

# EU Settlement Scheme – Workforce Implications

11<sup>th</sup> March 2021

**great service, great homes  
a great place to work and a great business**

## **About us**

- The Guinness Partnership
  - c65,000 homes across England
  - 2,700 employees across the group
- Guinness Care
  - Founded in 2005 as a charitable organisation
  - 10,000 customer
  - 800 employees
  - Independent living, supported living, domiciliary care and support

## What are your obligations as an employer?

- No obligation to communicate the scheme, can direct employees to Gov info
- Individual employee responsibility to apply – no obligation on employees to inform employer if applied or outcome
- No need to conduct retrospective checks on existing employees employed before 30<sup>th</sup> June 2021 (the statutory excuse)
- Ensure after 30<sup>th</sup> June 2021 that any **new** employee from EU member country has:
  - Either settled or pre-settled status
  - Permission to work under the new points-based immigration system for non-UK workers which came into effect from the 1<sup>st</sup> January 2021

Gov.uk has many resources, including an Employer Toolkit

<https://www.gov.uk/government/collections/eu-settlement-scheme-employer-toolkit>

(TUPE triggers RTW checks)

## How does it impact workforce?

### Understanding your workforce demographics!

- Are you reliant on migrant labour?
  - 7% of Social Care workforce is from the EU [Skills for Care Report 2020](#)
  - Impact on other providers, similar sectors
- What data do you currently hold on your workforce?
  - What percentage of staff are from the EU?
  - Have you already seen a reduction in applications from EU workers?
- Is future recruitment likely to be impacted?
  - Reduction in new EU citizens coming to the UK for work
  - Existing EU citizens in the UK not able to demonstrate RTW documents needed after June 2021

## Steps to consider...

- Review your workforce plans and attraction strategies
- Consider all avenues to attract existing UK based workers to consider your roles. Apprenticeships, training programs etc.
- Recruiting from abroad - Sponsoring non-UK workers who don't have settled/pre-settled status under the points based system requires a sponsorship license from UKVI



### Sources of information:

- <https://www.gov.uk/entering-staying-uk/Foreign-nationals-working-in-UK>
- [https://www.cipd.co.uk/Images/brexit-workforce-planning-guide\\_tcm18-38797.pdf](https://www.cipd.co.uk/Images/brexit-workforce-planning-guide_tcm18-38797.pdf)

**Any Questions?**

