necessary, eg latex gloves, masks, aprons; understand the importance of checking with colleagues and completing appropriate records and documentation; safe disposal of hazardous substances and materials: understand and be able to follow agreed ways of working, policies and procedures, eg use of clinical waste bags; understand the importance of protecting others, eg using a sharps box for used needles, understand the importance of protecting the environment, eg disposal of dangerous chemicals; be able to minimise the spread of infection, eg disposal of used dressings

7 Be able to promote fire safety in the work setting

Practices that prevent fires from starting and spreading: identifying potential fire hazards in the health and social care workplace; understanding how fires start and spread, (the fire triangle of ignition, fuel and oxygen); preventing fires from starting, eg the danger from lit cigarettes, naked flames, hot surfaces, faulty electrical equipment; the importance of regular checks on electrical equipment, eg PAT testing; the importance of staff training and vigilance in the workplace; risk assessment procedures; preventing fires from spreading through safe practices for eg storage of flammable materials (waste materials, paper, wood, furnishings, flammable liquids), keeping fire doors shut; the importance of checking smoke detectors regularly.

Measures that prevent fires from starting: importance of taking care with electrical appliances and equipment, eg not overloading power sockets, checking for worn or faulty wiring, unplugging appliances when not in use, keeping electrical equipment away from water, never put anything metal in microwaves; importance of taking care with heating devices, eg using approved covers on heaters and radiators, ensuring heaters are switched off or fully guarded at night; importance of taking care with naked flames, eg not using candles, storing matches safely, enforcing strict procedures for designated smoking areas and ensuring that cigarettes are always fully extinguished.

Emergency procedures to be followed: understanding how to raise the alarm if a fire is discovered, eg operating a fire alarm system; agreed procedures for alerting all personnel in the work setting; knowledge of basic firefighting procedures, eg use of different fire extinguishers, fire blankets or other fire safety equipment; understanding procedures for evacuation, eg using designated routes, not using lifts, closing all doors; special evacuation procedures for very young children and individuals with mobility or other difficulties, eg use of an evac-chair; knowledge of evacuation routes and assembly points; agreed procedures for checking on the presence of all personnel in the work setting; the importance of staff training and regular evacuation drills; the importance of ensuring that clear evacuation routes are maintained at all times, eg keeping fire exits and doorways clear, not storing furniture or other equipment in the way of evacuation routes, keeping stairwells or designated special evacuation areas clear at all times

8 Be able to implement security measures in the work setting

Procedures for checking identity: understanding and implementing agreed ways of working for checking the identity of anyone requesting access to work setting premises, eg checking official ID, signing in procedures, allocating visitor badges, the use of biometric security systems such as fingerprint scanners; understanding and implementing agreed ways of working for checking the identity of anyone requesting access to information in the work setting, eg checking official ID, secure password systems for electronic information; understanding the importance of confidentiality relating to information; procedures for dealing with electronic requests for information.

Protecting security: understanding and implementing agreed ways of working for protecting own security and the security of others in the work setting, eg knowledge of security systems, alarms, CCTV, gaining access to buildings; understanding special procedures for shift or night-time working; importance of procedures for lone working and ensuring that others are aware of own whereabouts, eg signing in and out, agreed procedures for communicating whereabouts, use of special codes or mobile phones; importance of staff training on security and vigilance in the workplace

9 Know how to manage stress

Common signs and symptoms of stress: physical signs and symptoms eg aches and pains, nausea, dizziness, chest pain, rapid heartbeat; emotional signs and symptoms, eg moodiness, irritability or short temper, agitation, inability to relax, feeling overwhelmed, sense of loneliness and isolation, depression or general unhappiness; cognitive signs and symptoms, eg memory problems, inability to concentrate, poor judgement, constant worrying; behavioural signs and symptoms, eg eating more or less, sleeping too much or too little, neglecting responsibilities, using alcohol, cigarettes, or drugs to relax, nervous habits such as nail biting.

Signs that indicate own stress: work factors, eg changes in routine, dealing with difficult situations, pressure to meet targets, interpersonal relationships with individuals and others, expectations from managers, demands of working unsocial hours, taking on special projects; personal factors, eg financial problems, relationship or family problems, major life changes, bereavement, injury or illness; understanding how these factors can trigger own stress, singly or in combination; analyse factors in own lifestyle and identify key stressors.

Strategies for managing stress: understanding theories on coping strategies, eg internally or externally focused, emotional or solution focused; relaxation techniques, eg massage, yoga, aromatherapy, listening to music; physical activity and exercise, eg going for a run, joining a gym; social strategies, eg meeting up with friends and family, volunteering or helping with community work; logical strategies eg making lists, prioritising; creative strategies, eg music, painting or other artistic pursuits; faith strategies eg religion or other beliefs; the importance of emotional wellbeing and resilience; understanding and recognising individual stressors and taking time out; compare and contrast different strategies and their effectiveness

Learning outcomes and assessment criteria

Learning outcomes	Assessment criteria	Evidence type	Portfolio reference	Date
1 Understand own responsibilities, and the responsibilities of others, relating to health and safety	<p>1.1 Identify legislation relating to health and safety in a health or social care work setting</p> <p>1.2 Explain the main points of health and safety policies and procedures agreed with the employer</p> <p>1.3 Analyse the main health and safety responsibilities of:</p> <ul style="list-style-type: none"> - self - the employer or manager - others in the work setting <p>1.4 Identify specific tasks in the work setting that should not be carried out without special training</p>			
2 Be able to carry out own responsibilities for health and safety	<p>2.1 Use policies and procedures or other agreed ways of working that relate to health and safety</p> <p>2.2 Support others to understand and follow safe practices</p> <p>2.3 Monitor and report potential health and safety risks</p> <p>2.4 Use risk assessment in relation to health and safety</p> <p>2.5 Demonstrate ways to minimise potential risks and hazards</p> <p>2.6 Access additional support or information relating to health and safety</p>			

Learning outcomes	Assessment criteria	Evidence type	Portfolio reference	Date
3	Understand procedures for responding to accidents and sudden illness	3.1 Describe different types of accidents and sudden illness that may occur in own work setting 3.2 Explain procedures to be followed if an accident or sudden illness should occur		
4	Be able to reduce the spread of infection	4.1 Explain own role in supporting others to follow practices that reduce the spread of infection 4.2 Demonstrate the recommended method for hand washing 4.3 Demonstrate ways to ensure that own health and hygiene do not pose a risk to an individual or to others at work		
5	Be able to move and handle equipment and other objects safely	5.1 Explain the main points of legislation that relates to moving and handling 5.2 Explain principles for safe moving and handling 5.3 Move and handle equipment and other objects safely		
6	Be able to handle hazardous substances and materials	6.1 Describe types of hazardous substances that may be found in the work setting 6.2 Demonstrate safe practices for: <ul style="list-style-type: none"> - Storing hazardous substances - Using hazardous substances - Disposing of hazardous substances and materials 		

Learning outcomes	Assessment criteria	Evidence type	Portfolio reference	Date
7 Be able to promote fire safety in the work setting	<p>7.1 Describe practices that prevent fires from:</p> <ul style="list-style-type: none"> - starting - spreading <p>7.2 Demonstrate measures that prevent fires from starting</p> <p>7.3 Explain emergency procedures to be followed in the event of a fire in the work setting</p> <p>7.4 Ensure that clear evacuation routes are maintained at all times</p>			
8 Be able to implement security measures in the work setting	<p>8.1 Demonstrate use of agreed procedures for checking the identity of anyone requesting access to:</p> <ul style="list-style-type: none"> - premises - information <p>8.2 Demonstrate use of measures to protect own security and the security of others in the work setting</p> <p>8.3 Explain the importance of ensuring that others are aware of own whereabouts</p>			
9 Know how to manage stress	<p>9.1 Describe common signs and indicators of stress</p> <p>9.2 Describe signs that indicate own stress</p> <p>9.3 Analyse factors that tend to trigger own stress</p> <p>9.4 Compare strategies for managing stress</p>			