

## Key Information Document UMBRELLA (Talent)

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.

Name of employment business:	Talent International UK Ltd
Name of intermediary or umbrella company:	Parasol Limited
Candidate's employer	Parasol Limited
Type of contract you will be engaged under:	Overarching Contract or Employment
Type of contract you will be engaged under:	Contract for services
Who will be responsible for paying you:	Parasol Limited
How often you will be paid:	Monthly
Expected or minimum rate of pay:	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: Parasol 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. Parasol Limited is independent to Talent International. A contract for services will be in place between Parasol Limited and Talent International.
Expected or minimum gross rate of pay transferred to the intermediary or umbrella company from us:	£115.00 per day
Deductions from intermediary or umbrella income required by law:	Employer's National Insurance calculated at 15% of the gross pay figure (above the secondary threshold of 96 per week). The apprenticeship Levy is calculated at 0.5% of your gross pay figure
Any other deductions from umbrella income (to include amounts or how they are calculated)	Umbrella Margin of £22.50.00 per week./ £86.67 per month
Any other deductions or costs taken from your wage (to include amounts or how they are calculated):	Income tax calculated at 20%/40%/45% above the personal allowance of £242 per week. Your personal allowance will reduce if your gross pay will exceed £100,000 per year. Employees NI is calculated at 8% above the primary threshold of £242 per week up to the upper earnings limit of £967 per week, and 2% thereafter. Employee's pension contribution is calculated at 4% net (5% gross) of the national living wage for the hours worked
Any fees for goods or services	N/A
Holiday entitlement and pay:	Holiday entitlement is calculated as a percentage, currently 12.07%
Additional benefits:	N/A