

Employment Law Implications following Brexit



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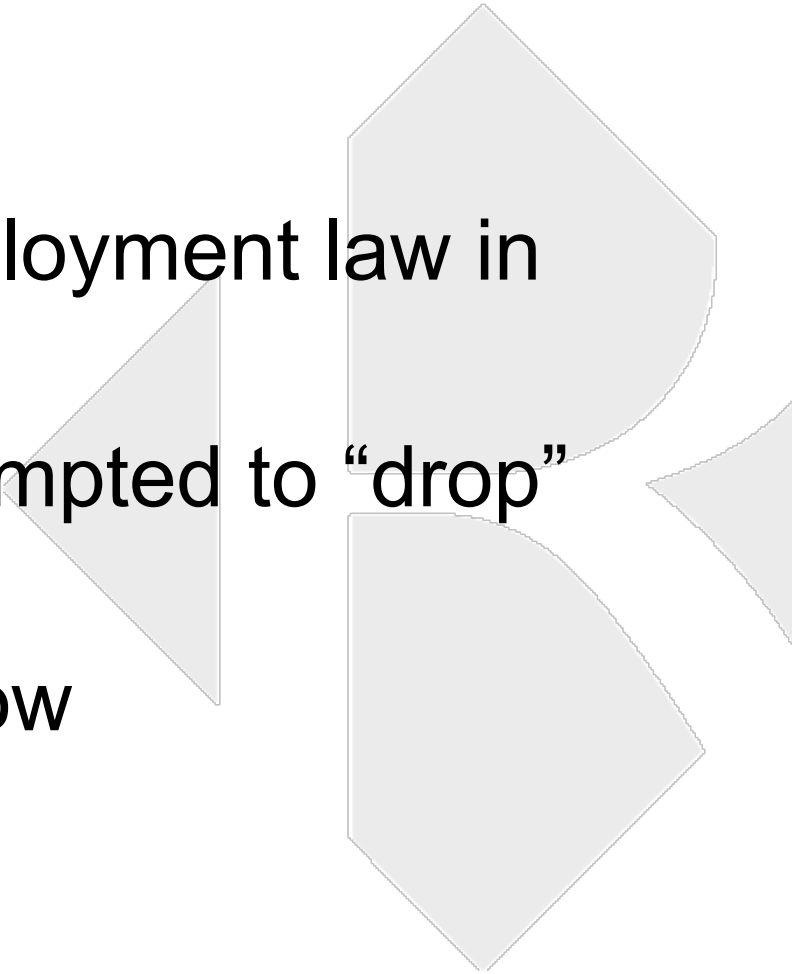
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- Large regional firm – top 200
- Strong presence in the food sector
 - produce, processing and logistics
- Approx. 180 staff – connections to agriculture and food



Agenda

- Impact of the EU on employment law in the UK
- What might the UK be tempted to “drop” and what might remain?
- Practical steps to take now
- Watch this space

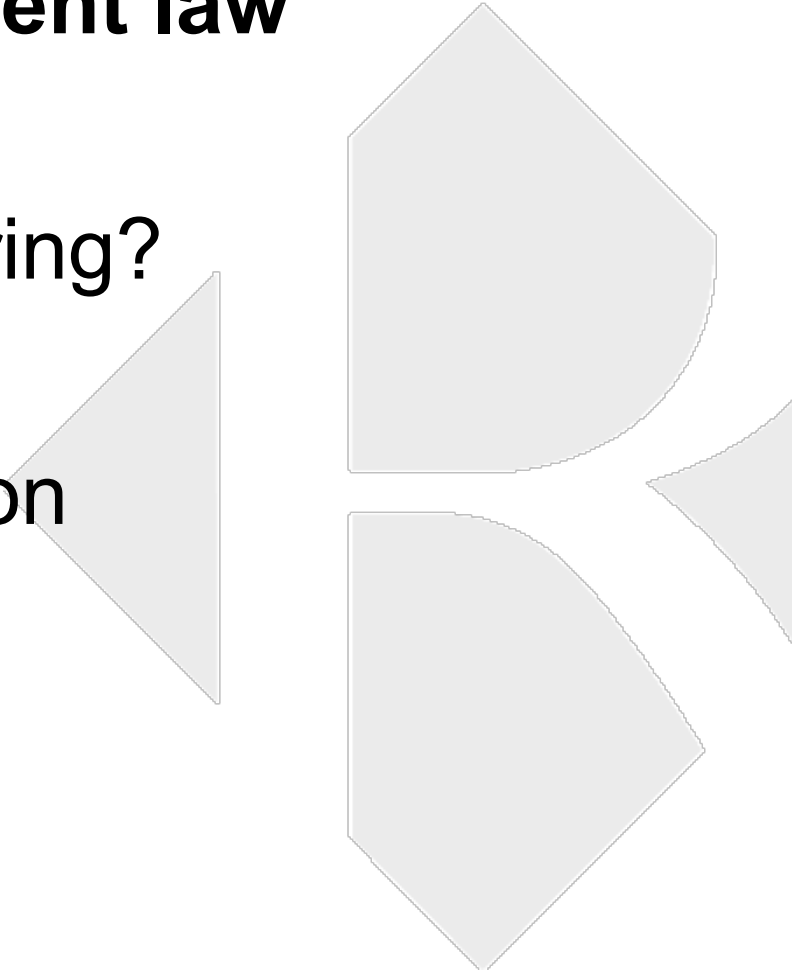


The EU and UK employment law

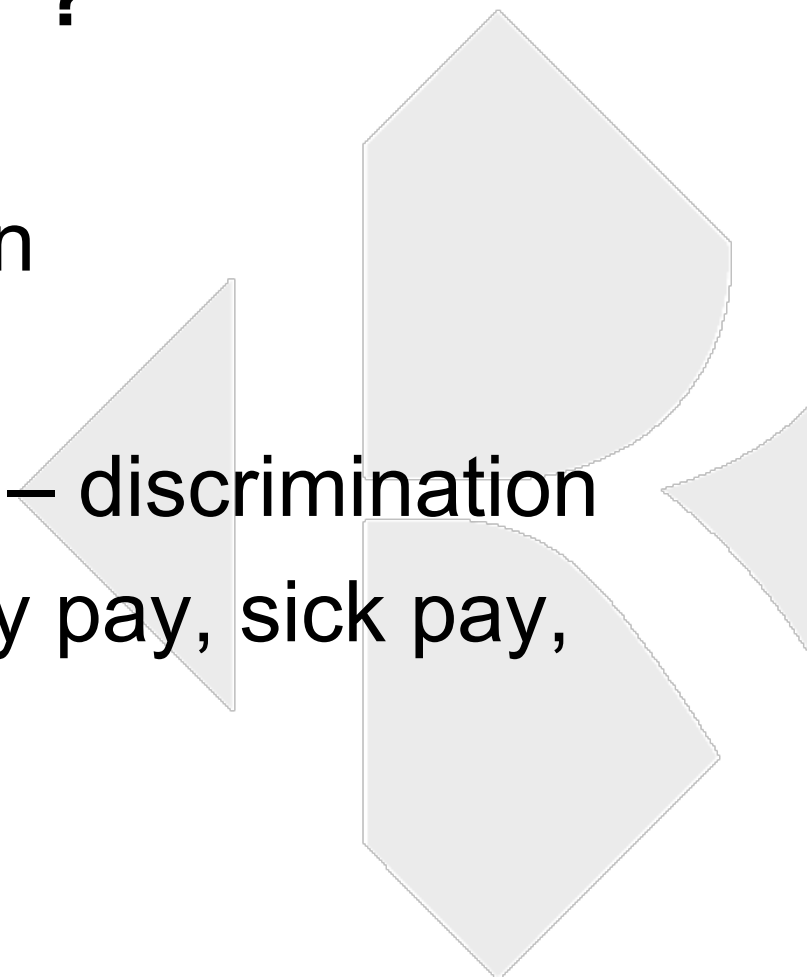
- Requirement on member states to implement certain standards in respect of employment; holidays, family leave, health and safety, equality, atypical workers.
- Requirement to interpret domestic legislation in order to give effect to EU derived principles.

The EU and UK employment law

- EU meddling and interfering?
- Purely domestic legislation

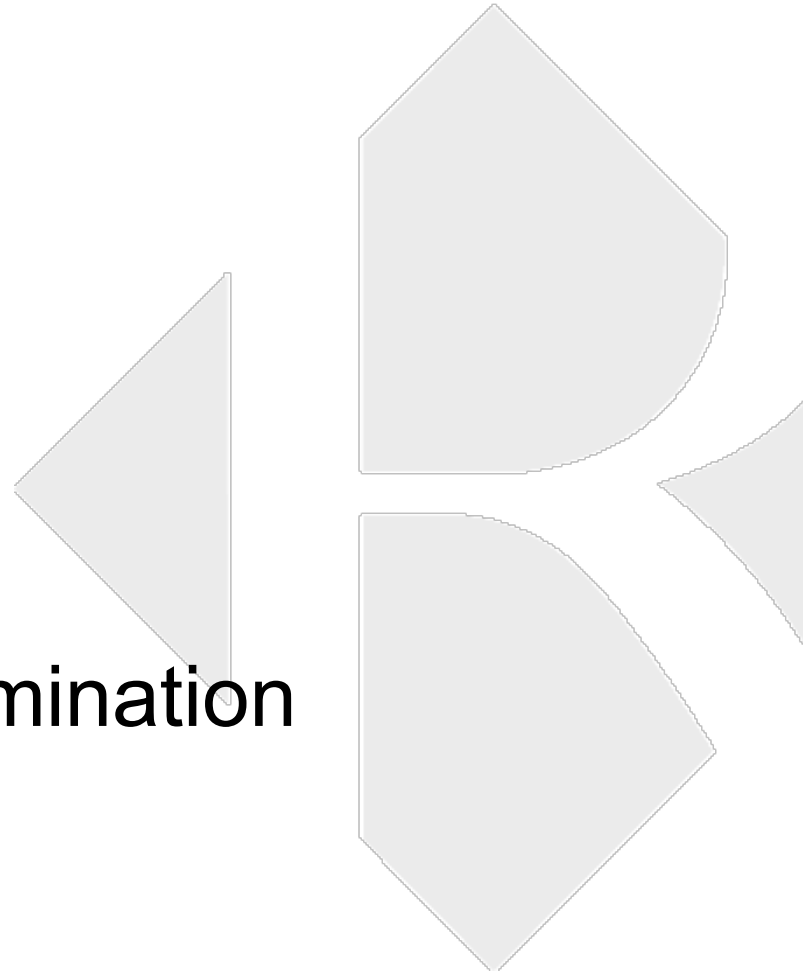


What might be “dropped”?

- Agency worker protection
 - TUPE gold plating
 - Unlimited compensation – discrimination
 - EU interpretation; holiday pay, sick pay,
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What is likely to remain?

- Everything?
 - Simplicity
 - Post Brexit EU relations
- TUPE
- Protection against discrimination
- Family leave



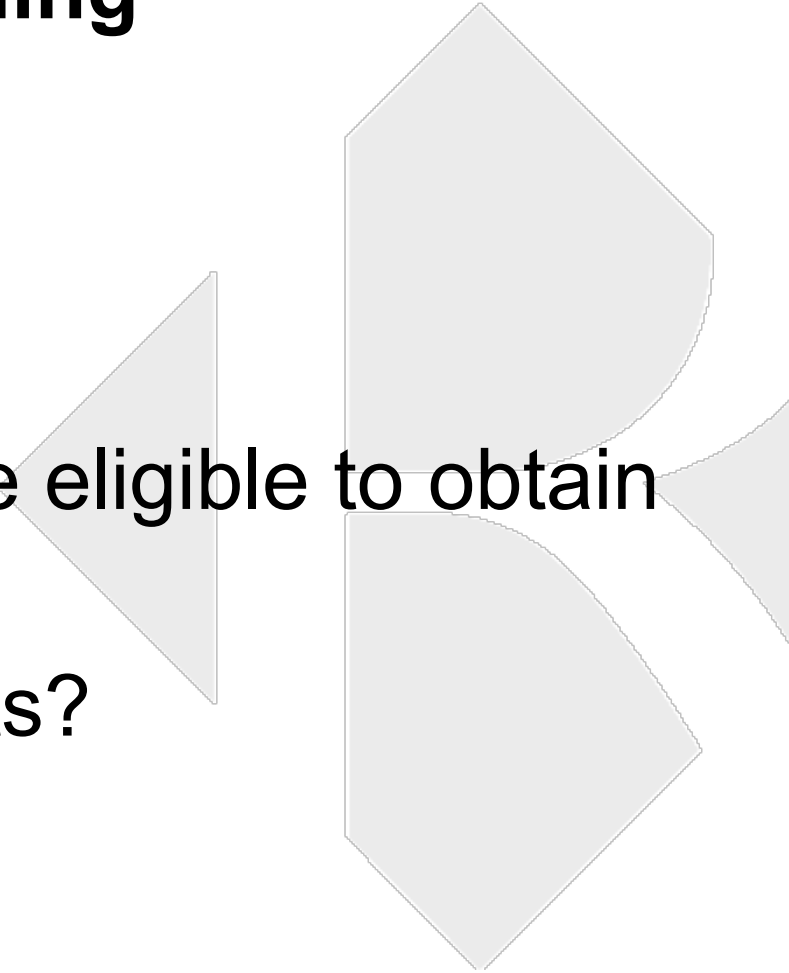
Immigration Status

- Current unknown
- EU nationals currently in the UK
- Future of EU migrants working in the UK
- Balancing immigration and the need for labour



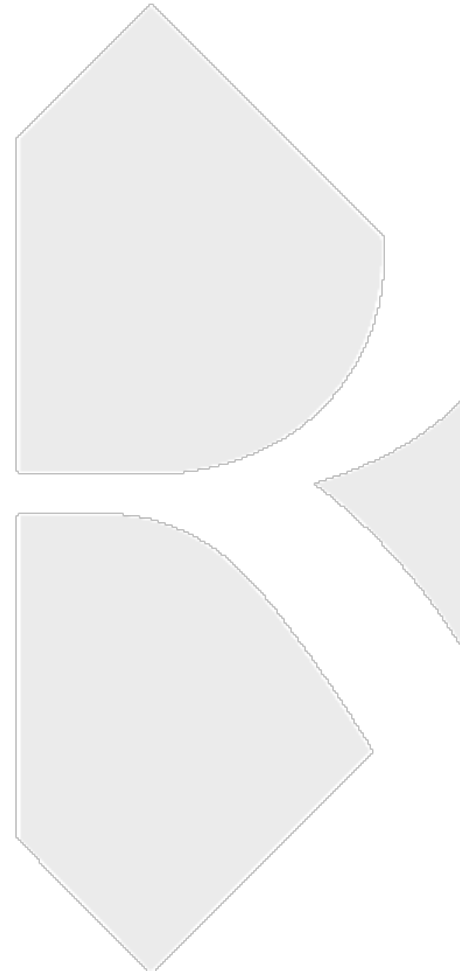
Practical steps and planning

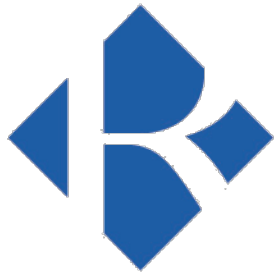
1. Look at your workforce
2. Provide reassurance
3. Consider assisting those eligible to obtain UK citizenship
4. Alternative arrangements?



The future...

Watch this space





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