

Engaging **EU Workers** Post Brexit

**A Concise
Guide!**



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Engaging EU Workers - What's Changed?

As the UK nears the end of the Brexit transition period, guidance for how we engage and manage the Employment responsibilities regarding the right to work of EU Nationals (excluding Ireland) is slowly being released from the Home Office.

We are proud of how we do things at Liquid Friday and we strive to give Agencies and Contractors complete peace of mind during any time of change. This short guide is designed to simplify the Government's current guidance on what needs to happen as we leave the EU and provide you with reassurance on what we are doing here at Liquid Friday to ensure you and the supply chain remains protected from any Right to Work issues.

Key Points

- 1.** It is important to remember that there are no changes to any rules until the 1st January 2021.
- 2.** EU, EEA and Swiss citizens who have arrived in the UK before the 1st January 2021 will need to apply to join the EU Settlement Scheme, Pre-Settlement Scheme, Citizenship or a Visa in order to continue to live and work in the UK.
- 3.** From the 1st January 2021 a new immigration system will apply in the UK which will affect all EU citizens (excluding Irish citizens) arriving in the UK.

From this date any new arrivals will need to ensure they have a visa in advance. However, they have no legal obligation to provide a copy at this stage.
- 4.** From the 30th June 2021 the new Home Office requirements are in force. From this date the Employer will have a responsibility to ensure that the worker has the appropriate Right to Work in the UK and retain evidence.

The Employer could take the following documentation as evidence;

- Proof of settled status
- Visa within an active EU Passport

- 5.** We will be informing all existing EU National workers of the upcoming changes through the first quarter of 2021.
- 6.** We are looking at implementing Phase One of our 'Post Brexit Plan' from 1st January 2020, this will include the optional gathering of residence status to assist in future reporting requirements.
- 7.** A new Right to Work regime will be in place from 30th June 2020, the scheme will be looking at the following documents as evidence;
- 8.** From the 30th June 2021 the new Home Office requirements are in force. From this date the Employer will have a responsibility to ensure that the worker has the appropriate Right to Work in the UK and retain evidence.


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- Proof of settled status
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