



McGILL & CO

# INFORMATION FOR ORGANISATIONS EMPLOYING EUROPEAN STAFF

The Scottish Government estimates that there are approximately 115,000 EU citizens working in Scotland. Throughout Scotland organisations and businesses depend on EU staff in order to survive. The hospitality industry, the tourism industry, and our public administration, health care providers, schools, and universities are particularly reliant on European staff.

What would happen to your organisation if these members of staff were unable to remain in the UK after Brexit? Have you considered providing assistance to your European staff to ensure they can remain in the UK? Doing so not only improves staff morale by showing that you, as their employer, are there to help; it also ensures your organisation does not suffer a staffing crisis due to European members of staff deciding to leave the UK due to the cumbersome post-Brexit immigration system.

Show your European staff that they are valued and that you are invested in their future. By securing the future of your staff you will secure the future of your business; providing stability and certainty during these tumultuous times.

On 29 March 2019 the free movement rights enjoyed by European nationals as a result of the UK's membership of the EU will come to an end. It is currently unclear what will be introduced in its place. Both the EU Commission and the UK Government appear committed to ensuring that EU nationals currently living in the UK will be able to stay after Brexit. However, as with any major change in the law, the devil will be in the detail. There is still time for EU nationals to put their status in the UK beyond doubt by applying for permanent residence documentation and British citizenship before March 2019.



› McGill & Co is a specialist immigration law firm with a wealth of experience dealing with the UK Home Office and processing complex immigration and nationality applications. We deal exclusively with immigration and nationality issues which gives us the expertise and experience required to simplify the increasingly complex and bureaucratic process of making an immigration or nationality application. We frequently deal with applications from European nationals and their family members under EU free movement law, providing peace of mind for our understandably anxious clients.

If you, as an employer, would like to assist your European staff to navigate the UK's complex immigration system, McGill & Co can offer the following services:

- Advice on how the proposals on the rights of European nationals in the UK may affect your business;
- Presentations and seminars for European staff members and their families explaining the eligibility criteria under the current system and outlining the terms of the EU Commission's and UK Government's current negotiating positions in relation to the post-Brexit system;
- Assistance with applications for residence documentation and citizenship from EU staff members and their families.

These services are available at flexible and competitive rates. If you are interested in any of the above services, contact us today on 0141 248 6552 or via email at [iholiday@mcgillandco.co.uk](mailto:iholiday@mcgillandco.co.uk) to discuss how we can help.