

Dancing with the stars – your two-step guide to Brexit



With Brexit negotiations ongoing, the position on overseas employees/workers remains in a state of flux, leaving employers in constant uncertainty for the future of their workforce.

While concrete decisions may not be on the cards just yet, key considerations and actions can and need to be made now, as well as preparations for the future.

Pre-Brexit - What can you do now?

1. Consider whether to employ EU workers now, to begin the process of securing their UK immigration status
2. Check your staff contracts – are there any clauses relating to EU locations which need to be addressed?

Post-Brexit - future considerations

Recruitment

1. Consider how your business will deal with recruitment and advertising vacancies
2. How much does your business depend on workers who rely on their EU rights and freedom of movement?

Contract reviews

1. Check whether contracts will become unworkable if an employee can no longer work in the UK
2. Check restrictions on potential relocations

Support for staff

1. Consider staff reallocation and secondment arrangements – will they be UK compliant post-Brexit?
2. Consider implementing extra support for staff with immigration/visa requirements or subscribing to an offsite advisory service

Grievances

1. Watch out for increases in unfavourable treatment and discrimination as a result of the Brexit result. It is key to ensure your workforce feel supported during this process
2. As a result, there is a risk that you may experience a higher volume of grievances from affected members of staff

Consultations

1. Be prepared to consult on redundancies, if business declines and roles become redundant
2. Ensure that staff have access to a European Works Council where required

Policies and procedures

1. Fully brief your management team on how staff may be affected, highlighting any key difficulties certain workers may be facing as a result of Brexit
2. Review and update the contents of the policies in your staff handbook – consider offering an extra supplement dedicated to Brexit concerns



We have proven market-leading strength in providing specialist and tailored UK immigration support and advice to businesses with overseas workers, UK based foreign corporates with global mobility functions and inwardly investing businesses.

Working as part of our employment team, our business immigration specialists ensure employers can employ the staff they need while complying with the necessary rules and procedures.



Jonathan Gray
Partner, Business Immigration
D +44 (0)238 083 7785
M +44 (0)782 594 0525
E jgray@pitmans.com



Angela Shields
Partner, Employment
D +44 (0)118 957 0450
M +44 (0)788 195 1362
E ashields@pitmans.com

About Pitmans Law

Banking & Finance
 Commercial
 Corporate
 Data Protection
 Debt Recovery
 Dispute Resolution
 Employment
 Insurance
 Intellectual Property

Matrimonial & Family
 Pensions
 Real Estate
 Restructuring & Insolvency
 Wills, Tax & Trusts

Banking
 Charities & Not for Profit
 Energy
 Hospitality
 Insurance
 Life Sciences
 Real Estate
 Retail
 TMT
 Transport

14
 Areas of expertise

Over **25**
 firms worldwide

The founding UK member firm of the global legal network, **Interact Law**



10
 Sector specialisms

21 Individuals
 "Recommended" by
 Chambers

25 Practice areas "Ranked Highly" by legal 500

Tier 1 Ranked
 Top 150 Law Firm
 Regional Heavyweight
 Lawyer 200 Star Performer

Award winners
 Lawyer of the year
 Law Firm of the Year
 Lex 100 Best Work/
 Life Balance



With Pitmans Law you can be assured of the quality of advice and service you demand from a city law firm - but with a distinction. The courage to stand apart, to think and act personally, with an uncompromising focus on achieving outstanding client outcomes. We say what we mean, matching our behaviours to our words.

Established for over 150 years, Pitmans Law is headquartered in Reading with offices in London and Southampton. The lower overheads of a regional office ensure we can provide city quality legal advice at a competitive price to deliver exceptional value for our corporate and private clients locally, nationally and internationally.

Pitmans provides legal advice to address our clients' needs across a wide range of industry sectors and specialisms including particularly strong specialist teams in pensions advisory, real estate, dispute resolution as well as corporate and commercial law. Our clients draw confidence from the top tier recognition Pitmans achieves in the industry benchmarking directories, Legal 500 and Chambers UK.

Contact us
 T +44 (0)345 222 9222
 E law@pitmans.com