

THE EU SETTLEMENT SCHEME NOTE TO EMPLOYERS



Who needs to apply to the EU Settlement Scheme?

If you are an EU citizen, non-EU family member of an EU citizen or Relevant Person from NI you may be eligible for settled or pre-settled status. If you are a qualifying British citizen, returning to the UK from another EU member state, your non-EU family members might also be eligible to apply for status.*

EU Settlement Scheme and Employers Obligations:

- You may direct your employee to the information provided by the Home Office, however as an employer you are not required to communicate with your employee regarding the EUSS. It is the responsibility of the employee to apply to the EUSS.
- You should not provide any immigration advice to your employee, unless you are qualified to do so. You should direct them to the Home Office Website for official guidance.
- Following the introduction of the points-based system on the 1st January 2021, 1 January 2021, you will need to be a licensed sponsor to hire eligible employees from outside the UK. (This excludes Irish citizens)

Rights to work checks:

- Up until the 30th June 2021 any EU citizen can prove their right to work by provide their valid passport or national identity card.

- Up until the 30th June 2021 any non-EU family member can prove their right to work by provide their valid biometrics residence card.
- For those who have applied to the EU Settlement Scheme you can also show your status online by generating a share code using the following link: <https://www.gov.uk/view-prove-immigration-status>. This form of proof can be used after the 30th June 2021.
- After 30th June 2021, the new immigration rules for recruiting people from outside the UK will apply. You will not need to make retrospective checks for existing employees. The information regarding the new immigration rules can be found on the Home Office Website: <https://www.gov.uk/guidance/recruiting-people-from-outside-the-uk>

*EEA and Swiss citizens are also eligible to apply under the scheme.

For more information or assistance with the EU Settlement Scheme please contact us:

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