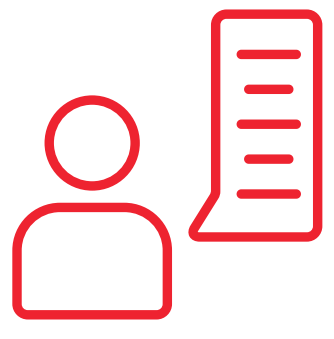


## Title: The Introduction of the Right to Disconnect Code of Practice at UCC

Presenter: Susan O'Mahony, Staff Wellbeing & Development, HR



### Case Study Synopsis

The Right to Disconnect Code, which came into effect on 1 April 2021, refers to the employee's right to be able to disengage from work and work-related electronic communications outside normal working hours.

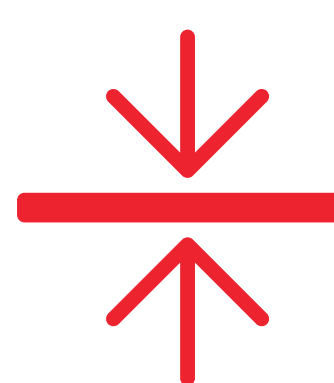
The wellbeing of colleagues is key to enabling good work-life balance and the creation of effective work-based routines whether working from home and/or UCC.

UCC Staff Wellbeing and Development have taken a comprehensive approach towards enabling visibility and understanding of the code and how it can be enabled in a practical and straightforward manner for colleagues. This approach takes cognisance of the various preferences that learners may have as information and training is available both in an online format and via regular workshops and briefing sessions facilitated by Susan O'Mahony, Staff Wellbeing and Development Advisor. The importance of the Right to Disconnect was highlighted in the 2021 UCC staff Survey which recorded that 70% of all considered disconnecting from work was very important to them.



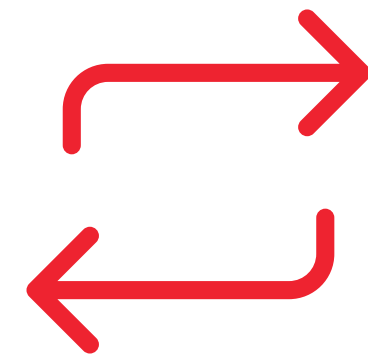
### Key Impacts

- Examples of some of the remedial actions taken by staff who have attended the course include updating their teams about the Right to Disconnect training and on a practical level changing email footers and using the email delay send function to schedule emails so that colleagues are not interrupted after hours.
- The feedback from the course is that staff find the workshop informative and practical and provides them with an opportunity to reflect on what their relationship is like with work and to take remedial action where necessary.
- At the end of the workshop staff are encouraged to seek appropriate supports using the Staff Resources Tree. Staff are reminded that further self-directed training is available to all.



### Area of Alignment

People & Organisational Culture



### Intended Changes

The importance of disconnecting from work as a buffer against mental and physical health difficulties is outlined in the workshops. The workshop highlights the importance of a communication policy for units and departments both with staff, stakeholders and with students to ensure the Right to Disconnect can be implemented locally. The workshop outlines tools and techniques which are easily understood and can be implemented quickly. To create a culture that supports the Right to Disconnect.



### Additional Information

Staff are encouraged to advise their teams that they have undertaken the Right to Disconnect training and to update their colleagues on what actions they are implementing because of the training. Covid 19 and the increase in working from home has highlighted the importance of switching off outside working hours when working from home and in the general promotion of healthy routines to support workplace wellbeing in addition to creating good boundaries between work and personal life.



### Video Links | Graphics

**The Right To Disconnect online Training link:**

<https://www.ucc.ie/en/hr/wellbeingdevelopment/training/programmesandworkshops/righttodisconnectonlinetraining/>

