NIB and Employment Act Quick Reference

What a Bahamian employer owes, on one card. Contributions under the National Insurance Act, and the minimums in the Employment Act (Ch. 321A). Figures verified 16 September 2026; next review each January and July. Not legal advice. Every figure, with its section and source: **triblockhr.com/bahamas-handbook**

NIB CONTRIBUTION RATES

Who	Rate of insurable wages
Employer	6.65%
Employee	4.65%
Total	**11.3%**

Charged on insurable wages up to the ceiling, not on gross pay. Severance is excluded from insurable wages.

INSURABLE WAGE CEILING

From 1 July 2026	Ceiling
Weekly	$830
Monthly	$3,597

Source: NIB news release, 30 June 2026.

REGISTRATION AND PAYING NIB

What	When
Register the business	Within 10 working days of starting operations, with Form R1 nib-bahamas.com, Business Registration
Register each new hire	Before, or as soon as possible after, they start. You want the NIB number before you run payroll. nib-bahamas.com, Contributions
Start deducting	From the first pay. Probation included. You can't recover the employee's share later.
The C10 and payment	By the 15th of the following month Contributions Regulations, reg. 26

IF YOU PAY LATE

Consequence	Where it comes from
A fine of up to $500 for each failure	National Insurance Act s. 52(1). Twelve late months are twelve failures.
Interest at the prime rate, compounded annually	National Insurance Act s. 55(1)
No percentage surcharge	None appears in the Act, the Regulations or on NIB's own pages

MINIMUM WAGE

Rate	Amount
Weekly	$260
Hourly	$6.50

HOURS AND OVERTIME

Rule	Employment Act
Standard week	40 hours (s. 8)
Overtime	1.5× (s. 10)
On a public holiday or day off	2× (s. 10)

LEAVE (EMPLOYMENT ACT, CH. 321A)

Leave	Minimum
Annual vacation pay	1 week after six months' continuous service, 2 weeks after one year, 3 weeks after seven years s. 13. A contract may give more, never less.
Sick leave	1 week a year, paid, once the employee has six months' service s. 11. You'll often see ten days quoted; the Act says one week.
Maternity leave	12 weeks, with the employer paying at least one third of wages ss. 17, 18. NIB's maternity benefit is 66⅔% for up to 13 weeks.
Family leave	1 week, unpaid s. 20

NOTICE THE EMPLOYER GIVES (S. 29)

Service	Employer's notice
Six months	1 week, plus one week's pay
One year or more	2 weeks, plus two weeks for each year, capped at 24 weeks
Managerial or supervisory	1 month, plus one month for each year, capped at 48 weeks

NOTICE THE EMPLOYEE GIVES (S. 29)

Service	Employee's notice
One year or more	2 weeks
Two years or more	4 weeks

SEVERANCE ON REDUNDANCY (S. 26)

Staff	Per year of continuous service	Capped at
Non-managerial	2 weeks' basic pay	24 weeks
Managerial	1 month's basic pay	48 weeks

Basic pay excludes bonuses, overtime and allowances. Accrued unused annual leave is paid out separately, and it isn't discretionary. A non-managerial employee reaches the 24-week cap at twelve years of service.