

BREXIT information and frequently asked questions

Q. Who is a 'European Union national'?

A. For the purpose of this document, the definition of 'European Union national' encompasses all of the following countries: Austria, Belgium, Bulgaria, Croatia, Republic of Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Iceland, Ireland, Italy, Latvia, Lichtenstein, Lithuania, Luxembourg, Malta, Netherlands, Norway, Poland, Portugal, Romania, Slovakia, Slovenia, Spain, Sweden and Switzerland.

Q. I am a European Union national who has been residing in the United Kingdom before 31 October 2019. Can I still apply for positions at the College?

A. Yes. In the event of a 'no deal' residency rights for European Union nationals who have been resident in the United Kingdom prior to the exit date (now 31 October 2019) remain unaffected, and you will still be able to apply for roles at the College.

You are required to apply for either pre-settled or settled status, via the EU Settlement Scheme, prior to 31 December 2020. It's vital to apply for this even in the event of a no-deal Brexit. [The EU Settlement Scheme](#) is still open and available for applications and is free of charge.

If you are currently working abroad but had been previously resident in the UK for a minimum of five years, you would be qualified for settled status provided you have not been out of the UK (for any reason) for longer than five years, and you also re-enter the UK before 31 December 2020.

If you are currently working abroad but had previously resided within the UK for under 5 years, you would meet the requirements for pre-settled status so long as you have not been outside the UK (for any reason) for more than one year, and you re-enter the UK prior to the 'specified date' (in a deal scenario, the specified date is 31 December 2020; in a no-deal scenario, the specified date is 31 October 2019).

Further guidance on the European Union Settlement Scheme is available on the College's EU HUB webpages and [government webpages](#).

Q. I'm a European Union national who will be arriving in the United Kingdom for the first time after 31 October 2019. Can I still apply for positions at the College?

A. Yes. In the event of a 'no deal' EU nationals who arrive after the exit date (currently 31 October 2019) are still able to make an application for roles at the College.

As an EU national, there will be no requirement to acquire a visa prior to travel to the UK. At border control, it will be possible to enter the UK utilising your passport or ID card, as you are able to at the moment.

There will be no prohibitions on your ability to reside or be employed in the UK and it will be possible to live and take up employment/work in the UK once you enter the country. Nonetheless, if you plan to remain in the UK beyond 31 December 2020, you will have to apply for 'European Temporary Leave to Remain' (Euro TLR) no later than 31 December 2020.

Irish nationals will have no limitations regarding their stay and will not be required to apply for either settled/pre-settled status or temporary status.

Q. What is the European Union Temporary Leave to Remain and who needs to apply?

A. In case of a no-deal Brexit, Euro TLR will permit EU nationals arriving in the UK for the first time after 31 October 2019 to reside, work and study in the UK. Additional information is accessible here:

<https://www.gov.uk/government/publications/no-deal-immigration-arrangements-for-European-Union-citizens-moving-to-the-UK-after-brexit/no-deal-immigration-arrangements-for-European-Union-citizens-arriving-after-brexit>

You will need to apply if you:

- are an EU national (except for Irish nationals); and
- arrive in the UK after the UK leaves the EU; and
- want to stay in the UK beyond 31 December 2020 for any reason.

EU nationals who are approved Euro TLR should be able to remain in the UK for 36 months from the date of their application. Euro TLR will be a short-term, non-extendable immigration status.

Upon expiration of their Euro TLR status, EU nationals would be expected to make an application for immigration status under the new immigration system, that will come into effect from 1 January 2021. Time spent on Euro TLR will count toward settlement under the conditions of the new immigration arrangement.

The Home Office has indicated: "Applications will involve a simple online process and identity, security and criminality checks."

All applications will be free of charge.

This particular status will only be launched in the eventuality of a no-deal.

Q. I am a European Union national who is due to be arriving in the United Kingdom for the first time after 31 October 2019. Can I bring my family members?

A. Yes. Family members of EU nationals may come in on similar grounds as you and would also need to apply for Euro TLR (see above) if they plan to stay beyond 31 December 2020.

Members of the family from non-EEA countries must make an application for a 'family permit' in advance of accompanying or joining you in the UK. No supplementary information is at the present time available about the application process for a 'family permit'. Further details will be posted once the government provides details.

Q. I am a non-European Union national. Can I still apply for positions at the College?

A. Absolutely. No change is expected to the current UK immigration system for non-EU nationals, irrespective of whether there is a deal or no deal, until at least 2021. Additional information on the most effective way to obtain an appropriate visa is available on the College's webpages.

Q. Will there be a requirement for additional pre-employment checks if I am offered a position at the College and I am from a country within the European Union?

A. Not right now. It is not anticipated that extra pre-employment checks will be required for applicants from the EU. Proof of right to work will still be necessary, as outlined in the questions below.

Q. Will there be changes to checking right to work in the UK?

A. No. In the eventuality of a no-deal, the government has stated that right to work checking is not going to change and current processes will, as a result, continue to apply, even for individuals arriving after 31 October 2019.

Therefore, EU nationals should be able to carry on confirming their right to work in the UK using only their passport or ID card. There will be no requirement to inform, or prove, to the College that you have acquired documentation via the European Union Settlement Scheme or the European Temporary Leave to Remain process. The government have pointed out that this will continue to be the situation until at least 1 January 2021.

Q. How will this affect checking my qualifications?

A. The Mutual Recognition of Professional Qualifications (MRPQ) Directive offers a mutual framework of guidelines which makes it possible for EEA and Swiss nationals to have their professional qualifications recognised in a state other than the one where the qualification was obtained.

In case of the UK departing the EU with no deal, the MRPQ Directive will no longer apply, and additionally, there will be no arrangement of reciprocal recognition of professional qualifications between the remaining EEA states, Switzerland. The UK will make sure that professionals arriving in the UK with EEA and Swiss qualifications right after the exit date will have the means to seek recognition of their qualifications, and the government has stated that a new system will operate in the event of a no-deal Brexit.

Further details on the future arrangements in the event of a no-deal Brexit can be found in the [government's technical notice](#).

Q. What will be the impact regarding the way the College handles my data in the event of a no-deal Brexit?

A. There will be no impact. The principles regulating the collection and use of personal data are presently set at EU-level by the General Data Protection Regulations (GDPR). In the UK, the Data

Protection Act 2018, together with the GDPR, offers a thorough data protection framework. In the event of a no-deal Brexit, there would be no immediate alteration to the UK's data protection criteria. The reason being the Data Protection Act 2018 would remain in place and the European Union Withdrawal Act would incorporate the GDPR into UK law to sit alongside it.

For that reason, current data protection processes and procedures that are set up within the College will still apply after 31 October 2019.

Q. How does the College plan to keep staff updated?

A. The intranet pages will be routinely kept up to date and revised to represent current information.

Q. Where can I find other useful information?

[Brexit FAQs for EU staff](#)

[The Government has provided guidance for United Kingdom nationals in the event of a no-deal Brexit.](#)

Government [guidance](#) for HEIs in England regarding how to plan for Brexit and an [employer toolkit](#) that has details for employers to support EU citizens and their families to apply to the EU Settlement Scheme.

The CBI, together with Deloitte, has developed helpful tips for UK employers regarding [EU staff and Brexit](#). The guide addresses both deal and no-deal Brexit situations and is designed around five key concerns for every organisation:

- The rights of EU staff
- What EU staff have to do to stay in the UK
- How organisations can help EU staff to understand their situation
- How organisations can actively support EU staff
- Legal obligations