

# Brexit and immigration

## What it means for employers and EU workers

Immigration has played a key role in helping to address the growing skills gap in FM, with migrants filling one in four jobs in some sectors.

After Brexit, the ending of free movement of people from the EEA (EU countries plus Iceland, Norway and Liechtenstein) plus Switzerland, coupled with the Government's proposed new immigration policy, will have profound consequences for employers needing to fill vital roles in cleaning, security, catering, construction and across the whole profession.

Here we outline the key forthcoming changes to immigration rules, the dates when they come into effect and how they will affect the 3.7 million EEA citizens already living in the UK as well as those looking to come here to work.

<b>Brexit and Government immigration policy</b>	
<p><b>Immigration White Paper</b></p> <ul style="list-style-type: none"> <li>• EU Settlement Scheme for EU citizens living in UK</li> <li>• Proposed new system due to come into force 01/01/2021</li> <li>• New policy not yet finalised, ongoing 12-month consultation including on £30k salary threshold for skilled workers</li> </ul>	<p><b>Proposed future immigration system</b></p> <ul style="list-style-type: none"> <li>• Single approach for highly skilled and skilled workers</li> <li>• Exemptions to policy through international treaties and trade deals and UK-based work visa applications for 'low risk' countries</li> <li>• Employer sponsorship remains</li> <li>• New Digital Checking Service</li> <li>• No cap on numbers and no labour market test for skilled workers (down to equivalent of A Levels)</li> <li>• No future low skilled worker route:               <ul style="list-style-type: none"> <li>– but transitional measure for selected countries</li> <li>– 12-month visa plus 12 months 'cooling off'</li> <li>– kept under review until full review in 2025</li> <li>– no sectoral labour schemes planned</li> </ul> </li> </ul>

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<b>Brexit and immigration – what happens when the UK leaves the EU?</b>	
<b>UK leaves with a deal</b> <ul style="list-style-type: none"><li>• Freedom of Movement ends 31/12/2020 (end of Implementation Period)</li><li>• Current rules apply until 31/12/2020 – no new checks for those here or arriving</li><li>• EU Settlement Scheme applications close 30/06/2021<ul style="list-style-type: none"><li>– EU nationals will need to apply for right to remain living in UK</li><li>– Two phase process, first phase can only be completed via Android phone or by post</li></ul></li></ul>	<b>UK leaves without a deal</b> <ul style="list-style-type: none"><li>• Freedom of Movement ends at the point the UK leaves the EU (date to be confirmed)</li><li>• Transitional arrangements until 31/12/2020</li><li>• EU Settlement Scheme applications (for EU citizens already in UK only) close 31/12/2020</li><li>• EU arrivals after departure date need to apply to Home Office for right to remain within 3 months</li><li>• No requirement for employers to distinguish between EU residents in UK and new arrivals until end of transition period</li></ul>

## **Actions employers can take to support EEA and Swiss workers with EU Settlement Scheme applications:**

- Download the scheme's [employer toolkit](#); communication materials and information to share with employees
- Provide access to technology for applications, e.g. Android phone with compatible technology for phone app
- Offer financial support with the application fee (£65 per adult until scheme opens fully on 30/03/2019, applications are then free and fees paid will be refunded)
- Consider opening an information centre at larger sites

## **Helpful materials including toolkits:**

[EU Settlement Scheme employer toolkit](#): Government information on supporting EU workers and their families applying to the scheme

[EU Settlement Scheme](#): step-by-step Government guidance for EU citizens and their families

[EU Settlement Scheme documents](#): what EU citizens need to provide to make an application

[Evidence of UK residence](#): what to supply in case of needing to provide additional documentation

[EU Londoners Hub](#): information for EU nationals about living in London after Brexit

[No deal Brexit](#): Government advice for EEA and Swiss citizens on staying in the UK longer than 3 months

[Immigration White Paper](#): the UK's proposed future skills-based immigration system

Any queries about the contents of the policy please contact our Policy team.

T +44 (0) 1279 712 663 | E [policy@iwfm.org.uk](mailto:policy@iwfm.org.uk)