

## 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

<b>Name of employment business:</b>	Hays Specialist Recruitment Ltd
<b>Name of intermediary or umbrella company:</b>	Compass CE Ltd
<b>Candidate's employer:</b>	Compass CE Ltd
<b>Type of contract candidate will be engaged under:</b>	Umbrella PAYE employment
<b>Who will be responsible for paying the candidate:</b>	Compass CE Ltd
<b>How often the umbrella company and you will be paid:</b>	Weekly

### 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.

<b>Name of intermediary or umbrella company:</b>	Compass CE Ltd
<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 Hays:</b>	£15 per hour
<b>Deductions from intermediary or umbrella income required by law:</b>	Employer's National Insurance Apprenticeship Levy Employer pension (if applicable)

<b>Any other deductions from umbrella income (to include amounts or how they are calculated)</b>	Umbrella Margin £14.99 per week
<b>Expected or minimum rate of pay to candidate:</b>	The minimum will be the age-prevailing National Minimum Wage
<b>Deductions from your wage required by law:</b>	Employee's National Insurance Income Tax Employee Pension
<b>Any other deductions or costs taken from your wage (to include amounts or how they are calculated):</b>	None
<b>Any fees for goods or services:</b>	None
<b>Holiday entitlement and pay:</b>	28 days holiday (£57.40 per week)
<b>Additional benefits:</b>	Compass Rewards: thousands of discount & cashback offers at major stores and online plus cinema, cafes and restaurants. Online GP service and access to Independent Financial Adviser.

#### EXAMPLE PAY

	<b>Intermediary or umbrella fees</b>	<b>Worker fees</b>
<b>Example gross rate of pay to intermediary or umbrella company from Hays:</b>	£600 per week	
<b>Deductions from intermediary or umbrella income required by law:</b>	Employers NI - £49.40 App Levy - £2.66	
<b>Any other deductions or costs taken from intermediary or umbrella income:</b>	Umbrella Margin: £14.99	
<b>Example rate of pay to you:</b>		Gross pay - £532.95
<b>Deductions from your pay required by law:</b>		Employee's NI - £23.28 PAYE - £58.24
<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>		£451.43