

Press release  
25 August 2025

## **1 in 2 employers have been formally approached by staff asserting their right to disconnect**

- 56% of Australian employers have received formal requests or complaints from their employees who want to exercise their right to disconnect, while 15% have received informal feedback or comments
- 59% have perceived their employees' expectations regarding after-hours communication have changed since the introduction of 'right to disconnect' legislation
- 93% have taken action to help employees exercise their right to disconnect
- 77% have noticed improved wellbeing and work-life balance among their employees since right to disconnect legislation came into effect

**Sydney, 25 August 2025** – New independent research by specialised recruiter [Robert Half](#) reveals that, in the 12 months since the Right to Disconnect amendment to the Fair Work Act<sup>1</sup> came into effect, the majority of Australian employers state their staff are exercising their right to disconnect, while most employers (93%) are taking active steps to support them.

The amendment, which grants eligible employees the right to refuse contact from employers or third parties outside of working hours in certain circumstances, has prompted a shift in how businesses approach after-hours communication.

### **Employees embrace the right to disconnect**

More than half (56%) of employers surveyed revealed they have received formal complaints, concerns or requests from their employees regarding their right to disconnect in the past 12 months. Small-to-medium enterprise employers (62%) were more likely than large employers (51%) to have received requests or formal notices of concerns from their employees.

- 30% of employers say multiple employees have raised formal concerns or requests about their right to disconnect
- 26% of employers say they have received formal concerns or requests from only one employee
- 15% of employers state informal comments or feedback have been received
- 26% of employers state there have not been any formal or informal concerns or comments raised by their employees
- 3% of employers are unsure if they have received any concerns or feedback

Regionally, there is significant disparity in the type and level of feedback employers are receiving. Western Australian employers were more likely (78%) to have received formal concerns or requests from their employees than those in Queensland (62%), New South Wales (43%), and Victoria (42%).

Western Australian employers were also much more likely to receive formal notice from *multiple* employees (51%) than in New South Wales (18%), Victoria (22%), and Queensland (29%). However, Victoria (24%) and New South Wales (20%) employers were more likely to receive informal comments or feedback than those in Western Australia (7%) and Queensland (10%).

### **Employers record a shift in expectations from employees**

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<sup>1</sup> [Fair Work Ombudsman, Right to Disconnect, August 2025](#)

Employers have noticed their employees' expectations have changed since the introduction of the right to disconnect 12 months ago, although not all workers have responded as they may have assumed.

Most (59%) employers have perceived their employees' expectations regarding after-hours communication have decreased. However, another 13% have noticed their employees' expectations have increased. About a quarter (26%) of employers have not seen a change in expectations in their workforces, while 2% of employers are unsure.

### **The changes employers have made**

When asked about the actions their organisation has taken as a result of employees gaining the right to disconnect, 93% of employers have revealed at least one measure has been implemented in the past 12 months.

Creating clearer communication, including updating policies and procedures, are among the most popular actions taken by Australian employers:

- 29% have created clear communication practices around expectations not to respond to after-hours contact, such as including a message in company email signatures
- 27% have provided managers with additional training on how to manage after-hours communication
- 26% have reviewed or updated HR policies
- 26% have modified on-call or emergency response procedures
- 25% have implemented clearer communication protocols for urgent matters

Other employers have adjusted workloads, deadlines, work tools and staffing:

- 25% have redistributed workloads among their team members
- 23% have invested in new communication tools or technologies
- 21% have increased staffing levels or resources
- 21% have adjusted project timelines or deadlines

### **Employers observe success of the right to disconnect**

Employers have noticed the right to disconnect is achieving what it was set out to do, with 77% noticing their employees' wellbeing and work-life balance have improved in the past 12 months. A further 21% of employers believe there has not been a noticeable impact on wellbeing and work-life balance, while only 2% of employers believe it has worsened.

*"The 'right to disconnect' has sparked a positive change in workplace dynamics, with employees actively embracing the policy to set healthier boundaries after work hours, challenging the 'always-on' culture that has become so prevalent," says **Nicole Gorton, Director at Robert Half.***

*"The striking regional variations, particularly the high engagement in Western Australia, highlight that cultural norms and local industry dynamics play a considerable role in how this legislation is being embraced across the country.*

*"The overwhelming positive response from employers is a clear signal that the 'right to disconnect' has become a catalyst for cultural change. The legislation has seen businesses actively adapting their internal processes to build healthier and more sustainable work environments for their people," concludes **Gorton.***

## **Notes to editors**

### **About the research**

The study is developed by Robert Half and was conducted online in July, 2025, by an independent research company of 500 hiring managers in finance and accounting, IT and technology, and human resources. Respondents are drawn from a sample of SMEs as well as large private, publicly-listed and public sector organisations across Australia. This survey is part of the international workplace survey, a questionnaire about job trends, talent management, and trends in the workplace.

### **About Robert Half**

Robert Half is the global, specialised talent solutions provider that helps employers find their next great hire and jobseekers uncover their next opportunity. Robert Half offers both contract and permanent placement services, and is the parent company of Protiviti, a global consulting firm. Robert Half Australia has offices in Brisbane, Melbourne, Melbourne South East, Perth, and Sydney. More information on [roberthalf.com/au](https://roberthalf.com/au).

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