

Right to Disconnect – Staff Communication

This is a new clause in the enterprise agreement that outlines the department's commitment to minimise digital communication with teachers to ensure an appropriate work/life balance is met, while accommodating a school's operational needs. This new clause confirms that, other than in exceptional circumstances, teachers are encouraged to disconnect from digital technologies and communications while taking rest time, weekends and leave.

We value the positive relationship that exists between families and our school community because we know that this supports student wellbeing and academic achievement.

The availability of digital platforms including Seesaw and Facebook have made it easier for us to provide information to you in a timely manner and allow you to seek clarity and provide information to us in return.

However, reliance on digital platforms as the main point of contact with the school has created a situation where our staff appear more accessible at times of the day when they are teaching and developing learning materials for their classes, and during non-work time when they should be disconnected from work.

While staff will continue to respond to messages as soon as practicable, they will not be expected to respond to non-urgent communication in their personal time (prior to 8am and after 4.30pm).

To ensure our staff can focus on their duties, our school will be implementing the following approach to staff-directed communications.

Routine contact:

1. Families should contact us **via the front office on 8725 9955** and leave a message for the relevant staff member to contact them.
2. **Seesaw messages and emails** sent directly to the teacher or support staff will be responded to within 1-2 working days and within school hours.
3. Should a return call/message not be received within 1-2 working days, families may further contact us via the front office on 8725 9955.

Urgent contact:

1. Parents should make contact via the front office on 8725 9955 leaving a message notifying that the matter is urgent.
2. A member of the leadership team will determine who is the best person to respond to the matter and do so as a matter of priority.

Thank you for your understanding and support of our staff.