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REC Brexit guide for recruiters. How can we prepare for whatever happens next?

As the leading representative body in recruitment, we've engaged with more than 1,000 agencies over the last year to understand how our industry is planning for Brexit.

There are many areas to consider, which is why we've developed a check-list of the 10 priority issues for recruitment industry leaders. A No-Deal scenario will heighten the urgency, but a number of these areas will require actions and planning even if a deal is agreed.

For the full range of REC guides and resources, go to rec.uk.com/brexit



1. Have you looked at the Government's advice?

This is a good place to start – find all the Government's information for businesses at gov.uk/brexit

2. Do you currently employ EU nationals?

You can encourage these employees and workers to sign up for Settlement Status. The Government has produced a toolkit for employers to help you through that process. EU citizens and their families who live in the UK before Brexit day have until 31 December 2020 to apply for Settled Status, but we recommend that EU citizens apply as soon as possible.

3. Are you planning to employ EU nationals in the future?

There will be a transitional EU immigration period from the day after the UK leaves the EU until 31 December 2020. The Government intends to introduce a new immigration system from January 2021. During the transition period, EU citizens and their families can move to and work in the UK as they do now. Right to work checks for employers of EU citizens will remain the same as they are now.

For EU citizens arriving in the transition period, they can sign up to a new voluntary immigration scheme. The European Temporary Leave to Remain (Euro TLR) scheme will give EU citizens the ability to stay in the UK for 36 months from the date Euro TLR is granted.

These developments may result in fewer EU citizens deciding to come to work in the UK.

4. Have you identified your business's international personal data flows? (where the personal data you process is coming from and going to)

Data flows that you will need to check include:

- Any trade in services with the EU, including to business partners but also outsourced functions i.e. HR, accounts, back office
- If you have European operations, including intro-company transfers and to regional offices and branches
- Cloud services, including if you have a cloud-based CRM

Information on how to comply with data rules can be found on the Information Commission Officers' website.*

5. Have you checked your legal position in terms of contracts, civil cases, and intellectual property?

Take a look at the Government's guidance on intellectual property** and cross-border legal disputes.***

6. Do you provide EEA staff into roles where they require professional qualifications?

The mutual recognition of professional qualifications we have with other EU member states will end. There will be changes to how services are regulated and how professional qualifications obtained in the European Economic Area (EEA) and Switzerland are recognised.

7. Do you provide staff to the UK public sector through a Government framework?

Suppliers wishing to access UK contract opportunities from the UK public sector will need to access the new UK e-notification service.

8. Have you thought about the impact on the wider sector that you operate in?

No-Deal Brexit will have different impacts on different sectors – we recommend considering how it could impact your clients and their hiring plans. The Government website has guidance for different sectors.

9. Do you currently have any business dealings within the EU?

If you do, take a look at our full guidance online for support with:

- Providing UK workers for assignments in other EU countries
- How contracts and VAT rules may be affected
- What to do if you have branches/regional offices within the EU
- What to do if you're planning to travel for business after 31 October

10. Do you work in other countries outside of the EU?

As a current member of the EU, the UK is party to EU international agreements with third countries, including 40 Free Trade Agreements (FTAs). The UK has been seeking continuity of these existing FTAs. If not agreed before we leave without a deal, then the UK will trade with that country under World Trade Organisation (WTO) rules. We recommend checking the Government's website on the progress on continuity agreements and if there's none in place, looking up guidance on trading under WTO rules.

**[gov.uk/guidance/intellectual-property-and-brexit](https://www.gov.uk/guidance/intellectual-property-and-brexit)

***[gov.uk/government/publications/handling-civil-legal-cases-that-involve-eu-countries-if-theres-no-brexit-deal/handling-civil-legal-cases-that-involve-eu-countries-if-theres-no-brexit-deal#cross-border-insolvency-cooperation](https://www.gov.uk/government/publications/handling-civil-legal-cases-that-involve-eu-countries-if-theres-no-brexit-deal/handling-civil-legal-cases-that-involve-eu-countries-if-theres-no-brexit-deal#cross-border-insolvency-cooperation)

We speak up for recruiters and provide the legal advice, business support and training that the industry needs to drive up standards.

Together, we shine a light on the impact of brilliant recruitment and celebrate the individuals involved in making this industry a contributor of £35 billion to the UK economy.

Useful links

rec.uk.com/brexit

[gov.uk/brexit](https://www.gov.uk/brexit)

Get in touch

Call our team at: 020 7009 2100 or email info@rec.uk.com

 Follow us on Twitter: [@recmembers](https://twitter.com/recmembers)

 Find us online at: www.rec.uk.com