

## **Brexit: Employing EU citizens in the UK Q&A**

### **Q1**

**IF WE RECRUIT SOMEONE FROM 1 JULY WOULD THEY HAVE TO HAVE PRE-SETTLED STATUS, SETTLED STATUS OR DO WE HAVE TO SPONSOR THEM?**

As of the 1st of July 2021, any EU nationals whom you recruit must have either gained settled or pre-settled status or have their application pending. If not, they will require a work permit in the same way that an individual from outside the EU would under the old system.

### **Q2**

**ARE THERE ANY SPECIFIC REGULATIONS ABOUT EMPLOYING PEOPLE FROM OTHER COUNTRIES WHO REMAIN IN THEIR HOME COUNTRIES AND WORK FROM A DISTANCE?**

The new immigration rules relate only to individuals who want to live and work in the UK. Scheme.

### **Q3**

**CAN YOU TELL ME A BIT MORE ABOUT CHECKING STATUS FROM 1ST JULY?**

From 1st July 2021, employers will need to continue carrying out sufficient right to work checks on all staff they employ. For EU nationals living in the UK, this will mean requesting proof that they have either settled or pre-settled status.

The exact details have not yet been released but we do know that employers will be able to request a code from the recruit.

That will enable the employee to send the employer a confidential and secure link to a government website, which will contain the proof of their right to work.

### **Q4**

**DO I NEED TO KEEP CONFIRMATION OF SETTLED STATUS OR PRE-SETTLED STATUS ON FILE?**

Yes.

Employers should make a copy of the information they receive from the employee which details their right to work. It is also important for employers to make a note of the date on which they obtained the information.

We would recommend checking the government website and ensuring that the copy you take complies with their guidance once it is released.

It is likely that a screenshot of the information would suffice, if there is not an option to download the right to work information.



