

Employment

Employing EU Citizens in the United Kingdom

October 14, 2020

The Home Office has published new guidance on [Employing EU Citizens in the United Kingdom](#) to help UK employers of EU, EEA, and Swiss citizens prepare for the end of the transition period.

The new guidance covers the following matters:

- **Right to work checks:** Until June 30, 2021, employers will need to check a job applicant's right to work in compliance with current requirements, and applicants can prove their right to work by using (i) their passport or national identity card (EU, EEA, or Swiss citizens); (ii) an immigration status document (non-EU, EEA, or Swiss citizen family members); or (iii) the government's online right to work checking service (EU, EEA, and Swiss citizens and their family members). Employers have a duty not to discriminate against EU, EEA, or Swiss citizens, and cannot require them to reveal their status under the EU Settlement Scheme until after June 30, 2021. Note that Irish citizens will continue to prove their right to work in the United Kingdom as they do now, under the Common Travel Area.
- **EU Settlement Scheme:** EU, EEA, or Swiss citizens and their family members who are living in the United Kingdom before January 1, 2021 must apply to the EU Settlement Scheme to continue to live in the United Kingdom after June 30, 2021.
- **New immigration system:** From January 1, 2021, a new points-based immigration system will apply to people arriving in the United Kingdom. EU, EEA, or Swiss citizens moving to the United Kingdom will need a visa, and employers will require a sponsor license to recruit any worker from outside the United Kingdom. EU, EEA, or Swiss citizens applying for a skilled worker visa will have to show that they have a job offer from an approved employee sponsor.