

Key Information Document (KID)

Umbrella Company

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.

Further information can be found at <https://church-int.com>

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.

GENERAL INFORMATION

Your name:	A. Candidate
Name of employment business:	Church International Limited
Name of intermediary or umbrella company:	Umbrella Company
Your employer:	Umbrella Company
Type of contract you will be engaged under:	Contract of Services
Who will be responsible for paying you (if different from your employer):	Umbrella Company
How often the umbrella company and you will be paid:	Monthly

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.

Name of intermediary or umbrella company:	Umbrella Company
Any business connection between the intermediary or umbrella company, the employment business and the person responsible for paying you:	The employment business and the umbrella company are not connected
Expected or minimum gross rate of pay transferred to the intermediary or umbrella company from us:	£500.00 per day
Deductions from intermediary or umbrella income required by law:	<ul style="list-style-type: none"> Employers' NI Employer pension contribution (auto-enrolment) Apprenticeship levy
Any other deductions from umbrella income (to include amounts or how they are calculated):	<ul style="list-style-type: none"> Umbrella margin: £20.00 per week
Expected or minimum rate of pay to you:	£386.91 per day (Holiday pay allowance: £46.70 per day / Total: £433.61 per day)
Deductions from your wage required by law:	<ul style="list-style-type: none"> Income tax Employee NICs

Any other deductions or costs taken from your wage (to include amounts or how they are calculated):	<ul style="list-style-type: none"> Employee pension contribution (auto-enrolment)
Any fees for goods or services:	N/A
Holiday entitlement and pay:	Your holiday entitlement per annum is 5.6 weeks/28 days. For part time workers, it will be pro-rated accordingly. This will be paid to you with your pay.
Additional benefits:	N/A

EXAMPLE PAY

	Intermediary or umbrella fees	Worker fees
Example gross rate of pay to intermediary or umbrella company from us:	£10,833.33 per month	
Deductions from intermediary or umbrella income required by law:	<ul style="list-style-type: none"> Employers' NI: £1,194.82 per month Employer pension contribution (auto-enrolment): £110.07 per month Apprenticeship levy: £46.97 per month 	
Any other deductions or costs taken from intermediary or umbrella income:	<ul style="list-style-type: none"> Umbrella margin: £20.00 per week 	
Example gross taxable pay:		£9,394.80 per month
Example rate of pay to you:		£8,382.97 per month
Example holiday pay paid to you:		£1,011.82 per month
Deductions from your pay required by law:		<ul style="list-style-type: none"> Income tax: £2,637.20 per month Employee NICs: £511.13 per month
Any other deductions or costs taken from your pay:		<ul style="list-style-type: none"> Employee pension contribution (auto-enrolment): £183.46 per month
Any fees for goods or services:		N/A
Example net take home pay:		£6,063.01 per month