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 arranged 1-to-1 sessions in January 2019 with an immigration lawyer of which many staff took the opportunity to obtain 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 (being resident in the UK for less than 5 years) or settled status (being resident in the UK for 5 years or more) as part of the EU Settlement Scheme. The deadline for applications in the scheme is 30 June 2021 in the event of a ‘deal’ or 31 December 2020 in the event of a ‘no deal’ Brexit.

The EU Settlement Scheme is currently open to public testing which commenced on the 21st 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 on the 30th 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 30 June 2021 (in the event of a deal) or 31 December 2020 (in the event of a no deal).

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: *I have travel arrangements on and over 29th March 2019, what affect will Brexit have these?*

A: Whilst is it difficult to predict, there are some key things to consider. The UK Government have advised that you should have 6 months validity on your passport. In addition, if you are travelling on University business, you should complete an application for travel insurance here – [https://www.abdn.ac.uk/staffnet/working-here/insurance-367.php#travel-insurance-application](https://www.abdn.ac.uk/staffnet/working-here/insurance-367.php#travel-insurance-application)

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

A: The University had agreed to cover the cost of the cost of the application fee (£65) for employees. However, the Government announced (21st January 2019) that the fee will be waived from 30 March when the Scheme fully launches. In addition, those that have already applied would be refunded the payment from the Government. The details of the reimbursement process are yet to be announced but we will communicate once known.

In the meantime, reimbursement from the University is suspended and recovery for those who have previously received reimbursement will take place in the March 2019 payroll run to avoid end of year tax implications.

Q: *The Settlement Scheme is only available on an android device, does the University have a device to use?*

A: Yes, the University currently has one device to use for those who require it. Once the scheme fully launches on 30th March 2019, it is anticipated that postal applications will be an option at this point. We are unsure if there will be connectivity with Apple devices going forward.

Please liaise with Sharon Cassidy (sharon.cassidy@abdn.ac.uk) or Marian Elliott-Jones (m.elliott-jones@abdn.ac.uk) for Old Aberdeen or Grant Rae (g.rae@abdn.ac.uk) for Foresterhill to arrange a suitable time to use the device.

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 December 2020 will be able to apply for pre-settled status (in the event of a deal).

In the event of a no deal Brexit, free movement will end on the 29 March 2019 and EU nationals who enter the UK after this point will be able to stay for a period of 90 days. If they wish to stay for longer than this, they will need to apply for European Temporary Leave to Remain.

Further details of this category of leave to remain are yet to be announced but initial detail is available here – [https://www.gov.uk/guidance/european-temporary-leave-to-remain-in-the-uk#how-to-apply-for-european-temporary-leave-to-remain](https://www.gov.uk/guidance/european-temporary-leave-to-remain-in-the-uk#how-to-apply-for-european-temporary-leave-to-remain)
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 take effect on 1 January 2021. The Home Office are expected to confirm the details of the new immigration system 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.