

In the Know....

3 Months on from the 'Leave' Vote



We're now three months on from the Referendum where the majority of the UK voting public voted to leave the European Union. Here, we take a look at what we have learnt about Brexit since then.

What did we already know?

- 52% of the voting public voted for Leave;
- The Government must give official notification to the EU that it will leave (the process of triggering 'Article 50');
- There will be a 2 year negotiation period after Article 50 has been triggered during which the terms of the exit will be discussed with the EU;
- There are some laws in place in the UK which are based on EU laws and theoretically these could be changed once the UK is no longer a part of the EU;
- Immigration rules would be likely to change for EU workers coming to the UK after the Exit, and possibly some EU workers already working in the EU.

Three months on - What do we know now?

Article 50

Prime Minister Theresa May has recently confirmed that Article 50 will be triggered by the end of March 2017, meaning that the Exit will take place by Summer 2019.

Foreign Workers

Prime Minister Theresa May confirmed that the current eligibility regime for non-EU workers to come to the UK to work will not be extended to EU workers who want to come to the UK after the Exit. This means that a new immigration system will be introduced – Home Secretary Amber Rudd indicated that a work permit system may be put in

place. We still don't know exactly what will happen to EU workers already working in the UK before the Exit.

Scotland

Scotland maintains its stance that it does not want to leave the EU. First Minister Nicola Sturgeon has confirmed that another referendum to decide whether Scotland will become independent from the UK will be held if it decides that that is the best way to protect Scotland's interests.

"Great Repeal Bill"

Theresa May will introduce the "Great Repeal Bill" which will convert all EU laws into British Laws on the day of the Exit. The Government will then spend years picking over the converted laws to see which ones it wants to change.

Areas that could change post-Brexit

- How to calculate holiday pay
- Accrual of holiday during long term sickness
- Compensation in discrimination claims
- Changing employees' terms after a transfer
- Equal treatment for agency workers
- Equal treatment for fixed term employees

The content of this briefing is correct at the time of publishing.

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