



Level 3 Award in Emergency First Aid at Work

Assessment Guidance



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Issue	Date	Details of change
1.0	March 2026	New Release
1.1	September 2026	Blended learning hours section updated. The minimum number of face-to-face learning hours amended from 4 hours to 3 hours.



Assessment Methods

In order to assess formally learners' skills, BIIAB Qualifications Limited has developed **practical demonstration assessments**. These are scenarios for simulation by the centres. The scenarios will allow learners to demonstrate their skills in administering emergency first aid to adults. The assessor will also ask questions during the practical assessment in order to ascertain the learners' knowledge and understanding during the application of their skills.

BIIAB has developed four versions of each of the practical demonstration assessments. Centres may decide which version to use for each assessment, **centres who do not have the latest versions of these practical scenarios can request them from BIIAB customer services**. These must be stored in a secure location before the tests are due to take place.

After completing the practical demonstration assessments, centres **must** keep the completed paperwork for inspection by BIIAB Qualifications Limited External Quality Assurers.

The practical demonstration for this unit is as follows:

Unit No.	Assessment Method
Y/651/9295	> Scene Survey and Cardio-Pulmonary Resuscitation > Recovery Position > Choking > Bleeding

In order to assess formally the learners' knowledge, BIIAB Qualifications Limited has developed **multiple-choice knowledge tests**.

If taken on paper, the tests are scheduled in XAMS (ORCAS), the centre **must** download the paper, mark scheme, candidate answer sheet and nominal roll and store in a secure location before the test is due to take place. Each scheduled cohort will sit the same test. The centre (assessor) will use the mark scheme to determine if the learner has achieved the required pass mark. The candidate answer sheets, mark scheme, unused exam papers and nominal rolls must be returned to BIIAB Qualifications Ltd for further processing. After internal verification by the centre, the centre must upload the overall results to ORS (BIIAB's Online Registration and Certification Service) and they will be subject to external verification by the BIIAB External Quality Assurer (EQA).

Please note that centres must not copy or keep any exam paper or mark scheme. If in doubt, please refer to the user guides for XAMS (ORCAS) for further details on scheduling exams.

The table below sets out the multiple-choice knowledge test requirements for this unit:

Unit No.	Assessment Method	Duration of Exam	Total Marks	Pass Mark
Y/651/9295	Multiple-choice paper	30	17	70%

- > Learners achieving **less than** 70% will have failed and will need to be scheduled to take another multiple-choice test.
- > Learners achieving 70% **or over**, but less than 100%, must demonstrate to the assessor that they know and understand the remaining assessment criteria. This can be assessed through professional discussion or oral questions. For tests taken on-screen, the report generated automatically will identify the assessment criteria not achieved by the candidate. For tests taken on paper, the mark scheme will identify which assessment criteria each question relates to, therefore the assessor will be able to identify the assessment criteria not achieved by the candidate.
- > Learners achieving 100% will have passed and do not need further knowledge testing.

Please refer to BIIAB Qualifications Limited Centre Support Manual and Examination, Invigilation Regulations and all other relevant documentation and procedures for the delivery of multiple-choice tests.

Centres can decide in what order to assess learners; it is usual but not compulsory for learners to take the knowledge test before the practical test.

Recording of results by the assessor

If the learners are taking the multiple-choice knowledge test on-screen, their results will be available in ORS as soon as the learners have completed and submitted their answers. The assessor **must** record in ORS whether the learner has achieved all remaining knowledge assessment criteria. The assessor **must** also record in ORS, the result of the learner's practical demonstration assessment. The results will be checked by BIIAB Qualifications Limited staff and certificates issued accordingly.

If the learners are taking the multiple-choice knowledge test on paper instead of on-screen, the assessor **must** record on the Candidate Answer Sheet the results of the multiple-choice test, the results of the assessment of the remaining knowledge assessment criteria and the result of the learner's practical demonstration assessment. The centre **must** post the Candidate Answer Sheets to BIIAB where they will be checked, scanned into ORS and certificates will be issued accordingly.

For more information, please see the process flowcharts and Candidate Answer Sheet overleaf.

Assessment Methodology for each Learning Outcome

Emergency First Aid in the Workplace		
Unit No. Y/651/9295	Learning Outcome	Assessment Methodology
1	Understand the role and responsibilities of a first aider	Knowledge Test
2	Be able to assess an emergency situation safely	Practical demonstration and knowledge test
3	Be able to provide first aid to an unresponsive casualty	Practical demonstration and knowledge test
4	Be able to provide first aid to a casualty who is choking	Practical demonstration and knowledge test
5	Be able to provide first aid to a casualty with external bleeding	Practical demonstration and knowledge test
6	Know how to provide first aid to a casualty who is suffering from shock	Knowledge test
7	Know how to provide first aid to a casualty with minor injuries	Knowledge test

Training Venue and Equipment Requirements

Resuscitation manikins	Should be provided at a minimum ratio of 1 manikin per 4 learners.
Hygiene	Sufficient procedures must be in place to ensure hygiene during the use of resuscitation manikins and other training equipment.
AV equipment and training aids	Sufficient Audio-Visual equipment and training aids should be available to facilitate learning using varying teaching methods.
Learning materials	Learners should be provided with clear and accurate reference books/handouts covering the topics included in the qualification.
AED trainers	At least one AED trainer should be available per 4 learners. Where fewer AED trainers are provided, learning hours/lesson plans should be adjusted accordingly to ensure learners are not disadvantaged.
Bandages and dressings	Sufficient clean bandages, dressings and other items commonly found in a first aid kit must be available to facilitate training and assessment.
Training venue	The training venue must meet acceptable health and safety standards and be conducive to learning, with sufficient: Size, floor surfaces, seating, writing surfaces, toilet facilities, ventilation, lighting, heating, access, exits, cleanliness, absence of distracting noise.

Standards for Duration, Certification and Delivery

Qualification	Min Contact Hours ¹	Min Days ²	Max Weeks ³	Minimum Session ⁴	Max Learner/Trainer Ratio	Certificate Validity
BIIAB Level 3 Award in Emergency First Aid at Work	6	N/A	3	2 hours	12:1	3 years
BIIAB Level 3 Award in First Aid at Work	18	3	10	2 hours	12:1	3 years

1. Time set aside for direct classroom teaching and assessing excluding breaks.
2. Minimum number of days over which the training should be delivered.
3. Maximum number of weeks over which the qualification can be attained.
Special considerations may be considered to increase this duration if necessary.
4. Minimum duration of anyone training session.

Blended Learning in First Aid – Quality Assurance Standards

Blended Learning - First Aid Awarding Organisation Forum

1. Blended learning or distance learning is acceptable, but the time taken to complete the first aid course should not be reduced. There may be a benefit in flexibility, but blended learning should not reduce the overall time required to take the course.
2. The employer should provide paid time for the employee to undertake the training. The employee should not be required to take the distance-learning element of the course in their 'own' time.
3. Following completion of the distance element of learning, the learner must be assessed by a suitably qualified first aid assessor (who has qualifications and experience as described in the First Aid Assessment Principles document/GEIS 3). The first aid assessor must satisfy him/herself that all the assessment criteria for the learning outcomes delivered via distance learning have been met. Auditable evidence should be generated. It is the centre's responsibility to confirm the identity of the learner and the authenticity of the evidence.
4. The assessment should be quality assured following national occupational standards (NOS).
5. A minimum **3 hours** of the training time should be **face-to-face** learning for Level 3 Award in Emergency First Aid at Work.
6. The general practical elements of the training course are the learning outcomes that should be delivered and assessed face-to-face.

Assessment Process

Assessment is the process used to judge the competence, of a learner, against set standards. The assessor is the person who is responsible for determining learners' competence. The assessor may be a workplace supervisor or an external person who is trained and qualified or working towards a qualification relevant to the assessor role.

Assessors base their judgement on performance and decide how it compares to the national standard. The assessor will also ask questions based on the knowledge required to do the work, to ascertain the knowledge and understanding of the learner.

When the required units have been completed and the assessor is satisfied that the learner has met the national standard, a recommendation for a certificate will be made.

An Internal Quality Assurer (IQA) is responsible for the quality assurance of the qualifications within the training organisation and will provide advice, guidance and support to the assessors. IQAs also ensure that the assessors apply the standards consistently and fairly. The IQA will review the portfolio of evidence during the assessment process.

An External Quality Assurer (EQA), who is appointed by BIIAB, will quality assure the assessment and internal quality assurance decisions involved in the development of the portfolio. The EQA will quality assure the qualification process, which ensures that certification of the qualification is reliable, consistent and to the national standard, by checking the consistency of assessments made by the training provider, and across training providers.

*For details of qualifications required by the Assessor, IQA and EQA, please see the Assessment Principles for Regulated First Aid Qualifications in the next section.

Assessments will be accessible and will produce results that are valid, reliable, transparent and fair. BIIAB Qualifications Limited will ensure that the result of each assessment taken by a learner in relation to a qualification reflects the level of attainment demonstrated by that learner in the assessment and will be based upon the achievement of all the specified learning outcomes.

Details of the ordering process, assessment documentation, invigilation requirements to centres and the documentation to be completed can be found in the Examination and Invigilation Regulations for the Administration of BIIAB Qualifications document, available on the BIIAB website www.biiab.co.uk

BIIAB Qualifications Limited will make every effort to ensure that it allows for assessment to:

- > be up to date and current
- > reflect the context from which the learner has been taught
- > be flexible to learner needs

Assessors and Centres in Northern Ireland

Assessors and centres in Northern Ireland must adhere to the Design Principles determined by the Northern Ireland Social Care Council. These are incorporated within the Skills for Care Assessment Principles which follow.

Appeals

If learners are dissatisfied with an assessment outcome, they have the right to appeal. The **main** reasons for an appeal are likely to be:

- > learners do **not** understand why they are not yet regarded as having sufficient knowledge
- > learners believe they are competent and that they have been misjudged

BIIAB Qualifications Limited expects most appeals from learners to be resolved within the centre. BIIAB Qualifications Limited will only consider a learner's appeal after the centre's internal appeals procedure has been fully exhausted.

For full details of the BIIAB Qualifications Limited's appeals procedure please refer to <https://biiab.co.uk/policies-and-procedures/>

Assessment Principles for Regulated First Aid Qualifications

Introduction

These Assessment Principles have been produced by the First Aid Awarding Organisation Forum (FAAOF) in cooperation with the Health and Safety Executive (HSE) and Qualification Regulators.

These principles must be applied in addition to the generic criteria and regulations that Ofqual/Qualifications Wales/CCEA Regulation require Awarding Organisations/Bodies meet for the delivery of regulated/accredited qualifications.

Awarding Organisations/Bodies who follow these First Aid Assessment Principles should also participate in the First Aid Awarding Organisation Forum (FAAOF) in line with the FAAOF Terms of Reference.

This document relates to First Aid Qualifications including but not limited to:

- > Level 3 Award in Emergency First Aid at Work
- > Level 3 Award in First Aid at Work

This document deals with training, assessment, evidence and quality assurance under the following headings:

- > Roles and responsibilities of those involved in the training, assessment and quality assurance processes
- > Assessment and sources of evidence

Roles and Responsibilities of those involved in the Training, Assessment and Quality Assurance Processes

This document details the requirements of Trainers and Assessors separately. It is accepted, however, that both roles may be performed by the same person, providing the qualifications and experience requirements are met.

Trainers

Those involved in the training of these qualifications **must** have knowledge and competency in first aid as well as knowledge and competency to train based on qualifications and experience. An acceptable portfolio must show:

- i. Occupational knowledge and competence in first aid - evidenced by:**
 - > Holding a first aid at work qualification/medical registration as detailed in Appendix 1
- ii. Knowledge and competency in teaching/training first aid - evidenced by:**
 - > Holding an acceptable teaching/training qualification as detailed in Appendix 2

AND either:

- > Providing an acceptable log of teaching first aid within the last 3 years **or**
- > Providing an acceptable record of competently teaching theoretical and practical first aid sessions under the supervision of a suitably qualified Trainer/Assessor

Assessors

Those involved in the assessment of these qualifications **must** have knowledge and competency in first aid as well as knowledge and competency to assess based on qualifications and experience. An acceptable portfolio must show:

- i. Occupational knowledge and competence in first aid - evidenced by:**
 - > Holding a first aid at work qualification/medical registration as detailed in Appendix 1
- ii. Knowledge and competency in assessing first aid - evidenced by:**
 - > Holding an acceptable assessing qualification/CPD Training as detailed in Appendix 2

AND either:

- > Providing an acceptable log of first aid assessments conducted within the last 3 years **or**
- > Providing an acceptable record of competently assessing theoretical and practical first aid qualifications under the supervision of a suitably qualified assessor.

Internal Quality Assurance

Those involved in the internal quality assurance of these qualifications (IQAs) **must** have knowledge and competency in first aid as well as knowledge and competency in internal quality assurance. An acceptable portfolio must show:

i. Occupational knowledge and competence in first aid - evidenced by:

- > Holding a first aid at work qualification/medical registration as detailed in Appendix 1

ii. Knowledge and competency in internal quality assurance – evidenced by:

- > Holding an acceptable internal quality assurance qualification/completing CPD training as detailed in Appendix 3

Internal Quality Assurers must:

- > Have knowledge of the requirements of the qualification they are quality assuring at the time any assessment is taking place.
- > Have knowledge and understanding of the role of assessors.
- > Visit and observe assessments.
- > Carry out other related internal quality assurance.

External Quality Assurance

Those involved in the external quality assurance of these qualifications (EQAs) must have knowledge and competency in first aid as well as knowledge and competency in external quality assurance. An acceptable portfolio should show:

i. Occupational knowledge and competence in first aid - evidenced by:

- > Holding a first aid at work qualification/medical registration as detailed in Appendix 1

ii. Knowledge and competency in external quality assurance – evidenced by:

- > Holding an acceptable external quality assurance qualification as detailed in Appendix 4

External Quality Assurers **must**:

- > Have knowledge of the requirements of the qualification they are quality assuring at the time any assessment is taking place.
- > Have knowledge and understanding of the role of Assessors and Internal Quality Assurers.

Assessment and Sources of Evidence

Assessment Centres

Assessment Centres will be responsible for maintaining up-to-date information on trainers/assessors and Internal Quality Assurers and for ensuring the currency of the competence of all those involved in the assessment and internal quality assurance process.

Simulation

Simulation is permitted – each unit details what may be simulated.

Assessment

The assessment should determine a learner's ability to act safely, promptly and effectively when an emergency occurs at work and to deal with a casualty. All learning outcomes in the unit(s) **must** be achieved. Assessment may take place at any time during the delivery of the qualification and does not need to be done as a final assessment. It is however a requirement for the learner to be aware that assessment is taking place.

Standards of first aid practice

Skills and knowledge **must** be taught and assessed in accordance with currently accepted first aid practice in the United Kingdom as laid down:

- > by the Resuscitation Council (UK); **and**

- > in other publications, provided that they are supported by a responsible body of medical opinion.

Appendix 1

Occupational Knowledge and Competence in First Aid

All trainers, assessors, internal quality assurers and external quality assurers **must** have occupational knowledge and competence in first aid.

This may be evidenced by:

- > Holding a qualification (issued by an Ofqual/Qualifications Wales/CCEA Regulation recognised Awarding Organisation/Body, or equivalent¹) as follows:

Qualifications Delivered	Minimum qualification to be held by the Trainer/Assessor/IQA/EQA ¹ :
Level 3 Award in First Aid at Work or Level 3 Award in Emergency First Aid at Work	Level 3 Award in First Aid at Work
Level 3 Award in Paediatric First Aid or Level 3 Award in Emergency Paediatric First Aid	Level 3 Award in Paediatric First Aid or Level 3 Award in First Aid at Work

Or

- > Current registration as a Doctor with the General Medical Council (GMC)²;
Or
- > Current registration as a Nurse with the Nursing and Midwifery Council (NMC)²; **Or**
- > Current registration as a Paramedic with the Health and Care Professions Council (HCPC)².

¹ If the trainer/assessor/IQA/EQA holds a non-regulated first aid qualification the awarding organisation should undertake due diligence to ensure current occupational knowledge and competence.

² Registered healthcare professionals must act within their scope of practice and therefore have current expertise in first aid to teach/assess the subject.

Appendix 2

Acceptable Training/Assessing Qualifications

This list is **not exhaustive** but provides a guide to acceptable training and/or assessing qualifications. Trainers who also assess learner competence must hold a qualification (or separate qualifications) to enable them to perform both functions.

Qualification	Train	Asses s*
CURRENT QUALIFICATIONS (available for new trainers/assessors to undertake):		
Level 3 Award in Education and Training	☐	☐
Level 4 Certificate in Education and Training	☐	☐
Level 5 Diploma in Education and Training	☐	☐
Level 3 Award in Teaching and Assessing in First Aid Qualifications (RQF)	☐	☐
Cert Ed/PGCE/B Ed/M Ed	☐	☐
SVQ 3 Learning and Development SCQF Level 8	☐	☐
SVQ 4 Learning and Development SCQF Level 9	☐	☐
TQFE (Teaching Qualification for Further Education)	☐	☐
Planning and Delivering Learning Sessions to Groups SCQF Level 6	☐	☐
SCQF Level 6 Award in Planning and Delivering Learning Sessions to Groups	☐	☐
L&D Unit 6 Manage Learning and Development in Groups SCQF Level 8	☐	
L&D Unit 7 Facilitate Individual Learning and Development SCQF Level 8	☐	
L&D Unit 8 Engage and Support Learners in the Learning and Development Process SCQF Level 8	☐	
Carry Out the Assessment Process SCQF Level 7		☐
Level 3 Award in Assessing Competence in the Work Environment		☐
Level 3 Award in Assessing Vocationally Related Achievement		☐



Level 3 Award in Understanding the Principles and Practices of Assessment		☐
Level 3 Certificate in Assessing Vocational Achievement		☐
L&D Unit 9DI Assess Workplace Competence Using Direct and Indirect Methods SCQF Level 8		☐
L&D Unit 9D Assess Workplace Competence Using Direct Methods SCQF Level 7		☐

Qualification	Train	Asses s*
Other Acceptable Qualifications		
CTLLS/DTLLS	☐	☐
PTLLS with unit 'Principles and Practice of Assessment' (12 credits)	☐	☐
Further and Adult Education Teacher's Certificate	☐	☐
IHCD Instructional Methods	☐	☐
IHCD Instructor Certificate	☐	☐
English National Board 998	☐	☐
Nursing mentorship qualifications	☐	☐
NOCN Tutor Assessor Award	☐	☐
S/NVQ level 3 in training and development	☐	☐
S/NVQ level 4 in training and development	☐	☐
PDA Developing Teaching Practice in Scotland's Colleges SCQF Level 9	☐	☐
PDA Teaching Practice in Scotland's Colleges SCQF Level 9	☐	
PTLLS (6 credits)	☐	
Regulated Qualifications based on the Learning and Development standard NOS 7 Facilitate individual learning and development or NOS 6 Manage learning and development in groups	☐	
Training Group A22, B22, C21, C23, C24	☐	
Learning and Teaching – Assessment and Quality Standards SCQF Level 9		☐

A1 Assess Candidates Using a Range of Methods or D33 Assess Candidates Using Differing Sources of Evidence		☐
Conduct the Assessment Process SCQF Level 7		☐
A2 Assess Candidate Performance through Observation or D32 Assess Candidate Performance		☐
Regulated Qualifications based on the Learning and Development NOS 9 Assess Learner Achievement NOS 9 Assess learner achievement		☐

*Assessors who do not hold a formal assessing qualification may alternatively attend *First Aid Assessor CPD Training* with an Awarding Organisation/Body.

Appendix 3

Qualifications suitable for Internal Quality Assurance

This list is **not exhaustive** but provides a guide to acceptable IQA qualifications:

L & D unit 11 Internally Monitor and Maintain the Quality of Workplace Assessment SCQF Level 8 (SQA Accredited)
Level 4 Award in the Internal Quality Assurance of assessment Processes and Practice
Level 4 Certificate in Leading the Internal Quality Assurance of Assessment Processes and Practice
Conduct the Internal Verification Process SCQF Level 8 (SQA Unit)
Regulated Qualifications based on the Learning and Development NOS 11 Internally Monitor and Maintain the Quality of Assessment
V1 Conduct Internal Quality Assurance of the Assessment Process or D34 Internally Verify the Assessment of Practice
Internally Verify the Assessment Process SCQF Level 8 (SQA Unit)

NOTE:

IQAs who do not hold a formal IQA qualification may alternatively attend *Internal Quality Assurance CPD Training* with an Awarding Organisation/Body.

Appendix 4

Qualifications suitable for External Quality Assurance

This list is **not exhaustive** but provides a guide to acceptable EQA qualifications:

L&D Unit 12 Externally Monitor and Maintain the Quality of Workplace Assessment SCQF Level 9
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Regulated qualifications based on the Learning and Development standard Externally monitor and maintain the quality of assessment - National Occupational Standards (ukstandards.org.uk)

Level 4 Award in the External Quality Assurance of Assessment Processes and Practice
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Level 4 Certificate in Leading the External Quality Assurance of Assessment Processes and Practice
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Conduct External Verification of the Assessment Process SCQF Level 9
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V2 Conduct External Quality Assurance of the Assessment Process or D35 Externally Verify the Assessment Process

Externally Verify the Assessment Process SCQF Level 9

It is understood that not all EQAs will be qualified initially, and that sufficient time should be considered to achieve these qualifications. During this time Awarding Organisations/Bodies must ensure that EQAs are following the principles set out in the Learning and Development standard [Externally monitor and maintain the quality of assessment - National Occupational Standards \(ukstandards.org.uk\)](http://ukstandards.org.uk).

This is the end of the Assessment Principles for Regulated First Aid Qualifications.