

BREXIT | End of Transition Period

Freedom of movement between the UK and the EU will end on 31 December 2020

Transition Period: Where are we?

The UK exited the European Union on 31 January 2020. The Withdrawal Agreement opened a transition period starting 1 February 2020 until 31 December 2020. During this period, Freedom of Movement (work and residence rights) continues for UK and EU nationals.

The UK opened the EU Settlement Scheme as an obligatory registration system for EU residents, should they wish to carry on residing and working in the UK post-transition period.

EU member states are opening registration systems for UK residents to have their work and residence rights protected in their EU country of residence post-transition period.

EU Nationals in the UK

- All EU citizens residing or arriving in the UK before 31 December 2020 will have until 30 June 2021 to register, through the EU Settlement Scheme.
- New immigration rules, applying to EU nationals arriving after transition, will come into effect on 1 January 2021. EU workers will be treated the same as non-European nationals under the existing system. More information about the new Immigration System in the UK can be found [here](#).
- Note that from 1 January 2021, if your organisation will consider recruiting foreign nationals (including people from the EU), it must be a Home Office licensed sponsor with all potential sending entities linked to the account. To schedule a tailored Sponsor Licence evaluation for your business, click [here](#).

UK Nationals in the EU

- The rights of UK nationals (and their family members) resident in the EU before the end of the transition period will be similarly protected until at least June 2021. Note that the registration schemes and procedures will vary between member states.

- Right to work protections for UK nationals currently resident in EU countries will only be applicable in their current EU country of residence. UK nationals working in EU countries other than the one where they reside may require a work permit in each EU country where they carry out work post-transition period.
- Employers must ensure all UK residents and cross border commuters are properly registered according to the relevant EU scheme in their EU member state of residence before the end of the transition period.
- Employers are encouraged to review their UK business travellers and current UK residents working in more than one EU country as their current activities may require work authorisation post-transition period.
- If an employer will recruit UK nationals to work in the EU after the end of the transition period, work permit costs and timing will need to be considered now. Depending on the EU country, immigration processes may need to begin up to six (6) months in advance.

Additional Notes

Please note the above information is general in nature and does not substitute for actual legal advice based on the specific circumstances of a matter. We would like to remind you that immigration laws are fluid and can change at a moment's notice. It is strongly recommended to reach out to Newland Chase for company- and case-specific assessments.

Furthermore, the above is limited to immigration advice and does not address other corporate areas such as, but not limited to, tax, labour and employment, payroll, or social security. Clients will need to contact their other designated providers for advice in these areas.

Please reach out to Newland Chase should you require any additional clarifications.