



BritishAmericanBusiness

WEEKLY UPDATE

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Louise Haycock
Partner, Fragomen

Dear Colleagues,

As we enter June, we seem to be moving into a new phase of the COVID pandemic, with some restrictions starting to be loosened here in the UK. While this is a welcome release for most, it brings with it challenges equal to those we all faced during the initial stages of lockdown.

Remobilising, often into a new 'normal', will take time and adjustment for all: from how we work alongside our colleagues to how we provide services to our clients. To add to this, the end of the Brexit transition period sits just a few months away. Whilst the world's focus has been on the coronavirus pandemic and businesses have dealt with implications of a COVID displaced workforce and more, the negotiation of trade deals between the UK and the EU, as well as the UK and US, has continued.



Charlotte Wills
Senior Manager, Fragomen

At the end of April, the UK Government senior official Michael Gove, confirmed that the current Brexit transition period would not need extending. This a timely reminder to businesses that despite the COVID-19 pandemic, planning for your workforce post-Brexit must continue. From 1 January 2021, Europeans arriving in the UK (and vice versa) will need permission to work (with Irish nationals remaining exempt).

In the UK, there will be a new immigration regime that US nationals coming to the UK will fall into. Never has this been more important. ONS data released in May showed that net migration to the UK from countries outside the European Union rose to its highest level for 45 years and if the aim of making the new UK system quick, efficient, and less bureaucratic is achieved, then the new system may offer opportunities for US business looking at prospects in the UK.

When planning remobilisation strategies, it is important that in parallel, you consider both the benefits as well as the challenges that businesses could face under the UK's new immigration regime and how to solve them. There is certainly a lot to consider. Here at Fragomen, we've just issued our latest [checklist](#) on steps you can take to help your business prepare for the new UK immigration regime. From workforce planning to communicating your plans with key stakeholders during these times of change, preparation can start now.

We do hope that members of the BAB Community find this a useful and practical resource.

We look forward to continuing the dialogue with the BAB community as we move forward together. Please do get in touch if we can be of support.

Kind regards

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