





How to deal with risks to recruitment of EU based PAs from end of free movement.

Staying informed about the changes and making sure your PAs are informed is most important.

The new system does not apply to The European Economic Area (EEA) or Swiss citizens you already employ in the UK. If they were living in the UK by 31 December 2020, and their family members, can apply to the EU Settlement Scheme. They have until 30 June 2021 to apply.

PAs are not part of the government's shortage occupation list (senior care workers and care managers/proprietors are).

[Read the government advice.](#)

But it is advisable you seek independent advice from your Insurance provider/ACAS if you are thinking about recruiting from the EU.

With future recruitment it may be that you will need to look more locally to recruit staff if that is possible.

It may help to make contact with local support organisations, and/or find out if there are any PA registers where you can advertise roles locally. [Visit the website to find details of some organisations in your area.](#)