



Reference: OIA24-08002

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James Kelly
Deputy Secretary
Markets Group
The Department of the Treasury

Dear Mr Kelly

Impact Analysis – Second Pass Final Assessment – Reforms to non-compete clauses and other worker restraints

Thank you for your letter of 24 October 2025 submitting an Impact Analysis (IA) for formal Second Pass Final Assessment. I note the IA has been formally certified at the Deputy Secretary level consistent with the *Australian Government Guide to Policy Impact Analysis*.

I appreciate the Treasury's constructive engagement on the IA. The Office of Impact Analysis' (OIA) assessment is that the quality of the analysis in the IA is Good Practice. The IA addresses the seven IA questions and follows an appropriate policy development process commensurate with the significance of the problem and magnitude of the proposed intervention.

The IA may now be provided to the decision-maker to inform their decision.

Next steps

Ahead of the final decision being announced we would appreciate a copy of the IA in a form meeting the Government's web accessibility requirements. The OIA will then publish the IA and one-page Impact Analysis Summary, along with your certification, on the OIA's website. The IA must also be included in any Explanatory Memorandum or Statement giving effect to the proposals in the IA, as stipulated in the *User Guide to the Australian Government Guide to Policy Impact Analysis*.

If you have any further queries, please do not hesitate to contact me.

Yours sincerely

Joanna Abhayaratna
Executive Director
Office of Impact Analysis
30 October 2025