

AUSTRALIA

The Right to Disconnect and Gig Worker Protections



Implications for Employers

- Employers can no longer expect employees to respond to messages or emails outside normal working hours unless it is reasonable to do so.
- Communication practices, especially after hours, now need to be considered in light of the right to disconnect with employers, managers and employees being aware of their obligations.
- Businesses using gig workers face new exposure to claims for minimum terms and conditions, unfair contract terms and unfair deactivation.

Practical Solutions

- Implement and communicate a clear Right to Disconnect policy setting expectations and providing guidance for managers and employees.
- Train managers on when after-hours contact is reasonable and how to manage urgent business needs consistent with the right to disconnect.
- Review and update gig worker arrangements to ensure compliance with the new rights and to reduce litigation risk.

Contributors



Kirryn West James
Director



Chris Oliver
Director



Veronica Lee
Senior Associate

People + Culture Strategies

Level 29, 255 George Street, Sydney,
New South Wales 2000, Australia

T: +61 2 8094 3100

E: kirryn.westjames@peopleculture.com.au

www.peopleculture.com.au