

To: The Committee Secretary
Senate Education and Employment Legislation Committee
Parliament House, Canberra
From: Ethan Linnett

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Date: January 27, 2026

1. Introduction

I am writing to support the Fair Work Amendment (Right to Work from Home) Bill 2025.

While the proposed shift from a "Right to Request" to a "Statutory Right" is a landmark step for the 48th Parliament, I believe the Bill requires a specific amendment to properly serve Australians with disabilities and carers.

2. Recommendation: Full-Time WFH as an Accessibility Right

The current Bill proposes a statutory right for two days of remote work per week. For many, this is a matter of work-life balance. However, for employees with disabilities, it is a matter of workplace survival.

I recommend the Bill be amended to explicitly grant a statutory right to full-time (100%) work-from-home arrangements for employees who are:

Living with a disability (under the Disability Discrimination Act 1992).

Primary carers for a person with a disability or chronic illness.

3. Lived Experience and Impact

As a person who is blind (with light perception) and autistic, the physical office environment presents significant barriers. Navigating public transport and office layouts involves a high level of sensory and cognitive load.

By working from home, I can control my sensory environment and utilize my specialized assistive technologies in a space already optimized for my needs. A two-day limit is insufficient; a statutory right to work remotely full-time would eliminate these systemic barriers and allow me to remain a productive, long-term member of the workforce.

4. Conclusion

I urge the Committee to ensure this Bill does not leave disabled Australians behind by capping remote work at two days. True progress in 2026 means recognizing that for some, the home is the only accessible workplace.

Sincerely,

Ethan Linnett