



THE ADECCO GROUP

Brexit tracker

Spring 2018

Data collected as part of the survey for the CIPD/
The Adecco Group Labour Market Outlook (LMO), Spring 2018

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One in three UK organisations ready to make post-Brexit recruitment decisions

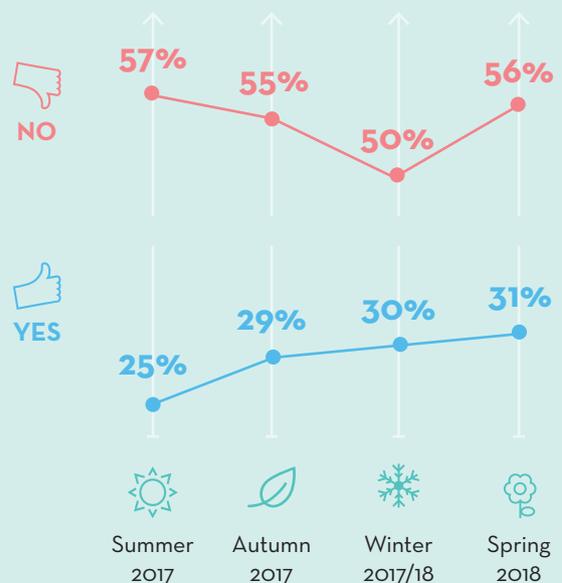
The fourth edition of the Adecco Group UK&I Brexit Tracker shows another slight increase in the number of organisations who believe they have enough information to start making decisions about their post-Brexit recruitment strategy. At this point, nearly one in three UK organisations (31%) feel they have enough information, however there is still a majority (56%) that think they do not.

As the survey was conducted before the Brexit announcement that the free movement of labour would be extended throughout the transition period, this figure could jump noticeably in the next quarter.

The private sector is considerably more confident (33%) than the public sector (23%) and smaller companies are more likely to be confident about making future decisions (38%) than larger ones (26%). This makes a lot of sense simply because smaller companies are three times more likely to believe they won't be affected by any future changes to the immigration system – so many of them will just plan as normal.

This said, the majority of organisations (56%) are still not ready to make these decisions and is an indication of the uncertainty of living within the UK at the moment.

Does your organisation have enough information yet to start making decisions about your post-Brexit recruitment strategy?





Talent management reviews on the rise

The overall increase in confidence could be down to the creeping rise of the number of reviews being conducted, surrounding the talent management/recruitment strategy by companies in the UK, as a direct result of Britain's decision to leave the EU.

Although speaking to staff remains the most common action (22%), more than one in eight UK organisations have now conducted a talent management review.

This is far more likely to have happened among London-based firms and those with more than 250 employees.

Percentage of UK organisations that have reviewed their talent management/recruitment strategy as a direct result of the vote to leave the EU:



Summer 2017

8%



Autumn 2017

12%



Winter 2017/18

12%



Spring 2018

13%

Brexit-related action levels off

Previous trackers had suggested that the UK was on a downward trend of inactivity with respect to Brexit – that UK employers were slowly starting to take action with respect to their staff as the deadline drew closer. This quarter potentially suggested that we are just seeing similar levels. This could be a blip on a wider downward trend or a levelling off that shows nothing will happen until it has to.

Larger companies remain twice as likely to have acted as smaller ones, while the public sector is a little more active than the private sector.

Percentage of UK organisations that have NOT undertaken action related to their workforce as a direct result of the vote to leave the EU:



Summer 2017

49%



Autumn 2017

46%



Winter 2017/18

44%



Spring 2018

47%



Future immigration policy impact still unclear

As the level of uncertainty has stayed constant, so have the overall expectations of what the future might hold for UK business with respect to future immigration policy. Larger organisations are more likely to believe that they will be BOTH positively and negatively impacted – that is because smaller organisations are three times more likely (43%) to believe they won't be impacted at all, compared to just 18% of larger companies.

Smaller organisations are also far less likely to believe they will need to edit their recruitment practices in the future as a result of Brexit – presumably for the same reason. For those that do anticipate changes, upskilling the workforce remains the most popular choice, followed by hiring apprentices and graduates. One in twelve companies (8%) are still considering moving their operations outside of the UK.

What impact do you expect future EU immigration policy to have on your organisation?

	POSITIVE	NEGATIVE	NO IMPACT
 Spring 2018	17%	42%	28%
 Winter 2017/18	13%	45%	28%
 Autumn 2017	15%	45%	28%
 Summer 2017	17%	38%	30%

Which of the following actions related to recruitment practices do you believe will be taken by your organisation in the future as a result of the UK's decision to exit the European Union?

