

KEY INFORMATION DOCUMENT – PAYSTREAM MY MAX LIMITED

This document sets out key information about your relationship with McGregor Boyall Associates and the umbrella company Paystream My Max Limited, including details about pay, holiday entitlement and other benefits.

Further information can be found in your contract with Paystream My Max 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, 8am to 6pm.

GENERAL INFORMATION

Name of employment business:	McGregor Boyall Associates Limited
Name of intermediary or umbrella company:	Paystream My Max Limited
Your employer:	Paystream My Max Limited
Type of contract you will be engaged under:	Contract of Service (Employment Contract)
Who will be responsible for paying you:	Paystream My Max Limited
How often the umbrella company and you will be paid:	Monthly

INTERMEDIARY OR UMBRELLA COMPANY PAY INFORMATION

You will be being paid through an intermediary or umbrella company: a third-party organisation that will calculate your tax and other deductions and then pay you for the work undertaken for the Client. 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. All the deductions made which affect your wage are listed below. If you have any queries about these please contact Paystream My Max Limited. Your payslip will show you as an employee of Paystream My Max Limited.

Any business connection between the intermediary or umbrella company, the employment business and the person responsible for paying you:	Paystream My Max Limited and McGregor Boyall Associates Limited are not connected. Paystream My Max Limited is independent to McGregor Boyall Associates Limited. A contract for services will be in place between Paystream My Max Limited and McGregor Boyall Associates Limited
Expected or minimum gross rate of pay transferred to the intermediary or umbrella company from us:	Current National Minimum Wage/National Living Wage + Holiday Pay & Associated Umbrella costs
Deductions from intermediary or umbrella income required by law:	<p>Employers National Insurance calculated at 13.8% of the gross pay figure (above the secondary threshold of £170.01 per week).</p> <p>The Apprenticeship Levy is calculated at 0.5% of your gross pay figure.</p> <p>Auto enrolment Employers Pension Contributions <i>Calculated on qualifying earnings (Qualifying earnings are gross earnings above £120 if paid weekly/ £520 if paid monthly for 21/22) From April 2020, Minimum employer contribution = 3 %.</i> <i>PayStream operate as 12-week postponement.</i></p>

KEY INFORMATION DOCUMENT – PAYSTREAM MY MAX LIMITED

Any other deductions from umbrella income (to include amounts or how they are calculated)	Umbrella margin retained by Paystream My Max Limited is £22.00 or £27.00 per week (depending on model chosen) Salary Sacrifice (contractor dependant) Accrued holiday pay and employer costs (contractor dependant)
Expected or minimum rate of pay to you:	National Minimum Wage
Deductions from your wage required by law:	Income Tax calculated at 20%/40%/45% above the personal allowance of £242 per week. You do not get a Personal Allowance on taxable income over £125,140. Employees NI is calculated at 12% above the primary threshold of £184.01 up to the upper earnings limit of £967 per week, and 2% thereafter. Student Loan Deductions which may apply and any attachment of earnings or court orders (where applicable)
Any other deductions or costs taken from your wage (to include amounts or how they are calculated):	Employees' Pension Contribution <i>Calculated on qualifying earnings (Qualifying earnings are gross earnings above £120 if paid weekly/ £520 if paid monthly) From April 2020, Minimum employee contribution = 5 %. PayStream operate as 12-week postponement.</i>
Any fees for goods or services:	Optional Benefits if requested
Holiday entitlement and pay:	Your holiday entitlement per annum is 28 days but this will vary depending on the Assignment. Your holiday pay is included in the rate that is paid to by Paystream My Max Limited by McGregor Boyall Associates Limited. This will be paid to you with your monthly pay.
Additional benefits available upon request at an additional cost:	Remus +: £2.49 per week Personal Accident Cover: £2.49 per week

KEY INFORMATION DOCUMENT – PAYSTREAM MY MAX LIMITED

EXAMPLE PAY

Illustration based on £400.00 per day to the Umbrella, based on 20 working days per month

Please speak with Paystream My Max Limited to get a bespoke Illustration.

	Intermediary or umbrella fees	Worker fees
Example gross rate of pay to intermediary or umbrella company from us:	£8,000.00 per month	
Deductions from intermediary or umbrella income required by law:	Employers NI & Apprenticeship Levy: £908.57	
Any other deductions or costs taken from intermediary or umbrella income:	Paystream Margin: £88.00 p/m Employer's Pension: £0.00	
Example rate of pay to you including Holiday Pay:		Gross: £7,010.19
Deductions from your pay required by law:		Income Tax: £1,836.98 Employee's NI: £438.69 Student Loan Deductions which may apply and any attachment of earnings or court orders (where applicable): £0.00
Any other deductions or costs taken from your pay:		Employee's Pension: £0.00
Any fees for goods or services:		Remus & Personal Accident Cover per week: £0.00
Example net take home pay to you including Holiday Pay:		Net: £4,734.52 per month