

## Key Information Document

This document sets out key information about your relationship with us and the intermediary or umbrella company used in your engagement, including details about pay, holiday entitlement and other benefits.

Email [enquiry@parasolgroup.co.uk](mailto:enquiry@parasolgroup.co.uk) for further information.

The Employment Agency Standards (EAS) Inspectorate is the government authority responsible for the enforcement of certain agency worker rights. You can raise a concern with them directly on 0207 215 5000 or through the Acas helpline on 0300 123 1100, Monday to Friday, 8am to 6pm.

### GENERAL INFORMATION

<b>Name of employment business:</b>	Reed Specialist Recruitment Limited
<b>Name of intermediary or umbrella company:</b>	Parasol Ltd
<b>Your employer:</b>	Parasol Ltd
<b>Type of contract you will be engaged under:</b>	Contract of Employment
<b>Who will be responsible for paying you:</b>	Parasol Ltd
<b>How often the umbrella company and you will be paid:</b>	Weekly

### INTERMEDIARY OR UMBRELLA COMPANY PAY INFORMATION

You are being paid through an intermediary or umbrella company: a third-party organisation that will calculate your tax and other deductions and then pay you for the work undertaken for the hirer. We will still be finding you assignments.

The money earned on your assignments will be transferred to the umbrella company as part of their income. They will then pay you your wage. All the deductions made which affect your wage are listed below. If you have any queries about these please contact us.

Your payslip may show you as an employee of the umbrella company listed below.

<b>Name of intermediary or umbrella company:</b>	Parasol Ltd
<b>Any business connection between the intermediary or umbrella company, the employment business and the person responsible for paying you:</b>	None
<b>Expected or minimum gross rate of pay transferred to the intermediary or umbrella company from us:</b>	To be confirmed for each role. This will always be above the national minimum wage level.
<b>Deductions from intermediary or umbrella income required by law:</b>	<b>Employers National insurance Apprentice Levy Employers Pension Contributions</b>
<b>Any other deductions from umbrella income (to include amounts or how they are calculated):</b>	<b>Company margin - £24 per week</b>
<b>Expected or minimum rate of pay to you:</b>	To be confirmed for each role. This will always be above the national minimum wage level.
<b>Deductions from your wage required by law:</b>	<b>Income Tax Employees National Insurance Employees' Pension Contribution</b>
<b>Any other deductions or costs taken from your wage (to include amounts or how they are calculated):</b>	None
<b>Any fees for goods or services:</b>	None

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<b>Holiday entitlement and pay:</b>	Your holiday entitlement per annum is 28 days (accrued at 12.07% of gross pay). Your holiday pay is included in the rate that is paid to Parasol by Reed Specialist Recruitment. This will be paid to you with your weekly pay.
<b>Additional benefits</b>	None

### EXAMPLE PAY

	<b>Intermediary or umbrella fees</b>	<b>Worker fees</b>
<b>Expected or minimum gross rate of pay transferred to the intermediary or umbrella company from us:</b>	£1,000/week (excluding VAT) Based on a 40 hour week	
<b>Deductions from intermediary or umbrella income required by law:</b>	<b>Employer's National Insurance-</b> £94.49 <b>Apprenticeship Levy-</b> £4.30 <b>Employer's Pension contribution-</b> £17.52	
<b>Any other deductions from umbrella income (to include amounts or how they are calculated):</b>	<b>Company margin-</b> £24	
<b>Expected or minimum rate of pay to you:</b>		<b>Basic Pay-</b> £767.11 <b>Holiday Pay-</b> £92.58 <b>Total-</b> £859.69
<b>Deductions from your wage required by law:</b>		<b>Income Tax-</b> £120.05 <b>Employee's National Insurance-</b> £74.16 <b>Employee's Pension contribution-</b> £17.52
<b>Any other deductions or costs taken from your wage (to include amounts or how they are calculated):</b>		None in this example
<b>Any fees for goods or services:</b>		None in this example
<b>Example net take home pay:</b>		£647.96