

**DRAFT**

**A Health Guide on Working with Display Screen Equipment**

**Preface**

This booklet is intended to help employers and employees minimize health risks associated with prolonged work with display screen equipment in the office environment.

Part I explains the meaning of ‘display screen equipment’ (DSE), ‘workstation’ and ‘user’ in the context of the Occupational Safety and Health (Display Screen Equipment) Regulation. It also discusses various health issues related to prolonged work with DSE. Part II discusses the importance of risk assessment of workstations and provides easy-to-follow steps for conducting such an assessment. Part III gives practical guidance on the ergonomic requirements of workstations and measures for preventing common ill-health problems.

Occupational Safety and Health Branch  
Labour Department

## **Part I**

### **What is Display Screen Equipment (DSE) ?**

1.1 Under the Occupational Safety and Health (Display Screen Equipment) Regulation (the Regulation), 'display screen equipment' means any display screen which shows letters, numbers, characters or graphics, regardless of the display process involved. It covers conventional display screens, whether based on cathode ray tube displays, flat panels or any other display technologies, e.g. ordinary computer displays and microfilm viewers.

1.2 However the following DSE applications that would pose minimal health risks are excluded from regulatory control :

- a) DSE which is used mainly to show pictures, television or films;
- b) drivers' cabs or control cabs for vehicles or machinery;
- c) DSE on board a means of public transport;
- d) portable systems not in prolonged use;
- e) calculators, cash registers or any equipment having a small data or measurement display required for direct use of the equipment;  
and
- f) window typewriters.

### **What is a workstation?**

1.3 Under the Regulation, 'workstation' means an assembly comprising the DSE, any chair, desk, work surface, printer, document holder or other item peripheral to the DSE, and the immediate working environment around the DSE, e.g. lighting, temperature and humidity, noise and ventilation.

### **Who and how are employees affected by the use of DSE ?**

1.4 Employees using DSE only occasionally are unlikely to suffer significant health problems arising from the use of such equipment. However, some employees are habitually using DSE as a significant part of their normal work ('user' under the Regulation). These users are usually highly dependent on the use of DSE to do their jobs, and spend long hours more or less daily on DSE work. Examples of users are word processing operators, data input operators, telecommunication operators, computer graphic designers, financial dealers, etc. As a result of prolonged DSE work, they could suffer discomfort and other short-term health problems like

upper limb pains and discomfort, eye strain, fatigue and stress. Whilst many of these problems are temporary and may go away after work, they can and should be avoided. If the temporary ailments are ignored, such symptoms can deteriorate into chronic health problems requiring long-term treatment which is expensive to both employers and employees, and ultimately to the health care service at large. Further information on DSE-related health issues are at Appendix A.

## **Part II**

### **As an employer, how can I ensure my staff are not at risk ?**

2.1 To ensure that the health of DSE users is adequately protected, an employer should perform a risk assessment of a workstation which is used by them. The assessment serves to identify the potential hazards and evaluate their risks so that appropriate measures can be taken to safeguard the health of the users.

2.2 In the assessment, the employer should identify the potential hazards arising from work in the workstation, which may be related to the DSE, the peripheral items, the furniture, or the immediate working environment around the DSE. He should also decide who may be at risk and how the person is affected, evaluate the risks arising from the potential hazards and decide whether existing precautions are adequate. Conclusions can be drawn from the assessment to help identify and plan any improvement measures that may be required.

2.3 A sample computer workstation assessment checklist is at Appendix B. It helps employers conduct the risk assessment for common computer tasks in the office. Employers may use this checklist to assess the workstations in which DSE users normally use. Based on the results, the employer can formulate and implement follow-up actions, if necessary, to reduce the risks. Please note that the sample checklist may not cover every work condition. Employers may need to add more questions or modify them according to the characteristics of their work situations. In complex cases, employers may have to seek expert advice.

2.4 An employer should review the assessment and revise it whenever there has been a significant change in the workstation or in the conditions of the previous assessment, for example:

- a) workstation furniture;
- b) hardware devices particularly the screen, keyboard or other input devices;
- c) software in use;
- d) work pattern or task requirement; and
- e) working environment.

2.5 The Regulation requires that findings of the assessments and reviews be properly recorded and kept for so long as the workstation of which those assessments are performed is being used by a user.

## **Part III**

### **How to control the risks ?**

3.1 Under the Regulation, an employer is required to reduce any risks identified in the assessment to the lowest extent as is reasonably practicable. He should also ensure that workstations in which users normally use are suitable with regard to their safety, health and welfare. The guidance in the following paragraphs describes the general requirements for setting up such a workstation. The employer may need to reduce the risks through modifying the work organization or work practice.

### **General Requirements for a Display Screen Equipment Workstation**

3.2 A DSE workstation is best designed ergonomically such that the safety, health and welfare of the user are secured, apart from fulfilling the inherent requirements of the task.\* The main features of such a workstation and some suggested precautionary measures are as follows (please also see the diagram) :

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*\*In general, the requirements are fully applicable in a typical office environment. However, there are special situations where some of these requirements may not be applicable because of the inherent characteristics of the task or some practical considerations, for example :*

- a) when a user needs to rapidly locate and operate emergency controls, a detachable keyboard may not be suitable;*
- b) a user who is on wheelchair normally could not adjust the seat height of the chair;*
- c) when the original document is of poor quality, the scanned image on screen may not be clear.*

*In these special situations, the employer may need to make some other arrangements to ensure the safety, health and welfare of the worker when perform DSE work.*

## Screen

*The screen should give a clear, sharp and steady image.*

- Replace aging monitors or repair defective ones.
- Clean the screen if necessary.
- Move the computer away from any source of strong electromagnetic fields.
- Choose a LCD monitor to avoid the effects of external electromagnetic fields.
- Turn the display to light characters on a dark background to make the flicker less perceptible.
- Users who are susceptible to the flickering effect should look for other screen models which produce a more stable display.

*The characters should be of adequate size, with adequate spacing between the characters and the lines.*

- Use a monitor of adequate screen size.
- Adjust the image size and spacing by software control.
- Adjust the viewing distance so that the image can be comfortably read.

*The brightness and contrast of the image should be easily adjustable.*

- Choose a screen with brightness and contrast controls.
- Always set the brightness and contrast to the optimum level.

*The screen should be easily swiveled and tilted to suit the needs of the user.*

- Choose a screen with swivel and tilt adjustment.
- Adjust the screen to make viewing comfortable.

## Keyboard

*The keyboard should be tiltable and detachable from the display screen. It should be thin so that the user may adopt a comfortable working posture.*

***The surfaces of the keyboard and keytops should be neutral in colour and non-reflective. The letters and symbols on the key tops should be clear and easily recognizable.***

***There should be sufficient space in front of the keyboard to provide support for the hands.***

- The table edge should be rounded.
- A wrist support pad may be considered if the user finds it more comfortable.

## **Work Surface**

***The work surface should be large enough for the screen, keyboard, document and peripheral equipment.***

- If the mouse is used intensively, the keyboard shelf should be large enough to hold the mouse as well. This allows the mouse to be within easy reach.
- If the work surface is limited, try to reorganize the surface layout. Less frequently used items may be taken away.
- Try to use compact equipment.
- Before new DSE is installed, the space allocation for the workstations should be anticipated.

***The heights of the work surfaces for the screen and keyboard should be set to suit the needs of the user.***

- For screen positioning, the first line of screen display should be at or slightly below the eye level. In addition, the screen should be placed in front of the user.
- The screen height may be adjusted simply by placing the monitor on a stable object, e.g. the computer case. Other options like using height adjustable monitor arms can also be considered.
- The keyboard and the mouse should be positioned at a height that allows the user to adopt a natural hand-arm posture, i.e. the upper arms held vertical and the forearms approximately horizontal.

- So far as reasonably practicable, a height adjustable desk should be used to support the keyboard, the mouse or other input devices so that the natural hand-arm posture can be adopted.
- If a desk of fixed height is used and it is too high, an adjustable keyboard support can be installed under the desk to keep the keyboard at the right level. Alternatively, one may raise the chair to suit the height of the table and provide a suitable footrest to compensate for the raised seat height.

***There should be adequate leg room below the work surface.***

- Ensure that the workstation has sufficient leg room so that the user may stretch his legs or change posture.
- Clear any obstructing materials beneath the work surface.

***If document reading is required, a suitable document holder should be provided. It should be stable and adjustable, and be properly positioned to avoid awkward neck posture and movement.***

## **Chair**

***The chair should be adjustable in height to suit the body size of the user.***

- The chair should be so adjusted that the user can sit with thighs in a horizontal position when the lower legs are vertical and the feet are resting firmly on the floor.
- The seat height control should preferably be operable from the normal sitting position, and excessive force or tools should not be required.

***The backrest should be easily adjustable in both height and tilt to provide adequate support to the lower back.***

***The seat pan should be of appropriate hardness and the front edge should be scrolled.***



*Armrests, if provided, should not interfere with keyboard operation.*

*The chair should have a stable base. Smooth castors should be provided at its base to allow easy movement if mobility is required.*

- A five-pronged base is generally recommended to prevent the chair from toppling over.
- The type of castor should suit the properties of the floor surface. Castors with low resistance should not be used on a hard floor surface.

## **Footrest**

*A stable footrest should be made available to the user if the chair is too high for the feet to rest firmly on the floor.*

- The foot rest should be stable, should have a non-slip surface and be of sufficient size to allow some freedom of movement. The inclination of the support surface should preferably be adjustable.

## **Illumination**

*General lighting or task lighting should be suitably provided in accordance with the nature of the work and the visual demand on the user.*

- The wall, ceiling and floor surfaces should be of medium reflectance to avoid gloom or glare.
- When documents are read in conjunction with computer work, it is best to use low lighting for the surrounding and a desk lamp for reading the documents.

## **Reflections and Glare**

*Reflections and glare should be avoided.*

- Re-position the screen and/or control the light sources appropriately to prevent glare and reflections.
- The finishes of walls and furniture located near the workstation

should not be highly reflective. Walls should be painted in subdued colours.

- The work area should be located away from windows. The screen should be placed at right angle to windows. Sunlight through windows should be screened by blinds.
- Light fixtures should be equipped with diffusers or louvres.
- Avoid placing the screen under rows of light fittings to eliminate light images.
- Turn the screen display to dark characters on a light background to make reflections less perceptible.
- Using a screen glare filter is another way of reducing screen reflections. In general, screen glare filters reduce the brightness of the image. Therefore the user should ensure the image's brightness can be adjusted to an acceptable level if a filter is to be added. Nowadays the screens of some monitors are anti-reflective and do not need filters at all. Using a screen filter is not a substitute for proper lighting, but a supplementary solution only.

## **Noise**

*Noise produced by the workstation or other equipment in the work area should be controlled to avoid disturbance to the user.*

## **Temperature and humidity**

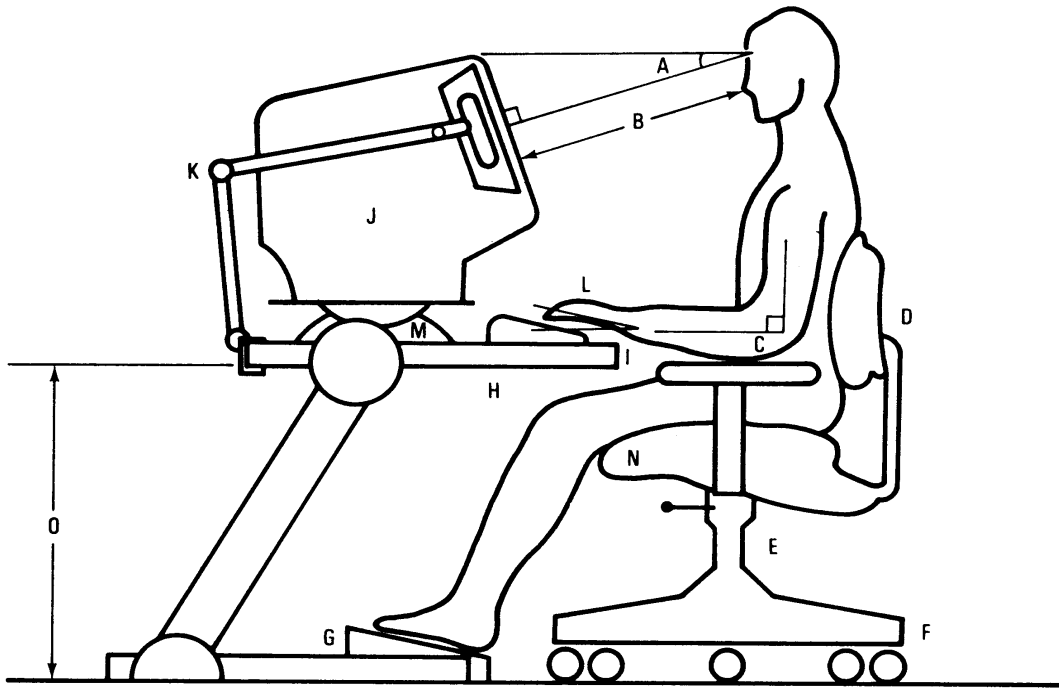
*The temperature and humidity at the work area should be controlled at a suitable level to avoid discomfort to the user.*

- Please refer to the “Guidelines for Good Occupational Hygiene Practice in a Workplace” for detailed requirements on temperature and humidity of a workplace.

## Fresh Air Supply

*Adequate fresh air should be provided for the workplace.*

- Please refer to the “Guidelines for Good Occupational Hygiene Practice in a Workplace” for requirements on the provision of fresh air to a workplace.



**Diagram : The recommended workstation and working posture**

- A First line on screen at about or just below eye level
- B Comfortable viewing distance e.g. 35 - 60 cm
- C Forearm at right angle to arm
- D Backrest adjustable in height and tilt
- E Adjustable seat height : allowing the user to sit with thighs approximately horizontal, lower legs vertical and feet resting firmly on the floor
- F Stable base, with castors if necessary
- G Firm footrest if required
- H Adequate leg room
- I Support for hands
- J Screen at right angle to line of sight
- K Adjustable document holder
- L Wrist slightly inclined
- M Screen support adjustable for rotation and tilting
- N Rounded or scrolled edge seat pad
- O Adjustable table height preferable

## **How to reduce the risks by improving work organization or work practice ?**

3.3 Continuous DSE work can be monotonous, while prolonged sitting is tiring. It is advisable that a DSE user performs DSE work and non-DSE work alternatively so that posture can be changed and the fatigue from prolonged DSE work can be relieved. Moreover, job enrichment can often give an employee more job satisfaction.

3.4 Heavy workloads and tight deadlines can cause work stress, which if not properly managed, may become excessive and affect health. It is advisable that a supervisor effectively plans and organizes the work of his subordinates so that workloads and deadlines are reasonable. In doing so, the supervisor can discuss with the subordinates in setting deadlines and work priorities.

## **Does the employer need to tell the user something about the risks of DSE operation ?**

3.5 Safety and health training is essential for helping a user avoid risks associated with DSE work. The Regulation requires that an employer provides adequate training for DSE users. The training should enable the user to recognize and understand:

- a) the risks of the DSE work;
- b) various precautions for avoiding the risks and their importance, for example, a correct working posture, adjusting the equipment and furniture to suit own body features and work comfort, changes of activities at suitable intervals, etc.;
- c) how to report problems and symptoms; and
- d) how to get assistance from the employer.

3.6 The format of training is not restricted to lectures. Other means like video shows, educational leaflets, seminars can also be considered so long as they are effective in meeting the purpose.

3.7 Whenever the organization of a workstation is substantially modified, an employer should provide adequate safety and health training to the user in respect of the modification.

3.8 In addition to safety and health training, the Regulation requires an employer to inform users about the findings of the risk assessment and the actions he has taken to reduce the risks.

**As a DSE user, how can I co-operate with my employer ?**

3.9 It is a user's responsibility under the Regulation to avoid risks by following a system of work and work practices at the workplace. A user should attend safety and health training provided by the employer and co-operate with the employer in conducting risk assessments. In case of serious problems relating to the DSE work, a user should immediately notify the employer of the matter.

## **Appendix A**

### **Health Aspects of Using Display Screen Equipment**

Prolonged use of display screen equipment may cause short-term health problems like upper limb pains and discomfort, eye strain, bodily fatigue and stress.

#### **Upper limb pains and discomfort**

The problems of discomfort at hands, arms, shoulders and the neck are common among DSE users. These may range from temporary fatigue or soreness to chronic soft tissue disorders.

Prolonged static posture of the neck, awkward positioning of the hands and wrists, heavy DSE workload combined with tight deadlines are some of the possible causes. These problems are largely preventable by the application of ergonomic principles to the design of workstations and to the organization of work.

#### **Eye strain**

It refers to complaints of eye fatigue and headache. Causes may include poor visual display quality of the screen, poor lighting conditions and heavy workload. However, it is unlikely that DSE work would cause any permanent effect to the eyes or eyesight.

#### **Fatigue and Stress**

Fatigue and stress can be more common among DSE users as the organization of certain types of DSE work may lead to a higher prevalence of common stress-related factors such as lack of sufficient control of the work by the user, high-speed repetitive work and reduced variety of postures.

**Computer Workstation Risk Assessment Checklist**

Department of the organization : \_\_\_\_\_

Workstation number / location : \_\_\_\_\_

Description of computer tasks : \_\_\_\_\_

**Part A : Assessment**

**Display screen equipment and peripherals** Yes      No

1. Can the position of the screen, and the brightness and contrast of the image be adjusted easily to suit the working situation ?      

2. Is the keyboard tiltable and detachable ?      

**Work desk and chair**

3. Is the work desk providing adequate leg clearance and the chair adjustable to allow proper work postures ?      

**Environment**

4. Are glare and reflections being avoided ?      

5. Is the lighting level adequate, and the environment free of noise disturbance ?      

**Other workstation problems that may need attention :**

\_\_\_\_\_

\_\_\_\_\_

**Part B : Conclusions and Follow-up**

(a "No" answer for any of the above questions or the reporting of workstation problems may indicate the presence of safety and health risks requiring follow-up actions)

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Assessor : \_\_\_\_\_

Date: \_\_\_\_\_