Brexit planning in the event of no deal: FAQs for recruiting managers/managers with staff due to join the University

Can I still consider and appoint applicants from the EEA/Switzerland?

Absolutely. Even if the UK leaves the EU without a deal, EEA/Swiss nationals will still have the right to come to the UK to live and work. They will however have to obtain a European Temporary Leave to Remain visa if they seek to stay for more than three months.

More information about this scheme – which will only apply in the event the UK exits the EU without a deal – can be found at https://www.gov.uk/guidance/european-temporary-leave-to-remain-in-the-uk.

HR is currently preparing a revised version of the Guidance for Recruiters webpages in case the UK leaves the EU without a deal.

I have an EEA/Swiss national due to take up a post with the University when the UK exits the EU. Can they still take up their post?

Yes. However, if they are not already living and working in the UK at that date, they will in due course need to obtain a European Temporary Leave to Remain visa if they seek to stay for more than three months. More information about this scheme – which will only apply in the event the UK leaves the EU without a deal – can be found at https://www.gov.uk/guidance/european-temporary-leave-to-remain-in-the-uk.

If they are due to join us in the weeks immediately following the UK exiting the EU, do consider bringing forward their start date to take effect before the exit date.

If the incoming member of staff is already living and working in the UK prior to the UK exit date, they will be able to continue living and working in the UK as they do now. However, they will need to obtain evidence of their right to stay by applying to the EU Settlement Scheme – and will need to do so by 31 December 2020.

You can find out more about the Scheme on the HR webpages. These contain a detailed set of FAQs which have been informed by the questions raised by staff who have already applied and gained a settlement status.

There is also comprehensive information about the Scheme on the UK Government’s dedicated website at https://www.gov.uk/settled-status-eu-citizens-families.

What impact does Brexit have on checking EEA/Swiss nationals’ right to work documents?

You should continue to check, verify, copy and retain documents as you do now and in line with List A/B on the University’s Right to Work procedures and Checklist.

HR is currently reviewing all Right to Work procedures, checklists etc. in case the UK leaves the EU without a deal.
Who should I contact if I have any queries?

For queries relating to recruitment, please contact your HR Advisor in the first instance:

College HR Teams

Professional Services HR Teams

For general queries regarding EEA/Swiss citizens’ rights – in either a ‘deal’ or ‘no deal’ Brexit - please email eustaffquery@ed.ac.uk.