

## **Brexit: FAQ's for EU Workers – University of Aberdeen**

The University of Aberdeen remains committed to being an international community of staff and students. We will continue to welcome students, staff and collaborators from across the EU and further afield. We are committed to supporting our staff and recognise the contribution they make to the University, whether as academic colleagues or members of the professional services in Schools and Sections.

We appreciate that staff may have a number of questions about how the UK's exit from the EU might affect them and their families' longer term. Whilst all the answers may not be known at this point in the Brexit negotiations, we hope that these FAQ's address the key issues for staff. Equally, we have arranged 1-to-1 sessions with an immigration lawyer to allow staff to obtain the appropriate advice.

**Q: *I am an EU national working here under the EU freedom of movement rights. What will happen to my terms of employment?***

**A:** The immigration status of EU staff has not changed so there is no immediate impact on employment status. The Government has announced that EU nationals in the UK will be required to obtain pre-settled status (having less than 5 years in the UK) or settled status (having 5 years or more in the UK) as part of the EU Settlement Scheme by the end of the implementation phase (currently 31 December 2020).

The EU Settlement Scheme is currently open to public testing which commenced on the 21<sup>st</sup> January 2019. This phase of public testing follows on from the previous pilot for staff employed of HEI's which closed in December 2018.

At this stage, the public testing is open to those who hold a valid biometric passport or biometric residence permit. The technology within the app is currently only compatible with android devices and the University has a device available for use. Participation in the public testing phase is voluntary. The Scheme is expected to officially launch by 30<sup>th</sup> March 2019 whereby postal applications will be accepted.

Further guidance on the EU Settlement Scheme can be found here –  
<https://www.gov.uk/settled-status-eu-citizens-families>

**Q: *I am an EU national, do I need to have UK citizenship to remain in the UK?***

**A:** No, obtaining UK citizenship is not a requirement for EU nationals when the UK exits the EU. EU nationals will be required to obtain pre settled status or settled status by the end of the implementation phase.

However, UK citizenship is an option if you qualify and wish to apply. Equally, Permanent Residence is still an option if you have been in the UK for 5 years. However, please note that holders of Permanent Residence will still need to transfer this to settled status by 31<sup>st</sup> December 2020.

Further information on these routes are available here –

Citizenship: <https://www.gov.uk/british-citizenship>

Permanent Residence: <https://www.gov.uk/uk-residence-eu-citizens/permanent-residence>

**Q: Will the University support the cost of my settled status application?**

A: Yes, the University will cover the cost of the application fee (currently £65) for the employee. If you wish to seek reimbursement from the University, please send evidence of your payment by email to [hr@abdn.ac.uk](mailto:hr@abdn.ac.uk) and the payment will be made via payroll in accordance with the monthly payroll run.

However, please be advised that the Government has announced (21<sup>st</sup> January 2019) that the fee will be waived from March when the Scheme fully launches. You may wish to wait until then to apply. Further details on reimbursement to those who applied during the pilot is yet to be confirmed and we will communicate once further details are known.

**Q: I am an EU national (living out with UK) and have received an offer of employment from the University of Aberdeen, what implications will Brexit have on my right to work in the UK?**

A: EU nationals who arrive ahead of the end of the implementation period, 31<sup>st</sup> December 2020 will be able to apply for pre-settled status. For those who arrive in the UK after this date will fall under new immigration rules for EU nationals which are yet to be finalised by the Home Office.

**Q: What future immigration controls will be in place for EU nationals?**

A: The Immigration White Paper outlines proposals for a future immigration system which would follow on from the Implementation Period. The Home Office are expected to confirm the details of how this will work in practice in due course.

Further information on the White Paper can be found here –

<https://www.gov.uk/government/publications/the-uks-future-skills-based-immigration-system>

Further information for the MAC report can be found here –

<https://www.gov.uk/government/publications/migration-advisory-committee-mac-report-eea-migration>

**Other Sources of Information:**

The Universities and Colleges Employers Associate (UCEA)

<http://www.ucea.ac.uk/en/empres/epl/brexit/index.cfm>

Universities UK (UUK)

<http://www.universitiesuk.ac.uk/facts-and-stats/Pages/brexit-faq.aspx>

Should you have any further questions, please contact Sharon Cassidy (HR Partner – Internationalisation) at [sharon.cassidy@abdn.ac.uk](mailto:sharon.cassidy@abdn.ac.uk).