

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 ⁽¹⁾ on this document are being used to provide an 'example pay' and to show you the deduction calculations applied by Search Consultancy Limited.

The Fair Work Agency is the government authority responsible for the enforcement of certain agency worker rights. You can raise a concern with them directly on 0345 161 6000 or through the Acas helpline on 0300 123 1100, Monday to Friday, 8 am to 6 pm.

Name of employment business:	Search Consultancy Limited
Type of contract you will be engaged under:	Contract for services
Who will be responsible for paying you	Search Consultancy Limited
How often you will be paid:	Weekly
Minimum rate you will be paid:	Not less than the National Minimum Wage or National Living Wage as applicable
Deductions from your pay required by law:	Tax – see Tax Bands below National Insurance – 8% Pension – 5% (applicable after 12 weeks)
Other deductions or costs from your pay:	None
Any fees for goods or services:	None
Holiday entitlement and pay:	28 Days per annum, inclusive of bank holidays, to be paid as leave is taken.
Additional benefits:	None

EXAMPLE OF PAY

Example rate of pay:	£476.63 (based on 37.50 hrs @ £12.71)
Deductions from your wage required by law:	£46.93 Tax ⁽²⁾ £18.77 NI £17.83 Pension
Other deductions or costs from your pay:	None
Any fees for goods or services:	None
Example net take home pay:	£393.10

⁽¹⁾ 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.

⁽²⁾ 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 £50,270	20%
Higher Rate	£50,271 to £125,140	40%
Additional Rate	Over £125,140	45%

SRIT (Scotland)		
Band	Taxable Income	Tax Rate
Personal Allowance	Up to £12,570	0%
Starter Rate	£12,571 to £16,537	19%
Basic Rate	£16,538 to £29,526	20%
Intermediate Rate	£29,527 to £43,662	21%
Higher Rate	£43,663 to £75,000	42%
Advanced Rate	£75,001 to £125,140	45%
Top Rate	Over £125,140	48%

rUK		
Band	Taxable Income	Tax Rate
Personal Allowance	Up to £12,570	0%
Basic Rate	£12,571 to £50,270	20%
Higher Rate	£50,271 to £125,140	40%
Additional Rate	Over £125,140	45%