

RISK SIMPLIFIED

RESOURCES

[Tailgate / Safety Talks \(First Aid\)](#)

[Title 8 CCR 1512: Emergency Medical Services](#)

[Title 8 CCR 3400: Medical Services and First Aid](#)

[ANSI Z308.1-2021 - Minimum Requirements For Workplace First Aid Kits And Supplies](#)

QUESTIONS

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Best Practices for First Aid Kits

by Scarlett Sadler

Employees in every industry are susceptible to being injured on the job. Agencies need to be prepared to respond and treat injuries as well as ensure that adequate first aid supplies are readily available. When agencies are trying to determine what contents should be in their first aid kits, they should consult the Cal/OSHA regulation(s) pertaining to first aid kits. The regulations cover “general industry” and “construction, and an agency could fall under one or both of these regulations.

The first regulation, [Title 8 CCR 3400: Medical Services and First Aid](#), pertains to the “**general industry**” and is the minimum standard an agency will need to abide by. This regulation is to ensure that employers in California have adequate first aid materials readily available, as approved by a consulting physician, on every job.

The second regulation, [Title 8 CCR 1512: Emergency Medical Services](#), requires first aid kits on-site at work locations falling within the scope of “**construction.**” The scope of “construction” includes but is not limited to: alteration, painting, repairing, construction maintenance, and renovation. In this context, all first aid kits will contain the appropriate amount of supplies to provide emergency medical services for employees on the job. [Title 8 CCR 1512](#) also requires drugs, antiseptics, eye irrigation solutions, medicines, or proprietary preparations to be specifically approved, in writing, by an employer-authorized consulting physician. For more information on the specific supplies and quantities, a first aid kit should contain, in conjunction with Title 8 CCR 1512, see section [\(c\)\(1\)](#).

First Aid Kit Content Considerations

Under ANSI Z308.1-2021, there are two classes of first aid kits: Class A, which handles the most common forms of workplace injuries, including major wounds, cuts and abrasions, minor burns and eye injuries, and Class B, which deals with injuries encountered in more populated, complex and/or high-risk environment. Class B kits include an increased amount of most Class A items, as well as additional products, such as a padded splint and tourniquet, designed to triage serious or life-threatening injuries. Beyond Class A and Class B, there are four types of first aid kits, which vary by use. See the Types of First Aid Kits section below for more information.

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ANSI Z308.1-2021 states that because each work environment is unique, it is expected that a first aid kit containing the minimum required first aid supplies will be modified with additional items or additional quantities of required supplies based upon the specific hazards existing in a workplace environment. Items selected should be based on the recommendation and consultation of a person competent in first aid and aware of the hazards in the workplace as well as the number of employees in the workplace. In addition, consideration should be given for the number of employees who may need first aid treatment at any one time. Agencies that choose to utilize the ANSI Z308.1-2021 recommended supply list should keep in mind that all first aid kit contents will need to be approved by a consulting physician in order to comply with the aforementioned Cal/OSHA regulation(s). For Class A and B kit contents, see Table 1 below.

Table 1. Classes of First Aid Kits and Required Supplies

First Aid Supply	Minimum Quantity		Minimum Size or Volume	
	Class A Kits	Class B Kits	(US)	(metric)
Adhesive Bandage	16	50	1 x 3 in.	2.5 x 7.5 cm
Adhesive Tape	1	2	2.5 yd. (total)	2.3 m
Antibiotic Application	10	25	1/57 oz.	0.5 g
Antiseptic	10	50	1/57 oz.	0.5 g
Breathing Barrier	1		1	
Burn Dressing (gel soaked)	1	2	4 x 4 in.	10 x 10 cm
Burn Treatment	10	25	1/32 oz.	0.9 g
Cold Pack	1	2	4 x 5 in.	10 x 12.5 cm
Eye Covering, with means of attachment	2	2	2.9 sq. in.	19 sq. cm
Eye/Skin Wash				
	1 fl. oz. total			29.6 ml
		4 fl. oz. total		118.3 ml
First Aid Guide	1	1	N/A	N/A
Hand Sanitizer	10	20	1/32 oz.	0.9 g
Medical Exam Gloves	2 pair	4 pair	N/A	N/A
Roller Bandage				
2 inch	1	2	2 in. x 4 yd.	5 cm x 3.66 m
4 inch	0	1	4 in. x 4 yd.	10 cm x 3.66 m
Scissors	1	1	N/A	N/A
Splint	0	1	4.0 x 24 in.	10.2 x 61 cm
Sterile pad	2	4	3 x 3 in.	7.5 x 7.5 cm
Tourniquet	0	1	1 in. (width)	2.5 cm (width)
Trauma pad	2	4	5 x 9 in.	12.7 x 22.9 cm
Triangular Bandage	1	2	40 x 40 x 56 in.	101x 101 x 142 cm

Types of First Aid Kits

Type I First Aid Kit

Type I First Aid Kits are intended for use in a stationary indoor setting where the potential for damage of kit supplies due to environmental factors and rough handling is minimal. Type I First Aid Kits shall have a means for mounting in a fixed position and are generally not intended to be portable. First aid cabinets mounted on the wall would generally fall into this category. Typical applications include, but are not limited to general indoor use, an office setting, or a manufacturing facility.

Type II First Aid Kit

Type II First Aid Kits are intended for use in portable, indoor settings where the potential for damage of kit supplies due to environmental factors and rough handling is minimal. Typical applications may include but are not limited to general indoor use, an office setting, or a manufacturing facility.

Type III First Aid Kit

Type III First Aid Kits are intended for portable use in mobile industries and/or outdoor settings where the potential for damage of kit supplies due to environmental factors is not probable. Type III First Aid Kits shall have the ability to be mounted in a fixed position and also have a water-resistant seal. Typical applications may include general indoor use and sheltered outdoor use.

Type IV First Aid Kit

Type IV First Aid Kits are intended for portable use in the mobile industries and/or outdoor settings where the potential for damage of kit supplies due to environmental factors and rough handling is significant. Type IV First Aid Kits shall have the means to be mounted in a fixed position. Typical applications may include but are not limited to: use in the transportation industry, the utility industry, the construction industry, and the armed forces.

First Aid Kit Best Practices

- First aid kits should be inspected at least quarterly and after every first aid/medical event to ensure adequate supplies are available. All supplies should be inspected, and any supplies beyond its marked expiration date should be replaced.
- Rubberized supplies should be made of natural rubber, synthetic latex, or other hypoallergenic material to reduce the risk of allergic latex reaction.
- It is recommended that each rescuer has access to (2) pairs of gloves per patient with whom they come in contact. As a result, each first aid kit should contain a minimum of (2) pairs of gloves.
- If an agency is unsure of the particular hazards in the work environment, consider conducting a job hazard assessment (JHA) before assembling first aid kits.
- Over-the-counter medicines are not recommended items to be included in first aid kits due to the risk of allergic reactions and adverse drug reactions unless specified and approved by the consulting physician in writing.

In deciding which class of kit is more appropriate for a given workplace, agencies should consider the risks and task load of the work environment and the potential severity and likelihood of an injury. Since each agency workplace is unique, additional first aid kit components and additional first aid kits may be needed to address these hazards. Agencies with large operations or multiple worksites and unique or changing first aid needs may also need additional supplies. By assessing the needs of each worksite, agencies can ensure that reasonable first aid supplies are readily available.

For additional assistance or questions regarding first aid kits, please [contact](#) PRISM's Risk Control Department.