

# Key Information Document Umbrella Company



This document sets out key information about your relationship with us and the umbrella company or other intermediary used in your 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. 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

<b>Name of employment business:</b>	One of the employment businesses' Sanderson Solutions Group Plc
<b>Name of intermediary or umbrella company:</b>	PayStream My Max Limited
<b>Your employer:</b>	PayStream My Max Limited
<b>Type of contract you will be engaged under:</b>	Employment
<b>Who will be responsible for paying you:</b>	PayStream My Max Limited
<b>How often the umbrella company and you will be paid:</b>	Weekly or monthly depending on payment schedule as decided by End Client

## Umbrella company or other intermediary pay information

You are being employed by an umbrella company or other intermediary: 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 or other intermediary as part of their income. They will then pay you your wage. All the deductions made which affect your wage are listed below and we have provided an example calculation by way of illustration. If you have any queries about the deductions being made, either before or during your assignment, please contact your umbrella company or intermediary.

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

<b>Name of umbrella company or other intermediary:</b>	PayStream My Max Limited
<b>Any business connection between the umbrella company or other intermediary, the employment business and the person responsible for paying you:</b>	Customer/Supplier relationship. Sanderson Solutions Group Plc operates an Approved Supplier List of Umbrella Companies.
<b>The gross or minimum amount that we will transfer to the umbrella company or other intermediary:</b>	£500 per day
<b>Deductions from intermediary or umbrella income required by law:</b>	Employer's National Insurance (for the 2022-23 tax year includes 1.25% uplift for NHS, health and social care) Apprenticeship Levy Pension Contribution - (Contractor Dependable) Calculated on qualifying earnings (Qualifying earnings are gross earnings above £120 if paid weekly/ £520 if paid monthly for 20/21) From April 2020, Minimum employer contribution = 3%
<b>Any other deductions or costs from intermediary or umbrella income (to include amounts or how they are calculated):</b>	Umbrella Company Margin £17 Salary Sacrifice (Contract Dependable- amount determined by employee)

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<b>Expected or minimum rate of pay to you from the umbrella or other intermediary:</b>	<ul style="list-style-type: none"> <li>•£10.42ph (National Living Wage: employees aged 23 years and older)</li> <li>OR £10.18ph (National Minimum Wage: employees aged 21-22)</li> <li>OR £7.49ph (National Minimum Wage: employees aged 18-20)</li> <li>•Holiday Pay @ 12.07%</li> </ul>
	Any bonus/commission
<b>Deductions from your wage required by law:</b>	<p>PAYE Income tax National Insurance (for the 2022-23 tax year, includes 1.25% uplift for NHS, health and social care)</p> <p>Student / Post Graduate Loans payment if applicable</p> <p>Employee Pension contribution - Calculated on qualifying earnings (<i>Qualifying earnings are gross earnings above £120 if paid weekly/ £520 if paid monthly</i>) From April 2020, Minimum employee contribution = 5%</p>
<b>Any other deductions or costs taken from your wage:</b>	N/A
<b>Any fees for goods or services:</b>	<p>Contractor dependable:</p> <p>Rewards+: £2.49 pw</p> <p>Person Accident Cover: £2.49 pw</p> <p>Salary Sacrifice Admin Fee; £6 pw</p> <p>My Max Exec Fee: £5.99pw</p>
<b>Holiday entitlement and pay:</b>	5.6 weeks / 28 days for full time working or pro-rated for part time workers
<b>Additional benefits:</b>	<p>Employer's Liability, Professional Indemnity and Public/Products Liability Insurance</p> <p>Tax relief on allowable expenses</p>

## Example pay

	Umbrella or other intermediary fees	Worker fees
<b>The gross or minimum amount that we will transfer to the umbrella company or other intermediary:</b>	£500/per day or £10,000 per month	
<b>Deductions that we will make to the gross amount paid to the umbrella or other intermediary required by law:</b>	<p>ENICs = £1179.05</p> <p>App Levy = £42.96</p> <p>(Er Pension = £110.10)</p>	
<b>Any other deductions that we will make to the gross amount paid to the umbrella or other intermediary's income:</b>	<b>Umbrella Company Margin</b> £75.00 per month (this number is used as an example number and will differ depending on the umbrella company you choose)	
<b>Example rate of pay to you from the umbrella or other intermediary:</b>		£8592.27 per month

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Deductions from your pay required by law:		<b>PAYE = £2389.26</b> <b>NICs = £589.10</b> <b>(Ee Pension = £146.80)</b>
Any other deductions or costs taken from your pay:		None
Any fees for goods or services:		None
Example net take home pay:		£5467.11 per month