

20 March 2024

Our ref: KB:ILC

Justice Adam Hatcher
President
Fair Work Commission

By email: [REDACTED]

Dear President

Variation of modern awards to include a right to disconnect

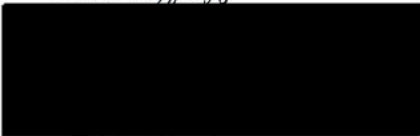
Thank you for the opportunity to provide feedback on the Fair Work Commission's proposed timetable for varying modern awards to include a right to disconnect.

The Queensland Law Society does not have any comments with respect to the proposed timetable. However, members of our Industrial Law Committee suggest that the process of reviewing and amending awards should include consideration of other award terms that may impact the right to disconnect and that perhaps, dispute resolution terms should be included in this review. We note there is a new disputes procedure in the *Fair Work Act 2009* (Cth) (**Act**) for the right to disconnect and potentially, a person might have a choice to raise a dispute under an awards disputes procedure and the Act.

We note the Commission is seeking submissions on right to disconnect term and guidelines by 20 May 2024. At this time, QLS will provide feedback including that the modern award terms should be practical to allow those to whom the award will apply to know their rights and obligations.

If you have any queries regarding the contents of this letter, please do not hesitate to contact our Legal Policy team via [REDACTED] or by phone on [REDACTED]

Yours faithfully


Rebecca Fogerty
President