

# Key Information Document

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.unitemps.com](http://www.unitemps.com). Please contact your local Unitemps branch if you have any questions or concerns.

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:	University of Edinburgh trading as Unitemps
Type of contract you will be engaged under:	Contract for Services
Who will be responsible for paying you:	University of Edinburgh
How often will you be paid:	Monthly
Expected (or minimum) rate of pay:	£9.90 per hour

## Leave Entitlement:

36 days per year (pro-rata). Payment for this accumulates at a rate of £1.58 per hour.

## Deductions from your pay required by law:

Income tax: 19% on annual earnings eligible for the Scottish starter tax rate; 20% on annual earnings eligible for the Scottish basic tax rate; 21% on annual earnings eligible for the Scottish intermediate tax rate; 41% on annual earnings eligible for the Scottish higher tax rate and 46% on annual earnings eligible for the Scottish top tax rate.

NI: Calculated at a rate of 12% of wages above the monthly limit of £792 and at the rate of 2% above the monthly limit of £4,167.

Student loan (if applicable): Student loan rates and thresholds depend on the Student Loan Plan you are under. For Student Loan Plan 1 it is calculated at 9% for wages above the monthly limit of £1,615.83.

Please be aware that with all of these statutory deductions exact rates can vary depending on individual circumstances.

## Any other deductions:

Temporary workers who are eligible for a pension and have not opted out will contribute 5% of earnings above the £512 threshold.

## Fees taken from pay:

## Other benefits:

Candidates working at the University of Edinburgh on internal assignments are entitled to:

- Access to apply for internal job vacancies at the University of Edinburgh.
- For regular users of display screen equipment, a VDU eye test is available after they have worked 12 weeks at one of the university's chosen optometrists.
- Access to University of Edinburgh library.
- Access to subsidised gym membership.

## Representative Example

Please see below a representative example of the typical pay and deductions per month. This is based on 35 hours being worked in a week paid at £9.51 per hour. Please note that tax and deduction rates are estimates and may vary based on individual circumstances.

Example gross rate of pay:	£1331.40 monthly
Deductions from your pay required by law:	£60.65 Income Tax £64.73 NI (assuming category A)
Any other deductions or costs from your pay:	£40.97 Pensions contribution (if applicable)
Any fees for goods or services deducted from your pay:	£0
Example net take home pay:	£1,165.05 monthly