

Brexit: you and your employees

European Works Councils

No future obligations in respect of UK employees.

Discrimination laws

The UK's laws on discrimination do not disappear, but future evolution is due to the UK Courts alone. Possibly micro employers could be exempted from some discrimination laws.

Business immigration

Significant uncertainty in the years ahead and likely adoption of a points based system. Intra-group company transfers unlikely to be impacted.

Holiday pay

UK laws on calculating holiday pay likely to be easier and less costly to employers than EU directive rules.

Collective redundancies

Likely to see a reduction in the length of time and penalty for breach of collective redundancy rules.

Agency workers

Agency Workers Regulations derive from EU law and are likely to be replaced / withdrawn.

Trade unions

New UK laws restricting union activities likely.

Unfair dismissal

Unlikely to be any change as these pre-date the EU and are a "light regulatory burden". Little need or appetite currently to reduce laws further.

TUPE

Unlikely to be scrapped, but effect on transferee employer likely to be mitigated (e.g. being able to change onerous terms and conditions).

Human rights

Ability to argue these in the employment context ends.

