

SFHAL11

Enable staff in places of employment to support the management of an individual's allergy



Overview

The management of allergen avoidance and protection of individuals in the workplace is a responsibility shared between the individual with allergy, workplace management, occupational health and health and safety professionals, though the primary responsibility lies with the individual. The allergy practitioner, however, may need to ensure that risk assessment and other measures are instigated, and they can support the individual with allergy by providing timely and necessary information.

Users of this standard will need to ensure that practice reflects up to date information and policies.

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Performance criteria

You must be able to:

- P1 adopt and maintain a positive and proactive approach to support the social inclusion of the individual in the everyday life of the workplace
- P2 make opportunities for management, colleagues and individuals to approach and access the individual's healthcare workers to enhance their understanding and knowledge about the particular allergy
- P3 support the individual to work in partnership with staff and individuals to ensure there is an individualised management plan in place and is regularly updated so
 - P3.1 all relevant staff know what the individual is allergic to
 - P3.2 all relevant staff know which drugs are provided in the rescue medication/emergency kit, when and how these are to be given and what to do afterwards
 - P3.3 the staff know of the storage conditions required for the medication
 - P3.4 the staff know the location of the medication and that it is easily accessible
- P4 ensure workplace managers have access to occupational health and health and safety expertise on risk assessment and allergen avoidance
- P5 provide the individual with allergy with opportunities to learn about allergen avoidance
- P6 provide access to continuing support and information to enable the individual to check on the measures being taken in their workplace
- P7 check that guidelines for action are identified for the individual and their work environment by people with suitable expertise
- P8 ensure that the individual informs those in close contact with them how to recognise a mild, moderate and severe or life threatening allergic reaction and the actions they need to take to manage each tier

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Knowledge and understanding

You need to know and understand:

- K1 causes of acute severe allergic reaction
- K2 symptoms and features of acute severe allergic reactions and how to monitor them
- K3 reference sources and guidance on the substances an individual may encounter in a workplace
- K4 methods of allergen avoidance
- K5 reliable evidence-based and unbiased information and educational resources about allergy
- K6 information on patients' organisations
- K7 social dynamics of workplaces
- K8 how to manage staff anxiety and facilitate effective action
- K9 how to treat people fairly

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Additional Information

External Links

This standard links with the following dimension within the NHS Knowledge and Skills Framework (October 2004):

Dimension: Core 3 Health, safety and security

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Developed by	Skills for Health
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