

COMPLIANCE 2026

Right to Disconnect Is Law: How Uniden Voice Helps

Since 26 August 2025 the right to disconnect covers small businesses with fewer than 15 staff, about 5.4 million employees.

From **26 August 2025**, the **right to disconnect** extended to **small business employers with fewer than 15 employees**, bringing roughly **5.4 million** small-business employees under the rule. Administered under the Fair Work Act with guidance from the Fair Work Ombudsman, it lets an employee **refuse to monitor, read or respond to** work contact outside their working hours *unless that refusal is unreasonable*. It is **not a ban** on after-hours contact, and genuine emergencies and reasonable contact are excluded. The practical risk for most businesses is the after-hours call landing on a staff member's **personal mobile**.

■ The short version

- See an After-Hours Call Flow Built for Your Business

■ Key points

- See an After-Hours Call Flow Built for Your Business

■ Questions the full guide answers

- ☐ Does the right to disconnect apply to my small business?
- ☐ Is the right to disconnect a ban on contacting staff after hours?
- ☐ What makes a refusal to respond reasonable or unreasonable?
- ☐ How does a cloud phone system help me comply?
- ☐ Can I still be reachable after hours without calling staff mobiles?
- ☐ Is this article legal advice?

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 881 662** or visit **unidenvoice.com/get-started**.