

This document explains key information should you engage on an assignment with Search Consultancy Limited. It includes details about pay, holiday entitlement and other benefits. The rates quoted <sup>(1)</sup> on this document are being used to provide an 'example pay' and to show you the deduction calculations applied by Search Consultancy Limited.

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, 8 am to 6 pm.

- <sup>(1)</sup> The rates quoted do not qualify as an agreement of the rates you would be paid should you engage on an assignment with Search. Rates will be confirmed with you when the role is assigned.

<b>Name of employment business:</b>	Search Consultancy Limited
<b>Type of contract you will be engaged under:</b>	Contract of service
<b>Who will be responsible for paying you</b>	Search Consultancy Limited
<b>How often you will be paid:</b>	Weekly
<b>Minimum rate you will be paid:</b>	Not less than the National Minimum Wage or National Living Wage as applicable
<b>Deductions from your pay required by law:</b>	Tax – see Tax Bands below National Insurance – 12% Pension – 5% (applicable after 12 weeks)
<b>Other deductions or costs from your pay:</b>	None
<b>Any fees for goods or services:</b>	None
<b>Holiday entitlement and pay</b>	28 Days per annum, inclusive of bank holidays, to be paid as leave is taken.
<b>Additional benefits:</b>	None

#### EXAMPLE OF PAY

<b>Example rate of pay:</b>	£421.88 (based on 37.50 hrs @ £11.25)
<b>Deductions from your wage required by law:</b>	£35.98 Tax <sup>(1)</sup> £21.59 NI £15.09 Pension
<b>Other deductions or costs from your pay:</b>	None
<b>Any fees for goods or services:</b>	None
<b>Example net take home pay:</b>	£349.22

- <sup>(2)</sup> Personal allowance based on the 1257L tax code. The tax calculation is based on the rUK Tax calculation. Should you be resident in Scotland your tax calculation will be higher.

## TAX BANDS

Welsh Rate of Income Tax		
Band	Taxable Income	Tax Rate
Personal Allowance	Up to £12,570	0%
Basic Rate	£12,571 to £37,700	20%
Higher Rate	£37,701 to £125,140	40%

SRIT (Scotland)		
Band	Taxable Income	Tax Rate
Personal Allowance	Up to £12,570	0%
Starter Rate	£12,571 to £14,732	19%
Basic Rate	£14,733 to £25,688	20%
Intermediate Rate	£25,689 to £43,662	21%
Higher Rate	£43,663 to £125,140	42%

rUK		
Band	Taxable Income	Tax Rate
Personal Allowance	Up to £12,570	0%
Basic Rate	£12,571 to £37,700	20%
Higher Rate	£37,701 to £125,140	40%