

Get
 **ready**
for
Brexit

**Preparing for the
potential people
changes of a No-
Deal Brexit**



What we'll cover

An overview of the employment impacts of a potential No-Deal Brexit on 31st October

Focused on three key themes, and only 'need to know' information and actions to take in the short-term to get better prepared



Important note:

Although the Republic of Ireland is an EU member state, the changes described in this presentation do not apply to Irish citizens who will still be able to visit, work and reside in the UK as they do now.





Learning Objectives

By the end of this event, you will:

Better appreciate the likely impacts on your business

Have an understanding of what you & your employees need to do

Be able to find and access additional guidance

Realise it's important to start now, not 'wait-and-see'





Key Theme 1: Sending UK workers to Europe

What's changing

- Staff travelling to the EU/EEA/Switzerland **to provide services** may need a visa, work or residence permit
- Employees may need to make social security contributions in both the UK and the country in which they are working
- UK professional qualifications will need to be officially recognised to work in a Regulated Profession in the EU/EEA/Switzerland



Potentially affected businesses

- Transport and distribution firms whose drivers essentially perform a service
- Consultancy businesses
- Equipment suppliers if they send maintenance / repair engineers to service equipment for their customers



Recommended actions to take:

1. Check the entry requirements for specific countries that employees will be visiting to provide services, and comply with the immigration controls in those countries

<http://bit.ly/seekly-eu-country-guides>



Recommended actions to take:

2. Check the social security requirements for specific countries that employees will be visiting to provide services, and ensure that the necessary arrangements are in place

<http://bit.ly/seekly-eu-social-security>



Recommended actions to take:

3. Check the European Commission's Regulated Professions database, and if your profession is listed, contact each individual country in which your people will provide services to find out what you need to do to have their qualifications officially recognised

<http://bit.ly/seekly-eu-regprof>



Keep in mind:

Finding the information you need may not be quick or easy

It will take employees time to obtain any necessary visas or work permits etc, so you need to plan ahead

Employees could experience delays when crossing borders, allow extra travel time especially if passing through multiple countries





**Key Theme 2:
Hiring temporary
European labour**

What's changing

- After Brexit, EU/EEA/Swiss citizens will still be able to come and work in the UK, up to and including 31st December 2020. They'll need to register for European Temporary Leave to Remain (Euro TLR) to work here for more than 3 months (lasts up to 36 months)
- From 1st January 2021, a new points-based immigration system will be in place



Potentially affected businesses

- Hospitality trade (hotels and restaurants etc)
- Agricultural / farming operations
- Distribution / packaging / fulfilment businesses
- Manufacturing businesses



Recommended actions to take:

1. Familiarise yourself with the rules on temporary EU/EEA/Swiss labour, including making appropriate employment checks

<http://bit.ly/seekly-eu-temporary-labour>



Recommended actions to take:

2. Make sure that EU/EEA/Swiss citizens you intend to employ for 3 months or more have registered with the Euro TLR
3. Collaborate with any business-critical suppliers to make sure that their levels of temporary EU/EEA/Swiss workers will be maintained





**Key Theme 3:
Permanent
employment of
European workers**

*“EU citizens are our friends, our neighbours, our colleagues, and we want them to stay. EU citizens and their family members **resident in the UK by exit day** will be able to stay and carry on with their lives broadly as now. They will be able to work, study and access benefits and services in the UK on the same basis after we exit the EU as they do now.”*



What's changing

- If they intend to stay permanently, EU/EEA/Swiss citizens must apply to the EU Settlement Scheme and achieve Settled or Pre-Settled status by 31st December 2020, but ***must already be living in the UK on exit day***
- If they are not living in the UK on exit day, then they will be able to work here on a temporary basis until 31st December 2020



Potentially affected businesses

- Currently employ staff from EU/EEA/Switzerland on a permanent basis, and intend to continue doing so after Brexit



Recommended actions to take:

1. Help affected employees to apply to the scheme, keep a record of those applications and proof that they have achieved the relevant status

<http://bit.ly/seekly-eu-settlement-scheme>



They'll need to provide proof of ID, which they can do either by post or:

Using the dedicated Android app

<http://bit.ly/seekly-eu-android-app>

Via an organisation offering to scan documents

<http://bit.ly/seekly-eu-where-to-scan-documents>



Recommended actions to take:

2. Make inquiries of business-critical suppliers to ensure they are taking appropriate steps too, and seek replacement suppliers if not in order to assure business continuity
3. Start planning now for when a points-based immigration system is introduced from 1st January 2021





Summary

- UK residents working in the EU/EEA/Switzerland may need visas and work permits after 1st November 2019, may need to make social security payments in those countries and may need to have their professional qualifications officially recognised there
- EU/EEA/Swiss citizens that don't already live in the UK will be able to work here on a temporary basis, with relatively few restrictions, up to and including 31st December 2020



- EU/EEA/Swiss citizens that already live and work in the UK when we exit the EU, and intend to continue doing so, will need to apply to the EU Settlement Scheme
- Anyone wishing to enter and work in the UK from 1st January 2021 will need to meet the criteria of a new points-based immigration system



- Businesses need to think beyond their own organisations and consider the potential for supply chain disruption too





Learning Objectives

Have we met our learning objectives?

- ✓ Better appreciate the likely impacts on your business
- ✓ Have an understanding of what you & your employees need to do
- ✓ Know where to find and access additional guidance
- ✓ Realise it's important to start now, not 'wait-and-see'

