

## Right to work guide for immigration changes

What is the date?	European Nationals who arrive in the UK on or before 31 December 2020	European Nationals who arrive in the UK from 1 January 2021
On or before 31 December 2020	<p>A European passport or ID card is sufficient to conduct a right to work check. Employers can also use the online checking service to perform a right to work check without seeing the original documents.</p> <p>During this period, these workers should apply for settled or pre-settled status.</p>	N/A
From 1 January 2021 until 30 June 2021	<p>There is no need during this time to recheck the right to work for any existing workers. Any new workers should have their right to work checked in line with the current guidance and a European passport or ID card will remain sufficient.</p> <p>During this period these workers should apply for settled or pre-settled status.</p>	<p>The Home Office has stated that during this period, a European passport or ID will be sufficient proof for a worker to have right to work in the UK, despite the new immigration system officially beginning on the 1 January. Viewing a European passport or ID card will still be sufficient to grant an employer the statutory excuse for illegal working.</p> <p>Workers arriving during this time should have applied for and been granted a visa under the new immigration system.</p>
From 1 July 2021 onwards	<p>New right to work checks will need to be done for European workers. A passport or ID card is no longer sufficient on its own and a worker must have applied for settled or pre-settled status as well.</p> <p>The deadline to apply for settled or pre-settled status has passed and workers who have not applied by now will no longer have the right to work in the UK.</p>	<p>New right to work checks will need to be done for any European workers. Employers will need to see either proof of settled or pre-settled status or a valid visa in addition to a European passport.</p>