

This document sets out key information about your relationship with Carmichael Site Services Limited, including details about pay, holiday entitlement and other benefits when working through a **Personal Service Company via Deemed Employment**

Further information can be found in your contract for services with Carmichael Site Services 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-6pm.

GENERAL INFORMATION

Name of Employment Business:	Carmichael Site Services Limited
Your employer (if different from Employment Business):	Your Limited Company
The type of contract you will be engaged on if you accept an assignment with Carmichael Site Services Limited:	Contract for services
Who will be responsible for paying you:	Carmichael Site Services Limited
The rate of pay/minimum rate of pay we expect to achieve for you (1):	£1500
How often you will be paid:	Weekly
The nature of any costs and deductions <u>required by law</u> which will affect your pay (2):	Income Tax (@ tax code from HMRC at tax rates) Employee's NI
The nature and amount (<i>or, where the amount cannot be stated, the method of calculation</i>) of any other costs and deductions which will affect your pay (3):	None
Any fees for goods/services which you must pay (4):	None
Any non-monetary benefits you are entitled to receive	n/a
Your entitlement to annual leave and holiday pay	None

EXAMPLE PAY

Example gross rate of pay (1):	£1,500 + VAT if applicable
Costs and deductions from your wage required by law (2):	Income Tax: £300.00 Employee's NI: £106.28
Any other deductions or costs from your wage (3):	£0
Any fees for goods or services (4):	£0
Example net pay to your PSC:	£1,093.72

SIGNING ON AS A PERSONAL SERVICE COMPANY

This document explains your pay information if you engage as a personal service company. If you engage with an employment business as a personal service company, then you can opt out of being covered by the conduct regulations.

The opt out must be given in writing to the employment business by both the PSC and the person being supplied to do the work. The employment business cannot encourage you to do this and it must be your own decision.

Agency workers placed in roles working with, or caring for, vulnerable persons cannot opt out of the Conduct Regulations.

This document is for information only and does not qualify as an agreement for opting out of the conduct regulations.

Note: Figures included in this document are for indicative purposes only. Actual payments will vary and be specific to your individual assignment.