EU Workers Post Brexit

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Options for EU workers to work in the UK

- 31 December 2020- Brexit - ended free movement of EU workers into the UK = need a visa
- EU nationals living in the UK pre Brexit should apply for EU settlement scheme
  - Free, done online and pretty instant – preserves status.
- Visiting - Business Visitor Visa
  - EU citizens are able to come to the UK as a visitor if they're undertaking "permitted activities" e.g. client/site meetings – visiting!
  - Cannot stay longer than 6 months at a time. Cannot be paid in the UK or perform work.
- Previous workers - Frontier Worker Permit
  - Allows you to come to the UK whilst primarily living elsewhere; One off/short projects.
  - Need to have begun working in the UK before 31 December 2020;
  - Must have worked in the UK at least once every 12 months since you started working here;
- Spousal visa – married or living with a Brit
- Work visas – most common Skilled worker

Visa options for businesses planning UK expansion/work

1. If no UK presence - Representative of an Overseas Business Visa ("Sole Rep Visa")
   - Senior employee/executive needed to set up either a UK branch or wholly owned subsidiary. Not more than 50% ownership. Business plan needed. Expansion of business not relocation.
2. UK operation then

   a. Skilled Worker Visa (was Tier 2)

   - Allows you to come to the UK to do an eligible job with an approved employer. Minimum salary requirement of £25,600 or the going rate (whichever higher) and a skill requirement of RQF 3 or above (A-level).

   b. Intra-Company Transfer

   - For employers wanting to transfer employees from overseas entity to UK entity. Minimum salary £41,500. Must have worked for overseas entity for more than 12 months unless a high earner (£73,900). Does not lead to settlement.

   For both skilled and ICT the employer/UK entity must obtain a **sponsor licence** and abide by the minimum wage and skill requirements. Allow at least 3 months to obtain.

Visa options for business owners/senior executives

- **Global Talent Visa:** For talented and promising individuals in the fields of science, engineering, medicine, humanities, digital technology and arts and culture wishing to work in the UK. Must be a leader or potential leader. Requires endorsement from specified list of endorsing bodies.

- **Start-up:** Need a new business idea that is innovative, scalable and viable. Need to be endorsed by an authorised body.

- **Innovator:** For more experienced businesspeople looking to set up or run more businesses in the UK. Need £50,000 in investment funds and to be endorsed by an endorsing body (like the entrepreneur visa). Endorsers include Global Entrepreneurs Programme.

- **Investor:** For high-net-worth workers willing and able to make a significant financial investment in UK. Must show funds of at least £2million.

- **New Visa:** *"New unsponsored points-based visa to attract the best and most promising international talent in science research and tech" – details should be published in July.*

Contact Our Immigration Team Today and Get Your UK Plans in Motion.

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