



brownejacobson^{LLP}

Brexit Overview

Your People and Brexit

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The UK government has stated its intention to preserve the rights of EU nationals living in the UK who have arrived before 31 December 2020 under the EU Settlement Scheme. This provides some comfort to EEA staff already living in the UK but the long-term picture is much more uncertain. As it currently stands, the free movement of workers between the EU and the UK will end and a new immigration system will be introduced in early 2021. This system will be skills-based and will apply to both EEA and non-EEA nationals irrespective of nationality. Despite the uncertainty, however, we can help you take some sensible steps now to prepare your workforce for the implications of Brexit.

Key Issues

Retaining your workforce

Brexit will introduce a range of new immigration and visa measures for EEA employees including applications for settled / pre-settled status for those arriving in the UK after it has left the EU in the event of a no deal. Are you making the necessary preparations?

Reassuring your staff

This is a stressful time for your EEA workforce. Is your HR team ready to give practical guidance and support?

Continuing to visit and work in the EEA

Visiting and working in the EEA is likely to be subject to increased bureaucracy. Have you considered the impact on your staff's international activities?

Maintaining your talent pool

Brexit is likely to reduce the pool of potential employees available to your business. Have you considered other sources of talent from the settled workforce?

Navigating a new immigration system

A new immigration system for EU and EEA nationals will treat them equal to non EU nationals, this will be implemented in January 2021. Are you familiar with the proposals and do you need to apply for a Licence to Sponsor in readiness for this?

Monitoring legal changes

Over the longer term, Brexit may bring about changes to employment rights in the UK. Are you ready to monitor and implement any changes in the law?



How We Can Help You

Initial planning

We will provide an overview of the key risk issues affecting your workforce in various Brexit scenarios and the preliminary action points you need to take to prepare.

Risk analysis

We can help you assess your business needs and produce a risk register setting out the priority issues and action points.

Workforce audit

We will carry out an on- or off-site assessment of your current workforce and employment arrangements and develop a plan to meet the needs of your business.

Bespoke advice

We can develop tailored advice to address specific problems or projects, like helping with visa applications, sponsorship licences and reviewing your HR systems.

Recruitment strategy

We can provide advice on how to adapt your people strategy to help you meet the challenges of legislative and policy changes and a more restrictive labour market.

Action Points

01**Audit your current workforce**

Review your current EEA and non EEA employees and the roles they work in. Understand the risks and create mitigation and contingency plans.

02**Engage with your staff**

Ensure your EEA and non EEA staff are informed about what they need to do and be on hand with practical support.

03**Assess your international needs**

Study the increased costs, administration and bureaucracy involved in travel and work in Europe after Brexit.

04**Adapt your future recruitment**

Consider the recruiting challenges posed by a more restrictive labour market and how you might find other sources of talent. Consider whether you need to apply for a Licence to Sponsor or amend your current Licence.

05**Evaluate the costs and the opportunities**

Analyse the impact of increased costs but also the opportunity to improve processes and create efficiencies.

**For more information,
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For further guides on the impact of Brexit
please visit www.brownejacobson.com/brexit