## Your Two Key Guides to EMPLOYMENT RULES AFTER BREXIT





#### INTRODUCTION

The UK's new post-Brexit status has a huge rage of implications, not least of all for the employment of non-UK nationals.

Under our new deal with the EU and a new points-based immigration system the Government has decided to adopt, employment rules for new and existing non-UK national employees and their employers have changed.

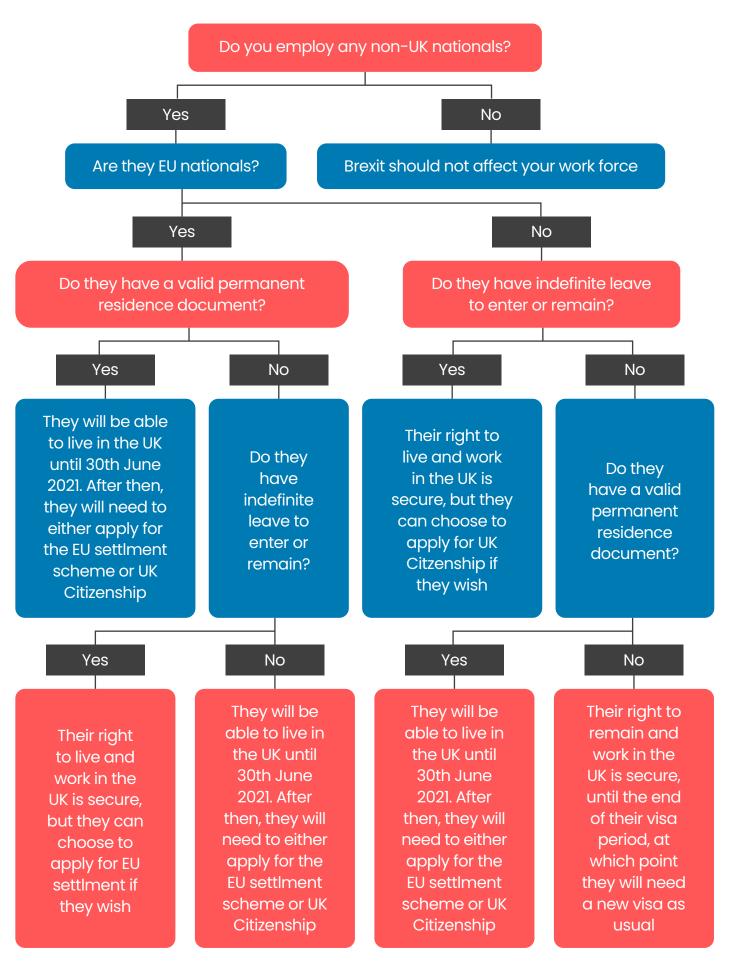
Existing employees from the EU and even further afield will fortunately be largely unaffected, but an extra layer of bureaucracy needs to accounted for. They may need to apply for the EU settlement scheme or in some cases for UK Citizenship in order to continue leading their lives.

For those firms or indeed public bodies looking to hire from outside of the UK, the EU deal and the government's new immigration scheme have added a new barrier. The points-based system, modelled on those of countries such as Australia, means that new arrivals to the UK must meet a minimum of 70 points, paid for with their skills, characteristics, and salary expectations. Preference is no longer given to immigrants from the EU.

Below, are two key visual guides to help you understand some of the major new rules and processes when it comes to existing and new employees from the EU and beyond.

For the full breakdown of the new rules and regulations, head over to the government website here.

#### POST-BREXIT EMPLOYEE CHECKLIST – A VISUAL GUIDE TO EMPLOYMENT RULES AFTER BREXIT



#### A VISUAL GUIDE TO HIRING FROM OUTSIDE OF THE UK AFTER BREXIT

<u>SKILLED WORKER</u>: This is the most common route and is based on trading skills and characteristics to meet the 70 point threshold for entry.

<u>GLOBAL TALENT</u>: This route is designed to attract recognised global leaders and promising individuals in science, humanities, engineering, the arts, and digital technology.

<u>GRADUATE</u>: This route allows anyone who's completed a degree or PhD in the UK from the summer of 2021 to stay for a number of years depending on their qualification level.

<u>INTRA-COMPANY TRANSFER</u>: This route is designed to allow companies based outside of the UK to temporarily transfer staff into their UK branches. This route requires high skill levels and high salary thresholds.

START-UP AND INNOVATOR: This is designed to attract those with a vision or new idea for a business or project in the UK, provided they have a minimum of £50,000 in funding.

HEALTH AND CARE VISA: This is suited to those who wish to work in the NHS or one of its related care branches. Applicants must have a job offer from the NHS or care provider.

<u>CREATIVE</u>: This route is designed to attract applicants working within the creative industries to work in the UK on a short-term basis. Applicants must have a valid job offer for a contract lasting no more than 12 months.

<u>SPORTING</u>: International sportspeople must have a valid job offer, as well as sponsorship from a Home Office licenced employer. They must also have a sponsorship from the relevant sports governing authority.

<u>SEASONAL WORKERS</u>: The Home Office is trialing a pilot programme for the temporary employment of overseas seasonal workers, in limited numbers. The pilot will be reviewed at the end of 2021.

<u>YOUTH MOBILITY SCHEME</u>: This arrangement with 8 countries and territories, allows 20,000 people between the ages of 18 and 30 to come to the UK for travel and work every year.

You want to hire new talent from outside the UK - which route best applies to you?

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