



**At the end of the transition period, freedom of movement between the UK and the EU will end.**

# Brexit Overview

## What Happens Next?

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On 17 October 2019, the UK government and the EU agreed a modified Withdrawal Agreement and Political Declaration. However, on 19 October, parliament voted to force the government to request another extension of the Article 50 period.

On 28 October 2019, the EU agreed a new 'flexextension' of the Article 50 period: until 31 January 2020, with the option of the UK leaving earlier if the Withdrawal Agreement is ratified in time.

In the 12 December 2019 general election, the UK electorate voted for a Conservative government with a substantially increased majority, greatly increasing the likelihood that the Withdrawal Agreement Bill will be passed by parliament (although it is not certain that this can be achieved by 31 January 2020, without a further extension).

- ❗ If the withdrawal agreement is eventually ratified, free movement will continue until the end of the transition period (31 December 2020, unless extended). At the end of the transition period, freedom of movement will likely end (depending on the nature of the future relationship agreed between the UK and the EU).
- ❗ All EU citizens arriving in the UK before 31 December 2020 will have until 30 June 2021 to register, through the [EU Settlement Scheme](#);
- ❗ Family members in a relationship with an EU citizen before the end of the transition period will be able to join those with settled status at any future date;
- ❗ New immigration rules, applying to EU nationals arriving after transition, should come into effect by January 2021. EEA workers will be treated the same as non-European nationals under the existing points-based system, but with some amendments to the system. The government's proposal is analysed in detail [here](#);
- ❗ Family members of an EU citizen arriving after 31 December 2020, will be subject to a future immigration scheme;
- ❗ The rights of UK nationals resident in the EU before the end of the transition period (31 December 2020, unless extended), and of their family members, will be similarly protected, though registration schemes will vary between members states.

# Quick Guide – How Will Brexit Impact Your Employees?

	DEAL		NO DEAL	
	EU in UK	UK in EU	EU in UK	UK in EU
<b>Resident Before Brexit (Current Resident)</b> 	Register by end June 2021 under EU Settlement Scheme.	Register by 31 Dec 2020 under national schemes.	Register by 31 Dec 2020 under EU Settlement Scheme.	National transition schemes in place for registered residents. <b>[See table on next page]</b>
<b>Non-EEA Dependents Of Residents</b> 	Those in relationship before 1 Jan 2021 can join at any future date.	Register as family of EU nationals; no more action required.	Family members in a relationship with an EU citizen by Brexit day will be able to join those with settled status until 29 March 2022.	National transition schemes in place for registered residents. <b>[See table on next page]</b>
<b>New Arrivals</b> 	<b>1)</b> Arrival until 1 Jan 2021, treated as current residents – register by end June 2021 under EU Settlement Scheme. <b>2)</b> Arrival from 1 Jan 2021, future scheme applies.	<b>1)</b> No change until 1 Jan 2021. <b>2)</b> From 1 Jan 2021, subject to new immigration scheme in each country.	<b>1)</b> Arrive by 31 Dec 2020 – can stay, work, study visa-free and can apply for 3-year temp. leave to remain. <b>2)</b> From 1 Jan 2021, apply under future immigration system.	Will be treated as 3 <sup>rd</sup> country nationals and will be subject to current immigration scheme of each country.
<b>Non-EEA Dependents Of New Arrivals</b> 	<b>1)</b> If in relationship before 31 Dec 2020 with an EU citizen who entered before 31 Dec 2020, can join at any future date. <b>2)</b> Otherwise, subject to a future immigration scheme.	Non-EEA family members in a relationship with a UK citizen who arrives after 31 Dec 2020 will be subject to a future immigration scheme.	<b>1)</b> Arrival until 31 Dec 2020, must apply in advance for family permit. <b>2)</b> From 1 Jan 2021, must apply for leave to remain under future immigration system.	Will be treated as 3 <sup>rd</sup> country nationals and will be subject to current immigration scheme of each country.
<b>Cross-Border Commuters</b> 	No change until 1 Jan 2021; possible new immigration scheme thereafter.	No change until 1 Jan 2021; possible new national immigration schemes introduced thereafter.	<b>1)</b> Until 31 Dec 2020, can enter, stay, work, study visa-free and can apply for 3-year temp. leave to remain <b>2)</b> From 1 Jan 2021, unknown.	Subject to 90-day/180-day Schengen Rule. May require work authorization (depending on national rules for cross-border work).

# No-Deal Transition Timetable – UK Nationals in the EU

Country	Apply Within (Months)	
Austria	6	Apply within 6 months of no-deal Brexit
Lithuania	9	Transition period of 9 months
Romania	9	Applications for new status to be made within 9 months after Brexit (TBC)
Luxembourg	12	Apply for residence permit within 9 months of Brexit (needed from 12 months after)
Croatia	12	Residence docs recognised up to 1 year after new Act enters force (or expiry, if sooner)
France	12	12-month transitional scheme; apply for new residence permits within 6 months
Sweden	12	Transitional period of one year
Poland	14	Transitional period until end 2020; apply for new residence permit
Greece	14	Transition period until end December 2020. New arrivals until this date protected
Finland	14	Transitional measures until end of 2020
Belgium	14	Transitional period for existing, registered residents until 31 December 2020
Bulgaria	14	Transitional period for existing, registered residents until 31 December 2020
Czechia	14	Transitional period until end of 2020 to apply for new residence permit
Cyprus	14	Transitional period until end 2020
Latvia	14	Transitional period until end of 2020, new applications will be required after Brexit
Portugal	14	Transitional period until end of 2020, during which must apply for residence permit
Slovakia	14	Transitional period for existing, registered residents until 31 December 2020
Italy	14	Transitional period until end of 2020 to apply for new residence permit
Netherlands	15	15-month transition period; apply for new residence doc within 28 days of invitation
Spain	21	New residence status should be applied for within 21 months
Hungary	36	Transition period of 3 years, in which to apply for national perm. residence permit
Malta	Depends	Existing documents valid until expiry. New 10-year residence permits issued for free
Estonia	Depends	Existing documents valid until expiry. New residence cards issued from 1 April 2020
Germany	?	Transitional period but legislation not finalised
Denmark	?	Transitional period but legislation not finalised
Ireland	N/A	Nothing required due to 1949 Ireland Act
EEA + Switzerland	N/A	Existing documents remain valid

## What You Can Do Now



Make sure all UK employees and their family members residing in an EU member state have **submitted EU registration applications before Brexit day.**



Tell UK employees resident in an EU member state to **start preparing documents in support of immigration applications**, for example: copies of passport data pages, marriage and birth certificates for accompanying family members, employment contracts or assignment letters, CV/resume, current job description, educational certificates, police clearance certificates, rental contract, proof of health insurance and payslips.



If possible, **bring any UK to EU move start dates forward** to before Brexit day.



**Be prepared for possible extensive immigration application requirements** for UK nationals moving to the EU, from Brexit day, if we reach a “No Deal” situation.