

## Individual & Systemic Advocacy

### People with Disabilities WA

213 Wright Street  
Cloverdale WA 6105



12 February 2026



people with  
disabilities  
western  
australia

### Parliament of Australia

[Education and Employment Legislation Committee's](#)

PO Box 6100

Parliament House

Canberra ACT 2600

**Attention:** Committee Secretary, Senate Education and Employment Committees

T: [+61 2 6277 3521](tel:+61262773521) | E: [eec.sen@aph.gov.au](mailto:eec.sen@aph.gov.au)

Dear Chair [Senator Marielle Smith](#), Deputy Chair [Senator Maria Kovacic](#) and members [Senator Josh Dolega](#), [Senator Mehreen Faruqi](#), [Senator Corinne Mulholland](#), [Senator Jacinta Nampijinpa Price](#), and [Senator Barbara Pocock](#)

## Fair Work Amendment (Right to Work from Home) Bill 2025

Our team at People with Disabilities Western Australia thanks the Australian Parliament's Education and Employment Legislation Committee for this opportunity to comment on the [Australian Government's](#) proposed amendments to Australia's national [Fair Work Act 2009](#).

We acknowledge the draft [Fair Work Amendment \(Right to Work from Home\) Bill 2025](#) that had its first and second reading on 5 November 2025 and was referred on to your [Legislation Committee](#) on 27 November 2025, which you will report on to federal Parliament on 26 March 2026.

At PWdWA we believe strongly in Australia's workers right to work from home and contribute meaningfully and productively to their organisations online.

Before we tell you our views on the federal government's proposed changes to our Fair Work Act, let us tell you more about ourselves before we tell you about our views on working from home.

### About PWdWA

[People with Disabilities WA](#) is a membership organisation that represents all people with disability in Western Australia. It is a disability-led disabled people's organisation with a staff and board with disability and neurodivergence. PWdWA is disability representative organisation, representing people with disability on individual advocacy cases and systemically, as we work together to improve the lives of people with disability in WA and fight for their rights together.

---

People With disabilities WA | ABN 36 733 500 946

Business Address: Suite 13 Level 2, 213 Wright Street, Cloverdale WA 6105

Mailing Address: PO Box 663, Cloverdale WA 6985

Tel (08) 6243 6948 or 1800 193 331 | [admin@pwdwa.org](mailto:admin@pwdwa.org) | [www.pwdwa.org](http://www.pwdwa.org)

*People with Disabilities WA's views on working from home*

## Our position on working from home

Before the COVID-19 pandemic, the right to work from home and productively contribute to the success of organisations was a “maybe” many of us in the disability community fought hard for, if we succeeded at all.

During COVID, working from home understandably became commonplace and has enabled a generation of workers with and without disability to demonstrate just how valuably they can contribute online.

At PwDWA, we're aware some workplaces are wanting to take away our right to work and contribute from home, and are sometimes also ignoring our requests for reasonable adjustments around this.

Working from home is and should be a right and we hope to see the progress of a *fair* Fair Work Amendment (Right to Work from Home) Bill 2025 through the Australian Parliament that will enable many of us to work from home for the remainder of our careers, when we want to. The many of us named in the categories named in 65(1A) and 65(1B) of the existing Fair Work Act in force – ***pregnant employees, parent-employees, carer-employees, employees with disability, employees aged 55 years and older, employees experiencing family and domestic violence, employees providing care or support to a family or householder member due to family and domestic violence, employees who have responsibility for the care of a child, and parent-employees returning to work after the birth or adoption of a child*** – and even more of us, who may or may not be covered by the new (hopefully) broad category of an employee of an employer that the revised section 65(1) will apply to, who “may request a change in working arrangements.”

We notice that the 5 November 2025 Bill currently before the Parliament's Education and Employment Legislation Committee, the latest Bill seeks to differentiate between requests to work from home for two days a week, and requests for more than that.

The disability community and our organisation PwDWA believe a universal right to working from home is vital for people with disability and workers more generally, particularly workers with other disadvantages too, and intersecting disadvantage.

We believe any legislative changes to the Fair Work Act must ensure employers fairly taking into consideration our reasonable needs around working from home, without discriminating against us.

We worry that by eliminating the categories of workers that may request working from home arrangements, these categories of workers who face disadvantages in their personal lives will once again be implicitly discriminated against at workplaces across Australia.

For some people with disability and other disadvantage, working from home five days a week is vital. Normalising forced returns two or three days a week through tweaking legislation is also not in our interest, or in the interest of many workers needing reasonable adjustments, including the categories of workers currently named in the Fair Work Act that we have highlighted in bold above.

We remind you that the days have past since all workers were forced to gather in an office. Instead, since COVID, and before then when our community went online,

*People with Disabilities WA's views on working from home*

the Australian workforce now gathers together online and in person across the nation. We meet on Teams. We catch up over Zoom. We send emails and message people on Slack. We phone, tag and comment on each others posts. We're professional and together we work hard and fuel our economy from the places where we live. In rural, regional and metropolitan areas all across the country.

Together we do the work productively and with a strong commitment to our employers' bottom-line.

Our community can be productive at home and rev up our economy. Please ensure any legislative change enables us to keep on doing this.

Yours sincerely

[Redacted signature]

**Kat Johns**  
PWdWA CEO

T: [Redacted]  
E: [Redacted]

[Redacted signature]

**Amanda Ellis**  
PWdWA Systemic Advocate

+ [Redacted]  
[Redacted]