



NEW HEALTH AND SAFETY REGULATIONS FOR WORKPLACES EQUIPPED WITH SCREEN MONITORS

On 17 November 2023, regulations will come into force requiring employers to adapt workstations equipped with screen monitors accordingly.

Employers will have six months to implement the new health and safety requirements.

On 2 November 2023, the **Ordinance of the Minister of Labour and Social Policy of 18 October 2023 on health and safety at work in workplaces equipped with screen monitors** (Journal of Laws of 2023, item 2367, hereinafter: the "Ordinance") was published.

Scope of major changes :

Workplace under the new regulations

According to §1 point 2a) of the Ordinance, a workstation is understood to be a workspace including:

- basic equipment, including an on-screen monitor, keyboard, mouse or other input devices and software with a user interface;

- chair and table;
- optional accessories, including disk drive, printer, scanner, document holder, footrest.

Not just glasses, but also contact lenses

The new obligation of the employer introduced by the Ordinance concerns the provision of not only corrective eye glasses to employees - if the results of the ophthalmological examination carried out as part of preventive health care show the need for them - but also contact lenses.

Reimbursement will therefore be available to employees under the following conditions:

- employment based on an employment contract;
- working in front of a monitor and laptop for at least 4 hours a day;
- a certificate from the occupational physician stating the need for contact lenses or corrective glasses.

Now, for tomorrow

Monitor or stand for laptop users

Where employees use portable systems, i.e. laptops, at a particular workstation (for at least half of the daily working hours), the workstation will need to be equipped with a stationary screen monitor or stand to ensure that the screen is positioned so that its top edge is at the employee's eye level, and with an additional keyboard and mouse.

Table design and legroom

The design of the table, in accordance with the new regulations, should allow ergonomic positioning of the workstation equipment, including varying the height of the screen monitor and keyboard, and in particular provide

- sufficient surface area to ensure easy handling of workstation equipment and performance of work-related tasks;
- position the keyboard at such a distance from the front edge of the table as to support the arms and forearms with at least a right angle between the arm and forearm;
- positioning of pieces of equipment at an appropriate distance from the worker, without the need for forced positions.

The worker should also have adequate space to place his or her legs under the table top and to adopt a comfortable position and be able to change it while working.

If you have any questions about the new obligations of businesses with regard to health and safety requirements, you are welcome to contact an expert.



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