

## UK Immigration Requirements

As of 5 September 2019

	Up to 31 October 2019	1 November 2019 – 31 December 2020 (Transitional period)		From 1 January 2021	
		Deal (Expected)	No Deal	Deal (Expected)	No Deal
<b>EU nationals (not Irish)</b>	Can work in UK due to free movement of workers	Can work in UK due to continued free movement of workers	Can work in UK: <ul style="list-style-type: none"> <li>for three months-at-a-time under transitional status</li> <li>for more than 3 months if have Settled Status (requires application before <b>31 December 2020</b>, and were a resident in UK by <b>31 October 2019</b>)</li> <li>for more than 3 months if have Pre-settled status (requires application by <b>31 October 2020</b>, and that person was a resident in UK before <b>31 October 2019</b>)</li> <li>for more than three months if have European temporary leave to remain (requires application before <b>December 2020</b>) European temporary leave to remain will be granted for 36 months. It is not extendable but on expiry the holder can apply to switch into a new UK immigration status.</li> </ul>	Can work in UK: <ul style="list-style-type: none"> <li>if have Settled Status (requires application before <b>31 December 2020</b> (grace period until 30 June 2021), and were a resident in UK before <b>31 December 2020</b>)</li> <li>if have Pre-settled status (requires application before <b>31 December 2020</b> (grace period until 30 June 2021), and that person was a resident in UK before <b>31 December 2020</b>).</li> <li>A 12-month working Visa (where employer does not need to have sponsor license) *Following announcements by PM Boris Johnson and Priti Patel MP this is subject to change.</li> <li>Any other appropriate visa.</li> </ul>	Can work in UK: <ul style="list-style-type: none"> <li>if have Settled Status (requires application before <b>31 December 2020</b>, and were a resident in UK by <b>31 October 2019</b>)</li> <li>if have Pre-settled status (requires application before <b>31 December 2020</b>, and that person was a resident in UK by <b>31 October 2019</b>)</li> <li>if have European leave to remain (requires application before <b>December 2020</b>)</li> <li>A 12-month working Visa (where employer does not need to have sponsor license) *Following announcements by PM Boris Johnson and Priti Patel MP this is subject to change.</li> <li>Any other appropriate visa.</li> </ul>
<b>Irish nationals</b>	Can work in UK without Visa				
<b>Non-EU nationals</b>	Need Visa to work in UK (includes US nationals)				

NOTE: The latest policy announcement explicitly 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 (settled/pre-settled status) EU national staff and the post-Brexit arrivals (with European Temporary Leave to Remain or other immigration status). **Brexit negotiations are evolving rapidly so please check the position again regularly.**