

SERVICE UPDATE

<u>Name of Service:</u>	People and Organisation, Resources
<u>Date:</u>	4 June 2019
<u>Title of Update:</u>	EU Exit - Workforce Implications
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UPDATE:

At the last meeting of the City Growth and Resources Committee on 25 April 2019, a Service Update was requested from Members of the Committee regarding EU Exit Workforce implications relating to the following:

1. Workforce statistics associated with Bon Accord Care

As at February 2019, information currently held on employee nationality for Bon Accord Care shows that 8.44% of the workforce are non-UK EU nationals (8.01% excluding Irish nationals who are not required to apply for the EU Settlement Scheme), this is compared to 4.75% of the council's workforce (3.8% excluding Irish nationals, who are not required to apply for the EU Settlement Scheme).

2. To seek information about whether the Council could assess the potential applied for status (settled or pre-settled) of Non-UK EU staff

Non-UK EU nationals successfully applying for the EU settlement scheme will either be granted settled or pre-settled status. Which status is granted depends on how long an individual has been living in the UK at the point of application. Applicants who started living in the UK by 31 December 2020 (or by the date the UK leaves the EU without a deal) or lived in the UK for a continuous 5-year period (known as 'continuous residence') will usually get settled status.

Applicants who do not have 5 years' continuous residence at the time of application, will usually get pre-settled status. (They must have started living in the UK by 31 December 2020 (or by the date the UK leaves the EU without a deal). They can then apply to change this to settled status once they have 5 years' continuous residence. Applicants who reach 5 years' continuous residence before 30 December 2020, can choose to wait to apply until they reach 5 years' continuous residence. This means that if

their application is successful, they will get settled status without having to apply for pre-settled status first.

In either case, whether an employee has settled or pre-settled status, they have the same employment rights and therefore given the sensitivity for employees around this subject, it is not felt to be appropriate to ask those employees who have identified as EU nationals about their settlement status.

Having sought advice from the Home Office, it is not possible as an employer to assess the status of our employees from the EU Settlement Scheme application data. The Chartered Institute for Personnel and Development (CIPD) in their 'Preparing for Brexit through Workforce Planning' paper, suggest that employers could assess the 'intention to stay in the UK' of their EU national employees, however colleagues in other Councils have confirmed that they have not assessed the 'intention to stay in the UK' of their EU national employees at this stage and advice from the Home Office confirms this is not necessary. At this stage we do not feel it is appropriate to assess intention to stay or status.

3. To include further detail obtained from Exit Interview feedback

The Managing Leavers process currently collates a range of information which includes reasons for leaving, the closest reason for leaving that may highlight EU exit related issues is 'home relocation'. A desktop exercise of leavers over the last 12 months has been undertaken which showed that of the 249 leavers who completed the leavers survey over the 12 month period 31 May 2018 to 31 May 2019, 34 stated their reason for leaving as 'home relocation' and of these 1 highlighted a link to EU Exit.