

News Headlines for the Week

First Aid in Factory - Special

The Election of India, has announced Dates for Lok Sabha and Few State Assembly. Polling is scheduled from April 19 in 7 phases.

The Representation of the People Act. 1951 amended in August, 1996 added a new Section 135B to the Act. The Section 135B is reproduced below:

"135B. Grant of paid holiday to employees on the day of poll.

(1) Every person employed in any business trade, Industrial undertaking or any other establishment and entitled to vote at election to the House of the people or the legislative assembly of a State shall, on the day of poll, be granted a holiday.

(2) No deduction or abatement of the wages of any such person shall be made on account of holiday having been granted in accordance with sub-section (1) and if such person is employed on the basis that he would not ordinarily receive wages he would have drawn had not a holiday been granted to him on that day.

(3) If an employer contravenes the provisions of sub-section (1) or subsection (2), then such employer shall be punishable with fine, which may extend to five hundred rupees.

(4) This section shall not apply to any elector whose absence may cause danger or substantial loss in respect of the employment in which he is engaged."

The above provisions require that all establishment and shops shall be closed on the day of poll in the Constituency where a General/bye-election is to be held. However, there may be cases where a person is ordinarily resident of the Constituency and registered as an elector, may be serving/employed in an industrial undertaking or an establishment located outside the Constituency having a general/bye election. It is clarified that in such a situation, even those electors including casual workers working outside the constituency concerned would be entitled to the benefit of a paid holiday extended under the Section 135B(1) of R.P. Act, 1951.

4. The daily wage/casual workers are also entitled for a holiday and wages on poll day as provided in Section 135B of R.P. Act, 1951

In respect of an establishment working on a shift basis, whether all the shifts or a specific shift is to be given a paid holiday?

This was challenged before the Goa Bench of the Bombay High Court, and the Hon'ble High Court struck down the said provision and thus the holiday to be declared on the day of poll must be for all the shifts.



First-aid is the immediate care given to the victim of an accident or sudden illness before the arrival of a qualified expert. The purpose of First aid is to preserve life, assist recovery, prevent aggravation, and minimize complications at a later date with the help of such material as may be available.

Duties of employer - General

1. First Aid Induction is to be part of Onboarding.
2. First Aid Box
 - a. Placing First Aid Boxes @ appropriate places
 - b. First Aid Signages at the place where the First Aid box is kept.
 - c. List of First Aid boxes in Conspicuous Places.
3. First Aid trainings
 - a. Trainings to specific workers from each team
 - b. Such First Aid Trainers are engaged in each Relay/Shifts
 - c. List of First Aid Trainers is displayed in Conspicuous Places.

Notice for display at Departments / Workshop assemblies

First Aid Box is available @ -

Custodian & First Aid Trained person – Shift/Relay 1:

Custodian & First Aid Trained person – Shift/Relay 2:

Custodian & First Aid Trained person – Shift/Relay 3:

Statutory List – First Aid (to display – @ First Aid Box/Cup board/Main Gate Security & Conspicuous Place)

1. Location of First Aid Boxes
 - a.
 - b.
 - c.
 - d.
 - e.
2. Names of Qualified First Trained Persons
3. Emergency Telephone Numbers
 - a. Medical Officer – Worksite / Nearby to Worksite :
 - b. Local ESI Dispensary :
 - c. Local Government General Hospital :
 - d. Nearest Private Hospital :
 - e. Ambulance room / Private Ambulance :
 - f. Emergency Fire Services :
 - g. Emergency Blood Bank :
 - h. Factory Manager / Occupier :
 - i. HR Representative / Facilities Representative :

Duties of employer - First Aid @ Hazardous Process Facility

4. The occupier of every factory carrying a **hazardous process** shall arrange to obtain development information in the form of Material Safety Data Sheet (MSDS, shall include (among other things):
 - a. Emergency and first aid procedures
 - b. First Aid Measures to be taken at the time of – Inhalation, Skin/Eye contact or ingestion.
5. Any factory carrying on "**Hazardous process**" there shall be provided and maintained in good order an Occupational Health Centre with the services and facilities, shall include:
 - a. For factories employing up to fifty workers
 - i. a minimum of five persons trained in first-aid procedure amongst whom at least one shall always be available during the working period.
 - ii. a fully equipped first aid box.
 - b. For factories employing 51 to 200 workers
 - i. a fully equipped first aid box in all the departments.
6. In any factory carrying on "**hazardous process**" there shall be provided and maintained in good condition, a suitably constructed ambulance van equipped with item as per sub-rule (2) and manned by a full-time Driver-cum-Mechanic and a Helper trained in First aid for the purpose of transportation of serious cases of accidents or sickness.

In every factory there shall be provided and maintained by

**Regular Replenishment
First aid boxes or Cupboard/s**

**distinctively marked with a red cross on a
white background**

CONTENT – in the First Aid Boxes / Cupboards

1	Copy of First-aid leaflet issued by the Directorate-General of Factory Advice Service and Labour Institutes, Government of India. Bombay
2	Scissors -1
3	Snake Bite Lancet – 1
4	Tablet (each of 5 grains of aspirin or any other analgesic) – 100 tablets
5	Bottle of Potassium Permanganate crystals
6	Bottle of Salvolatile having the dose and mode of administration indicated on the label
7	Bottle of Contrimide solution (1%) or a suitable antiseptic solution
8	Bottle of Mercurochrome solution (2%) in water
9	15 gm. packet of sterilized cotton wool
10	Adhesive Plaster (2 cm. x 1 m.)
11	Adhesive Plaster (6 cm. x 1 m.)
12	Small size sterilized dressing or adhesive wound dressing approved by the Chief Inspector
13	Medium size sterilized dressing or adhesive wound dressing approved by the Chief Inspector
14	Large size sterilized dressing or adhesive wound dressing approved by the Chief Inspector
15	Large size sterilized burn dressing
16	Sterilized eye pad in a sealed packet
17	Polythene wash bottle (1/2 litre or 500 cc.) for washing eyes
18	Tourniquet
19	Safety pins
20	Roller bandage 5 cm. wide
21	Roller bandage 10 cm. wide
22	Triangular bandage
23	Plain wooden splint 353 mm. x 75 mm. X 6 mm
24	Plain wooden splint 900 mm. x 100 mm. x 6 mm
25	Plain wooden splint 250 mm. x 50 mm. x 12 mm
26	Kidney tray

Most important content of First Aid Box/Cupboard is the First Aid Leaflet. We have reproduced the same for your reference, as downloaded material. Kindly ensure correctness of the same from appropriate authority.



**GOVERNMENT OF INDIA
MINISTRY OF LABOUR & EMPLOYMENT**

FIRST-AID LEAFLET

SITUATIONS – PROCEDURES

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FIRST - AID

First-aid is the immediate care given to the victim of an accident or sudden illness before the arrival of a qualified expert. The purpose of First-aid is to preserve life, assist recovery, prevent aggravation and minimize complications at a later date with the help of such material as may be available.

ARTIFICIAL RESPIRATION

- Mouth to Mouth: This is appropriate and effective technique for emergency artificial respiration.
- Keep the head slightly backward and open the jaw.
- Seal the casualty's nose to prevent escape of air by pinching with thumb and index finger.
- Take a deep breath, open your mouth widely, place it over the victim's mouth and make a tight seal.
- Quickly blow the full breath into the mouth of victim.
- Remove your mouth from the victim and allow him to exhale passively.
- Repeat the procedure 12 to 15 times per minute, till medical aid is arranged.
- Arrange immediate medical aid.

CAUTIONARY NOTE

- Do not give mouth to mouth resuscitation during CPR in the presence of toxins such as cyanide, hydrogen sulphide, corrosives and organo-phosphates. Ventilate the casualty by using a face mask or bag/valve/mask assembly.
- Avoid mouth to mouth resuscitation if there is possibility of transmission of infection between the victim and the rescuer, such as HIV, Hepatitis-B, Tuberculosis, Shigellosis, Meningococcal meningitis, Herpes simplex virus and Salmonella. Use an interpositional airway device which must function effectively in both its resuscitation and protective roles, and be immediately available at all times.

CONTROL OF BLEEDING

- Apply direct pressure by thumb or finger.
- Apply dressing – gauze pad and bandage.
- Apply indirect pressure on pressure points.
- Apply tourniquet.
- Remove the injured to the hospital.

FRACTURES

Signs of Fracture : Pain, Tenderness, Swelling,
Loss of Power, Deformity

- Do not move the injured unless the life is endangered from other causes.
- Deal with the haemorrhage and breathing difficulties. Immobilise the fracture by using suitable splints.
- Immobilisation should include one joint above and one joint below the fracture.
- Remove the injured to the hospital.

BURNS

- Pour running cold water on the affected part.
- Do not apply ointments or oils or any other substance.
- Cover the wound with sterilized cloth.
- Give artificial respiration, if needed.
- Prevent shock.
- Arrange immediate medical aid.

SHOCK

- Lay the patient on his back.
- Stop bleeding, if any.
- Relieve pain by supporting the injured part.
- Keep the patient comfortable.
- Do not cause sweating.
- Fluids may be given by mouth in small amounts, if the patient is conscious.
- Reassure the patient.
- Arrange immediate medical aid.

WOUNDS

- Stop the bleeding, if any.
- Avoid touching the wounds.
- Cover the wound with sterilized cloth.
- Arrange immediate medical aid.

EYE INJURIES

- Removal of foreign body should not be attempted.
- Do not apply oil or ointment.
- Apply sterile pad and loose bandage.
- Send the patient to the hospital.

ABDOMINAL WOUNDS

- No time should be lost in sending the patient to the hospital.
- Keep the patient flat on his back.
- Give nothing by mouth.
- Maintain warmth.
- If intestines protrude from the wound, do not attempt to touch or replace them.
- Apply sterile dressing and binder on the wound.
- Provide immediate transportation to the hospital.

BACKBONE FRACTURE

- Fracture of backbone may lead to paralysis of limbs. Hence, victim should be handled with great care.
- Transport on a rigid frame, which may be improvised by using available board.
- The rigid frame is to be placed on a stretcher for transportation.
- Immediate hospitalization is needed.

HEAT STROKE

- Make the patient lie down.
- Remove all clothings except the underwear.
- Keep the patient under the fan.
- Pour cold water on the body repeatedly.
- Wash the head thoroughly with cold water and dry it with towel.
- Record body temperature falls up to 38°C stop pouring water.
- Give plenty of cold water with a pinch of common salt in each glass of water to drink.
- Send the patient to the hospital.

BLEEDING NOSE

- Make the patient sit on a Chair with head downward.
- Pinch the nose with fingers and thumb.
- Apply ice or cold compression.
- Do not plug the nostrils.
- Do not put water or any medicine through the nostrils.
- Send for medical aid immediately.

FOREIGN BODY IN THE NOSE

- Do not try to remove the solid object.
- Ask the patient to breathe through mouth.
- Send the patient to the hospital.

BLEADING EAR

- Lay the patient with the head slightly raised.
- Incline the head to the affected side and apply a dry dressing over the ear with loose bandage.
- Do not plug the ear.
- Apply pressure in front of the ear.
- Send for medical aid immediately.

FOREIGN BODY IN THE EAR

- Solid – Do not try to remove, scratch or probe it.
- Insects – Put a few drops of water in the ear and turn the head so that affected ear points upwards.
- Keep the head in that position for 5 minutes, then turn the head downwards so that the water flows out.
- Arrange immediate medical aid.

SNAKE BITE

- Reassure the patient
- Do not allow the person to run or walk
- Apply a ligature above the wound (in between the heart and the wound) if the bite is in the leg or hand.
- Wash the wound with potassium permanganate solution or with soap and water.
- Allow free bleeding.
- Never suck the blood from the wound.
- Treat for shock.
- Arrange immediate hospitalization, by transporting the patient in a lying down position.

DOG BITE

- Clean the wound immediately with water.
- Then wash with antiseptic soap and water.
- Do not try to stop bleeding.
- Do not cover the wound.
- Send the patient to hospital for treatment.

INSECT BITE

- The sting bite should be pulled out.
- Apply cold compression.
- Apply vinegar diluted with water.
- Soda-bicarbonate paste should be applied at the site.
- Prevent shock.
- Send for medical aid immediately.

CHEMICAL BURNS OF THE EYES

- Immediate washing of the eye with clean water at least for fifteen minute or longer.
- Apply sterile dressing over the eye.
- Neutralising agents or ointments should not be used.
- Send the patient to the hospital.

SUFFOCATION

- Remove the patient from the source
- Clean the airways.
- Restore breathing by artificial respiration.
- Send the patient to the hospital.

ELECTRIC SHOCK / INJURIES

- Do not touch the casualty while he is still in contact with electricity.
- Switch off the current at once.
- Do not attempt first aid until the contact has been broken.
- Make the air passage clear and clean.
- Restore breathing Artificial respiration and external cardiac massage, if needed.
- Call for immediate medical aid.
- Send the patient to the hospital.

UNCONSCIOUSNESS

- Make the patient lie down on his belly with head turned to one side.
- Check breathing and pulse.
- Loosen tight clothings.
- Clean the air-way.
- Give artificial respiration and external Cardiac Massage, if needed.
- Transport the patient to the hospital.

POISONING

- Find the nature of the poison
- Give universal antidote mixture as given below to drink:

Charcoal powder - 2 table spoons

Coffee powder - 2 table spoons

Chalk powder - 1 table spoon

Add it to a glass of warm water and mix well.

- Send the patient immediately to the hospital.