Dear [Name of MP]

As the [Owner/CEO/Director] of [INSERT NAME OF RECRUITMENT BUINESS] a recruitment business in your constituency of [INSERT CONSITUENCY], I am writing to raise my concerns about the government's ongoing consultation on reform to the use of non-compete clauses in employment contracts.

The consultation is proposing to reform non-compete clauses, either by making an employer pay the worker in question for the time period the clause is enforceable, or by banning non-complete clauses from employment contracts. The proposed changes are supposedly meant to aid innovation and recovery from the pandemic. However, these changes will have a very negative impact on my business and many others in community.

Non-compete clauses are a vital tool for small businesses owners like me to protect their interests in highly competitive and high value industries. For a small company like mine, losing a senior member of staff results in loss of knowledge, relationships and revenue. Even more damaging is where ex staff members move to a rival company taking their contacts with them. Non-compete clauses provide me with a valuable safety net against this scenario, giving me a window to recover from the loss of an employee and their skillset.

Other small businesses will also suffer if the proposals in the consultation are taken on. These are the same business that the government has tried to support throughout the pandemic, so removing protections by potentially banning non-compete clauses seems counterintuitive.

Requiring business owners like me to pay additional money to former employees would be financially damaging, particularly in a time when revenue and cash flow are low. These reforms could cause a lot of harm.

As your constituent I would like you to l implore you to raise this with the relevant Ministers so they reconsider these proposals. This will help to businesses like mine are able to protect themselves and stay operational during these difficult times.

Yours Sincerely

[YOUR NAME HERE]