

An outline of changes to the NMS and Q&A Responses following the webinar 04/07/2023

The text in black is taken directly from the NMS updated document and arranged in themes arising from the discussion. Text in blue is additional information provided to exemplify the NMS document in practical examples, or in response to further enquiries that Early Years Wales has made to seek clarification where needed. Please ensure that you refer to the NMS and your working policies for any decision making within your setting. Our regional teams are happy to discuss individual examples based on your context and can be reached on the following [link](#).

First Aid Key Changes (taken from the NMS)

As a significant amount of time was given to member enquiries on first aid training and requirements, this section aims to outline some of the key changes and responds to some member questions raised during the discussion.

Paediatric First Aid training requirements (Standard 10: Healthcare) – we have strengthened the requirements for first aid in registered childcare settings and provided clearer information about course content in a supporting annex. The requirements for first aid training will differ depending upon the service you provide. A lead in time of 18 months until the end of November 2024 is provided to enable providers to meet the new qualification requirements.

Standard 10: Healthcare (pg.30)

10.18

Persons trained in first aid have a **“suitable”** qualification. The content of Paediatric First Aid courses must be consistent with the criteria set out in National Minimum Standards – supplementary guidance for Paediatric First Aid Training at Annex B. All new requirements concerning the required Paediatric First Aid qualifications must be met by the **end of November 2024**.

Q&A responses:

A range of questions were asked about the requirements for first aid. Concerns were raised about the costs, whether the existing paediatric first aid qualifications still cover staff, what percentage of staff need paediatric first aid and historically having to take time off to complete the certification processes required to maintain a service.

All staff are required to have at the minimum:

- Emergency Paediatric First Aid (6 hours face-to face training).
- All new starters are required to undertake Emergency First Aid within 3 months of starting work.
- At least one person caring for the children must have Full Paediatric First Aid (12 hours) and minimum requirement for FDC is 1:10 (trained adult: child ratio).
- Suitably trained staff are distributed in accordance with the layout of the setting.
- In response to the Full Paediatric First Aid course, the Welsh Government has clarified that the 12-hour course can be partially online/remote. Annex B only stipulates that the 6-hour Emergency element of the course needs to be face-to-face, the remaining element could be delivered remotely.
- Please check with your First Aid provider that your current certificate meets the new standards.

Annex B – NMS Supplementary First Aid Guidance For Paediatric First Aid (PFA) Training. (Pg.71)

The full PFA course should last for a minimum of 12 hours (excluding breaks). It must include:

- Be able to assess an emergency situation and prioritise what action to take.
- Help a baby or child who is unresponsive and breathing normally.
- Help a baby or child who is unresponsive and not breathing normally.
- Help a baby or child who is having a seizure.
- Help a baby or child who is choking.
- Help a baby or child who is bleeding.
- Help a baby or child who is suffering from shock caused by severe blood loss (Hypovolemic shock)

The above points are part of the full paediatric first aid that contributes to the emergency paediatric first aid and are practical requiring face to face training.

Annex B – NMS Supplementary First Aid Guidance For Paediatric First Aid (PFA) Training. (Pg.71)

- **It must also include:**
- Help a baby or child who is suffering from anaphylactic shock.
- Help a baby or child who has had an electric shock.
- Help a baby or child who has burns or scalds.
- Help a baby or child who has a suspected fracture.
- Help a baby or child with head, neck or back injuries.
- Help a baby or child who is suspected of being poisoned.
- Help a baby or child with a foreign body in eyes, ears or nose

Annex B – NMS Supplementary First Aid Guidance For Paediatric First Aid (PFA) Training.

- **It must also include:**
- Help a baby or child with an eye injury.
- Help a baby or child with a bite or sting.
- Help a baby or child who is suffering from the effects of extreme heat or cold.
- Help a baby or child having: a diabetic emergency; an asthma attack; an allergic reaction; meningitis; and/or febrile convulsions.
- Understand the role and responsibilities of the paediatric first aider (including appropriate contents of a first aid box and the need for recording accidents and incidents).

Standard 10: Healthcare (pg.31)

10.20 At **least one person** caring for the children must have a current Full Paediatric First Aid 12 hours certificate for a full course which is appropriate for the age of the children being cared for.

10.21 There are sufficient numbers of staff suitably trained in first aid on the premises at all times when children are present. The numbers of suitably trained staff is sufficient given **the lay out of the premises** and that person's ability to respond quickly to emergencies and to allow for circumstances where staff may be absent or called away from the setting unexpectedly.

Child minders: 10.22 Child minders, and any assistant who might be in sole charge of the children for any period of time, must hold a Full Paediatric First Aid certificate before commencing child minding.

10.23 If the assistant is not left in sole charge of children, they should have an Emergency Paediatric First Aid certificate. The Emergency Paediatric First Aid 6 hours certificate should be undertaken within three months of starting work.

First Aid Training – Day Care Settings (Day Care)

10.24 The minimum requirement is at least 1:10 (trained adult: child ratio) holding a current Full Paediatric First Aid 12 hours certificate.

10.25 All other staff (including regular volunteers or trainees) included in the adult:child staffing ratios must undertake Emergency Paediatric First Aid 6 hours training and maintain a current certificate.

10.26 New starters should undertake an Emergency Paediatric First Aid 6 hours certificate within three months of starting work but can be included in the required staff:child ratios pending completion of the training subject to all other staff having the required First Aid training and current certificates.

10.27 Sufficient numbers of suitably trained staff in first aid must accompany children on any outings.

Safeguarding Key Changes (taken from the NMS)

Another area of discussion focused on the requirements for safeguarding training and whether previous qualifications were valid. Again, costs and mechanisms to support settings with accessing training were areas of concern.

Safeguarding

Safeguarding (Standard 20: Safeguarding) – we have provided clarity within standard 20 of the requirements regarding safeguarding and indicated in the supporting annex the appropriate training for different roles in the sector. A lead in time of 18 months until the end of November 2024 is provided to enable providers to meet the new training requirements.

- A lead time of 18 months until the end of November 2024 has been provided to enable staff to meet the new qualification requirements.
- 20.7 All staff are suitably trained for their role.

Group A (Level 1) Safeguarding Awareness

- This mandatory training should form part of an employee's induction for all staff.
- Required roles: Person who do not work directly with children.
- Course type: Online
- Duration: up to 2-3 hours
- Recommended: to renew every 3 years.
- Examples of roles can be found on Pg. 74.

<https://www.gov.wales/sites/default/files/publications/2023-05/national-minimum-standards-for-regulated-childcare.pdf>

Group B (Level 2) Safeguarding Intermediate Course

- **Required roles:** Employees who work directly with children.
- **Course type:** Face-to-face
- **Duration:** 4-6 hours/1day/2x evenings.
- **Recommended:** to renew in line with the National Safeguarding Training, Learning and Development Standards.
- Examples of roles can be found on Pg. 75.

<https://www.gov.wales/sites/default/files/publications/2023-05/national-minimum-standards-for-regulated-childcare.pdf>

Group C (Level 3) Advanced Safeguarding Course.

- **Required roles:** Those in contact with children and have **ultimate safeguarding responsibility for the provision.**
- **Course type:** Face-to-face
- **Duration:** 2 days.
- **Recommended:** to renew in line with the National Safeguarding Training, Learning and Development Standards.
- Examples of roles can be found on Pg. 76.

<https://www.gov.wales/sites/default/files/publications/2023-05/national-minimum-standards-for-regulated-childcare.pdf>

Please note: New training requirements for First Aid and Safeguarding

There is a lead time of 18 months to update any qualifications needed.

Therefore, currently the deadline for training is the end of November 2024. Local authorities will receive additional funding to support the training demand from the Welsh Government. As this will vary from LA to LA, you are advised to check with your LA contacts to find out about what training is being put on in your area. For Early Years Wales members, our People Learning and Development



Manager, Julie Powell will respond to your training enquiries.

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Child minders working with assistants Key Changes (taken from the NMS)

Child minders working with assistants (Standard 13: - Suitable person (CM)) we have provided guidance setting out the responsibilities and role of registered child minders working with a child minding assistant and the relevant training an assistant must undertake. This includes the requirement for assistants to have successfully completed an appropriate course recognised in the Social Care Wales's Qualification Framework. A lead in time of 6 months until the end of November 2023 is provided for new and existing assistants to meet this new requirement.

Child minders working with assistants (pg.36)

13.4(CM) Any assistant employed by a child minder must have successfully completed an appropriate course recognised in the Social Care Wales's Qualification Framework. Assistants are required to have attained the required qualification by **the end of November 2023**.

Social Care Wales Qualification Framework:

<https://socialcare.wales/qualifications-funding/qualification-framework/job-roles/home-based-childcare/childminder-assistant>

Please note:

Child Minders assistants – Lead time of 6 months for the update to qualifications – end of November 2023.

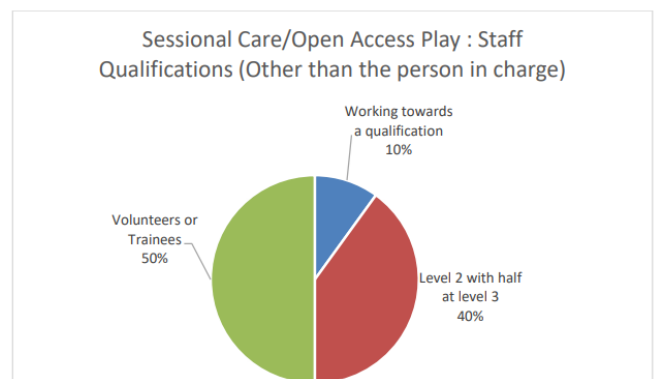
Staffing Key Changes (taken from the NMS)

Supernumerary member of staff (Standard 15: Staffing ratios) we have removed the specific standard relating to the supernumerary staffing requirement in settings registered for more than 20 children. We have strengthened other staffing standards to reinforce management arrangements and to make clear that additional staff and management resources will be required to undertake managerial roles if this impacts on required adult:child ratios.

Standard 13: (DC): Suitable Person (pg.41)

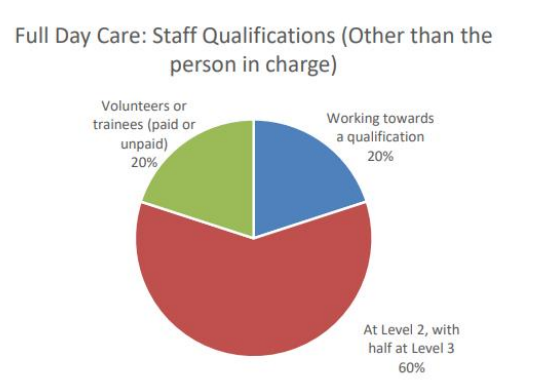
13.8 (DC) For Sessional Care

- At least 40% will need a qualification at a minimum Level 2
- And at least half of these would need to hold a minimum level 3.
- At least 10% of total staff members must be 'working towards' a level 2 or 3 qualification and counted in the staff qualification ratios.



13.10 (DC) For Full Day Care.

- At least 60% will need a qualification at a minimum Level 2
- And at least half of these would need to hold a minimum level 3.
- At least 20% of total staff members must be 'working towards' a level 2 or 3 qualification and counted in the staff qualification ratios



Q&A Response: (indicative only based on a question of 16 staff working in a full day care setting)

16 members of staff working in Full day care:

- At least 60% will need a qualification at a minimum Level 2 – 10
- At least half of these would need to hold a minimum level 3 – 5 (of the 10)
- At least 20% of total staff members must be 'working towards' a level 2 or 3 qualification and counted in the staff qualification ratios. – 4
- 2 staff members can be unqualified.



Standard 13: Suitable Persons (pg.36)

Social Care Wales's Qualifications Framework

<https://socialcare.wales/qualification-framework>

Standard 15: Staffing Ratios (pg.46)

15.5(DC)

The adult:child ratios relate to **staff time available to work directly with children:**

- Additional staff and management resources will be required to undertake management tasks, including for example engagement with parents and

childcare professionals, staff supervision and regulatory requirements if this impacts on required adult:child ratios.

- b. b. Additional staff and resources will be required to prepare meals or snacks, for domestic tasks and to maintain premises and equipment if this impacts on required adult:child ratios.

What do you need to do now?

- **Providers must replace any electronic or hard copies they hold of the 2016 edition of the NMS with the updated May 2023 version.**
- **As a registered childcare and play provider, you must check how the changes impact your business and take the necessary steps to meet the new requirements.**

For more information and support please contact:

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