



# Pre-empting different Brexit scenarios

## and how REC will support its members



This is what could happen next and how we plan to respond:



### A REVISED BREXIT 'DEAL'



#### Potential impact for the industry

Any deal that is voted through would provide some certainty to businesses in the short term. The challenge of meeting demand would remain. We would continue to use our data to make the case for evidence-based immigration policy.

#### How REC will support its members

- 1 Providing analysis and thought leadership on what any agreed deal means for the jobs market and the recruitment sector
- 2 Practical support on settled status, to help inform and reassure EU workers
- 3 Practical insight for members to drive engagement with clients on strategic workforce planning activities

### ARTICLE 50 EXTENSION



#### Potential impact for the industry

The extension of Article 50 is a possibility. This would create some breathing space and reassure businesses in the short term. However, the final outcome would remain unclear.

#### How REC will support its members

- 1 Use our monthly data to track impact on jobs and hiring intentions during this extended period
- 2 Provide ongoing intel on emerging and most likely endgame scenarios to support contingency planning
- 3 Provide feedback from our discussions with business organisations on how specific sectors and client organisations are preparing

### A NO-DEAL BREXIT



#### Potential impact for the industry

This would almost certainly have significant impact on the economy and on hiring activities. Demand for staff would be affected in specific sectors, candidate availability could also deteriorate.

#### How REC will support its members

- 1 Practical support to help members weather the uncertainty and potential economic downturn
- 2 Use our Business Partner network to provide additional support (eg KPMG can support with accessing overseas markets)
- 3 Regular insight into how specific sectors and regions are adapting and on how client needs are evolving

### OTHER BREXIT OPTIONS

(eg 'Norway Plus' or 'Canada Deal')



#### Potential impact for the industry

Different Brexit models could benefit specific sectors. The consensus across business groups is that all these alternative options are preferable to a 'no deal' scenario.

#### How REC will support its members

- 1 Analysis of how these alternative models could play out in different sectors and impact on hiring activities
- 2 Practical support on settled status, and heads up on a potential new immigration strategy

### A GENERAL ELECTION



#### Potential impact for the industry

Jobs and growth would form one of the key debating points. The REC would produce a manifesto, which cover all the priority issues for members. Increased uncertainty in the run-up to the election could impact on the economy.

#### How REC will support its members

- 1 The REC would produce a manifesto, which cover all the priority issues for members, including IR35, apprenticeship levy, skills and immigration
- 2 Our aim would focus on helping members weather the political and economic downturn

### A SECOND REFERENDUM



#### Potential impact for the industry

We would position our voice on employment-related issues, whilst recognising the highly charged political environment and the need to manage our public positioning carefully.

#### How REC will support its members

- 1 Survey members to steer REC's approach and messages
- 2 Key practical support provisions flagged above would be required during the period of uncertainty in the run-up to a second referendum

## Brexit support for REC members

As part of our Brexit support offering for members in 2019, we will be holding a series of interactive webinars and regional roadshows providing business advice and insights on preparing your business for different Brexit scenarios. This is in addition to our regular sector group meetings where sector-specific Brexit related issues will be discussed in detail. See a timeline of these webinars and events below.

### Countdown to Brexit webinars

### Navigating Brexit events



Go to [www.rec.uk.com/training-and-events/events/brexit](http://www.rec.uk.com/training-and-events/events/brexit) to sign up for these webinars and events.