

# Scenario planner – Impact of ‘Brexit’

The people of the UK have taken the decision to leave the European Union. What happens next – and the implications for businesses and organisations in the UK – is less clear.

There will be a wide range of dynamic factors at play over the coming months and years that will affect the impact on your organisation. Grant Thornton has produced a prediction of how these could pan out. This is a provocative scenario to help business planning; it should be noted that the reality may be very different.

	First 100 days	2 years	Long term								
<b>Economic</b>	<p><b>Initial shock?</b></p> <ul style="list-style-type: none"> <li>Market volatility</li> <li>Fall in London listings               <ul style="list-style-type: none"> <li>FTSE 250 impacted</li> </ul> </li> <li>Sterling falls against the Dollar and the Euro</li> </ul>	<p><b>Instability and uncertainty?</b></p> <ul style="list-style-type: none"> <li>The UK continues to have access to the single market and is treated as a full member during the negotiation period</li> <li>Investment decisions may be delayed until there is greater clarity over the UK's future trading relationships</li> <li>IMF estimates increased inflation and fall in consumer spending</li> </ul>	<p><b>Gradual transition?</b></p> <p>The long-term economic consequences are disputed, though the majority predict a negative long-term impact. Forecasts include:</p> <table border="1"> <thead> <tr> <th>Org.</th> <th>Effect of GDP, 2030</th> </tr> </thead> <tbody> <tr> <td>Open Europe</td> <td>-2.60 to +1.55</td> </tr> <tr> <td>LSE</td> <td>-2.60 to -1.30</td> </tr> <tr> <td>Oxford Economics</td> <td>-0.39 to -0.10</td> </tr> </tbody> </table>	Org.	Effect of GDP, 2030	Open Europe	-2.60 to +1.55	LSE	-2.60 to -1.30	Oxford Economics	-0.39 to -0.10
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<b>Business behaviours</b>	<p><b>Dealing with uncertainty</b></p> <ul style="list-style-type: none"> <li>Investment decisions delayed</li> <li>Some immediate disinvestment and talk of relocation</li> </ul>	<p><b>Period of business transition?</b></p> <p>Some decisions still delayed; other businesses may take decisions within first 6-12 months (not wait for political / legal settlement)</p>	<p><b>New business models embedded?</b></p> <p>With our new relationship taking shape businesses have adapted to the new environment</p>								
<b>Political</b>	<p><b>Instability</b></p> <ul style="list-style-type: none"> <li>Conservative and Labour leadership elections</li> <li>New Prime Minister declared in July</li> <li>No timetable for triggering Article 50               <ul style="list-style-type: none"> <li>Autumn 2016?</li> <li>Early 2017?</li> </ul> </li> </ul>	<p><b>Continued instability</b></p> <p>Domestic uncertainty:</p> <ul style="list-style-type: none"> <li>Divisions in political parties could continue or increase as detail of Brexit discussed and negotiated</li> <li>Possibility of another General Election?</li> </ul> <p>Calls for new constitutional settlement?</p> <ul style="list-style-type: none"> <li>Scotland may push for independence</li> <li>Northern Ireland: Good Friday agreement stretched as dependent on open border with Republic of Ireland</li> </ul> <p>International uncertainty:</p> <ul style="list-style-type: none"> <li>Elections in: US (November 2016), France (spring 2017), Germany (Sept 2017), Poland (2019)</li> </ul>	<p><b>Realignment for 2020 elections?</b></p> <p>Realignment and clarity:</p> <ul style="list-style-type: none"> <li>Political parties settle down by 2020, with agreement on their post-EU policies</li> <li>Either majority government or hung Parliament 2020</li> </ul>								
<b>Legal &amp; regulatory</b>	<p><b>No change</b></p> <ul style="list-style-type: none"> <li>Clarity required on whether Prime Minister can trigger Article 50 without parliamentary vote or not</li> <li>No legal or regulatory change in the meantime</li> </ul>	<p><b>All change</b> ●.....→</p> <ul style="list-style-type: none"> <li>Direct regulations fall away 2 years after Article 50 triggered (eg financial services)</li> <li>Comprehensive review of UK law will be required. Parliament to agree new legal and regulatory framework</li> </ul>	<p><b>Continued transition period</b></p> <p>2 years unlikely to be enough to agree new UK legislation – especially with no political consensus and slim parliamentary majority</p>								
<b>Market access</b>	<p><b>No change</b></p> <p>As with legal and regulatory, market access remains the same during the negotiation period</p>	<p><b>Continued access</b></p> <ul style="list-style-type: none"> <li>Access to the Single Market and 3rd country EU trade agreements continue during renegotiation. (This access is terminated on leaving the EU)</li> <li>Finalising a trade relationship with the EU is separate from Article 50 exit negotiations</li> <li>New deals with the EU and 3rd countries will need to be agreed</li> </ul>	<p><b>New relationships?</b></p> <ul style="list-style-type: none"> <li>On-going trade negotiations. Government hampered by lack of skilled trade negotiators?</li> <li>Focus / deals likely to be on goods – services may be slower; movement of people may be more limited</li> </ul>								

# Assessing the impact and developing plans

The impact of this will be different for every organisation. In looking at the threats and opportunities these create for your business, and planning how you can create and protect value, you may wish to consider issues such as:

## People & talent

- If you have employees of EU or non-EU origin, consider what to communicate to them and what reassurance you can give.
- Review employment contracts and take steps to protect your non-UK talent.
- Plan for longer term impact on talent recruitment, development and pensions.

## Strategic Ambitions

- Consider what to communicate to stakeholders.
- Review M&A transactions and assess longer term opportunities for organic growth, JVs and acquisitions.
- Identify transitional and longer term markets and commercial opportunities.

## Finance Growth

- Consider what to communicate to investors.
- Identify opportunities and risks around refinancing and sources of capital.
- Assess future funding requirements and opportunities.

## Master Risk

- Which customers or suppliers might be affected by short term volatility?
- Assess impact on business risks including issues such as working capital management and financial reporting.
- Assess longer term plans for tax structure, pension structures and strategies for mitigating fraud, bribery and corruption.

## Optimise Operations

- Assess the impact on processes and control and identify exposure to interest rate and exchange rate fluctuation.
- Review operational effectiveness and efficiency including back office and manufacturing/cost base.
- Identify opportunities for developing supply chain value.