

EU WORKERS

There is now a new legally binding process to comply with when travelling for work reasons between EU member states. This includes the way you pay workers, how long they are allowed to work in another member state, the liability for paying workers' wages and agency worker rules.

Risks for failing to adhere to these new rules;

- Embarrassment of your workers being refused entry at the border
- EU Court fines ranging from €10,000 - €15,000 per workers
- Senior Management time spent attending EU courts and defending the Company
- Being prevented from undertaking business in a European country

INTERNATIONAL EMPLOYMENT SERVICES

- In order to understand the new rules for both business visitors and posted workers, and avoid fines, Make UK offers bespoke and tailored consultancy to support you through the minefield of EU law and provide guidance for your Company.

TELEPHONE ADVICE AND SUPPORT

- Our expert advisors can provide quick and timely, advice and support on all matters affecting business visitors and workers posted short-term, to the EU.
- Our consultants can answer your more detailed questions on individual Member State requirements for advance notification, the rules on professional qualifications or, social security and employment rules.

CONSULTANCY

Our International Employment Services team has extensive knowledge of;

- Individual Member State requirements
- Rules on professional qualifications
- Social security and employment rules

Our consultants are up to date with all of the latest legislation

and best practice and can offer a bespoke consultative service, alongside continual support.

As a cost-effective solution to your resourcing requirements, our services provide flexible and tailored advice for your Posted Workers and Business Visitors.

IMMIGRATION

In addition to the rules surrounding EU business travel, Make UK members need to be aware of the UK's new immigration system that came into force on 1 January 2021. As freedom of movement ends, all non-UK citizens (EU and non-EU) wanting to permanently work and live in the UK will be subject to the new rules.

Make UK members may have to obtain a sponsorship licence and will need to understand how points are assigned in order to recruit non-UK workers. Members also need to be aware of the new immigration rules that affect in-bound business visitors and temporary workers to the UK.

We are offering consultation on the skilled workers route and the ICT route and general information on how to correctly comply with the new system. Make UK services also offer information for members around other issues such as right-to-work checks and consulting existing EU workers on their status, for example their application for settled status.

Please contact nkibble@makeuk.org to discuss your requirements and pricing.

The Make UK EU Exit Hub is the gateway to all our support and services: www.makeuk.org/services/leaving-the-eu