

Securing Our Future Together - Employer Edition



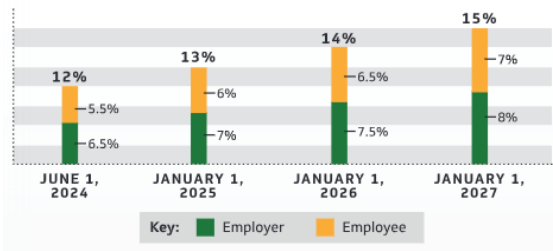
KINGSTOWN, St. Vincent - The National Insurance Services (NIS) extends greetings to its valued employers and wishes to advise of the reform measures to be implemented from June 1, 2024. These changes are being made to strengthen the NIS and protect the most vulnerable.

Specific to you, our valued employers, are two key changes. Effective June 1, 2024, the NIS will increase insurable wages from \$1,000 per week (\$4,333 per month) to \$1,200 per week (\$5,200 per month). Additionally, there will be gradual increases in the contribution rates. The first increase becomes effective on June 1, 2024, where the contribution rate will move from 10% to 12 %, with subsequent increases each year until January 2027, where the rate will increase to 15%.

The schedule of increases, and the employer/employee breakdown is provided in the graph: the payment breakdown of this year will be 5.5% (employee) and 6.5% (employer). The next increase will become effective on January 1, 2025, where the contribution rate

will move from 12% to 13 %, the payment breakdown of this will be 6% (employee) and 7% (employer). The next increase will become effective on January 1, 2026, where the contribution rate will move from 13% to 14 %, the payment breakdown of this will be 6.5% (employee) and 7.5% (employer).

The final increase in this pension reform will become effective on January 1, 2027, where the contribution rate will move from 14% to 15%, the payment breakdown of this will be 7% (employee) and 8% (employer). For ease of reference, please see graph below:



We understand that these changes may take some readjusting, so we are committed to supporting you during the time of readjustment.

Furthermore, all employers are asked to note that their main point of contact and information, are the NIS' Compliance Officers. Our officers conduct check-ins via telephone and during site visits.

As such, employers should note the following guidance points, which will help with a seamless interaction:

- 1 All NIS Compliance officers must present a valid NIS photo identification card when conducting business in person;
- 2 All NIS Compliance Officers will be attired in an NIS Uniform;
- 3 To familiarize yourself with the Compliance Officer assigned to your district, please visit www.nissvg.org;
- 4 If you are unsure about the identity of your NIS Compliance Officer, please contact the NIS' office at 456-1514;
- 5 At **NO POINT** will an NIS Compliance Officer collect cash from you. All cash transactions must be done at the NIS' office or through the NIS' Bank Account.

Ensuring that our employers understand all of the changes is of utmost importance to us. We will continue our engagement through presentations, direct communication and publications such as this one.

Additionally, if you wish to schedule a presentation for your staff about the NIS, please contact us at **456-1514** or email marketing@nissvg.org