

# Human Resources

## Key facts

- 1 Settlement Scheme available to all EU citizens in UK
- 2 No deal: Interim period newly arriving EU nationals from Exit Day until 2021
- 3 New points-based immigration policy from 2021

## Moving to the UK after Brexit

When the UK leaves the EU, the following arrangements will apply:

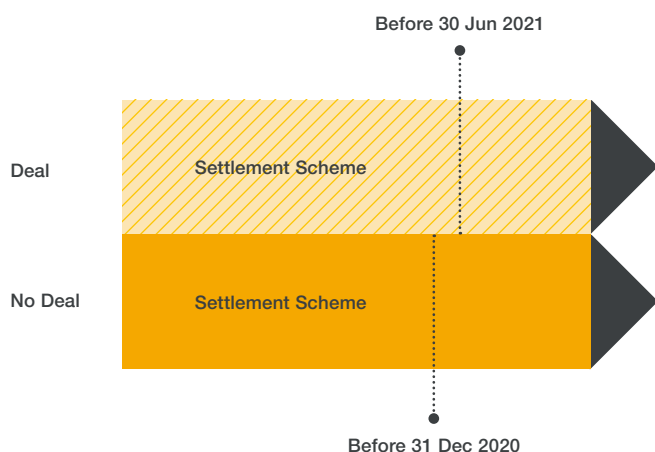
- If the UK leaves the EU with a deal, EU, EEA and Swiss citizens and their families who move to the UK during the implementation period (until 31 December 2020) will be able to apply to the [EU SETTLEMENT SCHEME](#). The deadline for applying will be 30 June 2021 and it will be free to apply.

- If the UK leaves the EU without a deal, EU, EEA and Swiss citizens and their families will still be able to move to the UK but if they wish to stay after 31 December 2020 they will need to apply for [EUROPEAN TEMPORARY LEAVE TO REMAIN](#). This is a temporary UK immigration status that will allow them to stay in the UK for 36 months from the date it is granted. The deadline for applying will be 31 December 2020 and it will be free to apply.
- Irish citizens can continue to live, work and study in the UK with no change

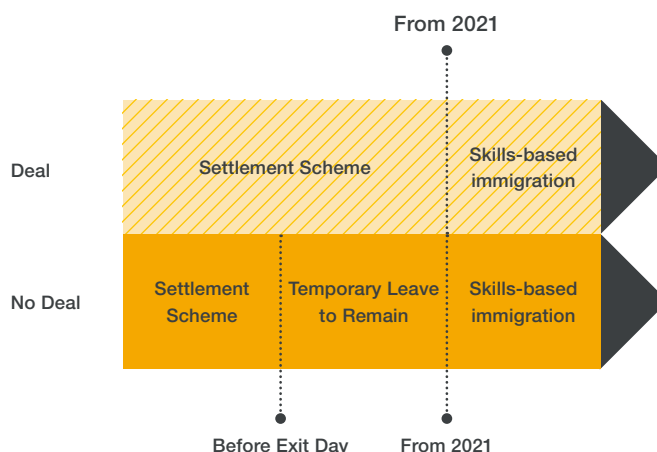
None of this affects the guarantee made to EU citizens already resident in the UK. They can apply to the EU Settlement Scheme and they have until at least 31 December 2020 to apply. Until then, they can continue to live, work and study in the UK just as they do now.

Anyone arriving from January 2021 will need to apply under the future skills-based immigration system.

## EU nationals residing in UK



## EU nationals arriving in UK



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## To do

- Help staff get settled status. Check out the [Employer Toolkit](#)
- [Get settled status](#) if you are an EU national
- Learn about the [European Temporary Leave to Remain](#)
- Follow plans for a [new immigration policy](#)
- Look into [Standard Contractual Clauses](#) in regards your data protection policy if handling personal data from future employees resident in the EU

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## What's next?

When the UK leaves the EU, with or without ratifying the Withdrawal Agreement ('no deal'), businesses can continue to recruit EU nationals until a new immigration policy is in place in 2021. Employers hiring EU citizens will need to comply with the requirements of the UK's immigration system, which will apply to all nationalities.

**For more information on EU exit and your business, contact:**  
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