

## *This Week in Employment Law*

### What Does a No-deal Brexit Mean for EU Workers?

The latest indications from the government suggest there is a very real possibility of the UK departing the EU without a deal on 31st October 2019. Whilst this is still subject to change, we look at the potential impact on your EU national employees in more detail:

- Any EU nationals currently in your workforce will be able to live and work in the UK as normal following this date.
- The government's EU Settlement Scheme will remain open, allowing these individuals to apply for settled status which gives them indefinite leave to remain; they will still have until 31st December 2020 to do this.
- EU workers who remain in the UK in the event of a no-deal Brexit will still be entitled to all of the same employment rights they are currently afforded.
- Less favourable treatment towards EU staff for being unwilling to apply for settled status is likely to be discriminatory.
- As freedom of movement is expected to come to an end, any EU nationals who are not in the UK by 'Brexit day' will be subject to new immigration requirements.
- There has been no confirmation on what these future requirements will be.
- You should look to adjust 'right to work' checks to ensure compliance with the law.

### Firms hesitate hiring women due to pregnancy fears

One in eight employers would be reluctant to hire a female applicant who could become pregnant according to a study by the Young Women's Trust. In addition one in seven employers factored this, along with any existing childcare commitments, into promotion decisions.

#### **Did you know?**

It is unlawful to base hiring or promotion decisions on the likelihood of an individual becoming pregnant as this is almost certain to qualify as discrimination under the Equality Act 2010. Instead employers should ensure they base decisions on pre-determined criteria relevant to the role.

### 61% of men want to resign due to mental health

New research from CV-Library has revealed that 61% of men across the UK want to resign from their job because of the impact it is having on their mental health. However, despite these concerns, 60% of respondents felt unable to discuss this with their boss.

#### **Did you know?**

Mental health can have a significant impact on the workplace, affecting attendance, morale and overall productivity. Getting staff to disclose mental health issues can be difficult and line managers should be encouraged to spot the signs early and intervene where appropriate.

### 'Unnecessary jargon' puts off graduate job applicants

A study by graduate recruitment website Milkround has revealed that avoiding unnecessary jargon when constructing job adverts could aid employers looking to recruit for graduate roles, suggesting recent graduates are often discouraged from applying in these instances.

#### **Did you know?**

It can be difficult to find the right staff at the best of times and employers should be doing everything they can to ensure they are not deterring potential applicants. Job adverts should be clear and concise, whilst also free from any discriminatory language which may prevent certain groups from applying.

We know that keeping up to date with the latest Brexit negotiations can be tough, especially when you have a business to run. Therefore, if you have any queries on how the upcoming Brexit developments stand to impact employment law give Croner a call using our expert 24 Hour Advisory Service.

Please contact the 24 Hour Advice Service for advice on your specific situation before acting on the information in this publication.