



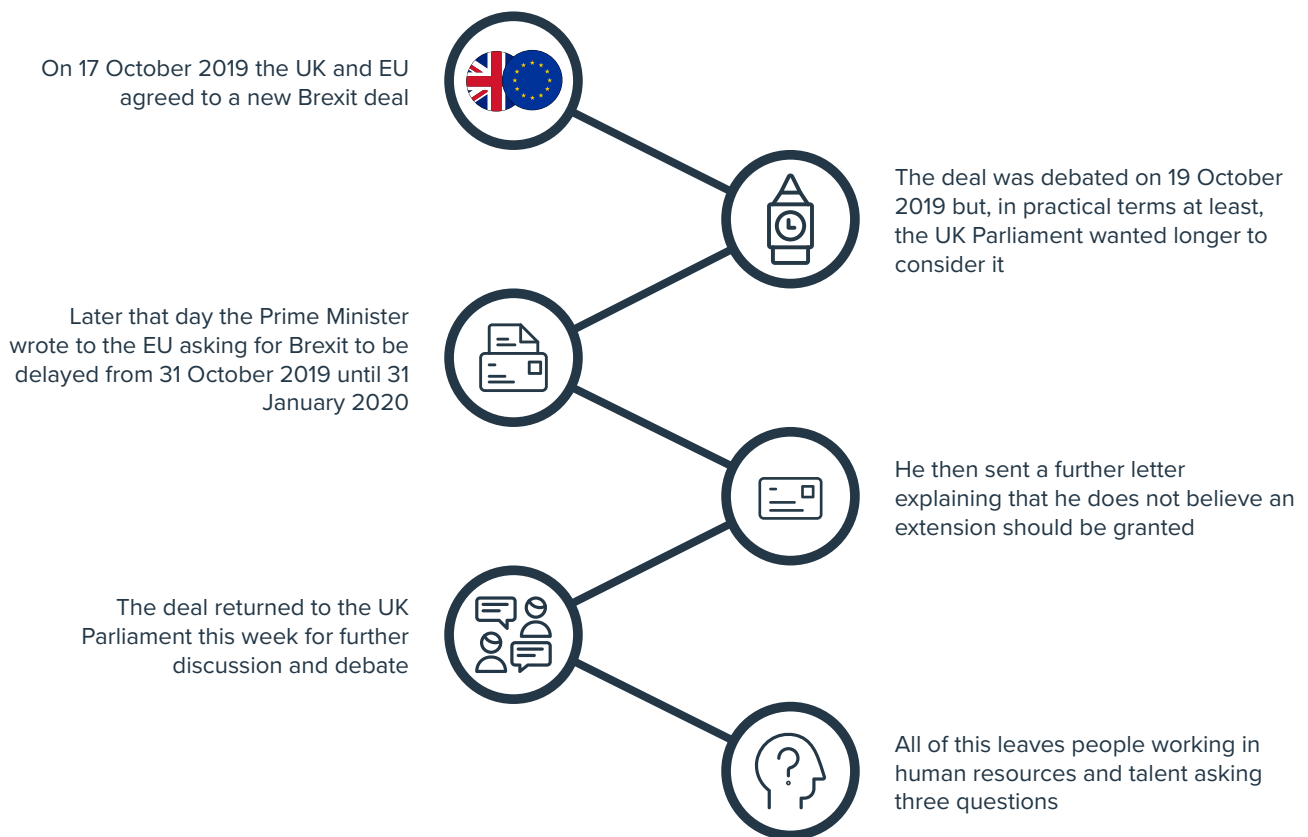
People and Brexit

What you need to do in the next week

We are heading through what promises to be a tumultuous few weeks in UK politics. Prime Minister Boris Johnson has said the UK will leave the EU on 31 October 2019 'do or die' and will not budge from that position. The UK Parliament appears to have other ideas and the European Union is yet to say whether the deadline for Brexit can be extended.

There is a sense of déjà vu to the political wrangling of the last few weeks and uncertainty continues to dominate Brexit. Irrespective, our clients have a job to do whatever the outcome and want to do it properly. This is what we are advising.

WHERE WE ARE



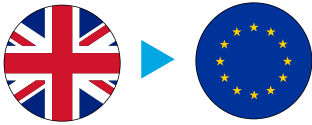
What do I need to know?

What do I need to do?

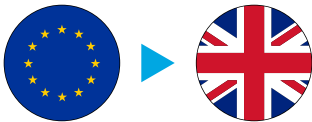
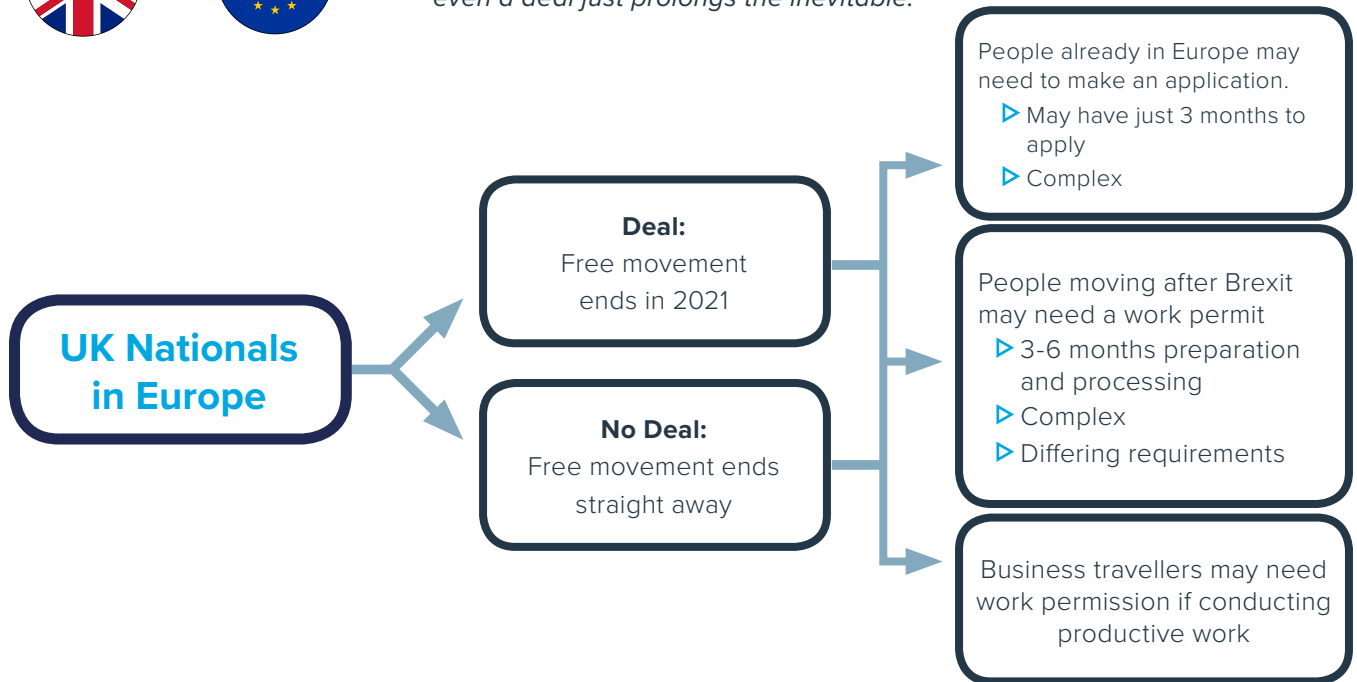
What do I need to tell people?

What do I need to know?

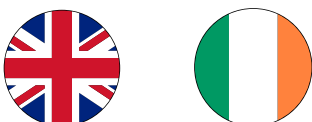
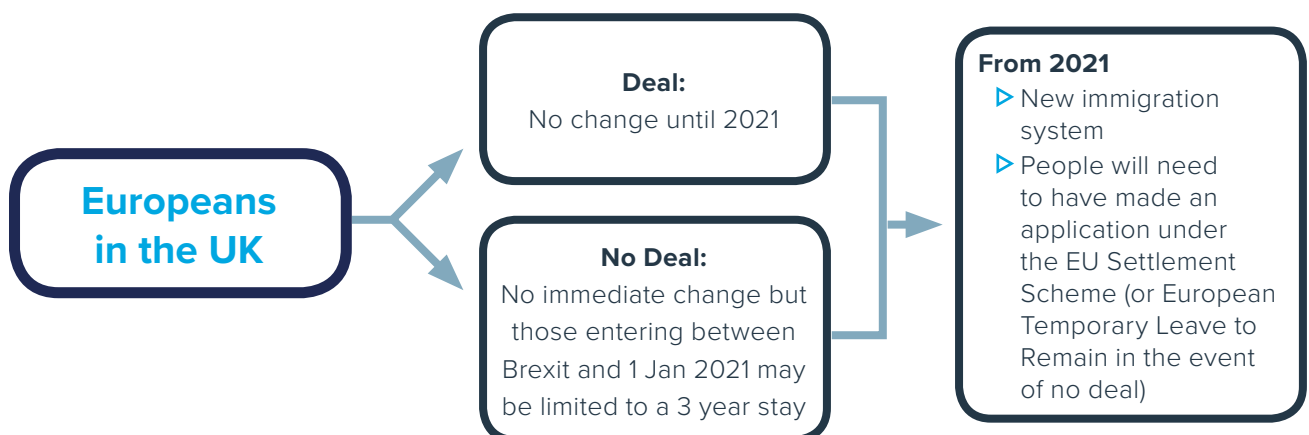
Deal or No Deal?



For UK nationals in Europe, the issues come when free movement ends; even a deal just prolongs the inevitable.

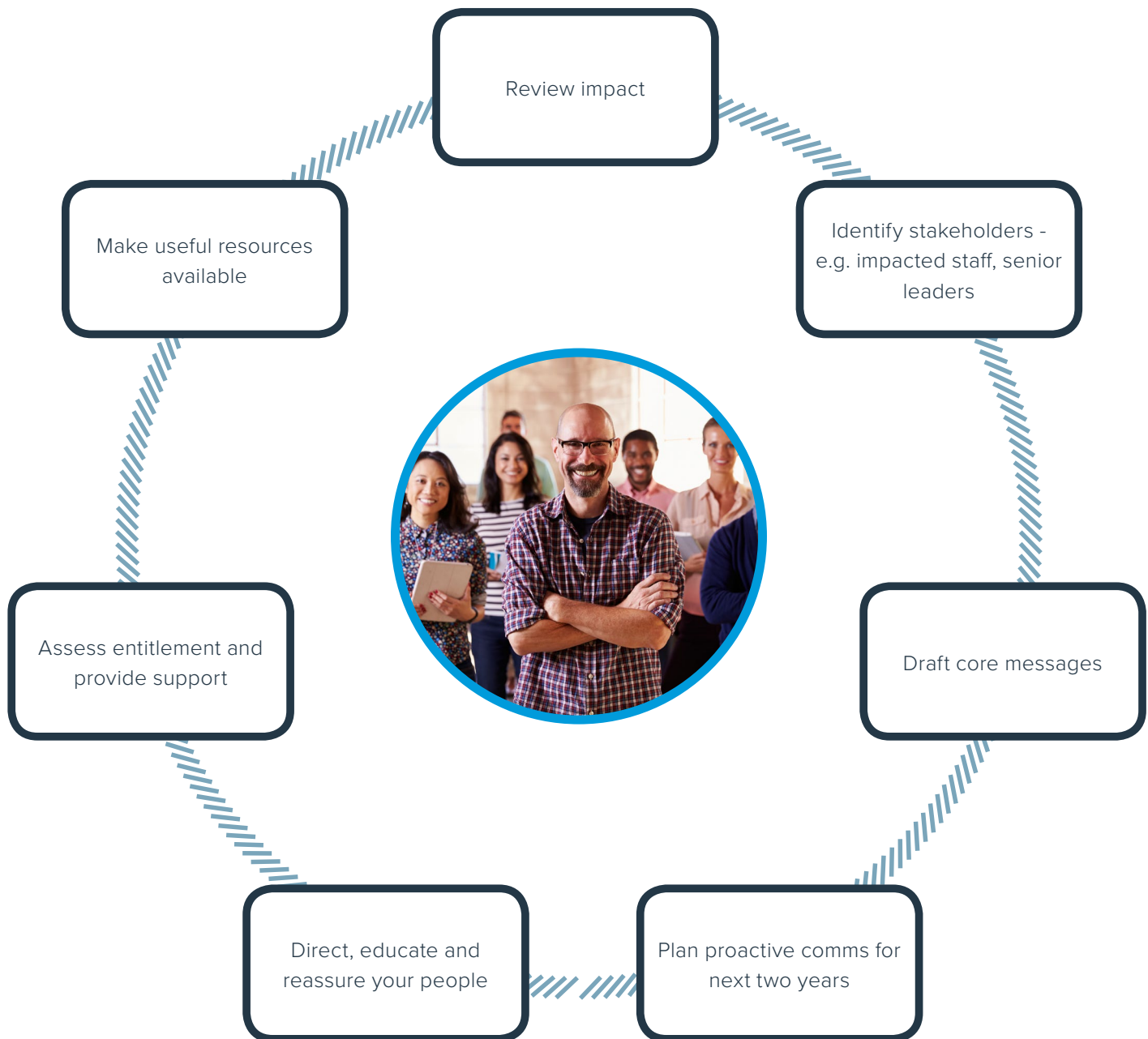


In the UK, 1 January 2021 is arguably a bigger milestone than Brexit.



UK citizens in Ireland and Irish citizens in the UK are not affected, whatever happens, as they will not require work or residence authorization even in the event of a no-deal. Their non-EEA family members however will need to make an application

What do I need to do?



WE CAN HELP YOU COMMUNICATE YOUR KEY MESSAGES



Guides



Video



Webinar



Town hall



Consultation

What do I need to tell people?



YOUR CORE SCRIPT

- ▶ We need to understand and plan for the impact of Brexit on our European employees in the UK and our UK employees in Europe
- ▶ Brexit should not mean that our employees lose their residence rights in the UK and Europe but they may need to make an application
- ▶ If the UK and EU agree a deal, very little will change between now and 1 January 2021 – we will still be able to move people around the UK and Europe without work permission
- ▶ A no deal Brexit will cause disruption for our UK and EU employees and would mean that:
 - ▶ Europeans entering the UK after Brexit are limited to three years' stay if they are in lower skilled jobs
 - ▶ UK nationals moving to work in Europe will need work permission, a complex and slow process even where they qualify for a work permit
 - ▶ UK and EU business travellers will need to understand that they if they are working in Europe or the UK they could need a work permit, even if only for a few days



KEY MESSAGES TO POTENTIALLY IMPACTED EMPLOYEES

- ▶ Don't panic. Brexit should not mean that you lose your rights of residence
- ▶ You may need to make an application and you must ensure it is submitted on time
- ▶ You can find more information on government websites or our own intranet
- ▶ If you have any concerns or problems making the applications you should contact HR






TO SENIOR LEADERS

Your ideal script would be:

- ▶ We have spoken to potentially impacted employees several times already and will continue to do so as we approach major Brexit milestones and application deadlines
- ▶ Video, written briefing and guidance is available on our intranet
- ▶ In readiness for a no deal, we know which UK national employees in Europe will need to make an application for status, how long they will have to apply and their likely entitlement
- ▶ We have also ensured that the recruitment team understand that:
 - ▶ After a no deal Brexit some European migrants will be limited to three years' stay in the UK
 - ▶ UK nationals intending to work in Europe will normally need a skilled job and that there will often be a lead in period of three to six months
 - ▶ Regular business travellers between the UK and Europe should understand the restrictions on certain activities as a visitor, and mechanisms are in place to ensure that irregular visitors are also fully briefed

What's next?

-  = Key milestones
  = Rights and issues
  = Steps you can take

While the UK government wants to get Brexit done now, the truth is that the fundamentals of the UK immigration system won't change immediately. Rather, the free movement rights of Europeans to come and live in the UK will continue throughout 2020, although Europeans who entered the UK after a no deal Brexit may of course be limited to three years' stay.

The change will come on 1 January 2021, when the UK implements an entirely new immigration system for Europeans and non-Europeans alike (although Irish nationals will be free from immigration controls). The new system will be much quicker and slicker than the UK's Points Based System for non-EU nationals, but inevitably slower, more complex and more expensive than free movement. The government will probably also apply learnings from the Australian Points Based System, although it is not yet clear what.

We will release our latest guide on planning for the new system shortly after Brexit and will be on hand with workforce planning and assessment tools.

EARLY 2020

- ▶ **Detail of new UK immigration system announced**
- ▶ Educate the business on access to workers, cost and delay
- ▶ Adapt processes
- ▶ Apply for new licence or similar (if required)

31 DECEMBER 2020 OR 20 JUNE 2021

- ▶ **Deadline for applying under EU Settlement Scheme**
- ▶ Six months ahead, three months ahead, and shortly before, remind employees of requirement, process and consequences of not applying

