

Key Information Document – Azebra Pay Ltd (Umbrella Company)

This document sets out key information about your relationship with us and the umbrella company or other intermediary through which you may choose to be engaged, 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:	Just Teachers Limited
Name of umbrella company:	Azebra Pay Ltd
Your employer:	Azebra Pay Ltd
Type of contract you will be engaged under:	Contract of Employment
Who will be responsible for paying you:	Azebra Pay Ltd
How often the umbrella company and you will be paid:	Weekly

Umbrella company pay information

If you choose to be employed by an umbrella company, 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 calculate your tax and other deductions and pay you for the work undertaken. 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 umbrella company:	Azebra Pay Ltd
Any business connection between the umbrella company or other intermediary, the employment business and the person responsible for paying you:	None
The minimum gross rate of pay that we will transfer to the umbrella company:	£360.00 per week
Deductions from umbrella income required by law:	Employers' NI, Employers' pensions contributions (where applicable), Apprenticeship Levy, holiday pay
Any other deductions from umbrella income:	The umbrella fee is 4% of gross pay (maximum £16.00)

Expected or minimum rate of pay to you from the umbrella:	Not less than National Minimum Wage
Deductions from your wage required by law:	PAYE tax, employee NI contributions, employee pension contributions, and student/postgraduate loan repayments (if applicable). Earnings attachment (where applicable)
Any other deductions or costs taken from your wage:	None
Any fees for goods or services:	None
Holiday entitlement and pay:	Holiday pay is deducted at the rate of 12.07% of gross pay and paid to you as and when requested.
Additional benefits:	

Example pay

	Umbrella or other intermediary fees	Worker fees
The gross or minimum amount that we will transfer to the umbrella company:	£360.00 per week	
Deductions from the umbrella income required by law:	£23.72 Employer's NIC & App Levy	
Any other deductions from umbrella income:	£14.40 Umbrella Margin £34.50 holiday pay provision	
Example rate of pay to you from the umbrella:		£287.38 basic pay £34.50 holiday pay
Deductions from your pay required by law:		Income tax £15.80 Employee NIC £10.58
Any other deductions or costs taken from your pay:		None
Any fees for goods or services:		None
Example net take home pay:		£295.50

Key Information Document – I4 Pay Partners Ltd (Umbrella Company)

This document sets out key information about your relationship with us and the umbrella company or other intermediary through which you may choose to be engaged, 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:	Just Teachers Limited
Name of umbrella company:	I4 Pay Partners Ltd
Your employer:	I4 Pay Partners Ltd
Type of contract you will be engaged under:	Employment Contract
Who will be responsible for paying you:	I4 Pay Partners Ltd
How often the umbrella company and you will be paid:	Weekly

Umbrella company pay information

If you choose to be employed by an umbrella company, 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 calculate your tax and other deductions and pay you for the work undertaken. 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 umbrella company:	I4 Pay Partners Ltd
Any business connection between the umbrella company or other intermediary, the employment business and the person responsible for paying you:	None
The minimum gross rate of pay that we will transfer to the umbrella company:	£363.00 per week
Deductions from umbrella income required by law:	Employers' NI, Employers' pensions contributions (if applicable), Apprenticeship Levy
Any other deductions from umbrella income:	Umbrella fee

Expected or minimum rate of pay to you from the umbrella:	Not less than National Minimum Wage
Deductions from your wage required by law:	PAYE tax, employee NI contributions, employee pension contributions, and student loan repayments (if applicable). Attachments to Earnings (if applicable).
Any other deductions or costs taken from your wage:	None
Any fees for goods or services:	None
Holiday entitlement and pay:	Holiday entitlement is 28 days per annum and this is calculated as a percentage of Gross Pay, currently 12.07%
Additional benefits:	Employee benefits scheme, including wellbeing packages and shopping discounts

Example pay

	Umbrella or other intermediary fees	Worker fees
The gross or minimum amount that we will transfer to the umbrella company:	£363.00 per week	
Deductions from the umbrella income required by law:	£1.62 Apprenticeship Levy £22.27 Employer's NIC £6.09 Employer Pension	
Any other deductions from umbrella income:	£10.00 Umbrella Margin	
Example rate of pay to you from the umbrella:		£323.02 per week
Deductions from your pay required by law:		Income tax £16.22 Employee NIC £10.73 Employee Pension £8.12
Any other deductions or costs taken from your pay:		None
Any fees for goods or services:		None
Example net take home pay:		£287.95

Key Information Document – KPPES Ltd

(Umbrella Company)

This document sets out key information about your relationship with us and the umbrella company or other intermediary through which you may choose to be engaged, 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:	Just Teachers Limited
Name of umbrella company:	KPPES Ltd
Your employer:	KPPES Ltd
Type of contract you will be engaged under:	Contract of Employment
Who will be responsible for paying you:	KPPES Ltd
How often the umbrella company and you will be paid:	Weekly

Umbrella company pay information

If you choose to be employed by an umbrella company, 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 calculate your tax and other deductions and pay you for the work undertaken. 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 umbrella company:	KPPES Ltd
Any business connection between the umbrella company or other intermediary, the employment business and the person responsible for paying you:	None
The minimum gross rate of pay that we will transfer to the umbrella company:	£369.00 per week
Deductions from umbrella income required by law:	Employers' NI, Employers' pensions contributions (if applicable), Apprenticeship Levy
Any other deductions from umbrella income:	Umbrella fee

Expected or minimum rate of pay to you from the umbrella:	Not less than National Minimum Wage
Deductions from your wage required by law:	PAYE tax, employee NI contributions, employee pension contributions, and student/postgraduate loan repayments (if applicable). Earnings attachment (where applicable).
Any other deductions or costs taken from your wage:	None
Any fees for goods or services:	None
Holiday entitlement and pay:	Holiday entitlement is 5.6 weeks per annum, paid in advance at a minimum of 12.07% of each salary payment
Additional benefits:	Access to discounted shopping rates at high street and on-line retailers

Example pay

	Umbrella or other intermediary fees	Worker fees
The gross or minimum amount that we will transfer to the umbrella company:	£369.00 per week	
Deductions from the umbrella income required by law:	£1.62 Apprenticeship Levy £22.43 Employer's NIC £6.12 Employer's pension	
Any other deductions from umbrella income:	£14.76 Umbrella Margin	
Example rate of pay to you from the umbrella:		£324.07 (including holiday pay)
Deductions from your pay required by law:		Income tax £16.40 EE NIC £10.87 Employee pension £8.16
Any other deductions or costs taken from your pay:		None
Any fees for goods or services:		None
Example net take home pay:		£288.63

Key Information Document – Orange Genie Cover Ltd

(Umbrella Company)

This document sets out key information about your relationship with us and the umbrella company or other intermediary through which you may choose to be engaged, 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:	Just Teachers Limited
Name of umbrella company:	Orange Genie Umbrella
Your employer:	Orange Genie Cover Ltd
Type of contract you will be engaged under:	Permanent Employment Contract
Who will be responsible for paying you:	Orange Genie Cover Ltd
How often the umbrella company and you will be paid:	Weekly

Umbrella company pay information

If you choose to be employed by an umbrella company, 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 calculate your tax and other deductions and pay you for the work undertaken. 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 umbrella company:	Orange Genie Cover Ltd
Any business connection between the umbrella company or other intermediary, the employment business and the person responsible for paying you:	None
The minimum gross rate of pay that we will transfer to the umbrella company:	£365.40 per week
Deductions from umbrella income required by law:	Employers' NI, Employers' pensions contributions (if applicable), Apprenticeship Levy, holiday pay
Any other deductions from umbrella income:	Umbrella Company fee £15.00.

a: 2nd Floor | Sir Wilfrid Newton House | Thornciiffe Park | Chapeitown | Sheffield | S35 2PH
t: +44 (0)114 399 4299 **f:** +44 (0)800 093 5870 **e:** creditcontrol@justteachers.co.uk

Expected or minimum rate of pay to you from the umbrella:	Not less than the applicable National Minimum/National Living Wage rate dependent on age
Deductions from your wage required by law:	PAYE Income Tax Employee's National Insurance Employee's Pension Contribution Student loan repayments and attachment to earnings order (if applicable).
Any other deductions or costs taken from your wage:	None
Any fees for goods or services:	None
Holiday entitlement and pay:	Holiday entitlement is 28 days per annum and this is calculated as a percentage of Gross Pay, currently 12.07%
Additional benefits:	Statutory Employment Rights. Access to employee health, Wellbeing and benefits platform.

Example pay

	Umbrella or other intermediary fees	Worker fees
The gross or minimum amount that we will transfer to the umbrella company:	£365.40 per week	
Deductions from the umbrella income required by law:	£1.60 Apprenticeship Levy £21.95 Employer's NIC £6.02 Employer's pension £34.55 Holiday Pay	
Any other deductions from umbrella income:	£15.00 Umbrella Margin	
Example rate of pay to you from the umbrella:		£286.27 Gross Pay £34.55 holiday pay
Deductions from your pay required by law:		Income tax £13.81 EE NIC £10.44 Employee pension £10.04
Any other deductions or costs taken from your pay:		None
Any fees for goods or services:		None
Example net take home pay:		£286.53

Key Information Document – People Umbrella Ltd (Umbrella Company)

This document sets out key information about your relationship with us and the umbrella company or other intermediary through which you may choose to be engaged, 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:	Just Teachers Limited
Name of umbrella company:	People Umbrella Ltd
Your employer:	People Umbrella Ltd
Type of contract you will be engaged under:	Contract of Employment
Who will be responsible for paying you:	People Umbrella Ltd
How often the umbrella company and you will be paid:	Weekly

Umbrella company pay information

If you choose to be employed by an umbrella company, 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 calculate your tax and other deductions and pay you for the work undertaken. 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 umbrella company:	People Umbrella Ltd
Any business connection between the umbrella company or other intermediary, the employment business and the person responsible for paying you:	None
The minimum gross rate of pay that we will transfer to the umbrella company:	£371.70 per week
Deductions from umbrella income required by law:	Employer's NI, Employer's pensions contributions (where applicable), Apprenticeship Levy
Any other deductions from umbrella income:	Umbrella fee

Expected or minimum rate of pay to you from the umbrella:	Not less than National Minimum Wage
Deductions from your wage required by law:	PAYE tax, employee NI contributions, employee pension contributions, and student/postgraduate loan repayments (if applicable). Earnings attachment (where applicable)
Any other deductions or costs taken from your wage:	None
Any fees for goods or services:	None
Holiday entitlement and pay:	Holiday is accrued at 12.07% of gross pay
Additional benefits:	'My Wallet' benefits

Example pay

	Umbrella or other intermediary fees	Worker fees
The gross or minimum amount that we will transfer to the umbrella company:	£371.70 per week	
Deductions from the umbrella income required by law:	£1.60 Apprenticeship Levy £21.86 Employer's NIC £16.02 Employer's pension	
Any other deductions from umbrella income:	£12.00 Umbrella Margin	
Example rate of pay to you from the umbrella:		£320.22 (including holiday pay of £34.49)
Deductions from your pay required by law:		Income tax £15.70 Employee NI £10.36
Any other deductions or costs taken from your pay:		None
Any fees for goods or services:		None
Example net take home pay:		£294.16

Key Information Document – Workwell

(Umbrella Company)

This document sets out key information about your relationship with us and the umbrella company or other intermediary through which you may choose to be engaged, 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:	Just Teachers Ltd Limited
Name of umbrella company:	JSA Services Limited t/a Workwell
Your employer:	JSA Services Limited t/a Workwell
Type of contract you will be engaged under:	Employment Contract
Who will be responsible for paying you:	JSA Services Limited t/a Workwell
How often the umbrella company and you will be paid:	Weekly

Umbrella company pay information

If you choose to be employed by an umbrella company, 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 calculate your tax and other deductions and pay you for the work undertaken. 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 umbrella company:	Workwell
Any business connection between the umbrella company or other intermediary, the employment business and the person responsible for paying you:	None
The minimum gross rate of pay that we will transfer to the umbrella company:	£375.00 per week
Deductions from umbrella income required by law:	Employers' NI, Employers' pensions contributions (if applicable), Apprenticeship Levy
Any other deductions from umbrella income:	Umbrella fee

Expected or minimum rate of pay to you from the umbrella:	Not less than National Minimum Wage
Deductions from your wage required by law:	PAYE tax, employee NI contributions, employee pension contributions, and student loan repayments (if applicable).
Any other deductions or costs taken from your wage:	None
Any fees for goods or services:	None
Holiday entitlement and pay:	30 days holiday entitlement per year accrued at 13.04% of the expected or minimum rate of pay to you. Either paid to you in addition to your salary (the expected or minimum rate of pay to you noted above) every week, or payable to you as and when you request holiday from the umbrella.
Additional benefits:	Employee benefits scheme, including wellbeing packages and shopping discounts

Example pay

	Umbrella or other intermediary fees	Worker fees
The gross or minimum amount that we will transfer to the umbrella company:	£375.00 per week	
Deductions from the umbrella income required by law:	£1.65 Apprenticeship Levy £23.27 Employer's NIC	
Any other deductions from umbrella income:	£20.50 Umbrella Margin	
Example rate of pay to you from the umbrella:		£329.58 (including £38.03 holiday pay)
Deductions from your pay required by law:		Income tax £17.57 EE NIC £11.64
Any other deductions or costs taken from your pay:		None
Any fees for goods or services:		None
Example net take home pay:		£300.38