



# Do you have a Brexit – ready workforce?

## Immigration and workforce planning



**Employers face the biggest upheaval in a generation. Brexit and proposed changes to immigration policy are forcing companies in the UK to think again about how they secure talent, and operate with less or no free movement.**

### Are you and your staff ready?

#### Hiring & retention

Will you have the staff you need after Brexit? Recruiters are already struggling to fill some posts.

A no-deal Brexit could have an even bigger impact on the availability of EU nationals

How do you avoid losing out?

#### Talking to staff

Your EU-born employees and their families want practical help and possibly emotional support given the uncertainty.

They have options and deadlines to register for UK settled status

Deciding what you say, when and how is vital.

#### Travel & relocation

Will your staff be able to travel to the EU at short notice? Or will they need work permits?

Those with global roles may face restrictions moving between EU countries and more permanent relocations could be more complicated and costly.

#### Extra costs

New rules post Brexit could add considerable cost to your HR function.

Bureaucratic new immigration rules may arise as will questions around how you can attract and retain EU-born as well as non EU staff ... and more British workers.

#### Finding UK workers

In an already-tight jobs market, where are your new pools of labour?

Finding people for shift work, social care, hospitality and construction is getting harder.

You might need to review how you reach and train groups such as older workers.

### How we can help



#### Educate staff about their options

To help employees understand their options as a result of new and existing immigration rules, we've developed the **Brexit Immigration Online (BIO) tool**.



This eLearning programme is ideal for firms with a large, disparate workforce and is used by several major multi-nationals.



#### Provide employee support

Give staff the practical support they need. From application guides and FAQs on email and the intranet through to WebExs, and in-person sessions, we can provide support to thousands of staff or a handful of VIPs.



#### Understand your population

Know your starting position. We can analyse the size, location and profile of your workforce, identifying where your critical skills lie and also the vulnerabilities of you and your supply chain.



#### Stay global

Our HR/global mobility service helps HR teams with the key immigration issues and reviews recruitment and global mobility policies. We review assignment contracts and offer on-site support to overseas operations.



#### Analyse the cost impact

Assess your exposure to extra costs from immigration resource to extra paperwork and fees to support foreign nationals.

Understand your options to deal with rising wages as the labour market tightens.

## Improving morale and retention for a global pharmaceutical company

Our Swiss-based client asked us to assess and mitigate the impact of Brexit on its people.

We worked through its EU-wide data to identify the proportion of employees at different grades and business areas who would be affected and when they would qualify for permanent residence in their respective host countries.

We provided web-based seminars, training and held regular calls with EU nationals in the UK and with UK nationals in the EU to update them on the Brexit talks and offer guidance on their options.

In the UK, we provided on-site one-to-one meetings with affected staff to discuss their personal circumstances and review application documents.

As a result, the client now understands the impact of Brexit on its people. They know the cost implications of supporting temporary residence and settled status applications and morale and retention rates are up.

## Helping a US business to retain UK staff

Another client asked us to help them maintain a presence in the UK. This meant retaining a cohort of international staff with specialist skills.

We prepared communications for staff to explain the impact of Brexit, the effect on different groups and the support the company was offering. We ran training sessions for its staff on how to work out their position, and apply for permanent residence or citizenship if they were eligible.

We attended town hall meetings and business updates, provided FAQs, and training sessions at all key sites including one-to-one sessions.

We are also providing a point of contact to which HR and employees can direct any Brexit-related questions.

KPMG has now agreed to provide another year of support – also including help with e-learning on the new UK Settled Status scheme and other potential issues, such as social security and the recognition of professional qualifications.



### Punam Birly

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Few KPMG experts have been more involved in our Brexit client support than Punam Birly. Leading our UK immigration team before the referendum, she brings a comprehensive knowledge of UK immigration policy and its authorities together with practical solutions such as our immigration eLearning course. The programme is now used by firms with a few dozen employees to those with thousands.

Punam is also a specialist in global mobility, reward and social security. Media contributions include the FT, Sunday Times, Economia, US business radio and Americas TV.



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Denise has extensive experience in UK immigration law and global practice management. She has lived and worked in a number of countries and understands the expat experience herself, having recently gained dual British/German nationality. This background has given her a first-hand perspective of both the issues employers face in moving their workforces around the world, but also a detailed understanding of the technical – and emotional – issues EU nationals in the UK will be going through.

Her work includes advice to high-net-worth individuals regarding UK immigration.

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