



Are EU ready for Brexit?

Are you actively making plans for how Brexit might affect your business? Or have you decided to “wait and see” if it affects you?

With “Brexit Day” rapidly approaching, time is running out for you to take pre-emptive steps to protect your business when the time comes. Whilst you may not think that Brexit will have a direct impact on your business, you may be surprised...

For those involved in the recruitment industry...

You own a recruitment business, specialising in temporary and permanent recruitment in the engineering sector. You do not currently have anyone on your books who requires a visa to work in the UK. You do not think that Brexit will have a significant impact on your business.

We suggest that you review your records so that you can find out the nationalities of the candidates who have registered with you.

To your surprise, you find that 40% of those who have registered with you are EU nationals. What will Brexit mean for these candidates, and your ability to place them?

You are alerted to a vacancy for one of your most important clients. When you review your client's specifications, you decide that a French national who has registered with you would be perfect for the role. Does Brexit change whether you put him/her forward to the client? What will you say to the client if they ask you about the impact of Brexit - on taking him/her on, or the ability for him/her to work for them going forwards?

What impact will Brexit have on employers?

The latest figures from the Office for National Statistics estimate that there are **2.25 million EU nationals** working in the UK. Every one of these EU nationals will be affected – to some extent - by Brexit.

What about the recruitment industry?

A recent CIPD survey has found that nearly half of employers have found difficulty with permanent recruitment in 2018.

Those reliant on temporary workers have also faced significant challenges. The REC have reported that a third of recruitment agencies (in particular those supplying to the warehousing, hospitality and food and drink sectors) have been unable to meet their clients' overall demand for workers in the last 12 months.

Whether the UK leaves the EU with a deal or “no deal” on 29 March 2019, “**free movement**” - which allows EU nationals to come to the UK and work without obtaining a visa - **will come to an end**. Free movement has been part of the UK's economic landscape since the early 1970's. This is a major change.

This means that EU nationals who are currently in the UK will need to actively take steps to secure their rights to stay living and working in the UK. Any EU nationals who want to come to the UK to work in the future will no longer be able to do so unless they meet new visa requirements and employers will not be able to recruit new EU nationals (whether on a temporary or permanent basis) unless they hold the appropriate visa.

We will be discussing these issues and what Brexit will mean for your current (and future) employees at our seminar on 23 January 2019. The details can be found [here](#). We will also be looking at **what steps you can take right now** to prepare your business to make sure that when Brexit happens, you're ready for it.