



Know your rights

DISABILITY AND RESIDENTIAL CARE SECTORS

Standing for long periods

Standing all day can create a risk of fatigue, and while there is nothing specific under Victoria's OHS legislation (the Act and the regulations) which addresses working standing up, employers have a legal duty of care under Section 21 of the Act to provide for employees, so far as is reasonably practicable, a working environment that is **safe and without risks to health**. This includes ensuring that systems of work are safe and without risks to health.

So, although standing is a natural human posture and by itself poses no particular health hazard, working in a standing position for long periods of time and on a regular basis can cause sore feet, swelling of the legs, general muscular fatigue, lower back pain, and stiffness in the neck and shoulders - all in a relatively short time. This means that your employer needs to take this into account and implement controls to reduce the risk as much as reasonably practicable.

Where your employer changes your role from sitting (or another position) to standing, by removing chairs without any discussion, for example, your employer will have breached Sections 35 & 36 of the Occupational Health and Safety Act – that is the *requirement to consult* with the Health and Safety Representatives **and affected workers** when proposing any changes to the workplace or to the conduct of work.

If you are required to stand for long periods and are experiencing discomfort or pain, please don't hesitate to call the union office on (03) 9341 3300 for information and assistance.



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