

# Brexit: What we know - Labour and Personnel issues

Gerwyn Davies, Senior Labour Market Adviser  
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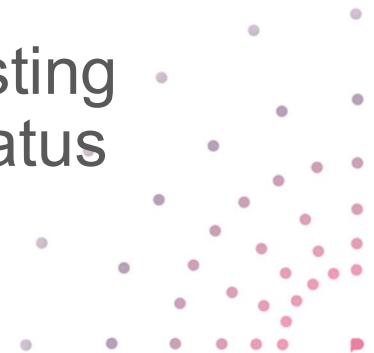
# Context for new points-based immigration system

- Ending free movement
- EU and non-EU workers treated equally
- Implementing a points-based system
- Delivering for the whole of the UK
- 5-year transformation programme



# What the new system means for hiring and retaining overseas workers

- Employers will need a sponsorship licence
- EU citizens coming to the UK from 1 January 2021 will fall under the new system
- Employers must understand and comply with right to work checks
- Employers need to share information with existing staff to encourage them to apply for settled status



# New system will be dominated by route for skilled workers

Job offer from approved Home Office sponsor

Skill level RQF Level 3 in England and Wales (equivalent to A-Level) and SCQF Level 6 in Scotland

Relevant salary, either general salary threshold of £25,600 or going rate

## What is new?

- No route for low-skilled workers, apart from Youth Mobility Scheme
- No cap on numbers
- No Resident Labour Market Test (RLMT)
- Lower skills threshold from RQF Level 6 (graduate-level occupations)
- A faster and simpler system for recruiting non-EU nationals

# How should employers prepare?

- Get good data on your existing workforce
  - Proportion of EU nationals in the workforce and both their roles and salaries
  - A similar exercise needs to be carried out for any UK nationals employed at sites across EU member states
- Familiarise yourself with the full and alarming range of costs and administrative burden of the new system
  - Sponsorship licence
  - Visas
  - Immigration health surcharge
  - Immigration skills charge
  - Additional internal resource e.g. right to work checks

# Develop or revise your workforce planning strategy

- Assess future resourcing needs
- Weigh up pros and cons of employing overseas skilled workers against potential alternatives. These include:
  - automation
  - redeployment
  - raise skills investment
    - apprenticeships
  - improving job quality
  - improving brand of role/organisation/sector
  - develop closer relationship with local colleges and schools
  - raising wages and improving employment conditions

