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.

Q: I am from an EU member staff working here under the freedom of movement. What will happen to my terms of employ?

A: The immigration status of 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 under pilot for those engaged in employment or work at HEI’s and runs until 22nd December 2018. This pilot is only available for those employed or who work at a University, it is not open to family members at this point. Your family members will be able to apply when the Scheme fully opens in March 2019. The technology used (the Gov application) in this pilot is only compatible with android devices and as such the University has made available a device to aid applications for those who wish to use it.

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, you may wish to apply for Permanent Residence if you have been in the UK for 5 years.

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 apply during the pilot, please send evidence of your payment by email to hr@abdn.ac.uk and the payment will be made via payroll in accordance with the monthly payroll run.

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 phase, 31st December 2020 will be able to apply for pre-settled status.

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

A: We are unsure what these will be at present, however the Migration Advisory Committee has published a report with recommendations of which may be used as guidance by the Government to formulate new immigration rules.

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.