

EAST HERTS COUNCIL

LOCAL JOINT PANEL – 18 MARCH 2009

REPORT BY THE SECRETARY OF THE STAFF SIDE

7B. EYE TESTS AND CORRECTIVE APPLIANCES

WARD(S) AFFECTED: None

“D” RECOMMENDATION - that a report by the Employers Side be submitted to the next meeting of the Local Joint Panel on progress made in respect of eye tests and corrective appliances, following the decision made by the Human Resources Committee in April 2008 to introduce a new process.

1.0 Purpose/Summary of Report

1.1 To remind Panel Members of the decision made in April 2008 by the Human Resources Committee in respect of eye tests for employees.

2.0 Contribution to the Council’s Corporate Priorities/Objectives

2.1 Deliver customer focused services by maintaining and developing a well managed and publicly accountable organisation.

3.0 Background

3.1 On 11 December 2007 the Staff Side presented a report to the Local Joint Panel about the need for employers to meet their statutory obligations under Regulation 5 of the Health and Safety (Display Screen Equipment) Regulations 1992.

3.2 Regulation 5 requires each employer to ensure that users employed by him are provided:-

- (a) with initial eye and eyesight tests on request;
- (b) at regular intervals thereafter and with the consent of the users concerned, with subsequent eye and eyesight tests;
- (c) with additional eye and eyesight tests on request, where the users concerned are experiencing visual difficulties which might reasonably

be considered to be caused by work on display screen equipment;
and

(d) with appropriate special corrective appliances, where normal corrective appliances cannot be *used* and any eye and eyesight tests carried out on the users concerned in accordance with regulation 5 show such provision to be necessary.

3.3 The Staff Side was concerned that prices for eye tests and appliances had increased considerably but that reimbursement of employees had not been updated in line with these increases.

3.4 A report was subsequently presented by the Employers side in April 2008 recommending use of the Accor voucher scheme and the following decision made by the Human Resources Committee:

RESOLVED – that (A) the Accor voucher scheme be introduced;

(B) voucher contributions in the sum of £70 for single lenses and £100 for varifocals be supported; and

(C) the scheme be reviewed regularly to ensure that prices are kept in line with inflation.

4.0 Report

4.2 Fifteen months have elapsed since this issue was raised and the Staff Side would welcome a report back to the Local Joint Panel outlining progress made in relation to the above resolution.

5.0 Consultation

5.1 None

6.0 Legal Implications

6.1 Non-compliance with the Health and Safety Regulations with regard to providing free eye tests and corrective appliances if required for DSE use could have serious consequences for a local authority.

7.0 Financial Implications

7.1 Minimal

8.0 Human Resource Implications

8.1 None

9.0 Risk Management Implications

9.1 None

Background Papers

None

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