



HR POST-BREXIT: KEEP CALM AND CARRY ON

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**Jacqui Burke of Flourishing People**  
 gives a post Brexit HR overview  
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The recent Brexit vote has created uncertainty in many aspects of our lives and the world of HR is one of those that many businesses are wondering about. For many who voted to leave the EU it was the imposition of EU red tape and regulations that perhaps prompted that vote.

And it would be true to say that some of the UK's employment legislation does have its origins in Brussels in areas such as:

- Anti-discrimination
- Treatment of pregnant workers
- Working time rights
- Employment of agency workers
- Rights to collective consultation
- Health and safety rights

However, the process that our Government has used over the years is to weave various pieces of EU legislation into the UK's own legislation rather than tag it on the side. An example of this would be laws relating to equality and discrimination. In 2010 the UK Government removed a whole host of existing legislation and replaced it with the Equality Act. This incorporates both EU and UK legislation in one Act. And in some cases the UK Government has introduced legislation that goes beyond the original EU requirements.

However, the Brexit vote does mean that the UK Government is no longer constrained by EU rules if they do wish to remove certain pieces of legislation in an effort to reduce red tape for businesses.

Another factor to consider, however, is that those businesses who wish to continue trading with the EU, may find that future trade agreements still require them to demonstrate that they are meeting EU standards in order to continue with that trade relationship.

So in summary:

- Nothing will change any time soon.
- Changes may not be as radical as some might be expecting - whole chunks of legislation are unlikely simply to disappear - changes are likely to be minor and implemented in a piecemeal fashion as each individual piece of legislation is reviewed.
- Businesses may still need to abide by certain EU rules if they wish to trade with the EU.

So the key message to employers at this time is -
keep calm and carry on!

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