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| **MINUTES OF MEETING 28th May 2024** |
| * **IN ATTENDANCE:**

Joanne Wayte, Impact Executive Solutions Helen Danson, Reeds ConsultingCatherine Cox, PKF George Harris, Gadens LawyersAnnie Panow, Flexible Drive Megan Wallce, St John Ambulance VicKatie Chapman, Watson Young Architects Annalise Farina, Gadens LawyersMargot Andersen, talentinsight Paige Hudson, Home InsteadPaul Gallo, Tech Mahindra Peter Way, CommsGroup LimitedReanne Medill, Emmbr Rosanna Stephenson, Kennedy PartnersTomas Jajesnica, Mr Meditate Vanessa Mills, Education Services AustraliaKristen Dyer, Gadens Daniel Kendall, Mercer Marsh Benefits Bridget Loveridge, PKF Lawra Bello, Davies Collison CaveKaren Jenkins, Australian Genome Research Facility Aimee Dodd, Davies Collison Cave |
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| * ***INTRODUCTIONS***

Each sponsor/supporter of the group was introduced and thanked (listed below). We encourage you to support our sponsors as they support us. Following this, each attendee introduced themselves and their business.   |
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| * ***GENERAL BUSINESS***
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| We are looking for additional supporters in for 2024 particularly for Melbourne please! Members are invited to consider supporting the ongoing function of the group. We do not ask for much. If you have found value in the group and would like to support its ongoing functioning, then please contact Joanne Wayte.Members were also reminded that they are welcome to invite colleagues along to the meetings or to join the group. We are also looking for Speakers for 2024 should any members have suggestions that do not conflict with sponsors. |
| * ***EMPLOYMENT LAW UPDATE -***  George Haros, Partner, Gadens Lawyers
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| On 23 April 2024, the US Federal Trade Commission (**FTC**) announced that non-compete clauses would be prohibited. On 7 May 2024, the FTC published the final rule. Absent an effective legal challenge delaying or barring enforcement, the rule will go into effect on 4 September 2024. Companies will have to be in compliance with the rule by the effective date. The final rule (applying to work and workers in the US) provides that it is an unfair method of competition for persons to, among other things, enter into non-compete clauses with workers on or after the final rule’s effective date. With respect to non-compete clauses entered into before the effective date, the final rule adopts a different approach for senior executives than for other workers. For senior executives, existing non- competes can remain in force, while existing non-competes with other workers are not enforceable after the effective date.The final rule can be found [here](https://www.federalregister.gov/documents/2024/05/07/2024-09171/non-compete-clause-rule) - [Federal Register :: Non-Compete Clause Rule](https://www.federalregister.gov/documents/2024/05/07/2024-09171/non-compete-clause-rule)It is possible that the US ban may encourage Australia to adopt similar provisions. Former Fair Work Commission president Iain Ross made recommendations in a new research paper. Those recommendation include:* banning non-competes below a certain income threshold, such as $100,000 a year;
* capping their terms at six months; and
* prohibiting them in enterprise agreements.

We have attached a copy of the research paper.  |
| * ***PRESENTATION***

Thank you to **Daniel Kendall, Principal, National Client Solutions, Mercer Marsh Benefits** for his presentation regarding **“People Risk 2024**”. A copy of the presentation slides is attached and will also be made available on the HRM@W website. |
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| * ***NEXT MEETING***

The next meeting is **25th June** at the offices of Reeds Consulting you can mark the date in your diary now. Presenter: **Paul Clifford, Paul Clifford Psychology**Topic: **Master the challenging mental health & performance conversations.** |
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| ***THE HR NETWORK WOULD LIKE TO THANK THE FOLLOWING SPONSORS /******SUPPORTERS OF THE MELBOURNE GROUP:******IMPACT EXECUTIVE SOLUTIONS –*** [*www.impactexecutive.com.au*](http://www.impactexecutive.com.au)***GADENS LAWYERS –*** [*www.gadens.com*](http://www.gadens.com)***SACS CONSULTING –***  [*www.sacsconsult.com.au*](http://www.sacsconsult.com.au)***ALLTECH PAYROLL –*** [*www.alltechp*ayroll*.com.au*](http://www.alltechsolutions.com.au)***VICTORIAN CHAMBER OF COMMERCE & INDUSTRY –*** [*www.victorianchamber.com.au*](http://www.victorianchamber.com.au)***ETHOS MIGRATION LAWYERS –*** [*www.ethosmigration.com.au*](http://www.ethosmigration.com.au)***PKF –*** [*www.pkf.com.au*](http://www.thosmigration.com.au)***REEDS CONSULTING –*** [*www.reedsconsulting.com.au*](http://www.reedsconsulting.com.au)***COURTENELL WHS TRAINING –*** [*www.courtenell.com.au*](http://www.courtenell.com.au) |

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