



Sit to Stand Job Rotation for Wellness and MSD Prevention 2016 CRE-MSD Conference

Rebecca Estoesta MSc, CCPE
Senior Ergonomics Consultant
City of Toronto

Response to Increased Requests for Sit/Stand Work Stations

- Strategies to Increase Standing
- Individual Medical Accommodation
- Office Modernization
- Standards & Guidelines



Strategies to Increase Standing

– ErgoTip “Get up and Move”

Toronto Human Resources **OFFICE ERGO TIP**

Get Up and Move!

Good job design should incorporate the opportunity for frequent postural changes throughout a work shift to minimize prolonged static postures. Integrate “movement strategies” into your own daily work routine whenever possible. Consider the following to Get Up and Move!

- ✓ Stand during phone calls or to read documents at your desk
- ✓ Raise your keyboard platform to stand while typing
- ✓ Use a printer/photocopier that is further from your workstation
- ✓ Walk to your colleague's workstation instead of sending an email
- ✓ Organize your tasks to incorporate intermittent movement
- ✓ Post the [Office Stretches ErgoTip](#) at your workstation as a reminder to stretch and “get up and move”.
- ✓ Take the stairs, walk between workites or take transit
- ✓ Designate group “standing” time for part or all of a meeting
- ✓ Work on a filing cabinet or raised surface height
- ✓ Request a “walking” meeting for small group discussions instead of booking a room

If implementing an electric **height adjustable table**, ensure the table complies with minimum requirements as outlined in the [ErgoTip for Height Adjustable Tables](#)

For more information tips on how to **reduce musculoskeletal injuries** in your office, use the [Workstation Adjustment Guidelines](#). To set up your work area and when planning and/or modifying any office workspace, incorporate ergonomics recommendations outlined in the [Office Workstation Design Guidelines](#).

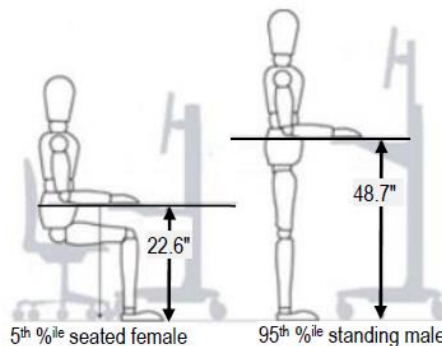
04-2016 For further information, contact the HR Division's Ergonomics Team at 416-392-5497





Individual Medical Accommodation

- Health Professional's note
 - Ensure no contraindications
 - Cost/allocation justification (~35,000 employees at the City)
1. Existing articulating keyboard
 2. Table top devices
 3. Height adjustable tables



Individual Accommodation Strategies

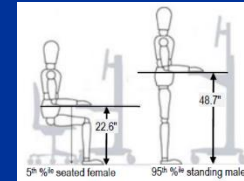
Existing equipment



Desk mount



Height adjustable table



Positive

Negative

Positive

Negative

Positive

Negative

- ↓ cost
- ↓ time

- < 5'-8"
- may require monitor arm

- ↓ cost
- quick install
- transfer with staff

- ↑ space (roll back and knee well)
- limited desk surface
- limited models allow KB below desk ht

- ↑ adjustability
- ↑ work surface
- ↓ space

- ↑ cost
- ↑ facility cost and time to install



Office Modernization Pilot

Strategy to reduce real estate costs

- 100% height adjustable tables
- Benching configuration

Struggles

- Buy-in of BIFMA height range 22.6” - 48.7”
 - Internally
 - Furniture vendor

What worked

- Excel calculator tool



Resources & Specifications

- Height Adjustable Table Specification
- Office Design Guidelines
- ErgoTip – Height Adjustable tables
- Excel Tables – communication tools
 - Work surface height
 - Seated privacy height