

COMPLIANCE 2026

Right to Disconnect Is Law: Staying Compliant in 2026

The right to disconnect now covers small businesses too. It doesn't ban after-hours contact, but the habit of forwarding the business line to a staff member's personal mobile has become a genuine risk.

Since 26 August 2025 the right to disconnect under the Fair Work Act extended to **small business employers with fewer than 15 staff**, bringing roughly **5.4 million** more employees into scope. It lets an employee **refuse to monitor or respond to work contact outside working hours unless that refusal is unreasonable**. It is **not a ban** on after-hours contact, and genuine emergencies are excluded. The practical exposure for most businesses is the phone: forwarding the business number to a staff member's personal mobile after hours effectively asks them to be on call for free.

■ The short version

- Get after-hours calls off personal phones
- Stay reachable after hours, without the compliance headache

■ Key points

- Get after-hours calls off personal phones
- Stay reachable after hours, without the compliance headache

■ Questions the full guide answers

- ☐ What is the right to disconnect?
- ☐ Does the right to disconnect apply to small businesses?
- ☐ Is after-hours contact now banned?
- ☐ Can my business still handle after-hours calls without breaching the law?
- ☐ What counts as “reasonable” after-hours contact?
- ☐ Why is forwarding the business number to a personal mobile a risk?

This is the summary. The guide has the detail.

Every point above is worked through in full on our site, with the Australian context, the numbers and the exceptions. If you would rather talk it through, call **1300 663 222** or visit vocphone.com/about/contact-us.