



New rules for small businesses

From 26 August 2025 employees of small businesses will have:

- a workplace right to disconnect, which protects employees who refuse to monitor, read or respond to contact or attempted contact outside their working hours, unless the refusal is unreasonable
- access to the 'employee choice' pathway, allowing casual employees to choose to become full-time or part-time employees in some circumstances.

These rules already apply to non-small businesses and their employees.

Get ready for the changes:

1. Understand the rules and how they apply to your business:

- watch our animation about [understanding the right to disconnect](#)
- visit our [what is the right to disconnect](#) page
- visit our [casual to full-time or part-time employment](#) page
- visit the Fair Work Ombudsman's resources to access their:
 - » [right to disconnect for small business](#) videos
 - » [right to disconnect page](#), including tips for discussing out of hours contact
 - » [casual employees](#) and [becoming a permanent employee](#) pages.

2. Understand your options if there is a disagreement or dispute

Have discussions at your workplace to try and resolve the dispute: [resolve a dispute in your workplace](#)

If the dispute is unresolved, an employer or employee can apply to the Fair Work Commission for help:

- [disputes about the right to disconnect](#)
- [disputes about casual to full-time or part-time employment.](#)

For more information about new rules for small business employers,
visit www.fwc.gov.au/small-business-hub