



# Reform to non-compete clauses and other restraints on workers

Submission by

Australian Podiatry Association (APodA)

2025



# Australian Podiatry Association

The Australian Podiatry Association (APodA) is Australia's national peak body representing podiatrists.

The Association is steeped in a long history of integrity and community care and advocating for the profession.

The APodA is committed to advancing podiatry to improve foot health in the community and to improve national standards. The positive impact of podiatric care changes the lives of one in five Australians who suffer from foot pain.

It is through the profession's support the APodA can direct advocacy efforts to emphasise removing or minimising barriers to providing a better quality of life for all Australians.

## APodA Response

Competition Taskforce  
The Treasury  
Langton Crescent  
PARKES ACT 2600

Dear Competition Taskforce,

### **APodA Submission - Reform to non-compete clauses and other restraints on workers**

The Australian Podiatry Association (APodA), as the national peak body representing the podiatry profession, welcomes the Government's proposed reforms to restrict the use of non-compete clauses. We strongly support the underlying policy intent: to increase labour mobility, strengthen competition, and remove unnecessary barriers to workers moving within their profession who are under the high-threshold income level.

For podiatrists, the reforms are particularly relevant. The majority of podiatrists in Australia earn below the high-income threshold identified in the Fair Work Act. As such, the removal of non-compete clauses will enhance workforce flexibility, allow graduates and early-career podiatrists to pursue opportunities across the sector, and help address workforce shortages that impact access to care — especially in regional and rural communities.

At the same time, we note the importance of protecting the legitimate business interests of sole practitioners and small podiatry practices, which form the backbone of service delivery across much of Australia. For these business owners, client relationships, goodwill, and intellectual property are often their most valuable assets. We therefore encourage the Government to ensure that while non-compete clauses are restricted for low- and middle-income workers, proportionate alternatives remain available — such as client non-solicitation clauses, confidentiality agreements, and other targeted measures that protect small businesses without unduly constraining job mobility.

Overall, the APodA endorses the proposed reforms as a fair and balanced approach. We believe they will improve employment opportunities for most podiatrists, enhance access to care for patients, and strengthen the sustainability of the podiatry profession.

We thank Treasury for the opportunity to contribute and look forward to continuing engagement on this important issue.



**Hilary Shelton**  
Chief Executive Officer  
Australian Podiatry Association