

Key Information Document – Giant Group

This document sets out key information about your relationship with us, including details about pay, holiday entitlement and other benefits.

Further information can be found at www.giantgroup.com.

[The Employment Agency Standards \(EAS\) Inspectorate](#) is the government authority responsible for the enforcement of certain agency rights. You can raise a concern with them directly on 0207 215 5000 or through the Acas helpline on 0300 123 1100, Monday to Friday, 8am to 6pm.

GENERAL INFORMATION

Name of employment business:	Cobalt Consulting (UK) Limited
Name of umbrella company (the 'work-seeker'):	Giant Group
Your employer:	Giant Group
Type of contract you will be engaged under:	Contract of Service (Employment Contract)
Who will be responsible for paying you:	Giant Group
How often the umbrella company and you will be paid:	Weekly

INTERMEDIARY OR UMBRELLA COMPANY PAY INFORMATION

You are being paid through an 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 on a PAYE basis. All the deductions made which affect your wage are listed below. If you have any queries about these please contact The Giant Group.

Your payslip may show you as an employee of the Giant Group

Name of intermediary or umbrella company:	Giant Group
Any business connection between the intermediary or umbrella company, the	None

employment business and the person responsible for paying you:	
Expected or minimum gross rate of pay transferred to the intermediary or umbrella company from us:	£500.00 (5 x £100.00)
Deductions from intermediary or umbrella income required by law:	Employers NIC, Apprenticeship levy
Any other deductions from umbrella income:	Giant Group's Umbrella margin of £22.00 (£11.21 net of tax & N.I.) £25.00 expenses.

The rate of pay (or minimum gross rate of pay) we expect the umbrella company to pay You:	£372.09 (based on rate of £100.00 per day)
Holiday entitlement and pay:	Holiday pay is calculated at 12.07% and is included in your rate. (Holiday Allocation £44.91 on gross rate of £372.09)
Deductions from your pay which will be made by the umbrella company required by law.	PAYE, employee NICs, employee pension contribution (automatic enrolment) or student loan (if applicable)
Net pay to you:	£353.00
Reimbursed Expenses	£25.00
Example net take home pay:	£378.00 (not including pension or student loan deductions)
Any other deductions or costs taken from your wage (to include amounts or how they are calculated:	N/A
Any fees for goods or services:	Margin
Additional benefits:	

EXAMPLE PAY (Based on 5 days @ £100 per day)

	Umbrella fees	Worker fees
Example gross rate of pay to intermediary or umbrella company from us:	£500.00	
Business expense deduction:	£25.00	
Deductions from intermediary or umbrella income required by law:	Employers NI & Apprenticeship Levy	

	Total £ 36.00	
Any other deductions or costs taken from intermediary or umbrella income:	£ 22.00 margin	
Example rate of pay to you:		Deemed Gross Salary £372.09 Holiday Allocation £44.91 Total £417.00
Deductions from your pay required by law:		Income Tax £35.00 Employees NI £28.00
Net Pay:		£354.00
Reimbursement of Expenses:		£25.00
Any other deductions or costs taken from your pay:		
Any fees for goods or services:		N/A
Example net take home pay:		£ 379.00