TAFE Know Your Rights: Right to Disconnect



Main clauses and documents

- **Clause 41 – Right to disconnect** is the clause in the *Western Australian TAFE Lecturers' General Agreement 2023* that contains the right to disconnect provisions.
- See also the ***Western Australian TAFE Lecturers' General Agreement 2023*** **– Implementation Guidelines – 2023**, specifically Clause 41 – Right to disconnect.

Key issues and guidance

- Lecturers are not required to monitor or respond to work related communication outside of the hours a lecturer is scheduled to work each week.
- If a lecturer feels they are being pressured, coerced, or forced to monitor and respond to work related communication they should seek advice from the union via Member Assist.

Clause 41 – Right to Disconnect

41.1. The Employers recognise that Employees have periods of leave and non-work days.

41.2. Employees are not required to access work related information or respond to communications such as text messages and emails outside their ordinary hours.

41.3. Employers may send communications in the case of an emergency situation, genuine health and welfare concerns or for relief lecturing.

Information taken from the *Western Australian TAFE Lecturers' General Agreement 2023* – Implementation Guidelines – 024, Clause 41 – Right to disconnect

Clause 41 recognises that lecturers are not obliged to access work related information or reply to communications outside of

their ordinary hours. “Ordinary hours” will be different for each individual lecturer. These are the hours a lecturer is scheduled to work each week.

An employer may communicate with a lecturer outside of their ordinary hours in the case of emergency, for relief lecturing and health and wellbeing concerns, however lecturers are not required to monitor or respond to these communications.

Current STERC polices and protocols can be accessed through the union website or via Member Assist. As an SSTUWA member, you can contact Member Assist for industrial advice at any time on (08) 9210 6060 or 1800 106 683 or at memberassist@sstuwa.org.au

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