

Unit 3: Health and Safety in the Health and Social Care Workplace

Unit code: K/601/1569

QCF level: 4

Credit value: 15

● **Aim**

The aim of this unit is to develop learners' understanding about their responsibilities in ensuring the health and safety of the health and social care workplace and the people within it.

● **Unit abstract**

Health and safety is an essential consideration for all practitioners in health and social care and this unit will enable learners to develop an understanding of the importance of continually monitoring the implementation of health and safety legislation and policies within any health and social care setting.

Learners will gain a clear understanding of the implications of relevant legislation for their own role and the implementation of policies and systems in their own workplace. The importance of record keeping, monitoring and review health and safety policies and procedures will also be considered.

Elements of this unit should be contextualised, where possible, to an appropriate setting relevant to learners' workplace in health and social care.

● **Learning outcomes**

On successful completion of this unit a learner will:

- 1 Understand how health and safety legislation is implemented in the health and social care workplace
- 2 Understand the ways in which health and safety requirements impact on customers and the work of practitioners in the health and social care workplace
- 3 Understand the monitoring and review of health and safety in the health and social care workplace.

Unit content

1 Understand how health and safety legislation is implemented in the health and social care workplace

Concept of risk, safety and security: minimum risk, zero risk; risk for individuals and property; public liability; hazard; restraint; accident prevention; first aid; protection from harm; security versus safety; substances; practices; equipment; premises

Systems, policies and procedures for communicating information: exemplar pro formas; training; organisational culture; use of different media; exchange of information; record keeping; enforcement; compliance

Responsibilities for management of health and safety: organisational responsibilities (employers; employees; external agencies; visitors eg users of service, carers); monitoring and evaluating processes; auditing; inspecting the workplace; management structure and representation

Legislative requirements: current legislation, regulations and codes of practice relevant to health and safety in health and social care settings eg Health and Safety at Work Act 1974, Health and Safety (First Aid) Regulations 1981, Management of Health and Safety Regulations 1999, Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 1995, Control of Substances Hazardous to Health 2002, Manual Handling Operations Regulations 1992, Food Safety Act 1990, Food Safety (General Food Hygiene) Regulations 1995, Workplace (Health, Safety and Welfare) Regulations 1992, Health and Social Care Act 2008, Care Standards Act 2000, Mental Health Act 2007, Disability Discrimination Act 1995, Mental Health Act 2007, Children Act 2004

Implementation: safety aids eg walking aid, wheelchair, hoist; security systems eg door locks, cameras, gates, alarms, patrol; maintenance eg ventilation, temperature control, buildings; consequences of malfunction/breakdown of equipment

2 Understand the ways in which health and safety requirements impact on customers and the work of practitioners in the health and social care workplace

Care planning: meeting needs; ensuring safety; security; maximising wellbeing; principles of good practice

Dilemmas: risk-benefit analysis; risk to self and others; resource implications; differing priorities between stakeholders

Implications of non-compliance: financial; legal; moral; physical; health

3 Understand the monitoring and review of health and safety in the health and social care workplace

Monitor and review: audit of risks; review of practice; learning from experience; updating of policies and procedures

Positive health and safety culture: individuals; teams; managers; organisational levels

Own contributions: responsibilities; compliance; training; practices; interactions with individuals, groups and agencies

Learning outcomes and assessment criteria

Learning outcomes On successful completion of this unit a learner will:	Assessment criteria for pass The learner can:
LO1 Understand how health and safety legislation is implemented in the health and social care workplace	1.1 review systems, policies and procedures for communicating information on health and safety in the health and social care workplace in accordance with legislative requirements 1.2 assess the responsibilities in a specific health and social care workplace for the management of health and safety in relation to organisational structures 1.3 analyse health and safety priorities appropriate for a specific health and social care workplace
LO2 Understand the ways in which health and safety requirements impact on customers and the work of practitioners in the health and social care workplace	2.1 analyse how information from risk assessments informs care planning for individuals and organisational decision making about policies and procedures 2.2 analyse the impact of one aspect of health and safety policy on health and social care practice and its customers 2.3 discuss how dilemmas encountered in relation to implementing systems and policies for health, safety and security may be addressed 2.4 analyse the effect of non-compliance with health and safety legislation in a health and social care workplace
LO3 Understand the monitoring and review of health and safety in the health and social care workplace	3.1 explain how health and safety policies and practices are monitored and reviewed 3.2 analyse the effectiveness of health and safety policies and practices in the workplace in promoting a positive, healthy and safe culture 3.3 evaluate own contributions to placing the health and safety needs of individuals at the centre of practice.

Links

This unit has links with, for example:

- *Unit 4: Personal and Professional Development in Health and Social Care*
- *Unit 9: Empowering Users of Health and Social Care Services*
- *Unit 10: Safeguarding in Health and Social Care.*

This unit also has links with the National Occupational Standards in Health and Social Care. See *Annexe B* for mapping.

This unit may also have links with the National Occupational Standards in Leadership and Management for Care Services. See *Annexe C* for mapping.

Essential requirements

Tutors must be conversant with the application of health and safety legislation in relevant settings.

The learner's evaluative account of one aspect of health and safety in the workplace must be validated. This could be in the form of a witness statement from a workplace supervisor, or an observation record from their assessor.

Learners must be given the opportunity to carry out a risk assessment within the workplace. Ideally this would be in a setting relevant to their occupational sector, but if this is not possible a simulation of the setting will suffice.

Employer engagement and vocational contexts

Visiting speakers from relevant settings and health and safety specialists would help learners to understand of legislative requirements and their management – especially for those learners undertaking a simulated risk assessment.