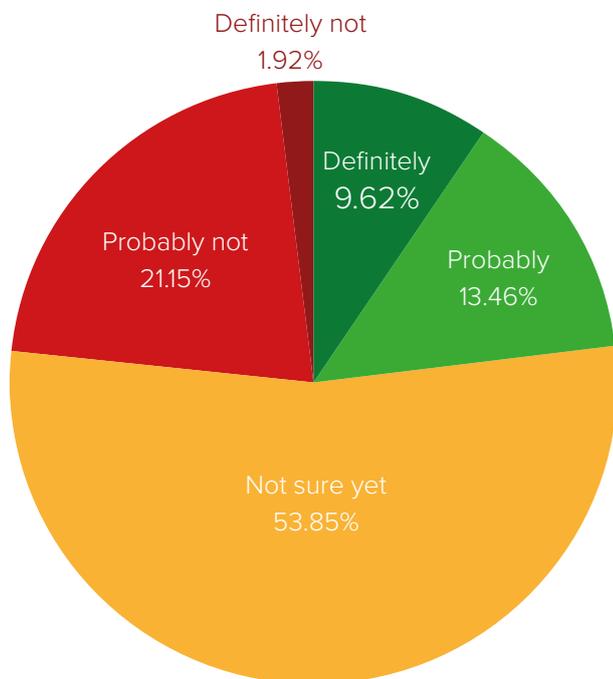


# One quarter of employers expect to pay for settled status

## Benchmarking from a 30 second survey

The inherent uncertainty of Brexit makes it very difficult to plan for. The UK Government has set out some broad intentions but has not been able to agree them yet, or to provide detail. How can you plan for a new legal framework, without knowing what the law will be?

The least you can hope for is to benchmark against other employers. Our 30 second surveys help us understand how employers are responding to Brexit and other immigration challenges. This survey answered one of the questions we are asked most often. When free movement ends, Europeans in the UK will need to register their presence with an application for temporary or settled status, expected to be £70 or £80. **So, do other employers plan to cover the cost of the applications?** We asked about settled status, but anecdotal evidence suggests the results will also apply to temporary status.



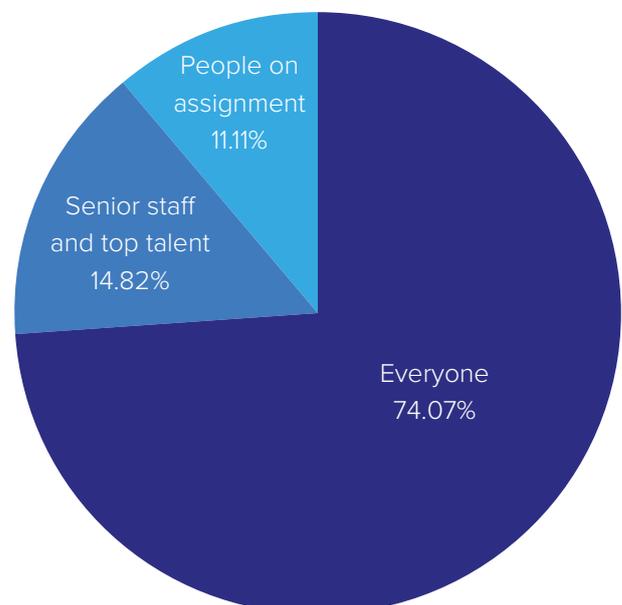
## Do you expect to pay for settled status for your EU employees in the UK?

Half of companies haven't been able to decide on a policy – that might not help you plan, but hopefully you'll feel better if your employer hasn't decided yet either.

Almost a quarter of respondents expect to cover the cost. This was particularly the case for businesses in the financial services and technology sectors that employ up to 500 people of all nationalities (not just Europeans). That said, a similar proportion of technology companies are not expecting to cover the cost.

## Most employers would cover the cost for everyone.

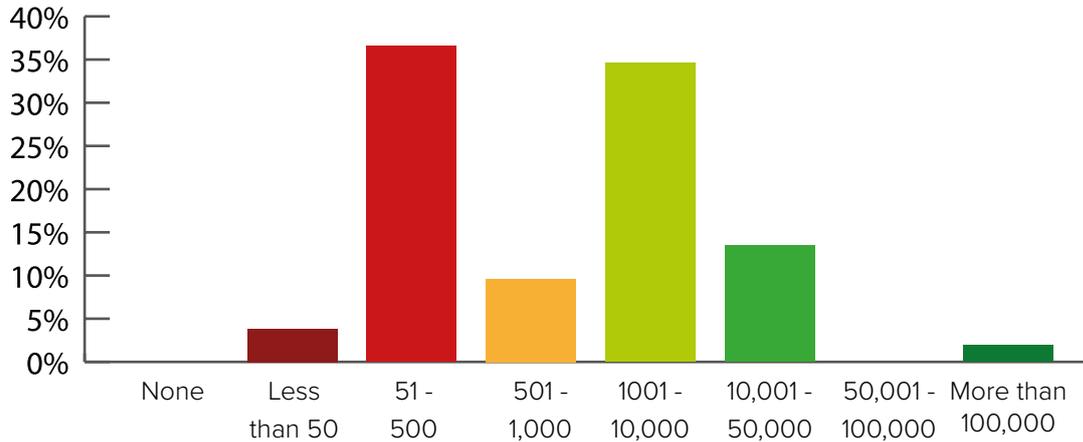
It wouldn't cost much to pay for the odd employee, but what if you are a large employer with lots of European staff. Seven out of ten employers told us that they would still pay for everyone, with company size ranging from less than 50 people right up to 50,000, including UK and non-EU nationals.



# Benchmarking in 30 seconds

We know that anecdotal advice on what other employers are doing is helpful, but data is always more useful for planning. We set about asking clients from all sectors to complete our five question survey on whether they had planned or considered to cover the cost of settled status applications for European employees after Brexit. That was our 30 second survey and this is who responded:

## Company size by number of employees, all respondents



## Responses by sector



We hope you found these benchmarking results useful. We will be running more surveys in the coming months and want to make them as helpful as possible. Let us know if you would like to discuss these results or suggest future benchmarking exercises. Caron Pope and Ian Robinson, two of our UK Partners, can be contacted at [cpope@fragomen.com](mailto:cpope@fragomen.com) or [irobinson@fragomen.com](mailto:irobinson@fragomen.com) or you could email your Fragomen account manager.

You can find more information about planning for Brexit on our dedicated website at <https://www.fragomen.com/sites/brexit>. The site includes useful guides, Q&As and some of our thought leadership content, for instance policy papers and labour market analysis.

**A note on terminology**  
 In this guide for ease of reference we use the word European national to mean nationals of the European Union and the European Free Trade Agreement: Austria, Belgium, Bulgaria, Croatia, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Iceland, Ireland, Italy, Latvia, Liechtenstein, Lithuania, Luxembourg, Malta, Netherlands, Norway, Poland, Portugal, Romania, Slovakia, Slovenia, Spain, Switzerland, Sweden.