

Brexit Preparedness

May, 2018

Reflections after our Brexit Business event held on 3 May 2018 with keynotes from EU Task Force 50 and UK Representation to the EU.

Brexit Business, Free Movement of Persons

The clock is ticking and Brexit is steadily approaching. The transition period between 30 March 2019 and 31 December 2020 *may be agreed*, and we expect to have more clarity about this after the negotiating round of the Withdrawal Agreement (WA) in October 2018.

Even though many still hope for it, status quo is not an option and the UK will eventually become a third country in its relationship with the EU. WA will include new requirements for registering and you need to note this in terms of your movement to/from and stay in the UK past cut-off date.

The rights, which are not covered by the WA, include cross-border services, secondary establishment and *further movement* by the UK nationals between the EU countries after the cut-off date.

Further movement describes a situation in which a UK person is sent e.g. to Sweden, but she goes from Sweden to Denmark for a business meeting. Her stay in Denmark is outside the scope of the WA and thereby outside the EU rules. For these situations, it is recommendable to have a sufficient private insurance in the future.

Some of the unresolved issues thus far include future border crossing (e.g. posted workers, business travellers) and the negotiating parties therefore recommend that the employers settle all their compliance obligations before the cut-off date.

KPMG Acor Tax has devised practical tools for detecting the non-compliance for mobile workers and providing optimal and cost-efficient solutions that include:

- **Brexit Health Check** – 1 hour review of compliance that can be conducted on regional basis, e.g. Nordic Health Check.
- **Data Analysis** – an analysis of HR, payroll and travel data that gives an empirical insight into (potential) cost of tax and social security contributions for mobile workers, immigration obligations etc. An analysis can be conducted on a selected group of employees with travel activity as well as on all employees with work related travels.
- **Business Travellers** – customized cost efficient solutions for applications for A1-certificates of social security coverage for business travellers.
- **Business Traveller App** – our technological and customized solution for managing mobile workers.

If you would like feedback on your Brexit preparedness, you are welcome to reach out to us:

Contact Details

Daida Hadzic

Director
Mobility & People Services

Mobile : +45 5077 0929
Daida.Hadzic@kpmg.com

