

Key Information Document

The Key Information Document provides transparency around how you are paid by the employment business (Hays Recruitment) you are planning on engaging with. It will give you more immediate access to key pay related information before agreeing terms with the employment business and a clear idea of how any fees and deductions will affect your pay.

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
Name of intermediary or umbrella company:	Clipper contracting group Limited
Candidate's employer:	Clipper contracting group Limited
Type of contract candidate will be engaged under:	Overarching Contract of Employment
Who will be responsible for paying the candidate:	Clipper contracting group Limited
How often the candidate will be paid:	Weekly

INTERMEDIARY OR UMBRELLA COMPANY PAY INFORMATION

You are being paid through Clipper Contracting Group: 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.

Clipper Contracting Group employ freelance workers that complete several different assignments at numerous locations. Despite this, continuous employment is maintained as are statutory employment rights. As the employer, Clipper Contracting Group will recover the employment costs (see below) from the contract sum received from the employment business (Hays Recruitment). What is left is the worker's taxable pay.

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

Name of intermediary or umbrella company:	Clipper Contracting group Limited
Any business connection between the intermediary or umbrella company, the employment business and the person responsible for paying the candidate:	No business connection to report
Expected or minimum gross rate of pay transferred to the intermediary or umbrella company from Hays:	£11.40
Deductions from intermediary or umbrella income required by law:	Employer's National Insurance Apprenticeship Levy Employer's Pension Contributions (where applicable)

Any other deductions from umbrella income (to include amounts or how they are calculated)	Clipper Contracting Group company margin is £20.00 week
Expected or minimum rate of pay to candidate:	The minimum will be the age-prevailing National Minimum Wage
Deductions from your wage required by law:	Employee's National Insurance Income Tax and Employee Pension Contribution (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:	None
Holiday entitlement and pay:	Standard holiday entitlement is 28 days (5.6 weeks) per annum this is calculated as a percentage of Gross Pay, currently 12.07%.
Additional benefits:	

EXAMPLE PAY

	Intermediary or umbrella fees	Worker fees
Example gross rate of pay to intermediary or umbrella company from Hays:	£525 (£15 per hour / 35 hours per week)	
Deductions from intermediary or umbrella income required by law:	Employer's National Insurance £39.14 Apprenticeship Levy £2.27 Employer's pension £10.01	
Any other deductions or costs taken from intermediary or umbrella income:	Retained umbrella income £20	
Example rate of pay to you:		Basic pay at NMW £311.85 Profit Related Pay £92.89 Holiday Pay £48.85 Gross Pay £453.59
Deductions from your pay required by law:		Employee's National Insurance £32.47 Employee's pension £13.34 Income Tax £42.32
Any other deductions or costs taken from your pay:		None
Any fees for goods or services:		None
Example net take home pay:		£365.46