

You may already have begun to consider the impact of future EU immigration restrictions. The following suggested points are intended to help you collate relevant information about how the government's proposed post-Brexit immigration policy may affect your business. We are not asking you to send this information to us now, merely to start or continue thinking about this internally, so that it can be included in your response to the white paper once it is published.

- What percentage of your UK workforce is made up of EEA nationals?
- What roles do your EEA workers fill? Specify job type/titles, salary, skill level and, if applicable, any specific qualifications required for the job.
- What percentage of your EEA workforce in the different roles outlined above are filled by full-time, part-time, seasonal, agency or temporary workers?
- How will restrictions preventing you from hiring EEA workers in roles with salaries lower than £30,000 affect your business? How will your business be affected if these roles are unfilled?

- What difficulties have you had in recruiting from the UK resident workforce and how have you tried to address these? Can you provide supporting evidence of recruitment difficulties (including percentages of UK applicants for hard-to-fill roles)?
- What is your turnover of EEA workers broken down by role type?
- What is your turnover of UK workers broken down by role type?
- Have you started to make any contingency plans for a reduction in the availability of EEA workers to fill roles in your business? If so, what do these consist of and are they likely to alleviate a restriction on hiring EEA workers in roles with salaries lower than £30,000.

In gathering this information, bear in mind that representations relating to your EEA workers, their value to your business and the impact of losing access to future EEA workers will carry more weight if supported by clear, detailed and objective data (purely anecdotal evidence will be of limited value).

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