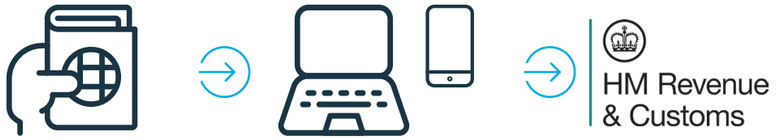
FRAGOMEN

UK IMMIGRATION, BREXIT AND A NEW POINTS BASED SYSTEM

WORKERS IN THE UK BEFORE 2021



Applications can be madie via an App on an Android phone. Apple iPhone 7 or above or a computer

< 5 years = Pre-Settled Status

> 5 years = Settled Status

WORKERS COMING TO THE UK FROM 1 JANUARY 2021

Free movement for Europeans coming to the UK will end on 31 December 2020. Europeans who relocate from 1 January 2021 will need immigration permission under the new regime.

- A single system
- Similar to Tier 2
- Easier than now for non-EU
- More difficult for EU
- Substantial costs
- Limited access to lower skills
- New minimum salary requirements
- Risks to retention
- ICT may become redundant

EU SETTLEMENT SCHEME

All Europeans residing in the UK on or before 31 December 2020 must apply under the EU Settlement Scheme (Irish nationals are exempt)

Open now and easy to apply

Applications on app and online

Deadline of 30 June

Limited corporate compliance risk but substantial personal risk

PERMANENT HIRES (GENERAL CATEGORY)

Test 1

Characteristic	Points
Employed by approved sponsor	20
Skilled job	20
English language	10

All 50 must be scored

No job offer? Try highly skilled category

Job not skilled? There is no low skilled visa

No English language? Take an approved test

Test 2

Characteristic	Points
Salary £20,480 (minimum) £23,039	0
Salary £23,040 - £25,599	10
Salary £25,600 or above	20
Job is a shortage occupation	20
PhD in relevant subject	10
PhD in STEM subject	20
Applicant is a new entrant	20

Must score at least 20 points

TEMPORARY ASSIGNEES (ICT CATEGORY)

Ownership

Linked by common ownership

ICT

12

Months company experience

£41,500

Minimum salary

CURRENT POLICY ROLLED OVER

Cooling off period

Changes: Must not hold leave under ICT for over 5 years in any 6 year period, unless high earner

No route to settlement but can switch to Skilled Worker visa whilst in the UK

NEW POLICY

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WORKERS IN THE UK BEFORE 2021

USEFUL DATA	SHORT TO MEDIUM TERM	BEFORE YEAR END	FROM 2021
EU employees in UK	Reassure, educate and direct employees	Direct (remind) employees to make their application, explaining the consequences of missing deadlines	Direct (remind) employees to make their application, explaining the consequences of missing deadlines
Qualifying employees with family member status	Make useful resources available to employees	Reactive communications where necessary, directing employees to stock resources	
Impacted employees on assignment	Reaffirm right to work policies and update onboarding policies		
	Brief leadership on volumes, locations and plans to support		
	Develop tailored plans for commuters, business visitors and other cross border workers		

WORKERS IN THE UK FROM 1 JANUARY 2021

USEFUL DATA	SHORT TO MEDIUM TERM	BEFORE YEAR END	FROM 2021
Current employment, employee and vacancy data for workforce planning, mapped against policy assumptions	Collect/ audit necessary data	Ahead of UK free movement rights ending, adjust mobility policies	**New immigration system takes effect:** Plan for transition reporting, if appropriate
Prospective employment and employee data for planned recruitment cycles, e.g. graduate programme, mapped against policy assumptions	Brief leadership on challenges and opportunities	Headcount planning: assess whether impacted moves due in 2021 can be brought forward	
Recent immigration spend	Undertake workforce impact assessment: cost, constraints, risks and opportunities	Ensure recruiters, line managers and other stakeholders are fully apprised of policy changes	