

Display Screen Equipment Policy

This policy outlines the health and safety arrangements in place for all display screen equipment users employed by Leicestershire Partnership NHS Trust

Key words: Display, Screen, Equipment, Eye, DSE

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Policy On A Page

Summary and Aims

The Trust recognises that the use of display screen and associated equipment may present staff with certain types of risk related to physical health problems or other discomfort. These may include musculoskeletal injuries (due to poor posture, awkward or repetitive movements), visual fatigue or stress related affects. This may lead to time lost due to sickness and subsequent financial loss to the Trust.

This document sets out the Trusts arrangements to ensure the Trust and its employees complies with the Display Screen Equipment Regulations 1992, as amended by the Health and Safety (Miscellaneous Amendments) Regulations 2002.

Key Requirements

All staff deemed to be DSE users must undertake the DSE e-learning course and DSE assessment within eight weeks of their commencement of employment.

The DSE assessment must be reviewed annually or earlier if there are changes to their use of DSE e.g. change of base, equipment, environment

Managers must ensure there is a trained DSE assessor within their service.

All information in relation to DSE is available on Staffnet

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Target Audience

All staff deemed to be Display Screen Equipment Users

Training

New starters complete the Trust's DSE e-learning awareness training package in conjunction with completing a DSE risk assessment within eight weeks of starting their employment. This will then be reviewed annually or as required to reflect changes.

Each service/team need to identify a member of staff to undertake the role of DSE assessor and complete the DSE Assessor training course.

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1.0 Quick Look Summary

The Display Screen Equipment (DSE) Policy applies to any member of staff or agency worker employed by Leicestershire Partnership NHS Trust referred to throughout this policy as 'the Trust' who habitually working with DSE on Trust premises and to member of staff who use DSE to work on Trust business in their home or other locations.

This policy forms part of the suite of policies which contribute to the overall objectives of the Trust Health and Safety Policy.

There is continued growth in the use and variety of computers, monitors and other DSE within the Trust. Use of such equipment may form a significant part of an employee's working day either in the office or at home.

For this reason it is important that the issues and consequences of the use of such equipment are considered. The aim is to identify the hazards, evaluate any risks to the user and subsequently reduce such risks to the lowest extent practicable, using appropriate control measures.

Portable display screen equipment, such as laptop and notebook computers, are subject to the Display Screen Equipment Regulations if they are in use for prolonged periods.

1.1 Version Control

Version number	Date	Comments (description change and amendments)
1.2	September 2011	Harmonised policy
2	March 2014	Health and Safety Team amended to Health and Safety Compliance Team throughout <ul style="list-style-type: none">• Revised Appendix 11• Amendment to Bullet 14 under section 3• Inclusion of Bullet 5 under Section 5.3• Reference to pregnant workers amended to Maternity, Paternity, Adoption and Parental Leave Policy and Procedure throughout• Removal of reference to Accommodation and Space Policy• Inclusion of Appendices 14,15 and 16
V3	October 2016	Reviewed to reflect organisational changes Appendices 12 and 13 updated
V4	January 2021	Policy re-write following review of organisational management arrangements to include home working and appendices updated

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Version number	Date	Comments (description change and amendments)
V5	December 2023	Update to eye care voucher scheme and contribution. 3.0 and relevant appendices Reviewed and updated DSE assessment checklist Appendix 5 with current HSE guidance. Reviewed Monitoring Section Appendix 10 Removed appendices and signposted Staff to STAFFNET for DSE and wellbeing resources
V6	December 2024	Revised to reflect changes to eye care scheme Appendix 8 updated to reflect revised process Appendix 9 updated

For further information contact:

1.2 Key individuals involved in developing and consulting on the document

Accountable Director	Jean Knight
Author(s)	Christian Knott/Maureen Poyzer
Implementation Lead	Christian Knott/Maureen Poyzer
Core policy reviewer group	Via email

Wider consultation:

Members of the Health and Safety Committee - Agreeing Committee

Members of the Directorate Health, Safety and Security Action Groups - Sub-groups of the agreeing committee

LPT Equality and Diversity Team

1.3 Governance

Level 2 Approving delivery group – Health and Safety Committee

Level 1 Committee to ratify policy – Quality and Safe Committee

1.4 Equality Statement

Leicestershire Partnership NHS Trust (LPT) aims to design and implement policy documents that meet the diverse needs of our service, population and workforce, ensuring that none are placed at a disadvantage over others. It takes into account the provisions of the Equality Act 2010 and promotes equal opportunities for all. This document has been assessed to ensure that no one receives less favourable treatment on the protected characteristics of their age, disability, sex (gender), gender reassignment, sexual orientation, marriage and civil partnership, race, religion or belief, pregnancy and maternity.

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If you would like a copy of this document in any other format, please contact lpt.corporateaffairs@nhs.net

1.5 Due Regard

LPT will ensure that due regard for equality is taken and as such will undertake an analysis of equality (assessment of impact) on existing and new policies in line with the Equality Act 2010. This process will help to ensure that:

- Strategies, policies and procedures and services are free from discrimination.
- LPT complies with current equality legislation.
- Due regard is given to equality in decision making and subsequent processes.
- Opportunities for promoting equality are identified.

Please refer to due regard assessment (Appendix 11) of this policy

1.6 Definitions that apply to this policy

Consent: a patient's agreement for a health professional to provide care. Patients may indicate consent non-verbally (for example by presenting their arm for their pulse to be taken), orally, or in writing. For the consent to be valid, the patient must:

- be competent to take the particular decision;
- have received sufficient information to take it and not be acting under duress.

Due Regard: Having due regard for advancing equality involves:

- Removing or minimising disadvantages suffered by people due to their protected characteristics.
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people. Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

Display Screen Equipment (DSE): Any alphanumeric or graphic display screen, regardless of the display process involved. The law therefore does not only apply to conventional visual display units, liquid crystal displays etc. but also to non-electronic systems such as microfiche viewers and CCTV screens.

DSE is sometimes referred to as VDU (Visual Display Unit). The terms VDU and DSE are interchangeable.

DSE User: DSE user refers to employees who habitually use DSE as a significant part of their normal work. Any person who uses DSE continuously or near continuous spells of an hour or more at a time. This policy covers all staff who are DSE users, including those employed on a fixed term contract, through agencies, students, volunteers and contractors

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DSE Operator: A person who uses Display Screen Equipment for limited purposes only, examples would be a receptionist looking up the location of a patient, staff referring to images on a screen, medical and nursing staff accessing electronic patient records as a smaller part of other duties

Prolonged Use: Prolonged use is not defined in the regulations and for the purposes of this policy DSE work undertaken at a location that does not promote good practice or posture should be restricted to less than 20 minutes. Where work activities frequently exceed this time limit it should be considered prolonged use and as such all of the arrangements within this policy must be adopted.

It should be noted that some individual staff may have injuries and/or conditions that require this time factor to be reduced in order to minimise the risk of exacerbating existing conditions

2.0 Introduction

The Trust recognises that the use of display screen and associated equipment may present staff with certain types of risk related to physical health problems or other discomfort. These may include musculoskeletal injuries (due to poor posture, awkward or repetitive movements), visual fatigue or stress related affects. This may lead to time lost due to sickness and subsequent financial loss to the Trust.

Therefore the Trust will make every effort to make health and wellbeing a core priority and encourages a consistent, positive approach to all employees health and wellbeing to prevent harm or injury to staff this by the application of this policy.

The Trust will ensure compliance with and application of the legislative Health and Safety requirement i.e. The Display Screen Equipment Regulations 1992, as amended by the Health and Safety (Miscellaneous Amendments) Regulations 2002.

3.0 Arrangements

In order to comply the Trust will make arrangements to:-

Carry out risk assessments on the workstations used by operators or users.

Ensure that risk assessments are assessed and reviewed by trained risk assessors, using the DSE and Workstation Assessment form and guidance (Appendices 1-3 & 5).

Ensure that risk assessments are reviewed annually by the DSE user and by trained risk assessors and carried out using the assessment process (Appendices 1-3 & 5).

Ensure that pre-installation assessments are carried out for any proposed or actual relocation of workstations, refurbishment of workstations (or any new project requiring the introduction of workstations). Pre-installation assessments must consider workstation requirements in terms of the tasks to be carried out by operators and users and will need to be capable of being adjusted to suit the needs of individuals.

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Managers must ensure suitable and sufficient space is available to allow users and operators to work safely as required by the Workplace (Health, Safety and Welfare) Regulations approved code of practice (L24). This will create an environment that allows staff ease of access to and from workstations when they are carrying out their work activities and safe escape in the event of a need to evacuate in an emergency situation.

All employees who are deemed a DSE user are provided with information to enable them to work without risk to health. This is currently provided as part of the role essential, DSE e-learning module and risk assessment process.

To support these arrangements the Trust will ensure:-

Workstation equipment comply with minimum requirements laid down in the DSE regulations and associated guidance

- New starters complete the Trust's DSE e-learning awareness training package in conjunction with completing a DSE risk assessment within eight weeks of starting their employment. This will then be reviewed annually or as required to reflect changes.
- Regular users who become pregnant and subject to assessment under the Trust New and Expectant Mother Policy have an assessment or a review of their existing assessment to take account of any individual needs. The assessment will be reviewed as required and as their circumstances change, a minimum once per trimester.
- Training for local DSE assessors, covering the principles of risk assessment and the requirements of the Regulations is available.
- Appropriate advice is given to minimise or eliminate any identified risks
- Assessors/staff provide written advice using standard report forms (Appendix 3) which line-managers action accordingly
- Compliance with any statutory requirements in relation to the provision of equipment.
- Assessors/staff who identify equipment that does not meet requirements outlined in the Regulations will document this on the assessment and report this to the staff members Line-Managers for further action.
- Provide arrangements that allow users to access suitable eye and eyesight test upon request Appendix 8 for more information.
- Provide arrangements that allow users to access repeat eye and eyesight test at regular intervals (as determined by the optometrist) or where users are experiencing visual difficulties which may reasonably considered to be caused by DSE work
- Provide arrangements that allow users to be provided with vision corrective appliances where these are identified as necessary by the outcome of eye and eyesight tests
- Provision of financial support to staff in relation to eyesight tests and spectacles used specifically for DSE work Appendix 8
- The adopted Trust procedure will ensure that financial support is available in line with the provisions of Regulation 5 see Appendix 8
- The Trust will provide a flat rate allowance in respect of a basic eye test. Staff may also be entitled to a contribution towards the cost of a basic frame and lens

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on receipt of the optician's Visual Display Unit (VDU) Certificate of Recommendation. If an employee chooses spectacles that cost in excess of the contribution provided then the employee would be required to pay the residue.

- The contribution amount will be reviewed in line with the policy review date which is every three years or sooner where a change to legislation, national policy or guidance occurs
If an employee deemed as a DSE User is already exempt from paying for an eyesight examination then they will not be eligible to the eye test allowance but may still be eligible to the contribution towards their frame and lens, if their optician has identified that spectacles are required solely for VDU use or for general use incorporating a special prescription for VDU use.. The employee will need to complete the relevant form (Appendix 9) and return this with the VDU certificate of recommendation, duly completed by their optician. An assessment of eligibility will then be made.
- This provision does not apply to agency staff. Responsibility for providing financial support for eyesight tests and spectacles lies with the agency recruiting the agency worker. Leicestershire Partnership NHS Trust is however responsible for ensuring that DSE assessment, instruction and remedial action is carried out).
- Reimbursement in respect of eye care contributions will be made via the Trust expenses system
- The use of assessment forms compliant with the regulations (Appendix 5)
- Line-Managers undertake periodic audits of the procedure to:-
- Establish where recommended actions remain outstanding;
- Examine records to confirm initial assessments and reviews of assessments are being undertaken;
Nb. Assessment forms should be selected randomly to ensure the completion of Trust paperwork complies with this policy.

4.0 Working with Portable Display Screen Equipment

Laptops and other portable DSE equipment have to be compact and easy to carry. The resulting design features, for example small keyboards, can make prolonged use uncomfortable unless steps are taken to avoid problems, e.g., by using a laptop docking station. It is recommended that a separate keyboard and mouse are used in conjunction with a docking station or laptop riser.

Where possible, portable DSE equipment and any supplementary equipment should be placed on a firm surface at the appropriate height for keying. This will reduce the potential risk of physical health problems or discomfort, which may include musculoskeletal problems (due to poor posture, awkward or repetitive movements), visual fatigue or stress.

It is best to avoid using portable DSE equipment on its own if full sized equipment is available. Trust agile spaces and community hubs are available for employees to access. These are equipped with a range of DSE/desktop IT equipment to ensure the user can adjust and is safe and comfortable.

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Staff are responsible for undertaking a dynamic DSE risk assessment each and every time they set up their DSE based on the principles learnt.

Staff have responsibility for adjusting furniture and equipment to meet their needs at all workstations, including agile spaces, hubs, hot desking and home working environments and to adopt good practice at all workstations utilised in the course of their work including agile spaces, hubs, hot desking and home working environments.

Additional risks may be associated specifically with portable DSE work and need to be taken into account by employers and users, these include

- Manual handling risks when moving portable DSE between locations (additional equipment e.g., batteries, printers, paper etc., may add to the risk)
- Risk of theft possibly involving an assault

5 Homeworkers/Home Working

If a DSE user is employed to work at home, or at other locations away from staffs main base, the DSE Regulations apply – whether or not the workstation is provided in whole or in part by the Trust. There is no evidence that homeworkers are exposed to any major additional or unique risks to health and safety as a consequence of their DSE work.

Homeworkers may encounter both the normal risks associated with DSE work and some potentially increased risks that may arise from social isolation, stress, lack of supervision and difficulties in undertaking assessments.

Steps that can be taken to reduce the risks:

- Staff are trained to undertake their own DSE assessment – completion of the Trust's DSE Awareness Module provides this training with the assessment then checked by DSE assessor/manager
- Guidance on reminding staff to take regular breaks and setting up and using DSE equipment from Staffnet - Support Services/Health and Safety/Display Screen Equipment and Healthy Working Day Guidance on Staffnet- Your working life/blended working.
- Advice on how to report promptly any symptoms of discomfort that may be associated with their use of DSE
- At appraisal if a health issue is identified

6.0 Roles and Responsibilities

6.1 Chief Executive

- Responsible for ensuring the effective implementation of this Policy
- Monitoring the overall effectiveness of this Policy

6.2 Director with Responsibility for Health and Safety

- Has been designated as the lead Board member with the responsibility for Health and Safety and as such will ensure that robust management systems

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exist to reasonably minimise and or adequately control risks to patients, staff and others from substances hazardous to health

- Advising the Board on the review of existing policy arrangements
- Advising the Board on the allocation of resources to implement health and safety procedures
- Referring matters of a critical nature to the Board for resolution
- Ensuring adequate safety arrangements exist within the Trust

6.3 Directors

- Must implement this policy and any associated guidance on DSE and DSE risk assessments within their areas of responsibility
- Must ensure arrangements are in place for the monitoring of (and compliance with) this policy
- This includes identifying who is responsible for doing what, together with identifying the name, number and location of people delegated to undertake DSE risk assessments within the Directorate
- Ensure there are suitable resources available for the implementation of this policy

6.4 Line-Managers

Line-Managers will:

- Be responsible for compliance with this policy for their team.
- Undertake a suitable and sufficient DSE risk assessment which is recorded on the Trusts risk management system, clearly stating their local DSE control measures and sharing this information with their team.
- Identify all DSE users within their team using Appendix 1. This includes Bank Staff and who use DSE as part of their role.
- Ensure they have sufficient trained assessors to cover their area(s) of responsibility i.e. 1:10
- Maintain an up-to-date list of trained assessors for their area (Appendix 3)
- Within the first eight weeks of employment new starters complete the DSE e-learning awareness training and those identified as DSE user will complete a DSE risk assessment as part of this training and local induction process
- Take appropriate action in response to DSE assessment findings
- Ensure that workstations within their area(s) of control are compliant with statutory requirements in relation to the provision of work equipment and environment
- Where workstations are shared, they are assessed in relation to all users.
- Ensure that staff receive the necessary information, instruction and training for the tasks undertaken and equipment used.
- Share and signpost staff to a suite of guidance documents found on Staffnet Support Services/Health and Safety/Display Screen Equipment. To support with DSE work including, One Minute Briefs (OMBs) DSE Equipment List. (where appropriate available in Word format).
- Involve staff in the DSE risk assessment process to achieve individual needs

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- If possible, and within the needs of the Trust, be flexible about work scheduling, giving staff control and flexibility over their own time
- Take into account the effect on physical health when designing jobs e.g. ergonomic reviews, and giving advice on posture and on moving and handling physical loads, use of DSE
- Monitor staff to ensure that they adopt good practice standards
- Act accordingly on any concerns raised by staff
- Maintain a record of completed DSE assessments and ensure annual reviews are undertaken (minimum requirement) or more frequently where there may have been any significant changes affecting workstations or users (Appendix 3)
- Undertake occasional audits to ensure the procedure is effective
- Support assessors to attend recommended update every three years to refresh knowledge
- Ensure that advice is sought for undertaking any individual assessments for staff where there may be reasonable adjustments or difficulties, signposting as appropriate to Access to Work or Occupational Health
- Set up local systems for the recording, filing and tracking of assessment paperwork. These systems should enable the identification of significant changes and review dates, ensure that assessment forms (with completed actions) are placed on the user's personal file and retained for 50 years as part of the users' individual health record
- Ensure assessor recommendations are actioned
- Ensure that in addition to new and existing staff, bank/agency/temporary staff are also assessed in a timely manner
- Ensure staff who use other sites outside their usual base take responsibility to maintain the same principles of setting up any work station they may use to the minimum requirements to work safely within the LPT Display Screen Equipment Policy
- Monitor any significant change to workstations within their area and request their assessor carry out new assessments as necessary
- Prior to relocating, assess new workplaces/spaces for their suitability to meet their team's DSE activities. Liaise with the Safety and EPRR Team for additional guidance on environmental and DSE requirements.
- Inform the Safety and EPRR Team when Occupational Health or GP have advised the symptoms are reportable under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) to the Health and Safety Executive (HSE)
- Promote and signpost staff to the Trust Staff Health & Wellbeing offer via Staffnet

6.5 DSE Assessors

DSE Assessors will:

- Attend Display Screen Equipment risk assessment training before undertaking any DSE assessments and attend training to update knowledge (recommended every three years)
- Follow the Guidance on the DSE Assessment Process (Appendix 1)
- Advise users on appropriate workstation set up (Appendix 6)

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- Make recommendations to managers for the purchase of any control measure as a result of carrying out or reviewing DSE User risk assessment i.e. chair, foot rest, etc.
- Complete risk assessments at the request of their Line-Manager.
- Ensure any actions required following a DSE risk assessment are reported to the users Line-Manager.
- Ensure that DSE assessment process includes agile and flexible safe working arrangements
- Maintain and support the systems put in place by Line-Managers

6.6 Staff will:

- Within the first eight weeks of employment within the Trust complete the e-learning awareness training and those staff identified as DSE users will complete the DSE risk assessment as part of this training
- Co-operate with their manager/assessor in completing and reviewing their DSE assessment at least annually or more frequently if their use of DSE changes.
- Be involved in discussions with managers where necessary to enable actions identified by an assessment to be progressed.
- Be aware of any advice given and make every effort to follow such advice.
- Report any issues, health problems or other discomfort associated with their computer work or equipment to the assessor at the time of assessment or thereafter to their line manager e.g. noise, lighting, screen glare, temperature, work space etc and if identified undertake a self-referral to Occupational Health Service or contact Access to Work
- Comply with the requirements of the Trusts eye care scheme
- Have responsibility for adjusting furniture and equipment to meet their needs at all workstations, including agile spaces, hubs, hot desking and home working environments.
- Avoid adopting a static position and avoid prolonged DSE work without a change of activity.
- Have responsibility to utilise the guidance documents developed, adopt good practice at all workstations utilised in the course of their work including agile spaces, hubs, hot desking and home working environments.

6.7 Safety and EPRR Team

The Safety and EPRR Team will:

- Provide DSE risk assessor training across the Trust.
- Oversee and provide administration of eye care contributions through a systematic auditable process.
- Ensure Trust procedures are adhered to and records kept for audit purposes.
- Provide additional specialist advice, on request, for complex DSE assessments, relocation, changes to the environment advice and support for managers.
- Update policies and arrangements to reflect legislative changes
- Maintain a suite of DSE supportive documents on the intranet

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- Work with procurement and HIS to identify suitable equipment to meet statutory requirements
- Promote contents of this policy and act as an example of good practice
- Advise managers if symptoms are reportable under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) to the Health and Safety Executive (HSE)
- Administer the Trust eye care scheme for eye tests and spectacles used specifically for DSE work. This includes maintaining written documentation and a database to enable monitoring of eligible staff.
- Receive user assessments identifying entitlement under the DSE Regulations.
- Review and authorise claims submitted in respect of eye care contributions

6.8 Occupational Health Service

The Occupational Health Service will:

- See any new staff pre-employment who declare at interview any disability that could affect their ability to work with DSE prior to commencing work with Display Screen Equipment and thereafter, if medical advice is required, at the request of the employee or following management referral to occupational health
- Investigate and offer advice on health issues affecting individual members of staff referred to the service by managers. This may include a full ergonomic assessment of the workstation requiring the opinion of an occupational health Physician. Occupational Health Nurses are available to assist with workstation assessments. Access to work may be able to provide useful advice and financial assistance if special equipment e.g. voice activated software
- Advise managers if the symptoms are reportable under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) to the Health and Safety Executive (HSE).
- Provide quarterly reports to the Health and Safety Committee for audit and monitoring purposes regarding work related musculo-skeletal conditions

7 Training

There is a need for training identified within this policy. In accordance with the classification of training outlined in the Trust Learning and Development Strategy this training has been identified as role essential training and is delivered as part of the Trust Induction programme. (See Appendix 13)

The governance group responsible for monitoring the training is the Health and Safety Committee.

8 Dissemination and Implementation

The policy is approved by the Leicestershire Partnership NHS Trust Health and Safety Committee and is accepted as a Trust wide policy. This policy will be disseminated immediately throughout the Trust following ratification.

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The dissemination and implementation process is:

- Line-Managers will convey the contents of this policy to their staff
- Staff will be made aware of this policy using existing staff newsletters and team briefings
- The policy will be published and made available on the Intranet

9 Monitoring Compliance and Effectiveness

The Trust will establish key performance indicators and monitor and audit performance of adherence to this policy through Health and Safety Committee. Please refer to the table at Appendix 11.

10 Review

The Health and Safety Committee will review the policy every three years or sooner where a change to legislation, national policy or guidance occurs.

11 References and Bibliography

This policy was drafted with reference to the following:

- Management of Health and Safety at Work Regulations 1999 (as amended)
- The Display Screen Equipment Regulations 1992, as amended by the Health and Safety (Miscellaneous Amendments) Regulations 2002 (L26)
- Workplace (Health, Safety and Welfare) Regulations 1992 (as amended) (L24)
- Health and Safety Policy
- Managing Stress at Work Policy
- Management of Ill Health Policy and Procedure
- Risk Management Strategy
- Lone Worker Policy
- Agile Working Policy and Procedure
- Reasonable Adjustment Policy
- NG13 – Workplace policy and management practices to improve the health and wellbeing of employees.
- Relocation of Services Checklist
- Trust Staff Health & Wellbeing offer via Staffnet
- Looking after your team's health and wellbeing guide from NHSE website

12 Consent

Clinical staff must ensure that consent has been sought and obtained before any care, intervention or treatment described in this policy is delivered. Consent can be given orally and/ or in writing. Someone could also give non-verbal consent if they understand the treatment or care about to take place. Consent must be voluntary and informed and the person consenting must have the capacity to make the decision.

In the event that the patient's capacity to consent is in doubt, clinical staff must ensure that a mental capacity assessment is completed and recorded. Someone with an impairment of

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or a disturbance in the functioning of the mind or brain is thought to lack the mental capacity to give informed consent if they cannot do one of the following:

- Understand information about the decision
- Remember that information
- Use the information to make the decision
- Communicate the decision

13 Fraud, Bribery and Corruption Consideration

The Trust has a zero-tolerance approach to fraud, bribery and corruption in all areas of our work and it is important that this is reflected through all policies and procedures to mitigate these risks.

Fraud relates to a dishonest representation, failure to disclose information or abuse of position in order to make a gain or cause a loss. Bribery involves the giving or receiving of gifts or money in return for improper performance. Corruption relates to dishonest or fraudulent conduct by those in power.

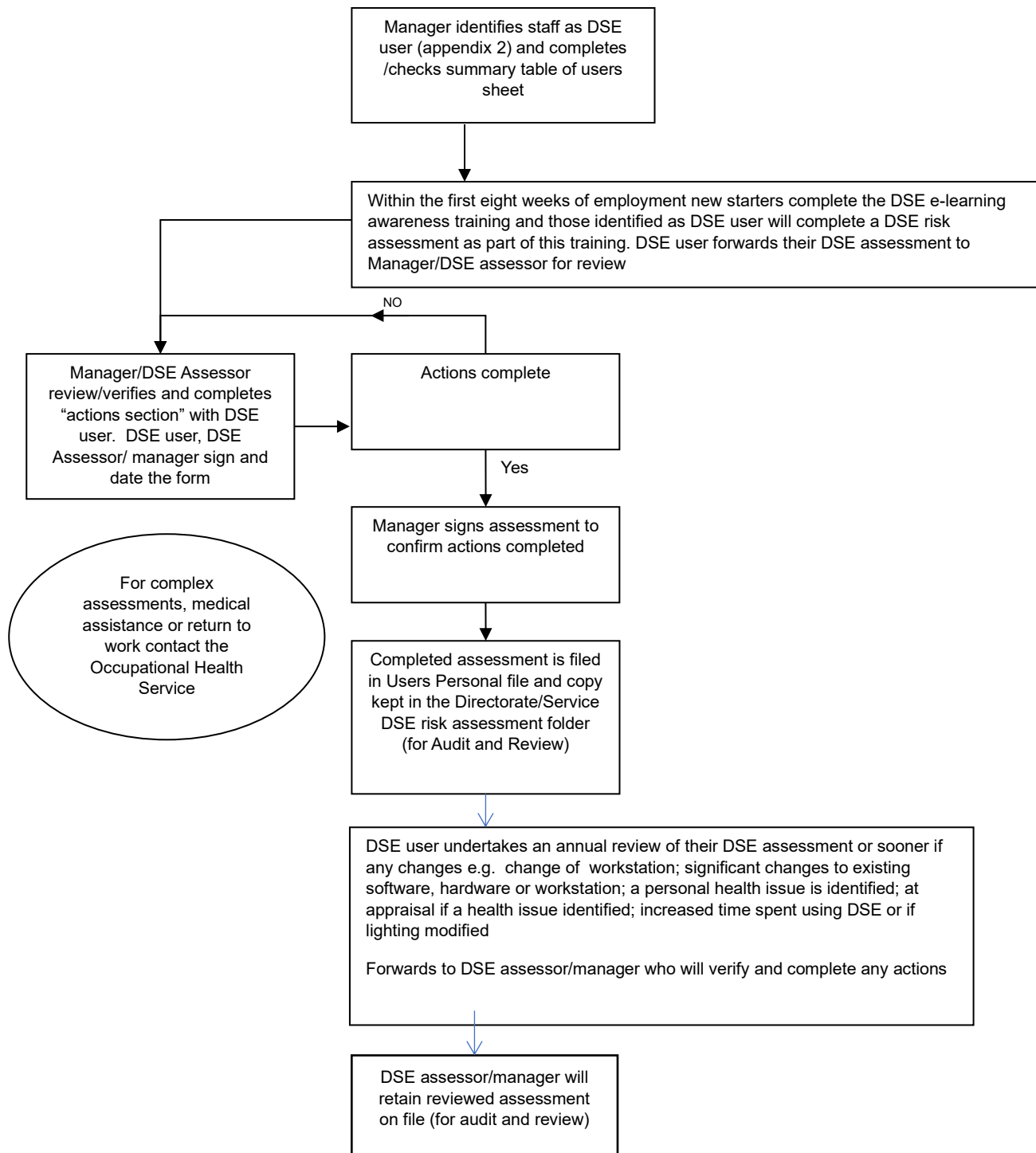
Any procedure incurring costs or fees or involving the procurement or provision of goods or service, may be susceptible to fraud, bribery, or corruption so provision should be made within the policy to safeguard against these.

If there is a potential that the policy being written, amended or updated controls a procedure for which there is a potential of fraud, bribery, or corruption to occur you should contact the Trusts Local Counter Fraud Specialist (LCFS) for assistance.

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Flowchart - Guidance on DSE Assessment Process



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Assessment to Determine if work activities create “Users” of Display Screen Equipment

Job Role:	Date:		
		Yes	No
Do you have to use Display Screen Equipment (DSE) to do your job?			
Do staff require training to use the equipment and/or software packages used?			
Do staff use DSE for an hour or more at a time?			
Do staff use DSE each day they are at work?			
Do staff need to input information quickly?			
Will mistakes create safety critical situations?			

If you have answered yes to four or more questions the staff undertaking this task are considered to be a DSE user

To note – Estates staff Soft FM and Hard FM (domestics/catering staff/porters/engineers) are not identified as DSE users.

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Summary Table of DSE Assessors

Service Name:

No.	First Name	Surname	Date Trained	DSE Assessor for area(s):

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Display Screen Equipment (DSE) Home /Workbase/Agile/Hybrid Workstation Assessment Form

Workstation location and number (if applicable):	
User	
Assessment Completed by	
Assessment Checked by	
Any further action	Yes/No
Follow-up action plan completed	
Review Date	

The following can be used to help you complete a risk assessment and comply with the Schedule to the Health and Safety (Display Screen Equipment) Regulations 1992 as amended by the Health and Safety (Miscellaneous Amendments) Regulations 2002.

The questions and 'Things to consider' in the form cover the requirements of the Schedule. If you can answer 'Yes' in the second column against all the questions, having taken account of the 'Things to consider', you are complying.

Work through the form, ticking either the 'Yes' or 'No' column against each risk factor:

- 'Yes' answers require no further action.
- 'No' answers will require investigation and/or remedial action by the Manager/DSE assessor. They should record their decisions in the 'Action to take' column. Manager/DSE assessors must check later that actions have been taken and have resolved the problem.

Remember, the form only covers the workstation and work environment. You also need to make sure that risks from other aspects of the work are avoided, e.g. by giving users health and safety training, and providing for breaks or changes of activity.

DSE AND WORKSTATION Annual ASSESSMENT AND RECORD FORM

Your Name:..... **Designation/Job title:**.....

Location:..... **Department:**..... **Directorate:**.....

Do you use any other DSE Workstation? Y/N **Any further action required?** Y/N

Date of Assessment:.....

To fulfil the requirements of The Display Screen Equipment Regulations 1992, as amended by the Health and Safety (Miscellaneous Amendments) Regulations 2002 and to ensure your health and safety when using display screen equipment, your DSE assessor will request for you to EITHER complete this form and send back to them OR your DSE assessor will meet with you to complete this form. Once the form is completed the DSE assessor will verify and complete “actions to take” with user and both you and the DSE assessor will date and sign the form.

Assessment to Determine if work activities create “Users” of Display Screen Equipment

	Yes	No
Do you have to use Display Screen Equipment (DSE) to do your job?		
Do staff require training to use the equipment and/or software packages used?		
Do staff use DSE for an hour or more at a time?		
Do staff use DSE each day they are at work?		
Do staff need to input information quickly?		
Will mistakes create safety critical situations?		

If you have answered yes to four or more questions the staff undertaking this task are considered to be a DSE user

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<i>Which of the following components are available at all your workstations (place x in appropriate)</i>				
PC Multiple Locations No <input type="checkbox"/> Yes <input type="checkbox"/>	PC-Type Base No <input type="checkbox"/> Yes <input type="checkbox"/>	Screen No <input type="checkbox"/> Yes <input type="checkbox"/>	Keyboard No <input type="checkbox"/> Yes <input type="checkbox"/>	Other: Details: No <input type="checkbox"/> Yes <input type="checkbox"/>
Tablet Main Device No <input type="checkbox"/> Yes <input type="checkbox"/>	Printer on desk No <input type="checkbox"/> Yes <input type="checkbox"/>	Mouse No <input type="checkbox"/> Yes <input type="checkbox"/>	Footrest No <input type="checkbox"/> Yes <input type="checkbox"/>	Laptop with docking station No <input type="checkbox"/> Yes <input type="checkbox"/>
Laptop – Occasional Use (e.g. meetings, home working) No <input type="checkbox"/> Yes <input type="checkbox"/>	Document Holder No <input type="checkbox"/> Yes <input type="checkbox"/>	Blinds No <input type="checkbox"/> Yes <input type="checkbox"/>	Task Lamp No <input type="checkbox"/> Yes <input type="checkbox"/>	Laptop without Laptop Docking Station No <input type="checkbox"/> Yes <input type="checkbox"/>
Table Occasional Use(e.g. meetings, home working) No <input type="checkbox"/> Yes <input type="checkbox"/>	Hand Held PDA(organiser) No <input type="checkbox"/> Yes <input type="checkbox"/>	What is the primary use of this : As an organiser mainly Details:		Telephone: No <input type="checkbox"/> Yes <input type="checkbox"/>
	Mobile Phone No <input type="checkbox"/> Yes <input type="checkbox"/>	What is the primary use of this: e.g. speech communication primarily Details:		

As a DSE user how long do you physically spend working with your DSE per day? _____

Low User: Less than one hour/day

Medium User: Uses between one and 4 hours/day

High User: More than four hours/day

Give a brief description of the tasks you perform/ where they are performed and any current concerns with DSE activities.

.....


.....

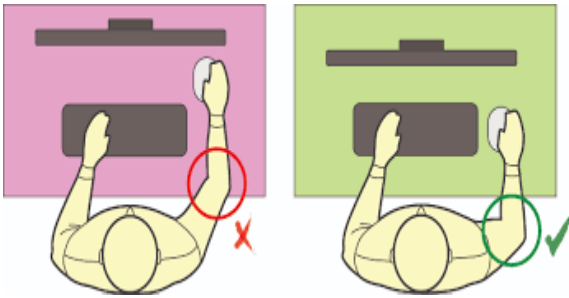
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Risk Factors	Tick Answer		Things to Consider	Action to Take
	Yes	No		
1 Keyboards				
Is the keyboard separate from the screen?			This is a requirement, task makes it impracticable (eg unless the where there is a need to use a portable). No - DSE users with only a laptop, require a separate keyboard, mouse and laptop riser to support Agile working.	
Does the keyboard tilt?			Tilt need not be built in	
Is it possible to find a comfortable key position? 			Try pushing the display screen further back to create more room for the keyboard, hands and wrists. Users of thick, raised keyboards may need a wrist rest	
Does the user have good keyboard technique?			Training can be used to prevent: <ul style="list-style-type: none"> • hands bent up at the wrist; • hitting the keys too hard; • overstretching the fingers. 	
2. Mouse, trackball, etc				

Risk Factors	Tick Answer		Things to Consider	Action to Take
	Yes	No		
Is the device suitable for the tasks it is used for?			If the user is having problems, try a different device. The mouse and trackball are general-purpose devices suitable for many tasks, and available in a variety of shapes and sizes. Alternative devices such as touch screens may be better for some tasks (but can be worse for others).	
Is the device positioned close to the user? 			<p>Most devices are best placed as close as possible, eg right beside the keyboard.</p> <p>Training may be needed to:</p> <ul style="list-style-type: none"> • prevent arm overreaching; • encourage users not to leave their hand on the device when it is not being used; • encourage a relaxed arm and straight wrist. 	
Is there support for the device user's wrist and forearm?			<p>Support can be gained from, for example, the desk surface or arm of a chair. If not, a separate supporting device may help.</p> <p>The user should be able to find a comfortable working position with the device.</p>	

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Risk Factors	Tick Answer		Things to Consider	Action to Take
	Yes	No		
Does the device work smoothly at a speed that suits the user?			See if cleaning is required (eg of mouse ball and rollers). Check the work surface is suitable. A mouse mat may be needed.	
Can the user easily adjust software settings for speed and accuracy of pointer?			Users may need training in how to adjust device settings.	
3 Display Screens				
Are the characters clear and readable? <div data-bbox="165 863 495 1177" style="border: 1px solid black; padding: 5px; margin: 5px 0;"> <div style="background-color: #ADD8E6; padding: 5px; text-align: center;">Health and safety</div> <div style="background-color: #FF00FF; padding: 5px; text-align: center; color: #00BFFF;">Health and safety</div> </div>			Make sure the screen is clean and cleaning materials are available. Check that the text and background colours work well together.	
Is the text size comfortable to read?			Software settings may need adjusting to change text size.	


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Risk Factors	Tick Answer		Things to Consider	Action to Take
	Yes	No		
Is the image stable, ie free of flicker and jitter?			Try using different screen colours to reduce flicker, eg darker background and lighter text. If there are still problems, get the set-up checked, eg by the equipment supplier.	
Is the screen's specification (size) suitable for its intended use?			For example, intensive graphic work or work requiring fine attention to small details may require large display screens.	
Are the brightness and/or contrast adjustable?			Separate adjustment controls are not essential, provided the user can read the screen easily at all times.	
Does the screen swivel and tilt?			Swivel and tilt need not be built in; you can add a swivel and tilt mechanism. However, you may need to replace the screen if: <ul style="list-style-type: none"> • swivel/tilt is absent or unsatisfactory; • work is intensive; and/or • the user has problems getting the screen to a comfortable position. 	

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Risk Factors	Tick Answer		Things to Consider	Action to Take
	Yes	No		
<p>Is the screen free from glare and reflections?</p>  <p>VectorStock® VectorStock.com/2103188</p>			<p>Use a mirror placed in front of the screen to check where reflections are coming from.</p> <p>You might need to move the screen or even the desk and/or shield the screen from the source of the reflections.</p> <p>Screens that use dark characters on a light background are less prone to glare and reflections.</p>	
<p>Are adjustable window coverings provided and in adequate condition?</p>			<p>Check that blinds work. Blinds with vertical slats can be more suitable than horizontal ones.</p> <p>If these measures do not work, consider anti-glare screen filters as a last resort and seek specialist help.</p>	
4 Software				
<p>Is the software suitable for the task?</p>			<p>Software should help the user carry out the task, minimise stress and be user-friendly.</p>	

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Risk Factors	Tick Answer		Things to Consider	Action to Take
	Yes	No		
			<p>Check users have had appropriate training in using the software.</p> <p>Software should respond quickly and clearly to user input, with adequate feedback, such as clear help messages.</p>	

Risk Factors	Tick Answer		Things to Consider	Action to Take
	Yes	No		
5 Furniture				
<p>Is the work surface large enough for all the necessary equipment, papers etc?</p> 			<p>Create more room by moving printers, reference materials etc elsewhere</p> <p>If necessary, consider providing new power and telecoms sockets, so equipment can be moved.</p> <p>There should be some scope for flexible rearrangement.</p>	
<p>Can the user comfortably reach all the equipment and papers they need to use?</p>			<p>Rearrange equipment, papers etc to bring frequently used things within easy reach.</p>	

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Risk Factors	Tick Answer		Things to Consider	Action to Take
	Yes	No		
			A document holder may be needed, positioned to minimise uncomfortable head and eye movements.	
Are surfaces free from glare and reflection?			Consider mats or blotters to reduce reflections and glare.	
Is the chair suitable? Is the chair stable? Does the chair have a working: <ul style="list-style-type: none"> • seat back height and tilt adjustment? • seat height adjustment? • castors or glides? 			The chair may need repairing or replacing if the user is uncomfortable, or cannot use the adjustment mechanisms. Check the castors are correct for the type of floor covering. Refer to Staffnet DSE Equipment List	
Is the chair adjustable correctly? 			The user should be able to carry out their work sitting comfortably. Consider training the user in how to adopt suitable postures while working. The arms of chairs can stop the user getting close enough to use the equipment comfortably. Move any obstructions from under the desk.	
Is the small of the back supported by the chair's backrest?			The user should have a straight back, supported by the chair, with relaxed shoulders.	

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Risk Factors	Tick Answer		Things to Consider	Action to Take
	Yes	No		
Are forearms horizontal and eyes at roughly the same height as the top of the DSE?			Adjust the chair height to get the user's arms in the right position, and then adjust the DSE height, if necessary.	
Are feet flat on the floor, without too much pressure from the seat on the backs of the legs?			If not, a footrest may be needed	
6 Environment				
Is there enough room to change position and vary movement?			Space is needed to move, stretch and fidget. Consider reorganising the office layout and check for obstructions. Cables should be tidy and not a trip or snag hazard	
Does the light illuminate the room to an adequate standard and allow for the tasks to be performed at the work station, e.g. reading from the screen and printed text, keyboard work and writing on paper?			Users should be able to control light levels, eg by adjusting window blinds or light switches. Consider shading or repositioning light sources or providing local lighting, eg desk lamps (but make sure lights don't cause glare by reflecting off walls or other surfaces).	
Is an adequate level of humidity and ventilation maintained at levels that			DSE and other equipment may dry the air.	

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Risk Factors	Tick Answer		Things to Consider	Action to Take
	Yes	No		
prevent discomfort and problems of sore eyes?			<p>Circulate fresh air if possible. Plants may help</p> <p>Consider a humidifier if discomfort is severe</p>	
Has any heat that may be produced from workstation equipment that could cause discomfort to individuals been eliminated?			<p>Can heating be better controlled? More ventilation or air conditioning may be required if there is a lot of electronic equipment in the room. Or, can users be moved away from the heat source?</p>	
Have noise levels from workstation equipment that may impair normal concentration been eliminated?			<p>Consider moving sources of noise, e.g. printers, away from the user. If not, consider sound proofing.</p>	
7 Final Questions to User				
Do you have good control over how you organise and do your work?			<p>Taking regular breaks, variation of tasks, postural changes</p>	
Can you avoid any repetitive inputting?			<p>Variation of tasks, use of shortcut keys</p>	
Do you undertake DSE activities at various locations? (including agile spaces, community hubs, hot desking)			<p>When working at various locations ensure you follow the same principles as working at a fixed workstation.</p>	

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Risk Factors	Tick Answer		Things to Consider	Action to Take
	Yes	No		
areas, home working, patients homes)?			Dock your laptop to a fixed desktop computer where possible; adjust the IT equipment and furniture to meet your needs. Keep the area clean and hygienic between users. When homeworking use a table and a supportive chair.	
Has the checklist covered all the problems they may have working with their DSE?				
Have they experienced any discomfort or other symptoms which they attribute to working with their DSE?				
Has the user been advised of their entitlement to eye and eyesight testing?				
Does the user take regular breaks working away from DSE?				
Does the user know how to report any health and safety ill-health or equipment issues?				
Does the user work agile or across various locations and have a suitable bag to carry their DSE equipment safely?			Refer to Bag Guidance on Moving & Handling Staffnet webpage	

Write down the details of any problems here:

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Remedial Action Plan – DSE Equipment List and supporting guidance can be found on Staffnet – Support Services/Health and Safety/Display Screen Equipment

Risk Factor	Actions Required	By Who (Name)	By When (Date)	Completed Yes/No

Display Screen Equipment Checklist completed by - Name		Signature		Date	
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Checked and action plan completed by Display Screen Equipment Assessor - Name		Signature		Date	
Manager or equivalent – Name		Signature		Date	

Acknowledgement: Health and Safety Executive

DSE Assessment Record of Review (At least annually or sooner if changes in role/DSE tasks, equipment, location, or health concerns)

Date of Review	Identified Changes to Assessment and Actions to be Taken	Employee Signature	Assessor Signature	Line Managers Signature	Date of Next Review

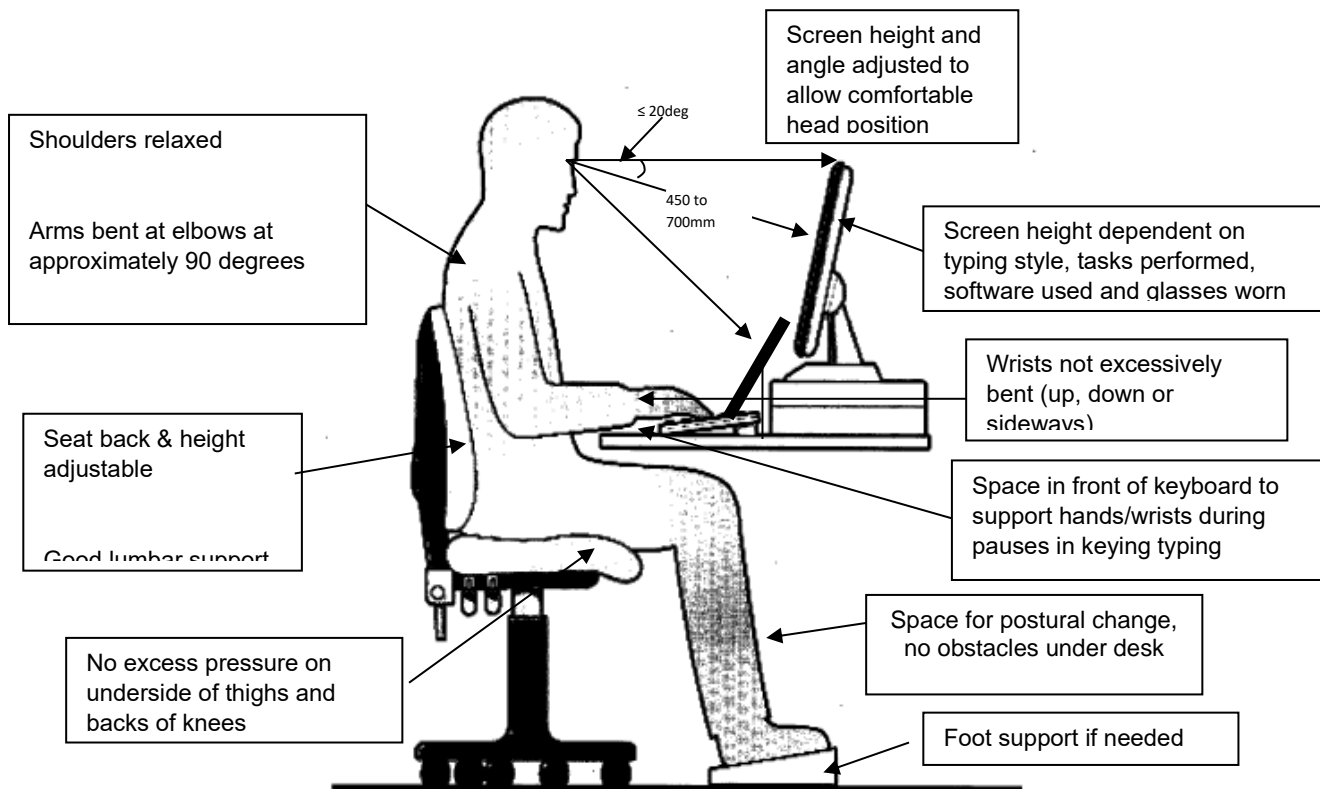
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Appendix 6

You can also download a free guide from www.hse.gov.uk entitled "Working with Display Screen Equipment" Ref INDG 36 (Rev 4)

Workstation Set Up Diagram



Appendix 7

Eye and eyesight testing

Where a Trust employee is recognised as a DSE user they have the entitlement to a employer funded eye and eyesight test carried out by a registered optometrist, optician or medical practitioner (normally those with an ophthalmic qualification

- Where a person is classified as a user, the Line Manager/assessor shall advise the user of their entitlement to an eye and eyesight test. This is a voluntary process and may be arranged at any time during employment, if requested by the user.
- The Line Manager/assessor may at their discretion offer the user the opportunity to have a keystone eyesight test provided by the Occupational Health Service. The keystone eyesight test identifies a person who would require a full eyesight test. However, if the user wishes to proceed with a full eye and eyesight test in the first instance, this will be carried out by a registered ophthalmic optician or medical practitioner (normally those with an ophthalmic qualification to do so)

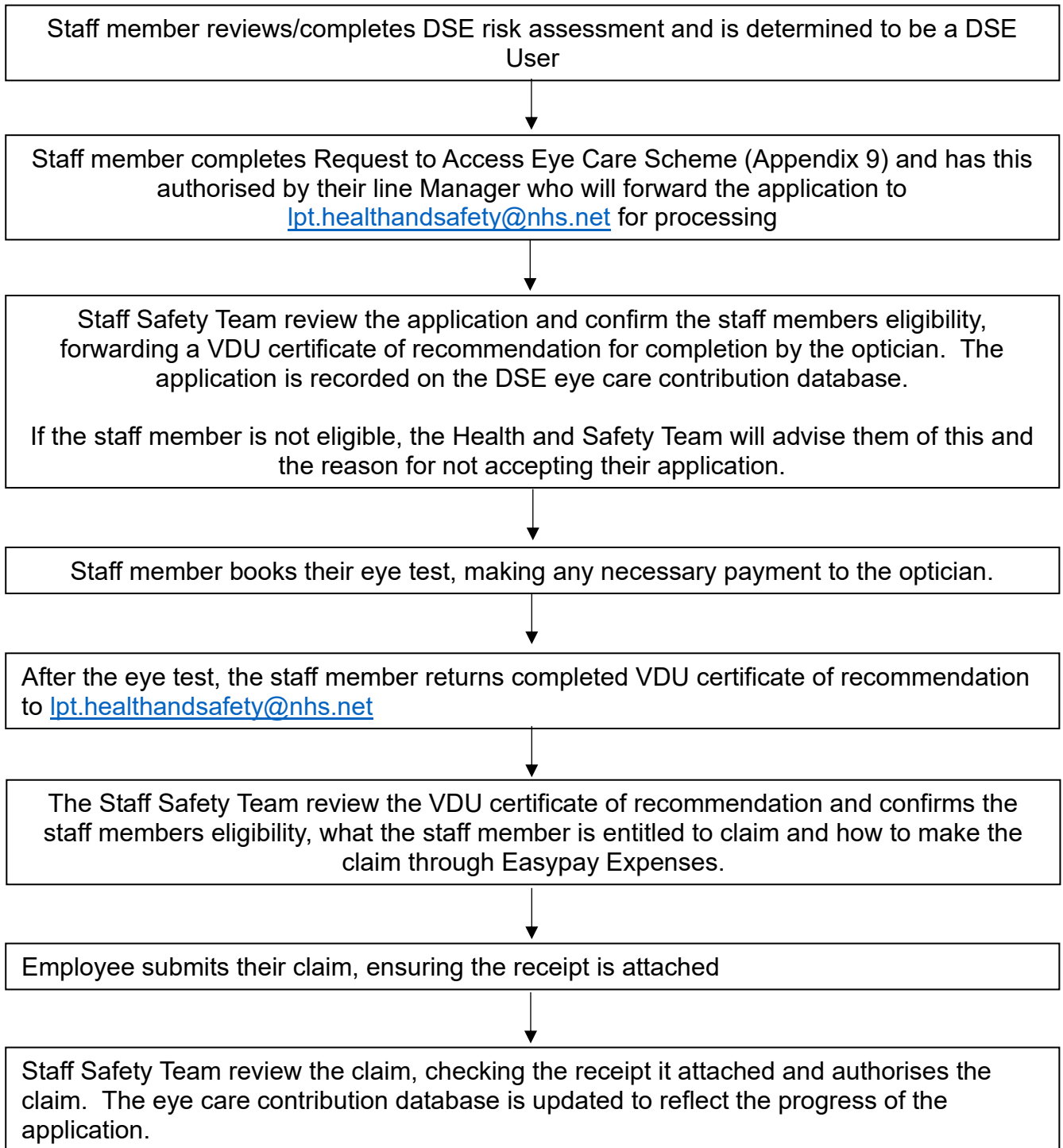
Eye Care Contribution

- Eye care contributions are only available to employees of the Trust who have been identified as DSE users under the Regulations following a DSE risk assessment
- Line Manager/assessors will complete the Request to access Eye Care Scheme (Appendix 9) for the user
- Requests to access the scheme can be made up to two months prior to due date of next eye and eyesight test.
- The Safety and EPRR Team will provide an explanation the eye care scheme and the subsequent process.
- After having an eye test, the user will return the optician's Certificate of Recommendation to the Safety and EPRR Team who will update records on the users file and assess their eligibility to a contribution towards their frames and lens
- If corrective lenses are required specifically for DSE work the Staff Safety Team will confirm their eligibility and explain the process (Appendix 13).
- The Trust has set an upper limit which can be claimed using the eye care scheme (for corrective lenses) to enable the purchase of basic frames and lenses. Users who wish to purchase more expensive versions, for example fashion frames, may top up the cost through their own financial contribution.

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Eye Care Scheme Process



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Request to Access Eye Care Scheme

Employee Name	
Job Title	
Telephone Number	
Trust Email Address:	
Department/Service	
Directorate	CHS/DMH/Enabling/FYPC/LDA/HIS/*
Have you had a display screen equipment work assessment?	Yes/No*
Are you identified as an employee who regularly uses DSE as significant part of normal work? (User of DSE)	Yes/No*
Do you use DSE every day that you work?	Yes/No*
Do you use DSE for an hour or more each day?	Yes/No*

*please delete as applicable

PLEASE TICK ONLY ONE OF THE FOLLOWING STATEMENTS:

<input type="checkbox"/>	<p>Eye Test: I pay for my eye tests and therefore wish to make a claim for reimbursement. Optician will complete the VDU Certificate of Recommendation form after your eye test, this form then needs to be sent back to the Safety and EPRR Team.</p>
<input type="checkbox"/>	<p><u>Contribution Towards Spectacles Only:</u> I am exempt from paying for an eye test therefore only require a VDU certificate of recommendation. If you suffer from certain medical conditions e.g. diabetes, glaucoma or are the age of 60 you are entitled to a free NHS eye test. Opticians will complete the VDU certificate recommendation form at the time of your test, this form needs to be sent back to the Safety and EPRR Team.</p>

Employee Signature		Date
Manager Signature		Date
Print Name (manager)		Date
Name of Assessor		Date

Health and Safety Team Use Only	
Application Received	
Eligibility and VDU Cert Sent	
Not Eligible – email sent	
Comments	

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Appendix 10

Leicestershire Partnership
/ **NHS Trust**



VDU Certificate of Recommendation
(previously administered through the Edenred Eye care Scheme)

This form needs to be completed by your optician at the time of your test and sent to:

Health and Safety Team,
Room 100, Pen Lloyd Building, County Hall. Leicestershire. LE3 8TH
Email: ipt.healthandsafety@nhs.net

Patients Name: _____

Home Address: _____

I confirm that I have examined the above patients' eyes and recommend the following (Please only tick one box)

Spectacles are not required	<input type="checkbox"/>
Spectacles are required for general use	<input type="checkbox"/>
Spectacles are required for general use, incorporating a special prescription for VDU use	<input type="checkbox"/>
Spectacles are required solely for VDU use	<input type="checkbox"/>

Type of Spectacles:

Single Vision	<input type="checkbox"/>	Bifocals	<input type="checkbox"/>	Multifocal	<input type="checkbox"/>
---------------	--------------------------	----------	--------------------------	------------	--------------------------

Recommended re-test in: _____ years _____ months

Signed: _____ Date: _____

Optometrist/OMP

Official Stamp:

Appendix 11

Policy Monitoring Section

Ref	Minimum Requirements	Evidence for Self-assessment	Process for Monitoring	Responsible Individual / Group	Frequency of monitoring
	DSE Risk Assessment compliance		Annual review of DSE risk assessments as part of Safety Support Visit Sample audit by Health and Safety	Health & Safety Committee / Directorate Health and Safety Action Groups Health & Safety Committee	Annually Ad hoc
	Number of staff incidents related to use of DSE		Analysis of incidents, including themes and trends from Ulysses	Health and Safety Committee/ Directorate Health and Safety Action Groups	Bi-monthly
	Ill health and injury due to DSE use		Occupational Health statistical information	Health and Safety Committee	Quarterly
	Number of civil claims due to DSE use		LPT Claims Information	Health & Safety Committee	Six Monthly

**Appendix 12
Due Regard Screening Template**

Section 1			
Name of activity/proposal	Arrangements in place to demonstrate compliance with legal statute pertaining to the use of Display Screen Equipment (DSE) across the Trust		
Directorate / Service carrying out the assessment	Safety and EPRR Team		
Name and role of person undertaking this Due Regard (Equality Analysis)	Christian Knott		
Section 2			
Protected Characteristic	Could the proposal have a positive impact (Yes or No give details)	Could the proposal have a negative impact (yes or No give details)	
Age	No	No	
Disability	No	No	
Gender reassignment	No	No	
Marriage & Civil Partnership	No	No	
Pregnancy & Maternity	No	No	
Race	No	No	
Religion and Belief	No	No	
Sex	No	No	
Sexual Orientation	No	No	
Section 3			
Does this activity propose major changes in terms of scale or significance for LPT? Is there a clear indication that, although the proposal is minor it is likely to have a major affect for people from an equality group/s? If yes to any of the above questions please tick box below.			
Yes		No	
High risk: Complete a full EIA starting click here to proceed to Part B		Low risk: Go to Section 4.	✓

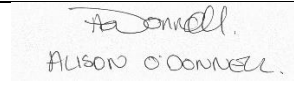
Section 4
It this proposal is low risk please give evidence or justification for how you reached this decision:
This policy describes the arrangements in place for all staff across the Trust. All staff identified as DSE 'Users' or 'Operators' will receive appropriate training to minimise all foreseeable risks of harm.

This proposal is low risk and does not require a full Equality Analysis:

Head of Service Signed Ian Cromarty
Date: 26/11/24

Appendix 13

Training Needs Analysis

Training topic/title:	Display Screen Equipment Policy		
Type of training: (see Mandatory and Role Essential Training policy for descriptions)	Role Essential		
Directorate to which the training is applicable:	Directorate of Mental Health Community Health Services Enabling Services Estates and Facilities Families, Young People, Children, Learning Disability and Autism Hosted Services		
Staff groups who require the training: (consider bank /agency/volunteers/medical)	All staff identified as DSE users		
Governance group who has approved this training:	Health and Safety Committee	Date approved:	
Named lead or team who is responsible for this training:	Christian Knott, Safety and EPRR Team		
Delivery mode of training: elearning/virtual/classroom/informal/adhoc	E-learning		
Has a training plan been agreed?	Yes		
Where will completion of this training be recorded?	uLearn		
How is this training going to be quality assured and completions monitored?	Quarterly report received from Workforce Team		
Signed by Learning and Development Approval name and date	 ALISON O'DONNELL		Date:

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The NHS Constitution

NHS Core Principles – Checklist

Please tick below those principles that apply to this policy

The NHS will provide a universal service for all based on clinical need, not ability to pay. The NHS will provide a comprehensive range of services

Shape its services around the needs and preferences of individual patients, their families and their carers **No**

Respond to different needs of different sectors of the population **Yes**

Work continuously to improve quality services and to minimise errors **No**

Support and value its staff **Yes**

Work together with others to ensure a seamless service for patients **No**

Help keep people healthy and work to reduce health inequalities **Yes**

Respect the confidentiality of individual patients and provide open access to information about services, treatment and performance **No**

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Appendix 15

PRIVACY IMPACT ASSESSMENT SCREENING

Privacy impact assessment (PIAs) are a tool which can help organisations identify the most effective way to comply with their data protection obligations and meet individual's expectations of privacy. The first step in the PIA process is identifying the need for an assessment.

The following screening questions will help decide whether a PIA is necessary. Answering 'yes' to any of these questions is an indication that a PIA would be a useful exercise and requires senior management support, at this stage the Head of Data Privacy must be involved.

Name of Document:	Display Screen Equipment Policy		
Completed by:	Ian Cromarty		
Job title	Deputy Director Safety and Emergency Planning -NHFT and LPT	Date	26/11/24
			Yes / No
1. Will the process described in the document involve the collection of new information about individuals? This is information in excess of what is required to carry out the process described within the document.			No
2. Will the process described in the document compel individuals to provide information about themselves? This is information in excess of what is required to carry out the process described within the document.			No
3. Will information about individuals be disclosed to organisations or people who have not previously had routine access to the information as part of the process described in this document?			No
4. Are you using information about individuals for a purpose it is not currently used for, or in a way it is not currently used?			No
5. Does the process outlined in this document involve the use of new technology which might be perceived as being privacy intrusive? For example, the use of biometrics.			No
6. Will the process outlined in this document result in decisions being made or action taken against individuals in ways which can have a significant impact on them?			No
7. As part of the process outlined in this document, is the information about individuals of a kind particularly likely to raise privacy concerns or expectations? For examples, health records, criminal records or other information that people would consider to be particularly private.			No
8. Will the process require you to contact individuals in ways which they may find intrusive?			No
<p>If the answer to any of these questions is 'Yes' please contact the Head of Data Privacy Tel: 0116 2950997 Mobile: 07825 947786 Lpt-dataprivacy@leicspart.secure.nhs.uk In this case, adoption n of a procedural document will not take place until approved by the Head of Data Privacy.</p>			
IG Manager approval name:			
Date of approval			

Acknowledgement: Princess Alexandra Hospital NHS Trus

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