

MEMBER UPDATE RIGHT TO DISCONNECT

Monday 22 July 2024

RIGHT TO DISCONNECT - Is your business ready?

The Fair Work Act has been updated to include a right for employees to disconnect from work. This term will also be included in Awards.

This will apply from 26 August 2024, unless you are a small business. Small business will be required to comply from 26 August 2025.

What is a small business?

A small business employer is an employer with fewer than 15 employees at a particular time. If an employer has 15 or more employees at a particular time, they are no longer a small business employer. When counting the number of employees, employees of associated entities of the employer are included. Casual employees are not included unless engaged on a regular and systematic basis.

DOWNLOAD THE FACT SHEET

Next Steps

- Review Enterprise Agreements or relevant Award to establish if there are on call or call back allowances that might be applicable to employees contact outside of hours.
- Review employment contracts and / or position descriptions to ensure employees are aware of any obligations or expectations that they will be required to be contactable outside of hours.
- Ensure managers are aware of limitations of contacting employees outside of work hours.

WE ARE HERE TO HELP

The CCF NSW team is here to help our valued members. Call us on (02) 9009 4000 or send an email to: ccfnsw@ccfnsw.com



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