

GLOBAL HIRING GUIDE

Saint Vincent and the Grenadines





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01

BASIC COUNTRY FACTS

- **Full Name**
Saint Vincent And The Grenadines
- **Capital**
Kingstown
- **Main Languages**
English
Vincentian Creole
- **Population**
104,332
- **Monetary Unit**
Eastern Caribbean Dollar
- **Internet Domain**
.vc
- **International Dialing Code**
+784
- **Currency**
Eastern Caribbean dollar



02

STATUTORY LABOR REQUIREMENTS

Probation Period

- Probationary period shall not exceed six months.

Annual Leave

- A domestic worker, except a domestic worker who is employed on a day-to-day basis, shall be entitled to holidays as follows:
 - 1 to 5 years' service, 14 calendar days
 - 6 to 10 years of service, 21 calendar days

Public Holidays

1. New Year's Day
2. National Heroes Day
3. Good Friday
4. Easter Monday
5. Labor Day
6. Whit Monday
7. Emancipation Day (of Saint Vincent and the Grenadines)
8. Carnival
9. Independence Day
10. Christmas Day
11. Boxing Day

Maternity Leave

- A worker who has two years' continuous service with an employer shall be entitled to maternity leave for the aggregate period of four weeks' confinement, during which time the employer shall pay not less than thirty-five percent of wages to the domestic worker.

Paternity Leave

- There is no paternity leave.

Sick Leave

- A domestic worker who has 6 months' continuous service with an employer shall be entitled to 14 days' sick leave with pay in any 1 year.
- A domestic worker who receives surgical care, therapeutic care or is otherwise requested to be confined for medical purposes by a duly qualified medical practitioner is entitled to a maximum of 30 calendar days' sick leave.

Work Hours

- The hours of work of a domestic worker who is not provided with living-in accommodation shall not exceed 10 hours in any one day, of which 2 hours shall be for rest, except that on Sundays or on Saturdays, as the case may be for religious purposes, or on public holidays, the hours of work shall not exceed 6 hours.
- The hours of work of a domestic worker who works in a nursing home shall be 8 hours per day and 48 hours per week.

- The hours of work of a child's care-giver shall
- be 8 hours per day for 5 days per week.

Overtime

- Where a domestic worker works in excess of the hours of work specified, the employer shall pay overtime wages at time and half for every hour or part thereof.
- For work on Sundays and public holidays:
 - Double time for every hour or part thereof.

Notice Period

- Notice periods for weekly paid employees is as follows:
 - Under 1 year, 1 week
 - 1 year and under 3 years, 2 weeks
 - 3 years and under 6 years, 3 weeks
 - 6 years and over, 4 weeks
- Notice periods for fortnightly paid employees is as follows:
 - Under 2 years, 2 weeks
 - 2 years and under 6 years, 3 weeks
 - 6 years and over, 4 weeks
- Notice periods for monthly paid employees is as follows:
 - 4 weeks

Severance

- The rate of severance pay which is payable by an employer shall be:
 - two weeks' pay for each year of continuous service from two to ten years;
 - three weeks' pay for each further year of continuous service from eleven to twenty-five years;
 - four weeks' pay for each further year of continuous service in excess of twenty-five years.

13th Month

- 13th month pay is not mandatory.

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INCOME TAX

- Resident individuals are taxed on worldwide income, but only to the extent received in St. Vincent & the Grenadines if they are not ordinarily resident there.
- Such taxable income includes income generated from St. Vincent & the Grenadines and income from activities performed there.
- Taxable income includes income from employment and business income less allowable deductions and allowances.
- The rates are as follows:

TAXABLE INCOME	RATE
XCD 5,000	10%
XCD 5,001 – 10,000	20%
Over XCD 10,000	30%

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SOCIAL SECURITY

- Under the NIS Act, all workers in St. Vincent and the Grenadines are mandated to make contributions to the National Insurance Services.
- Currently, the total rate of contribution is 8% of insurable earnings. Of this total rate, the employee is required to pay 3.5% and this is matched by 4.5% by the employer.
- The contribution rate for a self-employed contributor and a voluntary contributor is 7.5% and 6.84% respectively.

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DEDUCTIBLE EXPENSES

- Individuals are entitled to a personal allowance of XCD 20,000.

CONTRIBUTION	EMPLOYER	EMPLOYEE	SELF-EMPLOYED	VOLUNTARY CONTRIBUTOR
Social Security Contribution	4.5%	3.5%	7.5%	6.84%

IMMIGRATION

Immigration

- Most of the foreign nationals visiting Saint Vincent and the Grenadines are granted visa free access
- Nationals of the following countries listed hereunder are required to obtain a pre-entry visa for Saint Vincent and the Grenadines:
 - Dominican Republic
 - Jordan
 - Syria
 - Iran
 - Iraq
 - Lebanon
 - China
 - Nigeria
- The key factors looked at when someone applies for a Visa are:
 - Ability to maintain him or herself financially
 - Evidence of Employment
 - Evidence of Accommodation
 - Period for which Visa is applied
 - Invitational letter from Sponsor
 - Evidence of Sponsor's status on the island
 - Police Record (Applicant)

TYPE OF VISA	DOCUMENTATION	VALIDITY	ELIGIBILITY
Tourist Visa	<ul style="list-style-type: none"> • Valid passport • Passport size photos • Completed visas application form • Proof of sufficient funds • Proof of accommodation 	Varies	Foreigners seeking to visit Saint Vincent and the Grenadines for tourism purposes must obtain a tourist visa
Business Visa	<ul style="list-style-type: none"> • Valid passport • Passport size photos • Completed visas application form • Proof of sufficient funds • Proof of accommodation • Invitational letter from Sponsor 	Varies	Foreigners seeking to visit Saint Vincent and the Grenadines for business purposes must obtain a tourist visa

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VALUE ADD TAX

Value Added Tax

- In 2007, VAT was introduced in Saint Vincent and The Grenadines.
- VAT standard rate is 16 percent; VAT reduced rate is 0 percent, and 11 percent for the hotel sector.

VAT	
Standard Rate	16%
Reduced Rate	11%
Zero-rate	0%



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WITHHOLDING TAX

Withholding Tax

Dividends

- There is no withholding tax on dividends.

Interest

- Withholding tax applies to interest paid to nonresident companies and individuals.
- The rate is 15% on interest paid to a resident of a CARICOM country; otherwise, the rate is 20%.
- No withholding tax applies on interest paid to a resident company or individual.

Royalties

- Withholding tax applies to royalties paid to nonresident companies and individuals.
- The rate is 15% on royalties paid to a resident of a CARICOM country; otherwise, the rate is 20%.
- No withholding tax applies on royalties paid to a resident company or individual

Fees For Technical Services

- The withholding tax rate on technical service fee (other than fees for independent private services) paid to a resident of a CARICOM country is 15%.
- A 20% rate applies to fees in respect of independent personal services paid to a resident of a CARICOM country, and all technical service fees paid to a resident of any other country.

TYPE OF PAYMENT	RESIDENTS		NONRESIDENTS	
	Company	Individual	Company	Individual
Dividends	0%	0%	0%	0%
Interest	0%	0%	15%/20%	15%/20%
Royalties	0%	0%	15%/20%	15%/20%
Technical Service Fees	0%	0%	15%/20%	15%/20%

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TERMINATION

- The service of an employee shall be deemed to be terminated for good cause where the employee:
 - has been found guilty of misconduct in or in relation to his employment which is of such a nature that it would be unreasonable to expect the employment relationship to continue,
 - has
 - been guilty of repeated misconduct or unsatisfactory performance which in the first instance is not sufficiently serious to warrant dismissal under paragraph (a) and is of such a nature that the employer could not reasonably be expected to continue his employment if such conduct is repeated, or
 - not been performing satisfactorily and during any period within six months, the employee has been warned by the employer in writing or orally in the presence of two credible witnesses on more than one occasion whereby the employer has indicated to him the nature of his conduct or his unsatisfactory performance and the action which the employer intends to take and thereafter no improvement in the conduct or the performance of the employee has resulted.
 - has been found guilty of a criminal offence relating to his employment, without the connivance, express or implied, of his employer;
 - does not have the capability or qualification to perform the work of the kind he was employed to do: Provided that the employer has given the employee at least two written warnings to that effect and that within three months thereafter the employee does not rectify the defect or make up the deficiency pointed out to him; or
 - cannot be retained in the position he held without contravention by him or his employer of some existing law.

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STATUTORY BENEFITS

- These are mandatory benefits as postulated by law.
- These include probationary period, annual leave, public holidays, sick leave, maternity leave, paternity leave, overtime pay, notice period, and severance pay.
- Statutory benefits also include social security benefits.

STATUTORY BENEFITS

- Probationary Period
- Annual Leave
- Public Holidays
- Maternity Leave
- Paternity Leave
- Sick Leave
- Overtime Pay
- Notice Period
- Severance Pay
- Social Security Benefits





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