DSE Inspection Insights

Common Compliance Issues and Effective Risk Controls

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Display Screen Equipment

DSE refers to a device with a display screen that employees must use as part of their job













What We Will Cover

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Legal Context and Employer Responsibilities



Inspection Findings



Common Compliance Pitfalls



What Good Looks Like



Key Takeaways

Risk Doesn’t Always Look Dangerous

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Do Your DSE Arrangements Meet the Requirements?

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"An employer shall **perform an analysis of the workstation** in order to **evaluate the safety and health conditions** to which it gives rise for the employees and, on the basis of that evaluation, **take appropriate measures to remedy any risks found**."

Safety, Health and Welfare at Work (General Application) Regulations 2007

Consider:

- How is DSE risk managed in your organisation?
- Do you think it is managed well?



Key Legal Requirements

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Regulation 72, Safety, Health and Welfare at Work (General Application) Regulations 2007

Employers Must:

- ✓Analyse workstations
- ✓Assess DSE risks
- ✓Implement controls
- ✓Provide information & training
- ✓Review assessments

⚠ Self assessment is a tool not a substitute for the employer's duty to assess and manage DSE risks

Employees Must:

- ✓Cooperate with the assessment process

What Is a Competent Person?



Training

DSE risk assessment



Knowledge

DSE risks and controls



Experience

Practical application of DSE controls

For DSE, competence means the ability to:

- Identify risks
- Evaluate findings
- Recommend appropriate controls

A competent person has sufficient training, knowledge and experience appropriate to the nature of the work being undertaken

Safety Health and Welfare at Work Act, 2005.

DSE Inspection Profile

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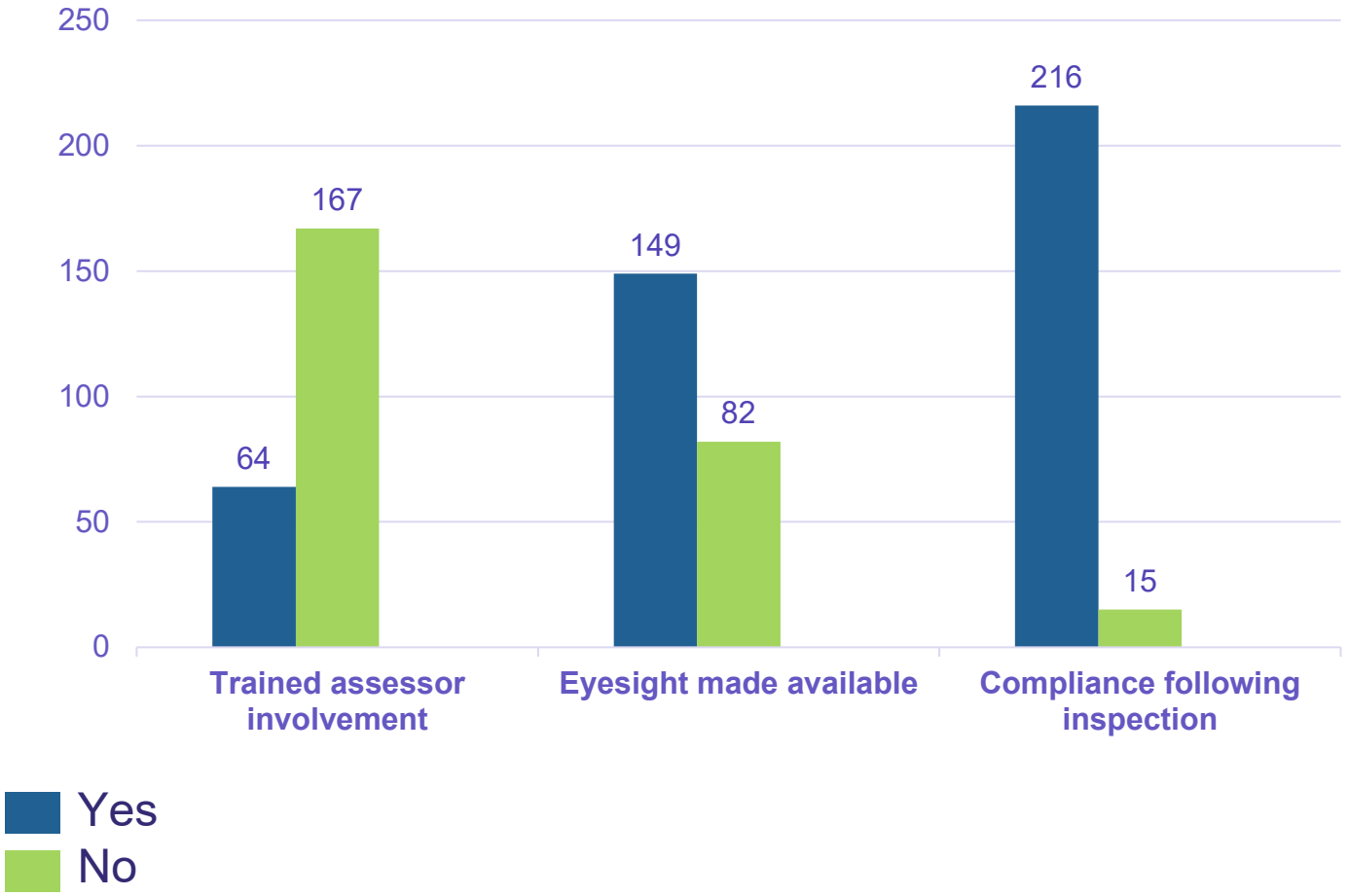
DSE Inspections

7 Sectors Inspected

Professional Services | Technology
Financial Services | Healthcare
Education | Public Sector | Logistics



Inspection Findings



⚠ 167 employers could not demonstrate evidence of trained assessor involvement in DSE risk assessment

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The process existed, but the risk wasn't being managed

Inspection Findings

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Frequently Identified	What Good Looks Like
Self-assessment only	**Competent person review**
Remote workers not included	**Remote and hybrid work assessed**
Hot-desking not considered	**Consistent equipment and workstation set up**
Employee led escalation	**Proactive review and follow up**
Limited information, training and supervision	**Information, instruction, training and supervision**

Key Takeaways

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- ✅ Ensure competent oversight of DSE assessments
- ✅ Include office, remote and hybrid work arrangements
- ✅ Act on findings and review controls
- ✅ Provide information, instruction, training and supervision
- ✅ Be proactive not reactive

Resources and Guidance

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- Guide to the DSE Regulations
- Guide to the Prevention of ULDs in the Financial Service Sector
- DSE Risk Assessment Worksheet
- Guidance on Remote Working
- BeSMART

Resources available at: **www.hsa.ie**

Go raibh maith agaibh
Thank you

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