



helping you work series

# The EU Settlement Scheme

HMRC Online Services

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## RULES OF DEBIT AND CREDIT



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HM Revenue  
& Customs

## What is the EU Settlement Scheme?

The Scheme is designed to process the application of EU citizens currently living in the UK to allow them to remain in the UK after Brexit.

Anyone from other EU countries living and working in the UK will not legally be allowed to stay without applying successfully through the Scheme.



## Who needs to apply?

If an EU, EEA or Swiss citizen (an 'eligible citizen') has lived in the UK for 5 continuous years they can apply through the EU Settlement Scheme for 'Settled Status' meaning that they and their eligible family members can continue to live and work in the UK.

If an eligible citizen has not lived in the UK for 5 continuous years they can apply for 'Pre-Settled Status' allowing them to continue to live and work in the UK while they accumulate 5 continuous years residence, which will then allow them to apply for 'Settled Status'.

## When are the deadlines?



The free online application service for the EU Settlement Scheme has been open since 30 March 2019, so eligible citizens should be encouraged to apply straight away if they have not already done so. It is compulsory for all eligible citizens to be registered by 30 June 2021 if they wish to continue to live and work in the UK. If there is a no-deal Brexit the deadline to apply will be 31 December 2020.

## What you can do as an employer

Be aware of who it is likely to impact in your workforce – both direct employees and their family members as they may require additional support or assistance.

The government provide an employer EU Settlement Scheme toolkit which provides factsheets, posters and media clips to help raise awareness of the scheme and up to date advice for your workers.

It is recommended that all employers undertake the full right to work checks on their employees, regardless of the possible outcomes of a deal or no-deal Brexit situation,

before the deadline of 30 June 2021 (or 31 December 2020 with a no-deal Brexit) to ensure your workers still have the right to work for you.

In the event of a no-deal Brexit employers should ensure any existing or new employees that have not already gained a pre-settled or settled status have had their right to work checks before October 2020 so that there is still time to apply before 31 December 2020.



### **Useful Links**

The government's employer EU Settlement Scheme toolkit can be accessed at <https://www.gov.uk/government/publications/eu-settlement-scheme-employer-toolkit>









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