

**I am recruiting an EEA national\* or their family member for a job in the UK. Do they need UK immigration permission?**

\* 'EEA national' means a citizen of the EEA or Switzerland. It excludes Irish citizens, who continue to be able to live in the UK without requiring UK immigration permission.

The candidate started living in the UK by 31 December 2020

They will not need UK immigration permission until after 30 June 2021 but must apply under the EU Settlement Scheme (EUSS) before this date.\*\*

\*\* In order not to discriminate against a person who is eligible under the EUSS but has not yet applied, you cannot require

The candidate lives outside the UK currently

EEA nationals will need permission under the new immigration system which applies to them from 1 January 2021. Some family members may continue to be eligible to apply under the EUSS with no application deadline, so this should be checked on a case-by-case basis.

If you would like more detailed guidance and assistance for your recruitment team or about a specific candidate, please contact a member of our [immigration team](#).