

## 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>	Brooksons Solutions Limited
<b>Candidate's employer</b>	Brooksons Solutions Limited
<b>Type of contract you will be engaged under:</b>	Overarching Contract or Employment
<b>Who will be responsible for paying you:</b>	Brooksons Solutions 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: Brooksons Solutions 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. Brooksons Solutions Limited is independent to Talent International. A contract for services will be in place between Brooksons Solutions Limited and 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:**

- Income Tax (PAYE)
- National Insurance Contributions
- Pension Contributions (where applicable)

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

Umbrella Margin of £25.00 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 29 days per annum and this is calculated as a percentage of Gross Pay, currently 12.07%.

<https://www.brooksonfaq.co.uk/knowledge-base/your-umbrellapayslip-explained/>

**Additional benefits:**

<https://www.brooksonone.co.uk/services/umbrella-company/umbrella-overview>

## EXAMPLE PAY

	Intermediary or umbrella fees	Worker fees
<b>Example gross rate of pay to intermediary or umbrella company from us:</b>	£ 2,500 ( 5 days at £500)	
<b>Deductions from intermediary or umbrella income required by law:</b>	Employers NI Apprenticeship Levy	
<b>Any other deductions or costs taken from intermediary or umbrella income:</b>	£ 25.00 Umbrella Margin	
<b>Example rate of pay to you:</b>		£500 per day 5 days a week
<b>Deductions from your pay required by law:</b>		PAYE income tax Employee's NI
<b>Any other deductions or costs taken from your pay:</b>		None
<b>Any fees for goods or services:</b>		None
<b>Example net take home pay:</b>		£1,407.66 net per week – full KID below

### Example Pay (No Pension)

	Weekly	Monthly	Yearly
Example gross rate of pay to intermediary or umbrella company from us:	£2,500.00	£10,833.33	£130,000.00
Deductions from gross rate required by law:			
Employers NI	£309.27	£1,340.16	£16,081.97
Apprenticeship Levy	£10.79	£46.76	£561.06
Any other deductions:			
Company Margin	£22.00	£95.33	£1,144.00
Gross Salary	£2,157.94	£9,351.08	£112,212.97
Deductions from your pay required by law:			
Income tax	£668.46	£2,896.65	£34,759.78
Employees NI	£81.82	£354.57	£4,254.86
<b>Example net take home pay:</b>	<b>£1,407.66</b>	<b>£6,099.86</b>	<b>£73,198.33</b>

### Example rate of pay to you:

Gross Salary	£2,157.94
Hours worked	37.50
Rate	£57.55

### Example Pay (With Pension)

	Weekly	Monthly	Yearly
Example gross rate of pay to intermediary or umbrella company from us:	£2,500.00	£10,833.33	£130,000.00
Deductions from gross rate required by law:			
Employers NI	£305.97	£1,325.86	£15,910.37
Apprenticeship Levy	£10.68	£46.28	£555.34
Employers Pension Contribution	£25.41	£110.11	£1,321.32
Any other deductions:			
Company Margin	£22.00	£95.33	£1,144.00
Gross Salary	£2,135.94	£9,255.75	£111,068.97
Deductions from your pay required by law:			
Income tax	£655.26	£2,839.45	£34,073.38
Employees Pension Contribution	£33.88	£146.81	£1,761.76
Employees NI	£81.38	£352.64	£4,231.70
Example net take home pay:	£1,365.42	£5,916.85	£71,002.13
Employer Pension contribution into Pension	£25.41	£110.11	£1,321.32
Employee Pension contribution into Pension with 20% credit	£42.35	£183.52	£2,202.20
Higher rate tax reclaim through self assessment	£8.47	£36.70	£440.44
<b>Total value earned</b>	<b>£1,441.65</b>	<b>£6,247.18</b>	<b>£74,966.09</b>

### Example rate of pay to you:

Gross Salary	£2,135.94
Hours worked	37.50
Rate	£56.96
Employers pension contribution per hour on top of rate	£1.71