

What happens if my employer contacts me outside of my work hours?



The Right to Disconnect

It is important you have a healthy work-life balance. The law protects your right to switch off after work – this is called the ‘right to disconnect.’

If your boss contacts you outside of your work hours, you do not have to respond until you are working again.

Contact from your boss or workplace can include the following:

- Telephone calls
- Text messages
- Emails
- Messaging services such as WhatsApp, Microsoft Teams, Zoom etc.

As long as your choice not to reply to your boss is reasonable, they cannot discipline or punish you.

Note: If you are a **casual** or **shift worker** and your boss contacts you asking to change your start time or they are asking you to work an extra shift, this is reasonable, and you should respond to your boss as soon as you can.

The right to disconnect protects employees of organisations which have 15 or more employees. However, employees of small businesses (with less than 15 employees) will have the right from 26 August 2025.

If you need help deciding if your boss contacting you outside of work hours is reasonable, please contact YFS Legal.

If an issue regarding the right to disconnect cannot be resolved within a workplace, the Fair Work Commission can become involved to make a decision about the dispute, for example they can order a workplace to stop contacting an employee outside of their normal working hours.

WHERE TO GET HELP



YFS LEGAL

Phone: (07) 3826 1599

Email: legal@yfs.org.au

Website: yfs.org.au/working-and-the-law

This Centre is accredited by



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