

The terms of the UK's withdrawal from the EU have now been agreed by the UK government and the EU Commission. Those terms have not cleared the final hurdle yet – securing Parliamentary consent and approval from the Council of the EU. If the UK or European Parliament reject the agreement there could still be no deal. Our Brexit issues log will help you understand what to expect, when to expect it and what you can do. If planning for a no deal please ask your Fragomen team for a copy of our No Deal Risk Register.

	Impact	Audience	Message	Action
Late 2018: Brexit deal may be ratified by UK and consented to by EU Parliament		Employees, leadership	Brexit should be orderly, people can confirm their residence but must make an application	Communicate, guide and direct employees
Late 2018 or early 2019: Immigration White Paper published in the UK		Leadership, HR/ Mobility	Warn that UK immigration will apply to EU nationals from 2021 leading to delays and expense	Gap analysis: compare government proposals against European staffing needs Engagement with White Paper: Respond to the White Paper consultation
Early 2019: Settled Status may be made available to some EU nationals in the UK. It may also be possible to change residence status of UK nationals in the EU		Employees	You can stay, you must make an application, this is how to apply and we will provide guidance	Communicate, guide and direct employees
29 March 2019: Brexit Day – the UK leaves the EU		Employees, leadership	You can stay, you must make an application, this is how to apply and we will provide guidance	
Throughout 2019: Likely to be announcements on settled status in the UK and policy		Leadership	We are monitoring reports and we will advise on any risks or impacts	The media, Fragomen alerts, Fragomen guides
Early 2020: New UK immigration system announced?		Leadership	We understand how immigration will be managed after Brexit, the impact on our business and what needs to be done	Map policy against staffing needs. Ensure gaps and consequences are fully understood with contingency plans in place
Throughout 2020: Preparation for a new UK immigration system and for UK nationals to enter Europe as third country nationals		Leadership	We understand how immigration will be managed after Brexit, the impact on our business and what needs to be done	Fully understand the proposed policies and have a plan in place to make them work for your business Consider whether to speed moves up
31 Dec 2020: Last day of free movement for UK		Leadership, HR/ Mobility	Free movement ending will make things more difficult but we have a grip on it	Communicate the issue and plans to your business
1 Jan 2021: A whole new UK immigration system, and UK nationals subject to EU immigration control		Leadership	Prepare for the complexity that the new UK immigration system and the end of freedom of movement will bring	Put your plans in to practice
30 June 2021: deadline for applications (may be later in some countries)		Employees	Ahead of the deadline: the deadline is looming, you must apply	Explain importance of applying, tracking expiry of pre-settled/ temporary status and making a follow up application, if needed

Disclaimer: This briefing was published on 16 November 2018. With events moving at pace, you should speak to Fragomen for an update on the latest position before taking any action.