

The end of the Brexit transition period is looming fast. You've only until 31 December 2020 to prepare for it, and, with that date in mind, you could find it helpful to read our summary and take advantage of the Government online checker tool to find out if you, or your business, will be affected at all.

New Start begins 1 January

Over 600,000 businesses will get a letter from the government about the need to prepare now for the UK's 'New Start' on 1 January 2020.

To assess what actions you need to take there's a checker tool available. By answering a few questions you'll receive a detailed personalised action plan.

This can cover changes that impact your business in how you:

- Import and export of goods from and to the EU
- Provide services in EU markets
- The tool also covers your family and personal circumstances
- Plus you can subscribe to updates about further changes

Key employment issues

There are three key areas to consider with the employment of EEA (including EU and Swiss) citizens in the UK.

1) RIGHT TO WORK CHECKS

You will need to check a job applicant's right to work in the same way as you do now until 30 June 2021. For example; EE citizens can continue to use their passport/national identity card (or you can use the online Right to Work checking service if they give you a share code).

2) EU SETTLEMENT SCHEME

EEA citizens and their families who are living in the UK before 1 January 2021 need to apply to the EU Settlement Scheme by 30 June 2021 to continue living in the UK. You may wish to share information with your employees about the EU Settlement Scheme using the employer toolkit.

3) NEW IMMIGRATION SYSTEM

From 1 January 2021 a new immigration system will apply to people arriving in the UK. Also EEA citizens moving to work in the UK will need to get a visa in advance.

EEA citizens applying for a skilled worker visa will need to show that they have a job offer from an approved employee sponsor. Therefore if you are planning to sponsor skilled migrants from 2021, and are not currently an approved sponsor, you should consider getting approved status now.

COMPLETING THE CHECKER TOOL COULD PROVIDE SOME REASSURANCE THAT BREXIT WILL NOT AFFECT YOUR BUSINESS, OR IT MIGHT ALERT YOU TO AN ISSUE YOU ARE UNAWARE OF. EITHER WAY, EARLY PLANNING AND PREPARATION IS ADVISABLE.

<https://www.gov.uk/transition>