

# Workplace Adjustments for Postural Orthostatic Tachycardia Syndrome (POTS)



Living with Postural Orthostatic Tachycardia Syndrome (POTS) can make aspects of work more challenging, but with the right supports in place, many people continue to engage meaningfully in employment.

## What Are Workplace Adjustments?

Workplace adjustments are changes to the work environment, role expectations, or conditions that help an employee with a health condition or disability perform their job safely and effectively.

In Australia, these are often referred to as reasonable adjustments and are supported by:

- The Disability Discrimination Act 1992
- The Fair Work Act 2009
- Workplace Health and Safety (WHS) legislation

Employers have a legal obligation to provide reasonable adjustments unless it would cause unjustifiable hardship.

## What Makes an Adjustment Reasonable?

While employees can request workplace adjustments under Australian law, these must be considered reasonable - meaning they support the employee without causing unjustifiable hardship to the employer. Reasonable adjustments are typically practical, affordable, and safe. Employers aren't required to meet every request but should engage in fair, open discussion to find workable solutions based on the needs of both the individual and the business.

## When to Consider a Workplace Support Plan

A clear support or action plan can be helpful when:

- You experience symptom flare-ups or unpredictable health changes
- You require flexible hours, modified duties, or remote work
- You need access to specific facilities, rest areas, or equipment
- You are returning to work after time off due to POTS

This plan should be developed in collaboration with your manager or HR and reviewed regularly.

more overleaf

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# Workplace Adjustments for Postural Orthostatic Tachycardia Syndrome (POTS) cont'd

## Examples of Adjustments for POTS

- Flexible hours or staggered start times to accommodate fatigue
- Remote or hybrid work options to reduce physical strain
- Scheduled breaks or pacing strategies to manage symptoms
- Climate-controlled workspace to prevent symptom triggers
- Hydration access (water bottles allowed at workstations)
- Seated workstations, footrests, or ergonomic furniture
- Modified duties during high-symptom days
- Allowing use of compression wear or comfortable clothing

## Getting Started

You don't need to disclose all medical details, but sharing a letter from your GP or specialist can support the process. You might also want to bring notes on what helps you manage your symptoms and what changes would support your productivity.

**Note: This resource provides general information only and does not constitute legal advice. For individual support, please speak with your GP, HR team, union representative, or a workplace advocate.**



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