

Brexit, employee recruitment and retention

Live Webinar

Nick Chronias, Kirsty MacDonald and
Michael Rose

Thursday 25 August 2016





helping organisations maximise the value
of everything they spend on reward

Reward recruitment and retention?

Michael Rose

25 August 2016

▶ Framing the issue

Reaction

Reward

Emotional Hearts → Symbolic

Rational Minds → Material



Approach

- ❖ Do not overreact
- ❖ Dangers of knock on effect

▶ Existing programmes

- ❖ Salary
- ❖ Bonus
- ❖ Stock/ retention

▶ Possible options

- ❖ Make no change in reward – that is not really the issue?
- ❖ Some small (symbolic) adjustment to existing level of offer?
- ❖ Possible cash retention plan?

Keep it as simple as possible

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of everything they spend on reward

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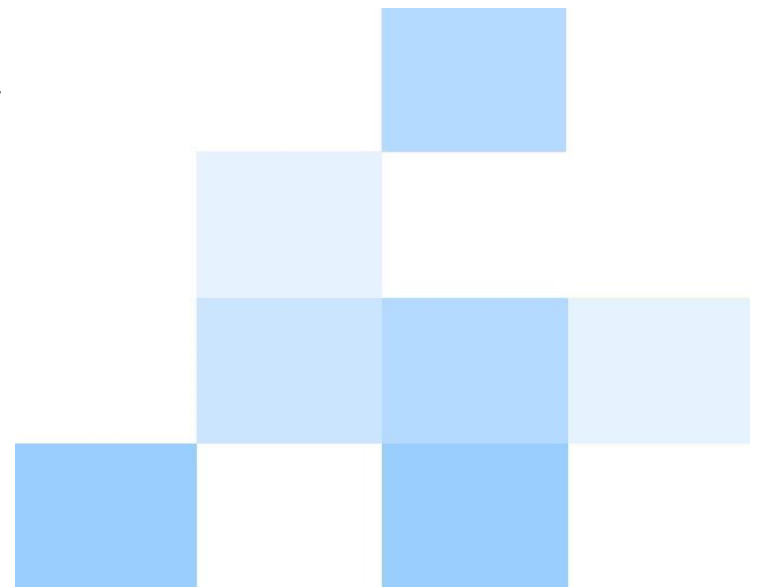
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Reward, recruitment and retention – the legal issues

Kirsty MacDonald, Partner

25 August 2016



The Legal Issues

- Unequal treatment creates potential legal risks
- Discrimination
 - Race discrimination based on nationality or national origin
 - Objective justification – selecting classes of people regardless of nationality
 - Are “golden hellos”/bonuses consistently offered when recruiting/retaining?
- Equal pay
 - Is there a genuine factor to explain the difference?

Options for EU nationals living in the UK

- Official statement from the Home Office:
<https://www.gov.uk/government/news/statement-the-status-of-eu-nationals-in-the-uk>
 - Legal status of EU nationals in the UK will be properly protected upon Brexit
 - EU nationals living in the UK for at least 5 years – automatic permanent right to reside
 - EU nationals living in the UK for at least 6 years – able to apply for citizenship
 - EU nationals living in the UK for less than 5 years – able to apply for a registration certificate.

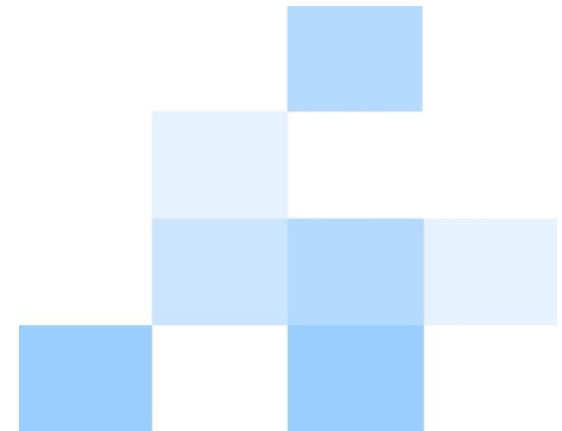
Applying for Permanent Residence Cards (PRC) and British Citizenship (BC)

- "No requirement to register for documentation to confirm [permanent] status"
- EU nationals may feel vulnerable – a PRC would be proof as a matter of law upon Brexit
- A PRC is a pre-requisite for BC
- Eligibility criteria will still apply along with supporting evidence
- Timing of application may be key



Support for EU nationals: how far should employers go?

- Personal decision for the employee and ultimately down to the employee to show right to work
- However, employers may well want to give employees support on this
- Different levels of support can be offered
 - Providing assurance and reference to Home Office statement
 - Webinars
 - Guidance notes/FAQs
 - Access to legal advice



Questions?





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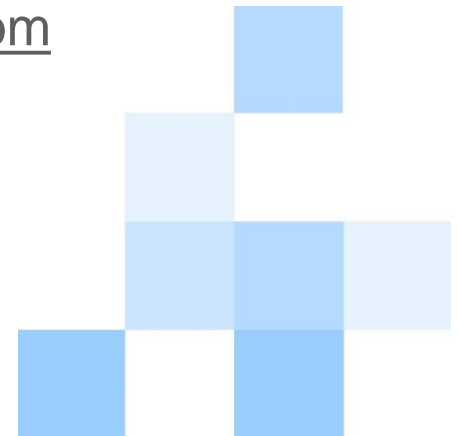
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