

Aberdeenshire Council – Brexit Transition Contingency Planning Updated 1 September 2021

Issue	Implications without any mitigation measures	Mitigation measures
Status of EU/EEA ¹ citizens in the UK and vice-versa	<ul style="list-style-type: none"> • EU/EEA nationals living in the UK (and vice versa) could lose rights to work, reside or access health care/benefits if they have not registered or qualified for the Settled Status Scheme by 30 June 2021. • There may also be a return of UK nationals to Aberdeenshire over a period of time. 	<ul style="list-style-type: none"> • Promotion of guidance and support available on late applications to the Settled Status Scheme within Aberdeenshire and awareness-raising within Council Services • The potential number of returnees to Aberdeenshire is not currently expected to cause any significant issues.
Workforce (including impacts on H&SC partnership)	<ul style="list-style-type: none"> • Food businesses who currently export goods to the EU through free trade arrangements will need an Export Health Certificate to help them clear border checks at the first point of entry into the EU. • Increased demand for such certification may have an impact on the Council's staff resources. • The ending of free movement of workers will impact on the availability of both highly skilled workers and entry level workers across a range of sectors. • New rules on immigration with effect from 1 January 2021 will result in recruitment taking longer and additional costs if successful applicant is from out-with the UK resident labour market. • Potential workforce and/or cost pressures on private care sector. 	<ul style="list-style-type: none"> • Staff diverted from other roles to assist with export certification with impact on other services provided by the Environment Health service. • A new Port Health team has been created within the Environmental Health Service and is based in new office accommodation at Peterhead Fish Market. • Assessment of current workforce has identified occupational areas in which the majority of EU nationals are employed: Teaching, Care, Facilities. No significant impact expected. • Workforce continues to be monitored for impact. No evidence to suggest EU nationals are leaving however a reduction in job applications overall has been identified. • We continue to promote the Settlement Scheme to existing Council employees through news articles and a dedicated webpage.

¹ European Economic Area - Iceland, Liechtenstein and Norway. Switzerland is neither an EU nor EEA member but is part of the single market - this means Swiss nationals have the same rights to live and work in the UK as other EEA nationals.

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		<ul style="list-style-type: none"> • We continue to promote Aberdeenshire Council as an employer of choice. • Existing recruitment process being reviewed to consider changes to immigration rules. • Ongoing monitoring of resilience of private care sector.
Supply chain disruption	<ul style="list-style-type: none"> • Goods entering and leaving the UK to/from the EU need to undergo customs checks • Increased traffic and congestion at ports • Perishable goods are likely to be most adversely affected (e.g. fresh food and drink), with exports deteriorating during extended transport and imports increasing in price due to shortages • The Council and/or its suppliers may have difficulty in sourcing goods from outside the UK with demand for those available within the UK outstripping available supply and prices increasing (eg road salt, construction materials) • Potential for waste exports to be delayed. • Potential disruption to medicines and medical supplies. 	<ul style="list-style-type: none"> • Checks on goods entering the UK from the EU postponed until January 2022 • Potential stockpiling of non-perishable materials • Continue to build capacity within Council Services who support local businesses with export paperwork or support those in poverty who could be more adversely affected by food price rises • Promotion of Scottish Enterprise 'Prepare for Brexit' toolkit for businesses • Assess implications of increased waste through spoilage of perishable goods • Consider traffic management implications around ports/transport hubs • National work underway and Chief Pharmaceutical Officer in contact with NHS Boards. • Scottish Government working with NHS to determine appropriate levels of stock building and to develop protocols on event of shortages.

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Mutual recognition of standards	<ul style="list-style-type: none"> • a wide range of regulations (e.g. food standards, data protection, qualifications). • The UK could be prevented from exporting certain goods to the EU until appropriate licences are in place (e.g. food and drink) • Data sharing on security/consumer protection information between the EU and UK could be disrupted 	<ul style="list-style-type: none"> • Phasing in of new UKCA marking and standards • A UK Product Safety Database has been introduced in place of EU databases.
Public Procurement	<p>Main implications are:</p> <ul style="list-style-type: none"> • Availability of fresh produce (which cannot be stockpiled) and construction materials; • Price increases (suppliers are estimating potential cost increases of 10% to 20%); • Increases in consumer prices could pull more people into household food insecurity and increase the demand on public sector food (e.g. greater uptake of free school meals and people becoming unwell or remaining unwell for longer); 	<ul style="list-style-type: none"> • Review Council spending plans/priorities in the event of cost increases • Menus will require to be adapted to reflect product availability. • Source more local produce where possible– range of products may be limited. • Additional funding to FareShare to support organisations responding to food insecurity • Introduction of a £3.5m Tackling Poverty and Inequalities reserve
Travel	<ul style="list-style-type: none"> • There is a risk of travel disruption across the UK/EU border and confusion over visa requirements 	<ul style="list-style-type: none"> • Visa-free travel for short visits of up to up to 90 days in any 6-month period between the EU and UK are currently in place • UK nationals should ensure they have at least 6 months validity on their passport prior to travel

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Funding	<ul style="list-style-type: none"> EU funding will no longer be available to support projects in Aberdeenshire 	<ul style="list-style-type: none"> Extension of Council European Social Fund and European Regional Development Fund programmes to 2023 Introduction of UK replacement programmes (e.g. Shared Prosperity Fund) Repurposing of Council's European Programmes Team into a Projects and Investments Team with a wider remit to secure external funding for the Council
Communication	<ul style="list-style-type: none"> There may be increased demand for information from Aberdeenshire residents from the Council, including for information outside of the Council's remit 	<ul style="list-style-type: none"> Develop and implement a communications plan to signpost residents to appropriate sources of information Ensure that there is good access to a range of information for affected individuals and communities, including through the Contact Centre, Service Points and libraries. A link has been added to the Council website homepage to the UK Government's Prepare for Brexit website
Data Protection	<ul style="list-style-type: none"> Potential risks to data flows from the EU/EEA to the UK under a no-deal Brexit, specifically if the data we hold as an organisation is held or processed outside the UK. 	<ul style="list-style-type: none"> As of 28 June 2021, the EU has adopted adequacy decisions which will allow for the flow of personal data between the UK and EU.