



## Margin and Employment Costs Explained

As a compliant UK umbrella company, Orange Genie make our living by charging out our contractor employees to our customers - recruitment agencies and end clients. The agency or client pays us an agreed assignment rate, from which we cover our margin and costs before paying the contractor as our employee.

Most of these costs are self-explanatory, so in this guide we'll concentrate on explaining our Margin and Employment Costs. See our [Payslip Guide](#) for more information about how we pay our employees.

### Company Margin

This covers the internal overheads of running our business- staff costs, premises and rates etc. Our standard margin is £27.50 per week or £110.00 per month.

### Employment costs

This is a £2.00 cost that we use to fund our employee benefits platform and insurances.

**To ensure our employees have the best possible experience, we provide each employee and their families with access to a benefits and wellbeing platform, this includes:**

- Access to an online doctor
- Access to professionals to support wellbeing and mental healthcare
- Discounts for gym membership to ensure a healthy workforce
- Health check
- A discounts and cashback platform for shopping, dining out and entertainment
- Online payslip and pensions information
- Financial wellbeing services

**It also includes comprehensive insurance, which covers:**

- Employers' liability £10 million
- Public liability £10 million
- Professional Indemnity £5 million

