

Improving Eye Health in the Workplace



“Supporting workers’ eye health has many benefits for governments, employers and workers, including improved worker well-being, better safety records and increased productivity.”

Signs that your employees may be struggling:



Frequent headaches.



Poor posture (leaning towards screen to see).



Reduction in efficiency and accuracy.



Obvious squinting or rubbing of eyes when looking at screens.



Changes in behaviour (avoidance of tasks or places within the workplace).



Increase in mishaps, or falling over or bumping into things.



If driving a work vehicle, an increase in minor accidents with the vehicle.



An awareness that notes, minutes, records are not being read.



Ways to improve eye health in the workplace:

Optimise Physical Health:



Encourage employees to have an eye test every 2 years.



Encourage the 20/20/20 Rule: After every 20 minutes of screen time, take a 20-second break and focus your gaze 20 metres into the distance.



Provide Display Screen Equipment (DSE) Workstation Assessments



Provide eye protection PPE if required, including sunglasses if working outdoors

Optimise the Environment:



Review lighting needs (Is the environment too bright/too dark?) Consider flexible lighting, anti-glare, natural light options and location of desks.



Reduce “visual noise” by keeping walls and surfaces clear of unnecessary clutter and information.

Optimise Accessibility:



Improve computer accessibility – screens, text size, brightness via settings (Windows: “Ease of Access” / Apple Mac: “Accessibility”).



Consider alternative fonts/sizes/formats for minutes, notes and memos, etc.

Further Information & Support



Safe Use of Display Screen Equipment at Work: Approved Code of Practice - [Display Screen Equipment ACoP February 2025.pdf](#)



Display screen equipment (DSE) workstation checklist (Health and Safety Executive, UK) - [Display screen equipment \(DSE\) workstation checklist](#)



EYECAN community optical scheme for those who can not afford their own prescription glasses (means tested by financial review):
[Eye Health and Glasses – EYECAN.](#)



Clear Print Guidance (Royal National Institute of Blind People) -
[Clear Print guidance 2023.docx.](#)



Guide to accessible environments (Thomas Pocklington Trust) TPT [Interior design for people with visual impairment - Thomas Pocklington Trust.](#)



WorkWell can support staff returning to work: [Returning to work during illness or injury](#)



EYECAN – can support those with a diagnosed sight loss condition from an Optician or the eye department, with assistive equipment to support in the workplace or recommendations about the work environment:
[www.eyecan.je.](http://www.eyecan.je)



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