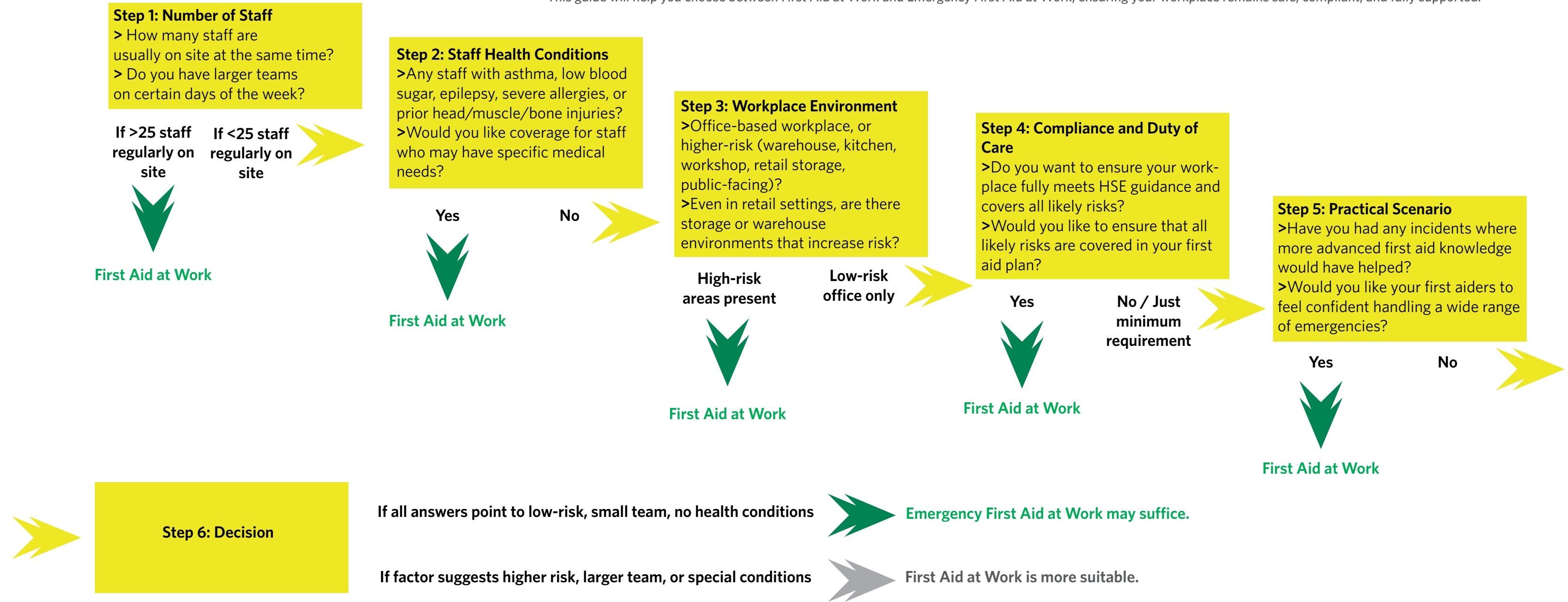




First Aid at Work vs. Emergency First Aid at Work: How to choose the right training for your organisation

This guide will help you choose between First Aid at Work and Emergency First Aid at Work, ensuring your workplace remains safe, compliant, and fully supported.





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Addressing Frequently Asked Questions

“Why do we need First Aid at Work when Emergency First Aid at Work is cheaper?”	FAW gives your staff the confidence and skills to handle emergencies in higher-risk environments, which EFAW doesn’t fully cover.	While EFAW meets the minimum requirements, FAW ensures compliance for larger teams or workplaces with more complex risks, so you’re fully protected.	Think of it as an investment in peace of mind: FAW -trained first aiders are prepared for a wider variety of situations, reducing risk for your business and employees.	EFAW is designed for very low-risk, small workplaces. FAW ensures you’re covered for more scenarios and health conditions, so you won’t be left exposed if an incident happens.
“Our office is mostly low risk. Isn’t Emergency First Aid at Work enough?”	If your workplace is low-risk, EFAW may meet the minimum requirements, but FAW adds coverage for any unexpected incidents or staff with health conditions.	Even office environments can have larger teams or occasional higher-risk scenarios; FAW ensures your team is prepared for more than just the basics.	FAW helps demonstrate a strong commitment to employee safety, which can be reassuring for both staff and regulators.	
“We already have first aiders trained in Emergency First Aid at Work, why upgrade to First Aid at Work?”	If your workplace has more than 25 employees or higher-risk areas, FAW ensures multiple trained staff are fully prepared to cover all shifts and locations.			
“We don’t want to spend extra time on training”	FAW is three days instead of one, but the extra time provides hands-on practice and confidence that EFAW can’t offer.			
“First Aid at Work necessary for our environment?”	Even in retail or office settings, there may be occasional higher-risk tasks or staff with medical conditions (low blood sugar, head injuries, asthma, severe allergies etc) that EFAW doesn’t fully cover.	FAW is for workplaces with more than 25 staff, or any environment with higher risks – construction sites, manufacturing plants, warehouses, kitchens, workshops, schools, or public-facing areas.		

EFAW = Emergency First Aid at Work
FAW = First Aid at Work

Why Many Businesses Choose First Aid at Work (Core Benefits)

Deeper Practical Skills	3 full days of training gives delegates time to practise scenarios multiple times, so responses become instinctive.
Tailored to Real Workplace Risks	Instructors can cover situations relevant to the delegate’s actual workplace (e.g. warehouse accidents, chemical exposure, kitchen burns).
Improved Team Readiness	With more trained FAW first aiders, organisations can spread cover across shifts, departments, or sites. Reduces gaps when someone is off sick, on leave, or
Employee Wellbeing & Morale	Staff feel reassured knowing trained colleagues can handle more than just the basics. Can improve employee trust and confidence in the employer’s commitment to safety.

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First Aid at Work vs Emergency First Aid at Work Comparison

	Emergency First Aid at Work	First Aid at Work
	1 day	3 day
Course length		
Coverage	Basic life-saving skills (CPR, choking, bleeding, minor wounds)	Including: asthma, low blood sugar, epilepsy/seizures, anaphylaxis, fractures, burns, head/spinal injuries, eye injuries, poisoning, etc.
Confidence level	Limited practice time; basic preparedness	More scenarios, role-play, and in-depth training -> higher confidence
Suitable for	Small, low-risk workplaces (e.g. small offices, shops with <25 staff)	Medium – large or higher-risk workplaces (warehouses, manufacturing, schools, retail with warehouse, kitchens, public-facing environments)
Compliance	Meets HSE requirements for very low-risk environments	Meets HSE requirements for higher-risk or larger workplaces; provides wider assurance of
Medical conditions	Not covered in detail	Covers common workplace health risks (asthma, low blood sugar, epilepsy, severe allergic
Number of employees	Typically sufficient for ≤25 low-risk staff	For >25 staff or any workplace with additional risk factors
Employer reassurance	Covers the legal minimum	Provides peace of mind that more scenarios and risks are covered
Employee reassurance	Basic level of support	Greater confidence staff will be looked after in a wider range of emergencies

Comparison Wheel

What course might be more suitable?

3-day First Aid at Work

- Comprehensive training for all businesses who want to be fully covered.
- Essential for larger businesses and high-risk environments.
- Meets the standards required to comply with Health and Safety First Aid regulations.

1-day Emergency First Aid at Work

- For smaller businesses and low risk environments.
- For businesses who only require first aid training covering emergency protocols.

