



Human Resources Brexit checklist

Here is a summary of HR related questions to help you structure your approach to preparing for Brexit. If you cannot answer 'yes' to any of these questions, why not start a conversation with us today? We can help you.

	Yes	No
Have you conducted a talent audit of employees potentially affected by Brexit?		
Including:		
A. Numbers of EU nationals working in the UK?		
B. UK nationals working in the EU?		
C. Key Persons and employees of the above with critical skills?		
Is your talent management process robust?		
In light of Brexit, have you...		
A. Assessed the current and potential impact on your business operations, model and structure?		
B. Undertaken HR impact assessments as scenarios to complement your business analysis?		
C. Identified HR implications of business disruption or delays to potential corporate transactions?		
Have you assessed the potential impact on your recruitment and retention activities?		
Do you...		
A. Understand the current financial position of your company sponsored pension provision?		
B. Understand the potential impact on both your DC and DB provision as a result of volatility?		
C. Understand the impacts on your talent pipeline and succession planning?		
D. Understand the impact of falling share prices and currency fluctuations on all long term incentives, such as incentive plans, share plans etc.?		
If you have a global mobility workforce, are you on top of work permit procedures and mobility issues?		
Have you...		
A. Explored the feasibility of setting up a sponsorship licence with the BIA in readiness for the new system in April 2019?		
B. Explored split pay facilities for EU expatriates through host country finance systems?		
C. Determined your company policy on cost of EU employees obtaining UK citizenship and cost of UK nationals in EU obtaining EU country passport?		
Do you need a one page Global Mobility Policy matrix applicable for Brexit related moves?		

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