

## Key Information Document

This document sets out key information about candidate's relationship with employment business and the intermediary or umbrella company used in the engagement, including details about pay, holiday entitlement and other benefits.

Further information can be found at <https://www.trafalgaraccounting.co.uk/>

The Employment Agency Standards (EAS) Inspectorate is the government authority responsible for the enforcement of certain agency worker rights. All candidates 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>	<b>Robert Walters</b>
<b>Name of intermediary or umbrella company:</b>	<b>Trafalgar Workforce Solutions Limited</b>
<b>Candidate's employer:</b>	<b>Trafalgar Workforce Solutions Limited</b>
<b>Type of contract candidate will be engaged under:</b>	<b>Contract for Services</b>
<b>Who will be responsible for paying the candidate:</b>	<b>Trafalgar Workforce Solutions Limited</b>
<b>How often the candidate will be paid:</b>	<b>Same day Robert Walters pays Trafalgar</b>

### 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.

<b>Name of intermediary or umbrella company:</b>	Trafalgar Workforce Solutions Limited
<b>Any business connection between the intermediary or umbrella company, the employment business and the person responsible for paying the candidate:</b>	None
<b>Expected or minimum gross rate of pay transferred to the intermediary or umbrella company from Resource Solutions:</b>	£15.60 per hour. To be confirmed for each role. This will always be above the national minimum wage level.
<b>Deductions from intermediary or umbrella income required by law:</b>	Employers National Insurance Apprenticeship Levy Holiday Pay Employer Pension Contribution
<b>Any other deductions from umbrella income (to include amounts or how they are calculated)</b>	Employer Margin £20 per timesheet (Weekly)

<b>Expected or minimum rate of pay to candidate:</b>	Will always meet National Minimum Wage
<b>Deductions from your wage required by law:</b>	Employee's National Insurance Contribution

	Income Tax Employee's Pension Contribution
<b>Any other deductions or costs taken from your wage (to include amounts or how they are calculated):</b>	Employer Margin = £20
<b>Any fees for goods or services:</b>	None
<b>Holiday entitlement and pay:</b>	Holiday Pay is calculated at statutory minimum of 20 days' a year + 8 days bank holiday, or 12.07%
<b>Additional benefits:</b>	Contractors are by default covered by our group insurance policy with cover levels as follows subject to some exclusions in certain professions or high risk industries £10M employer's liability £5M public & products liability £5M professional indemnity Again this is at no additional cost

### EXAMPLE PAY

	<b>Intermediary or umbrella fees</b>	<b>Worker fees</b>
<b>Example gross rate of pay to intermediary or umbrella company from AMS:</b>	£5,000/week (excluding VAT) Based on a 40 hour week	
<b>Deductions from intermediary or umbrella income required by law:</b>	Employers NI = £576.96 Employer Pension Contribution = £25.41 Apprenticeship Levy = £21.78 Holiday Pay - £469.09	
<b>Any other deductions or costs taken from intermediary or umbrella income:</b>	Employer Margin = £20	
<b>Example rate of pay to you:</b>		Gross Taxable Pay = £4355.85  (£3886.76 + £469.09 holiday pay)
<b>Deductions from your pay required by law:</b>		Income Tax = £1585.88 Employees National Insurance = £125.78 Employee Pensions Contribution = £33.88
<b>Any other deductions or costs taken from your pay:</b>		None in this example
<b>Any fees for goods or services:</b>		None in this example
<b>Example net take home pay:</b>		<b>£2,610.31 + £59.29 pension</b>