

## 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.

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 020 7215 5000 or through the Acas helpline on 0300 123 1100, Monday to Friday, 8am to 6pm.

### General information

<b>Name of employment business:</b>	Talent International UK Ltd
<b>Name of intermediary or umbrella company:</b>	Giant Professional Limited
<b>Candidate's employer</b>	Giant Professional Limited
<b>Type of contract you will be engaged under:</b>	Overarching Contract or Employment
<b>Who will be responsible for paying you:</b>	Giant Professional Limited
<b>How often you will be paid:</b>	Monthly
<b>Expected or minimum rate of pay:</b>	No less than the national minimum wage.

### 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 candidate's 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: Giant Professional Limited**

**Any business connection between the intermediary or umbrella company, the employment business and the person responsible for paying the candidate:**

The employment business and Talent International are not connected. Giant Professional Limited is independent to Talent International. A contract for services will be in place between Giant Professional Limited Talent International.

**Expected or minimum gross rate of pay transferred to the intermediary or umbrella company from us:**

Not less than the applicable National Minimum/National Living Wage rate dependant on age

**Deductions from intermediary or umbrella income required by law:**

- Employers National Insurance
- Apprenticeship Levy
- Employers Pension Contribution

**Any other deductions from umbrella income (to include amounts or how they are calculated)**

Umbrella Margin of £19.00 per week.

**Any other deductions or costs taken from your wage (to include amounts or how they are calculated):**

None

**Any fees for goods or services**

**Holiday entitlement and pay:**

Standard holiday entitlement is 28 days per annum and this is calculated as a percentage of Gross Pay, currently 12.07%.

**Additional benefits:**

Full employment benefits including holiday pay, access to a pension scheme and all statutory payments.

## EXAMPLE PAY

	Intermediary or umbrella fees	Worker fees
Example gross rate of pay to intermediary or umbrella company from us:	£10,833 monthly	
Deductions from intermediary or umbrella income required by law:	Employers NI £1,206 Apprenticeship Levy £47	
Any other deductions or costs taken from intermediary or umbrella income:	£82.33 monthly margin £0 non-billable expenses	
Example rate of pay to you:		£9,497 monthly
Deductions from your pay required by law:		PAYE income tax £2,986 Employee's NI £357
Any other deductions or costs taken from your pay:		<b>None</b>
Any fees for goods or services:		None
Example net take home pay:		£6,154 monthly