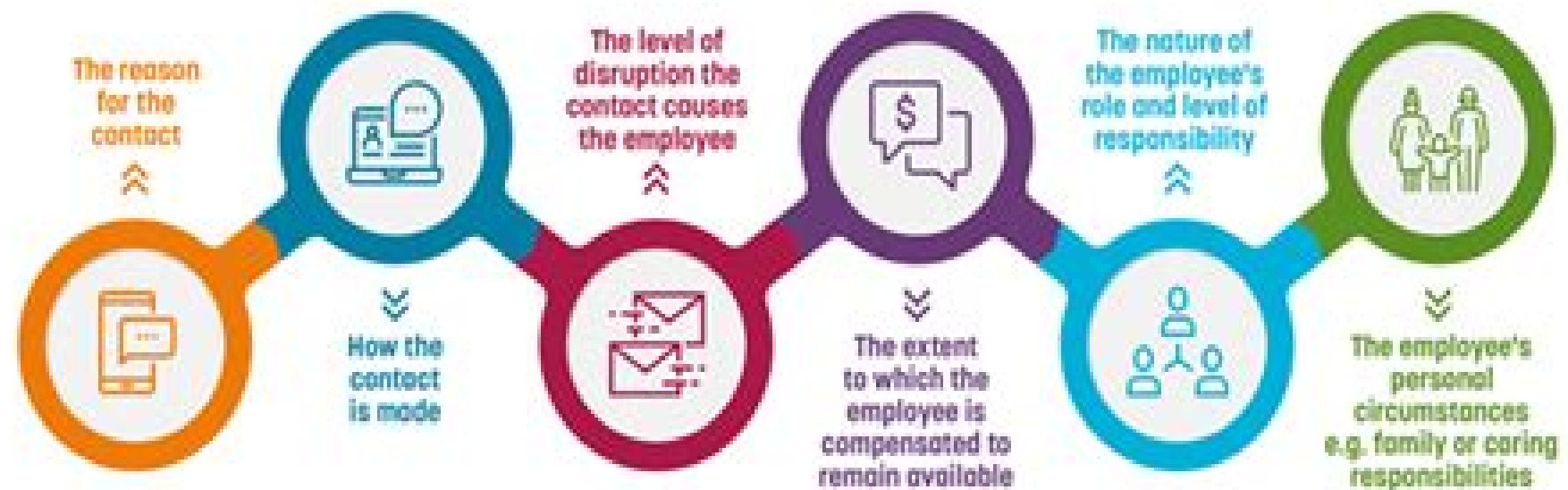


# What is the right to disconnect and how will it impact you?

The right to disconnect permits employees to refuse to monitor, read or respond to contact or attempted contact from their employer or a third party related to their work (eg a client) outside of working hours unless it is unreasonable for the employee to refuse.

What might be considered in determining whether refusal is unreasonable:



The FWC may hear disputes about the right to disconnect and it will also be a protected right under the general protections\* regime of the FW Act. (Most employees will have this right from August 2024)



What should employers be doing to prepare?

- Reviewing and updating employment contracts, policies and procedures
- Training people managers and employees

\* This is not legal advice. Please contact a member of the Workplace Group if you require advice

# Disconnect Issue1

**AW Rasmussen**



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