



**Key Information Document – Engaging with Agile Recruit via Umbrella Companies
(Giant Professional Limited)**

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 in your contract of employment with your umbrella company.

[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

Name of employment business:	Agile Recruitment Ltd (trading as Agile Recruit)
Name of intermediary or umbrella company:	Giant Professional Limited
Your employer:	Giant Professional Limited
Type of contract you will be engaged under:	Permanent Employment Contract
Who will be responsible for paying you:	Giant Professional Limited
How often the umbrella company and you will be paid:	Weekly (based on 30 day payment terms)

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:	Giant Professional Limited
Any business connection between the intermediary or umbrella company, the employment business and the person responsible for paying you:	None
Expected or minimum gross rate of pay transferred to the intermediary or umbrella company from us:	£300.00 per day - Gross pay to the umbrella company will be an amount equivalent to the gross pay due to the worker plus the deductions required by law from umbrella income plus the umbrella margin
Deductions from intermediary or umbrella income required by law:	Employer's National Insurance Apprenticeship Levy Employer pension contributions at 4% of NMW if enrolled

Any other deductions from umbrella income (to include amounts or how they are calculated)	Umbrella margin of £14 per week ending timesheet; employee business expenses; optional giant advantage benefits scheme of £3.75 per week if opted in
Expected or minimum rate of pay to you:	National Minimum Wage (NMW)
Deductions from your wage required by law:	PAYE income tax; Employee's National Insurance; Employee pension contributions at 4% of NMW if enrolled; and if applicable, Student Loan Repayments; Attachment of Earnings Orders.
Any other deductions or costs taken from your wage (to include amounts or how they are calculated:	No
Any fees for goods or services:	No
Holiday entitlement and pay:	28 days per annum inclusive of bank holidays
Additional benefits:	Optional giant advantage employee benefits scheme of £3.75 per week if opted in

EXAMPLE PAY

	Intermediary or umbrella fees	Worker fees
Example gross rate of pay to intermediary or umbrella company from us:	£1,500	
Deductions from intermediary or umbrella income required by law:	£157 Employers NICs £18 Employer's pension £7 Apprenticeship Levy	
Any other deductions or costs taken from intermediary or umbrella income:	£14 Umbrella Company Margin	
example rate of pay to you incl holiday pay:		£1304 Gross Pay
Deductions from your pay required by law:		£281 PAYE Income Tax £102 Employee NICs £18 Employee Pension contribution
Any other deductions or costs taken from your pay:		No
Any fees for goods or services:		No
Example net take home pay:		£903