

Top five tips for supporting EU workers post-Brexit

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Now that the UK has left the EU, there are several knock-on effects for UK businesses. It's important that businesses don't forget their role as employers amidst the focus on ongoing trade, says Karen Cole.

Your employer checklist

1. Identify who in your business may be affected by the UK leaving the EU. This includes EU workers and UK nationals with a spouse or partner from the EU. Be careful not to give immigration advice to your employees unless you are qualified to do so.
2. Become familiar with the [EU Settlement Scheme](#). While it is the responsibility of the individual to make an application under the scheme, employers must be careful not to make any offer of employment or continued employment dependent on an individual having made an application. EU citizens and their family members (including children and non-EU citizens) must apply by 30 June 2021 to continue to live, work and study in the UK.
3. Obtain a [sponsor licence](#) if you want to employ anyone arriving in the UK from 1 January 2021. A UK points-based immigration system came into effect on 1 January 2021, and employers must be a licenced

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sponsor to hire eligible employees from outside the UK. Immigrants looking to work in the UK (excluding Irish citizens) will need to apply for permission in advance and show that they have a job offer from an approved employer sponsor.

4. Ensure you continue to carry out Right-to-Work checks on all potential employees. The way you carry out these checks for EU, EEA and Swiss citizens remains the same until 30 June 2021. From this date, new rules will come into effect with which you need to become familiar.
5. It is important that you don't discriminate against EU citizens in light of the UK's decision to leave the EU, whether as an employer or prospective employer. Ensure that you don't make assumptions about a person's right to work in the UK, or their immigration status.

Contact Karen Cole today for all your employment law queries.

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Note: This is not legal advice; it is intended to provide information of general interest about current legal issues.

