

Key Information Document (Umbrella)

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.

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:	
Name of employment business:	Medics Pro
Name of intermediary or umbrella company:	Ricson Zarlou Ltd
Your employer:	Ricson Zarlou Ltd
Type of contract you will be engaged under:	Employment contract
Who will be responsible for paying you:	Ricson Zarlou Ltd
How often the umbrella company and you will be paid:	Week

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. Agency workers placed in roles working with, or caring for, vulnerable persons cannot opt out of the Conduct Regulations. This document is for information only and does not qualify as an agreement for opting out of the conduct regulations.

Name of intermediary or umbrella company:	Ricson Zarlou Ltd
Any business connection between the intermediary or umbrella company, the employment business and the person responsible for paying you:	
Expected or minimum gross rate of pay transferred to the intermediary or umbrella company from us:	£20.00 per hour
Deductions from intermediary or umbrella income required by law:	Employer's NIC Apprenticeship levy
Any other deductions from umbrella income (to include amounts or how they are calculated):	Provision for paid leave entitlement 12.07% of gross pay Umbrella margin £20.00
Expected or minimum rate of pay to you:	NLW plus DPSB (discretionary profit sharing bonus) - expected to amount in total to the sum stated below 'Example rate of pay to you'
Deductions from your wage required by law:	Tax Employee's NIC
Any other deductions or costs taken from your wage (to include amounts or how they are calculated):	
Any fees for goods or services:	
Holiday entitlement and pay:	5.6 weeks per year and pro rata Pay during paid leave based on your average earnings as required by law
Additional benefits:	Paid leave entitlement may be advanced each pay period. Any expenses which can properly be repaid from company income will reduce gross taxable pay, but will increase total sums received by a greater amount.

Example Pay

	Umbrella Fees	Worker Fees
Example gross rate of pay to intermediary or umbrella company from us:	£750.00 per Week	
Deductions from intermediary or umbrella income required by law:	-£66.90 Employer's NIC -£3.30 Apprenticeship levy	
Any other deductions or costs taken from intermediary or umbrella income:	-£71.15 Provision for paid leave entitlement -£20.00 Umbrella margin	

£588.65 per Week
£71.15 paid leave advance
£82.92 Income tax
-£50.14 Employee's NIC

Example rate of pay to you:

Deductions from your pay required by law:

Any other deductions or costs taken from your pay:

Any fees for goods or service:

Example take home pay:

£526.74 per Week