

Key Information Document UMBRELLA (Talent)

This document sets out key information about the relationship between us (the agency), you (the worker) and the umbrella company supplying you to complete the work, and includes key details about pay, holiday entitlement and other benefits you will be entitled to.

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 0204 566 5333 or through the Acas helpline on 0300 123 1100, Monday to Friday, 8am to 6pm.

General information

Your name:	
Name of employment business:	ReThink Recruitment Solutions Ltd
Name of umbrella company:	Workwell Solutions Limited
Your employer:	Workwell Solutions Limited
Type of contract you will be engaged under:	Contract of Employment
Who will be responsible for paying you:	Workwell Solutions Limited
How often the umbrella company and you will be paid:	Weekly

Umbrella Company Information

You will be paid by an umbrella company that will employ you to undertake the work. The umbrella company will supply you as its employee, and we will pay the umbrella company a fee for the supply of its employee. The umbrella company will account for its costs and profit margin, it will then calculate your tax and other deductions and pay you for the work undertaken. We will still be finding you assignments.

All the deductions made which affect your wage are listed below. If you have any queries about these please contact us.

Name of intermediary or umbrella company:	Workwell Solutions Limited
Any business connection between the intermediary or umbrella company and the employment business:	None
Expected or minimum gross rate of pay transferred to the intermediary or umbrella	£20.00

company from us per hour:	
Deductions from intermediary or umbrella income required by law:	Employers National Insurance Apprenticeship Levy Employers Pension Contributions Holiday Pay Accrual
Any other deductions from umbrella income (to include amounts or how they are calculated):	Umbrella company's margin: £20
Expected or minimum rate of pay to you:	Not less than National Minimum Wage
Deductions from your wage required by law:	Statutory deductions only (Income tax and National Insurance and all other statutory deductions where applicable)
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 per year, either paid to you in addition to your salary (the expected or minimum rate of pay to you noted above), or payable to you as and when you request holiday
Additional benefits:	Market leading employee benefits scheme, including wellbeing packages and shopping discounts

Example Pay

	Intermediary or umbrella fees	Worker fees
Example gross rate of pay to intermediary or umbrella company from us:	£800.00 Weekly	
Deductions from intermediary or umbrella income required by law:	£3.44 Apprenticeship Levy £88.75 Employers NIC £0.00 Employers Pension	
Any other deductions or costs taken from	£20.00 Umbrella margin	

intermediary or umbrella income:		
Example salary paid to you:		£613.74
Example holiday pay paid to you:		£74.07
Deductions from your pay required by law:		£89.22 Tax £35.69 National Insurance £0.00 Pension
Any other deductions or costs taken from your pay:		-
Any fees for goods or services:		-
Example net take home pay:		£562.91