

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 compliance@liquidfriday.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

Name of employment business:	Reed Specialist Recruitment Limited
Name of intermediary or umbrella company:	Liquid Friday Limited
Your employer:	Liquid Friday Limited
Type of contract you will be engaged under:	Contract of Employment
Who will be responsible for paying you:	Liquid Friday Limited
How often the umbrella company and you will be paid:	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.

Name of intermediary or umbrella company:	Liquid Friday Limited
Any business connection between the intermediary or umbrella company, the employment business and the person responsible for paying you:	None
Expected or minimum gross rate of pay transferred to the intermediary or umbrella company from us:	To be confirmed for each role
Deductions from intermediary or umbrella income required by law:	Employers National Insurance Apprenticeship Levy Employer Pension Contribution - 3% of gross income paid into our pension provider (auto enrolment after 12 weeks)
Any other deductions from umbrella income (to include amounts or how they are calculated):	Company profit margin (maximum £25) - this is the total amount Liquid Friday earns whilst you are on assignment, this money is used to pay for the running costs of the business and facilitating your assignment. Business overheads - 1.5% is applied to the amount we charge the agency/client which covers the operational costs of facilitating your assignment.
Expected or minimum rate of pay to you:	To be confirmed for each role. This will always be above the national minimum wage level.
Deductions from your wage required by law:	Employees National Insurance Contribution Income Tax

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	Employee Pension Contribution
Any other deductions or costs taken from your wage (to include amounts or how they are calculated):	None
Any fees for goods or services:	None
Holiday entitlement and pay:	28 days holiday entitlement per year accrued at 12.07% of the expected or minimum rate of pay to you. Worker would need to contact us to claim their holiday pay in writing indicating the amount they wish to take out.
Additional benefits:	Access to Liquid Perks, an exclusive shopping platform for Liquid Friday Employees, allowing you to save money online, in-store and via your mobile.

EXAMPLE PAY

	Intermediary or umbrella fees	Worker fees
Expected or minimum gross rate of pay transferred to the intermediary or umbrella company from us:	£1,000/week (excluding VAT) Based on a 40 hour week	
Deductions from intermediary or umbrella income required by law:	Employer's National Insurance- £99.97 Apprenticeship Levy- £4.20 Business Overhead (Cost of Insurance)- £15.00 Employer's Pension contribution- £21.58	
Any other deductions from umbrella income (to include amounts or how they are calculated):	Company margin- £20.00	
Expected or minimum rate of pay to you:		Basic Pay- £839.25
Deductions from your wage required by law:		Income Tax- £119.40 Employee's National Insurance- £86.3 Employee's Pension contribution- £35.96
Any other deductions or costs taken from your wage (to include amounts or how they are calculated):		None in this example
Any fees for goods or services:		None in this example
Example net take home pay:		£597.59