

Club 100 Network Huddle

10 January 2019



Agenda

9.45am Coffee/Tea and Registration

10.00am **Introductions**

10.20am **2019 Objectives** – All

10.50am **Corporate Update:** Graham Stapleton, Colt Technology Services – priorities for 2019 - moving to a policy framework rather than fixed policies and the introduction of a core flex approach for permanent transfers. What they have done for Brexit planning.

11.10am **Brexit – Immigration:** 78 Days and Counting...

With just 78 days until 29 March, when the UK is scheduled to Brexit the European Union, what should employers of EU nationals in the UK and UK nationals in the EU be doing to prepare? This roundtable discussion will look at the most pressing issues and potential solutions for companies looking to recruit and retain talent in the UK and the EU through the Brexit turmoil. Topics will include:

- Current status, implications, and planning for a deal versus no-deal Brexit;
- Practical steps and best-practices for supporting and protecting the immigration status of UK and EU employees;
- Details and deadlines for using the UK's settlement registration system and the difference between settled and pre-settled status; and
- Workforce planning for the post-Brexit environment, including upcoming changes and using the Tier 2 system in the UK for EU employees

Brexit – Tax & Social Security: A session to put your Tax & Social Security related Brexit questions and topics in-light-of the latest developments to the network with input from our experts.

12.30pm Lunch

1.30pm **Corporate Update:** Helene Mottais – Allen & Overy

2.00pm **Technology:** This session provides an opportunity to discuss the use of technology solutions within the Club 100 Network:

- What are you using bespoke technology for?
- Does the business acknowledge the need for change in technology in the mobility space?
- How important within your organisation is data and technology reporting?

2.45pm Coffee/Tea Break

3.00pm **AOB – Question Time**

Q - EU posted workers – what are companies finding as the solution to this headache, and linking it in with travel planning – Caroline McCoy – Computacenter (+ Selina Cheshire – Pinsent Mason)

Q - 'what, if anything, have companies done to identify and support any requirements under the Posted Worker Directive for Business travellers in the EU and any local notification requirements.' - Graham Stapleton - Colt Technologies

Q – How do other Club 100 Network members with small to medium sized programmes approach Policy Reviews – Robert Carey - Bryan Cave Leighton Paisner

Q – What are companies doing about home housing norm deductions and host housing allowances? – Anna Symondson – Johnson Matthey

3.20pm Corporate Update: Cat Birchall, Sky

3.50pm Expat Academy Update and Wrap Up

4.00pm Networking Drinks