



HOW THE BREXIT VOTE HAS AFFECTED HUMAN RESOURCES



As the UK government prepares to exit the European Union, businesses across the country are doing the same. One of the biggest changes for commercial organisations will be in the field of human resources: employers need to consider a variety of factors that will affect the recruitment and management of their workforce as they get ready for Brexit to become a reality. This infographic summarises the current situation and outlines steps that businesses can take to manage changes.

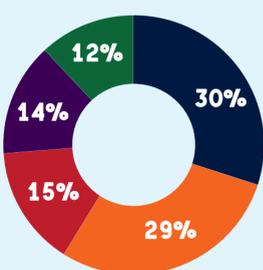
RECENT GOVERNMENT ANNOUNCEMENTS

FOREIGN STAFF REPORTING

After suggesting that businesses would have to publish figures reflecting the number of foreign workers they employed, the U.K. Home Secretary Amber Rudd came under widespread criticism. The government has since announced that this is just one of the options up for debate, and that data on foreign employees will be private and confidential—used only for the purposes of identifying skills shortages in the domestic workforce.

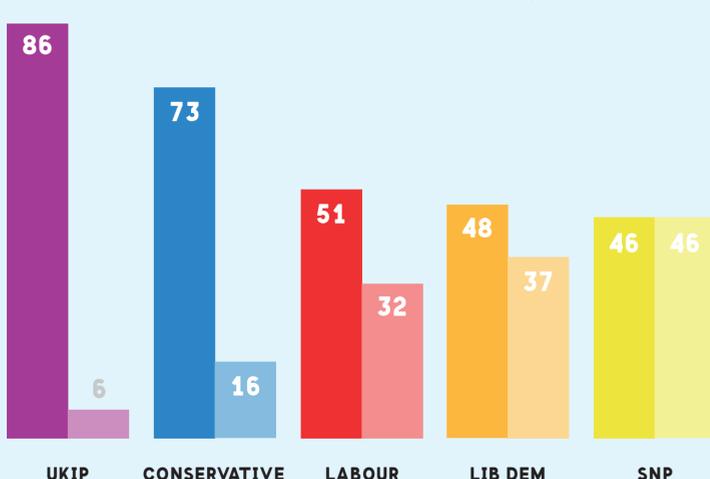
THE PUBLICS VIEWS ON COMPANIES REVEALING FOREIGN WORKERS

- STRONGLY SUPPORT
- SOMEWHAT SUPPORT
- DON'T KNOW
- SOMEWHAT OPPOSE
- STRONGLY OPPOSE



POLITICAL PARTIES VIEWS ON COMPANIES REVEALING FOREIGN WORKERS

- SUPPORT
- OPPOSE



TOUGHER VISA RULES

The planned introduction of tougher rules will mean that students and limited skilled workers may find it more difficult to acquire a UK visa. This move is intended to reduce migration to the United Kingdom, and comes alongside other initiatives, such as the apprenticeship levy, intended to help the domestic workforce acquire new skills and fills any gaps that emerge.

HOW TO DEAL WITH THE CHANGES

As the date for Brexit draws closer, companies will need to make certain changes to their operations. They will also need to ensure that these changes do not have a negative impact on any of their employees. Below are some tips on how to achieve these two goals:

WORKFORCE AUDITS

Establish where your current employees are from. A review of recruitment procedures will help you prepare for future changes and skills shortages.

ASSIST EU EMPLOYEES

To alleviate the fears of valued EU employees, and protect business interests, look into helping them obtain UK residency.

COMMUNICATION

Employees may become anxious as the time to leave the EU approaches. It is important to clearly communicate the effects that Brexit will have on their status (as they become known), without causing unnecessary anxiety in the process. Any feelings of insecurity should be addressed to minimise their effect on staff morale and productivity.

AVOID DISCRIMINATION

It is important to treat EU nationals exactly the same way you would treat native UK employees with regard to recruitment, training, promotion opportunities, etc.

OFFSHORING

Companies with employees from countries outside of the EU/UK may wish to consider offshoring in the future to simplify administrative procedures and reduce overheads.

ESTIMATED EMPLOYMENT IN THE UK

Many economic observers feared the worst after the result of the Brexit vote was declared, predicting an immediate downturn in the economy and resulting un-employment. So far, figures relating to the post-vote period have painted a more positive picture than was expected. The number of people claiming unemployment related benefits fell by 0.2% making the figure 4.7% in May to July 2016 (the first figures to reflect post-Brexit trends). This surprised many as the number was predicted to stay at 4.9%.



EU NATIONALS IN THE UK

The number of EU nationals from outside of the UK who are currently working in the country has increased by 367,000 to 5,400,000 with the majority of these workers coming from Eastern Europe: Poland, Hungary, Slovakia, the Czech Republic, Slovenia, Latvia, Lithuania, and Estonia.

EMPLOYMENT RATE IN THE UK

There were 31.77 million people in work in May to July 2016, 174,000 more than for February to April 2016 and 559,000 more than for a year earlier. There were also 23.25 million people working full-time in May to July 2016, 434,000 more than for a year earlier. There were 8.51 million people working part-time in May to July 2016, 126,000 more than for a year earlier.



ALL WORKERS IN THE UK



FULL TIME WORKERS IN THE UK



PART TIME WORKERS IN THE UK

IMPORTANT STEPS FOR BUSINESSES TO TAKE



FOLLOW THE LATEST NEWS

Check the latest announcements and be ready to answer questions from your employees regarding their status in the UK.



MONITOR STAFF TURNOVER

Keep a close eye on staff turnover and take note of any skills shortages that may develop.



MONITOR STAFF MORALE

Review employee sentiment on a regular basis and provide support where necessary.

CREATE DATABASE OF RIGHT-TO-WORK DOCUMENTS FOR ALL EMPLOYEES

Copies of documentation demonstrating individual employees' eligibility to work in the UK should be stored in a central database. This will make it easier to confirm their status after Brexit if asked to do so. It is also important to make sure that documents are up-to-date, so make a note of expiry dates and chase up.

SOURCES

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