

AdviserPlus HR

Employment Law Update

October 2019

Deal or No Deal: Preparing for Brexit

As the Brexit deadline is looming with continued uncertainty over when and how the UK will leave the European Union organisations are considering how to deal with the possible consequences and what it may mean for their workforce with a possible no deal.

As we enter the month of October things to consider are:

- That the current right of free movement for EU employees residing in the UK is changing dependant on the outcome of negotiations – See Fact Sheet [Brexit: UK Immigration Requirements](#)
- Consideration that although a transition period has been agreed this is dependent on the deal outcome, it is important to keep up to date with the negotiations which are moving rapidly
- Communicate with the workforce on the potential impact of Brexit (if any) and provide support to employees if needed. For more information is available in supporting your employees [here](#)

The latest policy announcement confirms that employers will not need to view any further documents (other than a European passport) to establish compliant right to work checks on all EU staff until January 2021.

From that date employers will need to distinguish between pre-Brexit either settled or pre-settled status EU national employees and the post-Brexit arrivals (with European Temporary Leave to Remain or other immigration status).

Please note that Brexit negotiations are evolving rapidly so please check the position again regularly. tenable but on expiry the holder can apply to switch into a new UK immigration status.

For up to date information and guidance on the impending changes review the EU settlement toolkit available [here](#).