

<b>Issue</b>	<b>1</b>	<b>Key Information Document (KID)</b>	<b>Doc</b>	<b>KID03</b>
<b>Date</b>	<b>JAN 2026</b>		<b>Pages</b>	<b>1 of 2</b>

## Rebus Group – UMBRELLA

This document sets out key information about the relationship with Fusion Staffing Ltd and the contracting company/ intermediary /umbrella company used in your engagement (should you use one). This document also includes details about pay, holiday entitlement along with other services and benefits. Further information can be requested by emailing Fusion Staffing Ltd on [admin@fusionstaffing.co.uk](mailto:admin@fusionstaffing.co.uk)

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 or through the ACAS helpline Monday to Friday, 8am to 6pm.

The general information below sets out a worker's pay at **AN EXAMPLE RATE** of the National Living Wage of £11.44 by means of a work seekers agreement i.e. PAYE contract. The work seekers agreement is valid until you notified us of your intention to change to an intermediary or umbrella company. If you do not wish to be paid PAYE it is your responsibility to notify us immediately.

**The rate below is an illustration based on the National Living Wage for 2024-2025 for candidates aged 21 years or older. These rates may vary dependant on a candidate's age as per the National Minimum Wages Requirements. Variations of this KID can be provided on request.**

### GENERAL INFORMATION

<b>Your name:</b>	A.N EXAMPLE
<b>Name of employment business:</b>	Fusion Staffing Ltd
<b>Name of intermediary or umbrella company:</b>	Rebus Consulting Services Ltd
<b>Your employer:</b>	Rebus Consulting Services Ltd
<b>Type of contract you will be engaged under:</b>	Contract of Employment
<b>Who will be responsible for paying you:</b>	Rebus Consulting Services Ltd
<b>How often the umbrella company and you will be paid:</b>	Weekly

### INTERMEDIARY OR UMBRELLA COMPANY PAY INFORMATION

If you are 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 hirer. We will still find you assignments.

The money earned on your assignments will be transferred to the umbrella company. They will then pay you your wage. All deductions made which affect your wage are listed below. If you have any queries about these please contact us.



Issue	1	Key Information Document (KID)	Doc	KID03
Date	JAN 2026		Pages	2 of 2

Name of intermediary or umbrella company:	Rebus Consulting Services Ltd
Any business connection between the intermediary or umbrella company, the 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:	£14.85
Expected or minimum rate of pay to you:	£11.44
Deductions from your wage required by law:	Employee National Insurance Tax
Any other deductions from umbrella income (to include amounts or how they are calculated)	Company Margin
Any other deductions or costs taken from your wage (to include amounts or how they are calculated):	Employee Pension on Auto Enrolment
Holiday entitlement and pay:	12.07 % of Gross Taxable Earnings

#### UMBRELLA EXAMPLE PAY

	Intermediary or umbrella fees	Worker fees
Example gross rate of pay to intermediary or umbrella company from us:	£550.00 Weekly Contract Rate £110 x 5 Units	
Deductions from intermediary or umbrella income required by law:	£57.60 Employers National Insurance	
Any other deductions or costs taken from intermediary or umbrella income:	£10.00 Weekly Margin	
Example rate of pay to you:		£482.40 Weekly
Deductions from your pay required by law:		£47.60 Tax £19.04 Employee National Insurance
Any other deductions or costs taken from your pay:		
Any fees for goods or services:		None
Example net take home pay:		£413.36 Weekly

#### CONTRACT TYPE, COMPANY MARGINS & OPTIONAL INSURANCES INFORMATION

Company margin is £10.00 deducted from the contract sum before taxation, with a contract of employment including public & personal liability insurance and Personal accident insurance.

*Offerings are for illustrative purposes only. Company margins are correct as of 1<sup>st</sup> January 2026 and do not include a sliding scale for take-home pay, deductions for personal and public liability insurance or personal accident insurance. Company margins may fluctuate seasonally. Please check before confirming the provider.*