



The UK will remain open for seasonal work after Brexit

EU citizens can continue to come to the UK for work in 2019 and 2020, after the UK leaves the EU. This includes for seasonal work on farms and in food businesses.



What you need to know

The United Kingdom will be leaving the European Union.

Leaving the EU with a deal remains the Government's top priority and would give businesses stability and certainty to prepare for our new relationship after EU Exit.

However, the government must plan for every possible outcome including no deal. Without a deal, businesses may need to take action before EU Exit.

Use this information to understand how leaving the EU may affect your business and what you can do to get ready.

Where you can find information

European Temporary Leave to Remain

www.gov.uk/guidance/european-temporary-leave-to-remain-in-the-uk

EU Settlement Scheme

Search 'Settled Status' on [gov.uk](https://www.gov.uk).

The UK's future skills-based immigration system

Search 'Skills Based Immigration' on [gov.uk](https://www.gov.uk).

More information to prepare your business for EU Exit

[gov.uk/euexit](https://www.gov.uk/euexit)

The UK will remain open for seasonal work after Brexit

Leaving the EU with a deal remains the Government's top priority. This has not changed. However, a responsible government must plan for every eventuality, including a no deal scenario.

This information has been produced for UK employers who hire workers from the EU and for EU citizens who want to work in the UK. It provides information on how EU citizens can continue to come to the UK in 2019 and 2020, regardless of whether the UK leaves the EU with a deal or not.

If there's a deal:

- there will be no change to current arrangements for EU citizens in 2019 and 2020.

If there's no deal:

- EU citizens can enter the UK and take up work in 2019 and 2020
- EU citizens arriving after EU Exit, who want to stay for more than three months will need to register for European Temporary Leave to Remain to continue working in the UK. This will be simple to do.

Working on farms in the UK in 2019 and 2020

EU citizens can continue to come to the UK in 2019 and 2020 for seasonal work on farms and in food businesses.

To enter the UK, you will need:

- ✓ your EU passport or EU national ID.

You don't need:

- ✗ a visa
- ✗ proof of employment
- ✗ any additional documents.

There will be a different process for EU nationals wishing to work in the UK for longer than three months depending on whether the UK reaches a deal with the EU before withdrawing from the EU.

In the event of no deal, for those arriving in the UK after the UK has left the EU, there will be a transition period before the UK's new skills-based immigration system begins on 1 January 2021.

During this transition period, EU citizens will still be able to enter the UK as they do now for an initial stay of up to three months and will be able to visit, work or study without applying for a visa.

If the UK reaches a deal with the EU and you come to the UK after EU Exit

- There will be no changes for you to come to the UK to work in 2019 and 2020.

If the UK doesn't reach a deal with the EU and you come to the UK after EU Exit

- If you are staying in the UK for up to three months, you will be able to do so as now.
- If you want to stay in the UK for more than three months, you will need to:
 - apply, within the initial three months residence, for European Temporary Leave to Remain on [gov.uk](https://www.gov.uk).
 - This is simple to do – your identity and criminal record will be checked and a security check will be performed.
 - If all checks are positive, you will be granted permission to stay and work for up to three years.
 - pay a fee.
- You **do not** need to commit to:
 - living in the UK long-term
 - a date when you will leave the UK.

Other information

- At the border, EU citizens will not be questioned routinely or have their passports stamped.
- As before EU Exit, EU citizens will be subject to identity and security checks and may be questioned by Border Force officers where there are concerns about an individual's suitability for entry.
- The UK Government will shortly publish information on access to healthcare for EU citizens in the UK after Brexit.

More information on European Temporary Leave to Remain can be found on [gov.uk](https://www.gov.uk).

Employing EU citizens for seasonal agricultural work in 2019 and 2020

You can continue to employ EU citizens to work on farms and in food businesses until the end of 2020, regardless of whether the UK leaves the EU with a deal or not.

As an employer you **need to**:

- ✓ comply with current UK employment law.

You **should**:

- ✓ ensure your employees are aware that they will need to apply for European Temporary Leave to Remain, if there is no deal and if they want to stay in the UK for more than three months during the transition period, consider supporting them by signposting them to guidance.

You **don't need to**:

- ✗ sponsor your employees for a visa
- ✗ sponsor your employees' applications for European Temporary Leave to Remain
- ✗ pay for their applications (but you may wish to reimburse them)
- ✗ take responsibility for your employees leaving the UK after December 2020.

Further information on no deal

If the UK leaves the EU without a deal, EU citizens who arrive before the UK leaves the EU will still be able to apply for Status under the EU Settlement Scheme. They will have up until the end of December 2020 to make their application.

For those arriving in the UK after the UK has left the EU, in the event of no deal, there will be a transition period once free movement has ended and before the UK's new skills-based immigration system begins on 1 January 2021.

During this transition period, EU citizens will still be able to enter the UK as they do now for an initial stay of up to three months and will be able to visit, work or study without applying for a visa.

EU citizens wanting to stay in the UK for more than three months during this transition period, will need to apply in the UK for immigration permission called European Temporary Leave to Remain, which will be granted for a further 36 months, subject to identity, criminality and security checks.

More information on European Temporary Leave to Remain can be found on [gov.uk](https://www.gov.uk).



Prepare your business

This leaflet focuses on changes related to border processes. There are other actions you may need to take to be ready for EU Exit.

Visit [gov.uk/euexit](https://www.gov.uk/euexit) to find more information and to sign up for regular updates



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