

The introduction of the new UK Points-Based Immigration System and the end of free movement between the UK and the EEA/Switzerland both have massive implications for UK employers.

Employers will need to ensure they understand how the rules will affect their business, whether their recruitment plans and budgets are impacted, and whether their staff have the correct status to allow them to continue working both in the UK and abroad.

With this in mind we recommend the following key action points for the first half of 2021.

Key immigration action points for HR in 2021



Inform your current EEA employees and their family members about their eligibility for the EU Settlement Scheme to ensure they apply before the relevant deadline



Get to grips with the new Points-Based Immigration System



Ensure you have an up-to-date sponsor licence if you anticipate recruiting from the EEA and the rest of the world



Consider the implications of the end of free movement on right to work checks



Know what EEA nationals are allowed to do as visitors in the UK



Know what the rules are for UK nationals visiting or working in Europe

Inform your current EEA employees and their family members about their eligibility for the EU Settlement Scheme to ensure they apply before the relevant deadline

Most current EEA employees and their family members who are in the UK must apply under the EU Settlement Scheme by 30 June 2021. If they fail to do this, they risk losing their right to live and work in the UK.

Useful resources:

- Our [webinar and Q&A](#) on Brexit and the EU Settlement Scheme.
- Our [article](#) highlights some potential pitfalls to avoid with the EU Settlement Scheme
- Click [here to view](#) our scenario infographic on hiring an EEA national or a family member of an EEA national

Need more detailed assistance?

Check out our [Brexit Immigration Solutions for HR](#) to create a toolkit of resources for your business needs.

Or [get in touch](#) for help with the EU Settlement Scheme and British citizenship applications.



Get to grips with the new Points-Based Immigration System

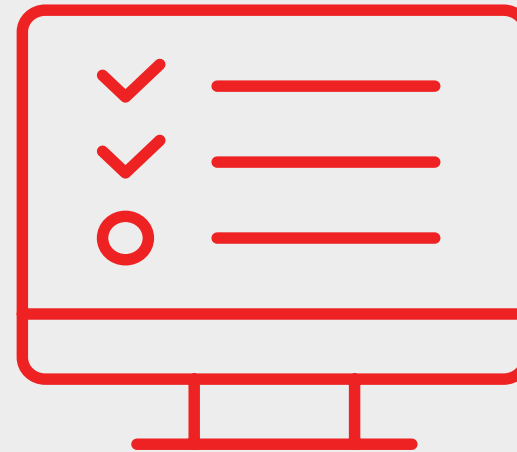
It is important that you understand how the new visa rules under the Points-Based Immigration System affect your business, particularly if you want to continue to recruit EEA nationals.

Useful resources:

- The previous routes for sponsoring workers have been significantly reformed. Our [overview article](#) covers the main changes.
- Find out more about the [frontier worker permit](#) to assist European cross-border workers travelling regularly to the UK for work following the end of free movement.

Need more detailed assistance?

- Our Immigration Law Academies are a one-stop-shop for learning about the new system. Find out more [here](#).
- For training a large team, or if you prefer a tailored course, [get in touch](#) with us to chat about what the rules mean for you or [view our brochure here](#).



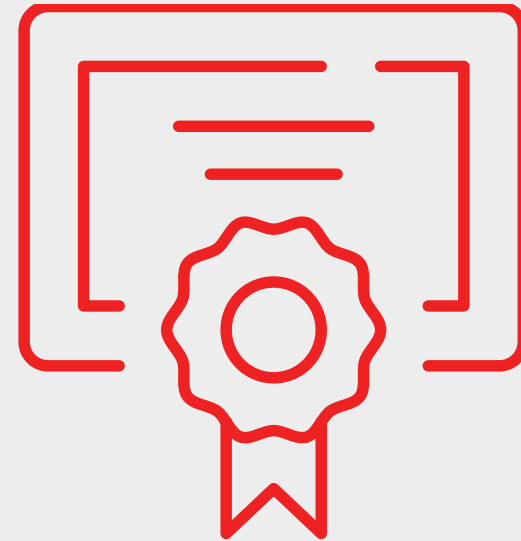
Ensure you have an up-to-date sponsor licence if you anticipate recruiting from the EEA and the rest of the world

Make sure your sponsor licence accurately reflects your organisation's current structure.

If you have not used the sponsorship system before and find you will need it to employ nationals from the EEA and beyond, consider applying for one soon. Sponsor licence applications can take up to eight weeks to process.

Need more detailed assistance?

- **Our Immigration Team** has a wealth of experience in advising on and assisting with sponsor licence applications and any queries if you are new to the process.
- **Immigration Solutions for HR** includes training, compliance guides and mock audits.



Consider the implications of the end of free movement on right to work checks

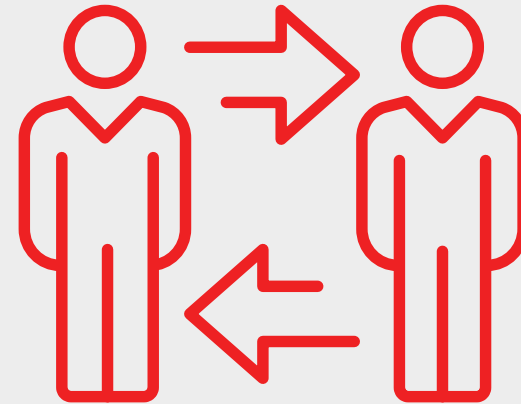
All UK employers have a responsibility to ensure that their employees have the right to work in the UK before they start work and throughout employment. Right to work checks will remain the same until 30 June 2021, however due to the end of free movement, employers need to know how best to deal with right to work issues for EEA nationals during the first half of 2021.

Useful resources:

- [Our webinar and Q&A](#) on right to work checks beyond 2020 outlines some of the main issues and how to address them.

Need more detailed assistance?

- See our [Immigration Solutions for HR](#) for training and e-learning courses on right to work checks to help upskill your team. We also offer a handbook which can be used as a learning tool.
- [Get in touch](#) for a best practice guide and template advice to ensure you can manage the period to 30 June 2021 compliantly and in line with your employment law obligations.
- We can help to update your internal policies and recruitment documents ready for when the right to work system will change from 1 July 2021 onwards.



Know what EEA nationals are allowed to do as visitors in the UK

EEA nationals visiting the UK are now required to do so on the same basis as all other visitors – see the allowed activities for visitors [here](#), which are significantly restricted in comparison to free movement.

Need more detailed assistance?

[Get in touch with our immigration team](#) for:

- Assessing whether planned activities fall within those allowed for visitors, or whether work permission is required.
- Assistance with making visa applications as appropriate.



Know what the rules are for UK nationals visiting or working in Europe

If you have a workforce that spans Europe, it is important to factor in the new rules for UK nationals on visiting and working in Europe. Considerations include understanding when a work visa will be required, how much it will cost and accessing local visa support.

Useful resources

- See our [Brexit Guide for International Employers](#), which covers business travel, frontier worker rights, employment permission and residence across 25 jurisdictions.
- Listen to our [Post-Brexit immigration rules podcast](#) where we discuss changes in immigration rules from both side of the channel.

Need more detailed assistance?

Contact a member of our [Immigration Team](#) to discuss how we can assist with global mobility support via our extensive Ius Laboris network of local immigration lawyers.

