



As you know, the UK left the EU on 31<sup>st</sup> January this year. Although this doesn't affect us directly today, it's important to prepare for anything that may affect you at the end of the 11-month transition period, on January 1<sup>st</sup> 2021, especially with regard to RTW (right to work) in the UK rules.

## Current rules apply

- For the rest of 2020, the current rules, as used before apply.
- Any EU worker with a valid passport or national identity card can work in the UK.
- From 1st January 2020, if an EU worker already resident in the UK changes job, they will need to prove they have a right to work and this will typically be through proving settled or pre-settled status.
- From the 1st January 2021, EU citizens who want to come to the UK to work will need to meet new immigration laws –the so-called points-based immigration system. This is currently being planned by the government.
- The above right to work arrangements for EU citizens also applies to citizens of the EFTA states: Iceland, Liechtenstein, Norway, and Switzerland.
- Irish citizens continue to have the right to enter, live and work in the UK without requiring any permissions. This is because of the Common Travel Area (CTA) arrangements.

## What next?

At the end of the year, a new immigration system is likely to come into effect.

- Currently there is no need to panic; nothing changes today.
- For those who haven't already, we encourage you to register for the settled status scheme.
- Ensure we have copies of your latest passport or RTW documentation. This includes proof of your current address.

## Questions

If you have any questions or concerns about your right to work for Care101, or you're thinking of joining but are not sure of the latest rules, please contact us. We'll do our best to help.

