

Key Information Document – (Self Employed Contractors)

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 - www.wearesapphire.co.uk

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 4566 5333 or through the Acas helpline on 0300 123 1100, Monday to Friday, 8am to 6pm

GENERAL INFORMATION

Name of employment business:	Fawkes & Reece
Name of intermediary or umbrella company:	SASER Limited
Your employer:	N/A – Self Employed
Type of contract you will be engaged under:	Contract for Services
Who will be responsible for paying you:	SASER Limited
How often the umbrella company and you will be paid:	Weekly

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:	Sapphire DNP 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:	No less than National minimum wage
Deductions from intermediary or umbrella income required by law:	None
Any other deductions from umbrella income (to include amounts or how they are calculated)	Sapphire Margin – up to £20

Expected or minimum rate of pay to you:	No less than National minimum wage
Deductions from your wage required by law:	CIS Tax if applicable at appropriate rate verified by HMRC
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:	Not Applicable
Additional benefits:	

EXAMPLE PAY

	Intermediary or umbrella fees	Worker fees
Example gross rate of pay to intermediary or umbrella company from us:	40 hours @ £16.25 =£650	
Deductions from intermediary or umbrella income required by law:	N/A	
Any other deductions or costs taken from intermediary or umbrella income:	£20.00 Company Margin	
Example rate of pay to you:		£630
Deductions from your pay required by law:		£126.00 (CIS Tax Deduction @ 20%)
Any other deductions or costs taken from your pay:		N/A
Any fees for goods or services:		N/A
Example net take home pay:		£504.00