

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

Name of employment business:	Corepeople Recruitment Limited
Name of intermediary or umbrella company:	Orbital Umbrella Limited
Your employer:	Orbital Umbrella Limited
Type of contract you will be engaged under:	Over-arching Contract of Employment
Who will be responsible for paying you:	Orbital Umbrella Limited
How often the umbrella company and you will be paid:	Weekly

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. If you have any queries about these please contact us.

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

Name of umbrella company or other intermediary:	Orbital Umbrella Limited
Any business connection between the umbrella company or other intermediary, 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:	At least national minimum wage, plus associated employment costs
Deductions from intermediary or umbrella income required by law:	Employment costs – Employer's NI: 15%, Holiday Pay: 12.07%, Employer's Pension: 3%, Apprenticeship Levy: 0.5%
Any other deductions from umbrella income (to include amounts or how they are calculated)	Orbital company margin – £18 per week
Expected or minimum rate of pay to you:	No less than minimum wage
Deductions from your wage required by law:	Personal Deductions – Income Tax, NI and Personal Pension
Any other deductions or costs taken from your wage:	None

Any fees for goods or services:	None
Holiday entitlement and pay:	5.6 weeks per year and pro rata Pay during leave on your average earnings as required by law. Paid leave may be advanced each pay period.
Additional benefits:	PayslipBuddy - weekly payslip report to explain pay model compliance, deductions etc. Orbital Lottery - A chance to WIN monthly prizes in our draw Contractor Financial services - for financial and mortgage advice 24/7 GP & Physio – access to healthcare advice FREE Personal Accident cover Orbital Rewards – High street savings/discounts etc. for all workers Multi-channel comms – Whatsapp, SMS, Messenger, LiveChat, Email etc.

Example Pay

	Intermediary or Umbrella Fees – Based on 1257L tax code	Worker fees
Example gross rate of pay to intermediary or umbrella company from us:	£16.22 x 40 hours = £648.80	
Deductions from intermediary or umbrella income required by law:	Employers NI = £67.73 Holiday pay = £58.97 Employers Pension = £12.83 Apprenticeship Levy = £2.74	
Any other deductions or costs taken from intermediary or umbrella income:	Company Margin = £18	
Example rate of pay to you:		Gross = £488.54 Holiday Pay = £58.97 Total Gross Pay = £547.51
Deductions from your pay required by law:		Income Tax = £56.80 NI = £24.44 Pension = £21.38
Any other deductions or costs taken from your pay:		None
Any fees for goods or services:		None
Example net take home pay:		£444.89

Conduct Regulations Opt Out

If you are supplied via an umbrella company or other intermediary, then both parties can opt out of being covered by the Conduct of Employment Agencies and Employment Businesses Regulations 2003 (the Conduct Regulations). The opt out must be given in writing to the employment business by both the umbrella or other intermediary and the person being supplied to do the work. The employment business cannot encourage you to do this and it must be your own decision.

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.