

Brexit – what you need to know

The UK will leave the EU on the 31st January 2020 unless a further extension to article 50 is granted by the EU. If no deal is passed by Parliament, the UK will leave the EU without a deal.

Whilst there is still a large amount of uncertainty surrounding the technical details, we have worked with our travel, legal and industry experts to give you some advice on how to prepare.

For the latest in-depth information, we advise you visit the government EU Exit page: <https://www.gov.uk/brexit>

Whatever the Brexit outcome, there will almost certainly be complexity around travel between the UK and Europe. Clarity will continue to monitor the situation and work with our clients to navigate the road ahead and ensure the best possible outcomes for their travel programmes.

Pat McDonagh, CEO
Clarity, The Business Travel Experts

Disclaimer: The information provided in this document is for your general guidance only and does not and shall not constitute legal advice.

Some Key Dates

- **October 29th 2019** – MPs passed a bill for a general election
- **November 6th 2019** – Parliament will dissolve prior to the election
- **December 12th 2019** – General election will take place
- **December 13th 2019** – Results of election will be announced
- **January 31st 2020** – The UK is due to leave the EU (Brexit day)

The impact on business travel

Border Control:

In the event that we exit the EU with no deal, there is likely to be significant challenges which will be centred around travelling in and out of the EU. The EU is yet to say whether Visas would be required by UK travellers, but as a minimum we would envisage increased passport and border control checks, all of which would add time to travellers' journeys.

For EU citizens entering the UK after Brexit, border crossing arrangements will remain unchanged at first, however, stricter security checks are likely to be enforced, so again travellers should factor in extra time for their transfers and journeys.

As a member of the Business Travel Association (BTA) we have lobbied extensively on issues such as airport security and border force delays. We already have significant challenges here and we expect it to get worse still. The BTA have advised that the EU lane may be removed for those entering the UK.

Our advice is that this may lead to a greater need to allow more time at airports and for connection times when transiting. Our Business Travel Consultants can assist with preparing your flight itinerary to factor in the extra time requirements.

Air Travel

In the event of a no deal, UK based airlines will still be able to continue flights to EU destinations until at least October 2020. However, these rights are conditional, depending on the UK granting equivalent rights to airlines from EU countries.

Regulations and procedures that are in place regarding safety and security would remain, as these are retained by domestic law.

We don't envisage any issues with airlines, but Clarity TwentyFour, our out of hours service, has experts on hand to offer support should the situation change rapidly. We also have our dedicated travel alerts team continuously monitoring global crisis, including political events to give travellers advance warning of any potential issues facing their travel.

Hotels

Leading accountancy firm BDO has forecast that hotels in the UK are set to buck the Brexit trend; on average, occupancy rates are continuing to rise. There are still concerns around managing an EU-heavy workforce but signs suggest the industry will remain buoyant.

A hard Brexit, however, could mean that reclaiming VAT on hotels within the EU will become more difficult.

There could also be increased demand on hotels throughout the UK, especially in the North, as companies move their operations out of London.

Our account managers and commercial team will develop a strong hotel programme to mitigate any general rises in cost. Our ability to negotiate rates that work for our clients, means you can take an approach that works for your business and is flexible enough to adapt to potential changes and fluctuations.

Rail

The Department of Transport are working closely with Governments both in the UK and the EU to ensure arrangements are in place for cross-border rail services, such as Eurostar, to continue once the UK leaves the EU.

Passports

Without a deal, UK passport holders will be expected to comply with new rules and regulations in order to travel to most European countries.

These new rules will apply to the following countries:

Andorra, Austria, Belgium, Bulgaria, Croatia, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Iceland, Italy, Latvia, Liechtenstein, Lithuania, Luxembourg, Malta, Monaco, Netherlands, Norway, Poland, Portugal, Romania, San Marino, Slovakia, Slovenia, Spain, Sweden, Switzerland, Vatican City

You should allow at least 6 months on an adult or child passport to travel to most European countries (not including Ireland). You'll need to renew your passport before travelling if you do not have enough time left on your passport.

Travellers are being advised to check their passports from now and to process any renewals online via the HM Passport Office. We would advise that you do not book travel to the EU if you do not have a valid passport.

You can use this [tool](#) to check your passport validity if you are unsure.

Healthcare

The European Health Insurance Card (EHIC) currently allows any EU citizen to access state medical care when they are travelling in another EU country.

Your EHIC may not be valid if there's a no-deal Brexit. This will depend on arrangements with individual countries and might mean you need to pay in full for treatment.

Check that your insurance has the necessary medical cover before travelling. This will be different to your standard travel insurance and may not cover pre-existing medical conditions.

Travel Insurance

As mentioned above, the EHIC is likely to be made redundant after the 31st January and the government has advised that travellers need to be more vigilant when choosing a travel insurance policy.

If you are travelling over the period around Brexit, or taking out a policy shortly after, make sure your policy is sufficient to cover possible disruption.

Driving

As long as you have a full UK driving licence, you don't currently need an additional licence to drive in the EU. This will change in a no-deal scenario for

certain countries. Depending on your destination, and the length of your stay, UK licence holders looking to drive in the EU after 31 January 2020 may need to apply for an International Driving Permit.

There are a number of different permits available for different countries within the EU, so you should check carefully which permit is required for each country you intend to drive within, as you may need more than one permit to comply with the law.

If required, International Driving Permits cost £5.50 and are available directly from the Post Office. You can find your nearest branch [here](#).

The Government is also advising that you will need a GB sticker for your car when driving in the EU after Brexit.

Full details about International Driving Permits, including what permit you need for each country can be found at gov.uk

Mobile roaming

Current EU regulations guarantee surcharge-free roaming, allowing travellers to use their mobile device to make calls, send texts and use mobile data services as they would on their UK tariff. No deal Brexit will mean mobile operators are no longer obliged to stick to the regulations and can once again charge for roaming services.

Check with your mobile provider before travelling. Your business may have mobile roaming policies, so read up on these before you travel and if in doubt turn off data roaming.

It's advisable that should this change occur, travellers should check their terms and conditions as well as their data usage limitations when using their phones

You're in the right place with Clarity

Our team of award-winning Account Managers are on hand to discuss any issues relating to Brexit with you. As business travel experts with a network of strong global partnerships, we'll help to keep your business moving.

We'll help you meet your objectives

Clarity can help to manage your travel programme accordingly, whether it involves EU travel or further afield. Our focus is on matching travel solutions to your objectives and to deliver the best possible value.

In the quest for new markets and business, we may see an upturn in demand for long haul travel in light of changes to your business strategy. As a founding member and preferred UK, Ireland and Netherlands partner for Radius Travel, the largest travel network in the world, our global capability can help you reach even further.

We are a robust & profitable business

As a forward thinking and innovative TMC, Clarity continuously invest in our people, systems and technology whilst providing the very best in customer service. We pride ourselves on offering robust, flexible and cost-effective solutions.

We anticipate there will be customers who control costs in the face of the current economic uncertainty. Cost control and travel dissuasion as directed by our clients are part of our role; we can respond to changes in demand and provide bespoke solutions. We will continue to ensure we manage the cost base and profitability of our business in the face of this.

We have offices in the UK & European Union

Clarity have offices in the UK and also within the European Union. As a global travel management company, we are equipped to handle Brexit, whatever the outcome.

We constantly focus on developing our staff

The UK government has indicated that an Immigration Bill will also be passed that will not place any new burdens on businesses during the implementation period, should a deal be agreed.

On a macro-economic basis, we may see challenges with the labour market. The

possible removal of free movement of labour may impact the talent pool when recruiting new resource. Clarity is one of the biggest recruiters of Modern Apprentices in the UK market and we invest heavily in training new staff so we can grow and develop our own people.

Our data processing arrangements

If we leave the EU with no agreement in place there would be no immediate change in the UK's own data protection standards, however, Legal Framework which governs transfers of personal data from organisations established in the EU to the UK and vice versa, would change.

Given the inherent need for a travel management company to transfer personal information to destinations within the EU and beyond, Clarity will comply fully with the GDPR regardless of the Brexit outcome. In terms of general data security, we are newly recertified against ISO 27001, and in November 2018 completed a Stage 1 audit against BS 10012. This standard was updated two years ago to fully align its control objectives with the GDPR.

In direct recognition of Article 28(3) we instituted data processing agreements with both our clients and our direct suppliers in advance of the legislation coming into force last May.

We are a leading industry voice in the UK & overseas

With 60 years' industry experience, Clarity has been and continues to be an active voice within the business travel community.

Our CEO Pat McDonagh is a member of the IATA Global Travel Management Executive Council (GTEC) alongside 14 of the world's largest national, multinational and most influential TMCs. Pat also sits on the board of the BTA, a UK leading professional body that works with members and partners to raise awareness of business travel within the broader economy.

Whether we end up with a hard or soft Brexit, there will almost certainly be complexity around travel between the UK and Europe. Now that an extension is in place, we hope the picture of post-Brexit Britain becomes clearer over the next few months, but for now we will continue to monitor the situation and work with all our clients to navigate the road ahead and ensure the best possible outcomes for their travel programmes.