

February 2020

The UK left the European Union (EU) on 31st January 2020 (Brexit). We are now in a transition period until 31st December 2020. We have put together the following guidance for our direct payment users.

How does Brexit affect people from other EU countries living in the UK?

There will be no change to the rights and status of EU citizens currently living in the UK until 30th June 2021 or 31st December 2020 if the UK leaves the EU without a deal.

However, all EU citizens will need to apply for 'settled status' or 'pre-settled status' to guarantee that they can stay in the UK. The status they get will depend on how long they have already been living in the UK and may be affected by how early they apply.

The process for applying for this status is straight forward and free. Applications should be made via the government website at <https://www.gov.uk/settled-status-eu-citizens-families> It would be sensible to do this now rather than leave it close to the deadline.

If you are an EU citizen and would like help to apply to the EU Settlement Scheme, visit <https://www.gov.uk/help-eu-settlement-scheme> where you will find a list of organisations who can help you.

I employ a personal assistant who is an EU citizen, do I need to do anything?

If you have an employee (PA) who is an EU citizen, they will need to apply for settlement status as described above.

As a good employer, you should ask your PA if they have applied or are planning to apply for settled status. They can also ask for help to apply if they need to.

This may be a potentially difficult or emotional discussion. It is important that you make time to talk to your employee, ensuring you provide a private space for the discussion away from other people.

I rely on medicines and/or medical products for my health condition or disability, should I be worried?

The NHS and Department of Health and Social Care have been working hard to ensure medical supplies do not run out even if we leave the EU without a deal. They are currently updating their information on this topic. We will update you when we have further information.

What other things do I need to think about when we leave the EU?

Current rules apply during this transition period. However, the government website has a list of things we need to think about now we have left the EU. These include:

- Checking your passport has at least 6 months left to run if you plan to travel
- Checking your travel insurance provides adequate healthcare cover
- Being aware that mobile phone data charges may no longer be capped
- Checking for driving licence and car requirements before driving in the EU