

Course : The right to disconnect: issues and implementation

Practical course - 1d - 7h00 - Ref. DDY
Price : 790 € E.T.

Nouvelle édition

Working methods such as telecommuting and fixed-price agreements are leading us to think about hyperconnection. This training course, combining legal and practical aspects, will enable you to implement a preventive approach that guarantees the right to disconnect while ensuring quality of life at work.

Teaching objectives

At the end of the training, the participant will be able to:

- ✓ Understanding the legal implications of the right to disconnect
- ✓ Identifying the risks of hyperconnectivity
- ✓ Communicating good disconnection practices
- ✓ Draft a charter and start negotiations on the right to disconnect as part of mandatory annual negotiations (NAO)

Intended audience

Plant managers, SME company directors, HR directors, HR managers, labor relations managers, operational managers.

Prerequisites

No special knowledge required.

Practical details

Hands-on work

This highly interactive course is based on numerous practical exercises with individual feedback and analysis.

Teaching methods

Course documentation and support, practical application exercises.

Course schedule

PARTICIPANTS

Plant managers, SME company directors, HR directors, HR managers, labor relations managers, operational managers.

PREREQUISITES

No special knowledge required.

TRAINER QUALIFICATIONS

The experts leading the training are specialists in the covered subjects. They have been approved by our instructional teams for both their professional knowledge and their teaching ability, for each course they teach. They have at least five to ten years of experience in their field and hold (or have held) decision-making positions in companies.

ASSESSMENT TERMS

The trainer evaluates each participant's academic progress throughout the training using multiple choice, scenarios, hands-on work and more. Participants also complete a placement test before and after the course to measure the skills they've developed.

1 Adopt the principle of the right to disconnect

- Identify the rules governing working hours and rest periods.
- Clarify the notion of fixed-price agreements.
- Understand the legal implications of the right to disconnect.
- Know the employer's obligations and powers.

Hands-on work

Quiz on the notion of effective working time and the right to disconnect.

2 Defining hyperconnectivity

- Define the notion of using digital tools.
- Become aware of the health consequences of hyperconnectivity.
- Identify employees affected by hyperconnectivity.
- Dealing with employees who confuse availability with hyperconnection.

Case study

Assessing people at risk and reporting needs to the manager.

3 Acting on hyperconnectivity

- Carry out a company diagnosis to identify at-risk positions and sectors.
- Reinforce practices with innovative solutions: guide, software, organization enabling "disconnection".
- Strike the right balance between professional and private life.
- Avoid the risk of litigation.

Hands-on work

Setting up a prevention program.

4 Making disconnection legally secure

- Analyze the content of agreements and charters on the right to disconnect.
- Integrate disconnection into mandatory annual negotiations (NAO).
- Understand the importance of implementing a charter.

Hands-on work

Build an action plan applicable to the company.

TEACHING AIDS AND TECHNICAL RESOURCES

- The main teaching aids and instructional methods used in the training are audiovisual aids, documentation and course material, hands-on application exercises and corrected exercises for practical training courses, case studies and coverage of real cases for training seminars.
- At the end of each course or seminar, ORSYS provides participants with a course evaluation questionnaire that is analysed by our instructional teams.
- A check-in sheet for each half-day of attendance is provided at the end of the training, along with a course completion certificate if the trainee attended the entire session.

TERMS AND DEADLINES

Registration must be completed 24 hours before the start of the training.

ACCESSIBILITY FOR PEOPLE WITH DISABILITIES

Do you need special accessibility accommodations? Contact Mrs. Fosse, Disability Manager, at psh-accueil@orsys.fr to review your request and its feasibility.

Dates and locations

REMOTE CLASS

2026 : 23 June, 2 Oct., 14 Dec.

PARIS LA DÉFENSE

2026 : 23 June, 2 Oct., 14 Dec.