

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.

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

Name of employment business:	Hays Specialist Recruitment Ltd
Name of intermediary or umbrella company:	Azebra Pay Ltd
Candidate's employer:	Azebra Pay Ltd
Type of contract candidate will be engaged under:	Contract of Employment
Who will be responsible for paying the candidate:	Azebra Pay Ltd
How often the umbrella company and you will be paid:	Hays make 3 payments a week to the umbrella company upon receipt of an authorised timesheet. The umbrella company will pay you weekly upon receipt of funds.

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. Hays 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.

Your payslip may show you as an employee of the umbrella company listed below.

Name of intermediary or umbrella company:	Azebra Pay Ltd
Any business connection between the intermediary or umbrella company, the employment business and the person responsible for paying the candidate:	None
Expected or minimum gross rate of pay transferred to the intermediary or umbrella company from Hays:	£15 per hour
Deductions from intermediary or umbrella income required by law:	Employer's National Insurance Apprenticeship Levy Employer Pension (where applicable) Holiday Pay Provisions @ 12.07% of basic pay

Any other deductions from umbrella income (to include amounts or how they are calculated)	Company Margin 6% minimum £8.00 maximum £20.00
Expected or minimum rate of pay to candidate:	No less than NMW
Deductions from your wage required by law:	Income Tax Employee's National Insurance Student Loans Employee's Pension (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:	DBS checks or any other agency deductions should be listed here
Holiday entitlement and pay:	12.07% of Basic Pay
Additional benefits:	None

EXAMPLE PAY

	Intermediary or umbrella fees	Worker fees
Example gross rate of pay to intermediary or umbrella company from Hays:	40 hours at £15 - £600	
Deductions from intermediary or umbrella income required by law:	Employers NI - £48.79 App Levy - £2.64 Holiday Provision - £56.93	
Any other deductions or costs taken from intermediary or umbrella income:	Company margin £20	
Example rate of pay to you:		Gross pay - £471.64 Holiday pay - £56.93
Deductions from your pay required by law:		Tax - £57.20 Employee's NI - £34.39 Employee's Pension - £0.00
Any other deductions or costs taken from your pay:		None
Any fees for goods or services:		None
Example net take home pay:		£436.98