

Bahamas NIB payroll: what is wrong online right now

The numbers in force, how they got here, the traps on the official pages, and what to do if a past run used the wrong ones.

1. The numbers in force

6.65% ¹ Employer share, employed persons	4.65% ¹ Employee share, deducted at source	11.3% ¹ Combined. Self-employed pay a flat 10.3%	\$830 ² Insurable ceiling per contribution week	15th ¹ Contributions due, the month after the wages
---	---	---	--	--

Rates unchanged since 1 July 2024. Ceiling rose from \$810 to \$830 on 1 July 2026. Wages count basic pay, pay in lieu of notice, declared tips and bonuses. Overtime and severance are excluded.¹

2. How it got here

2014	Jul 2024	Jul 2026	Jul 2028
 Combined rate 9.8% 3.9% employee, 5.9% employer ⁶	 Rate 9.8% to 11.3% 4.65% / 6.65%. Ceiling \$740 to \$810 ¹	 Ceiling \$810 to \$830 Biennial review. Rates unchanged ²	 Next biennial review Expected. Not yet published

3. The traps

The official Contributions page shows the old ceiling. Nine weeks after the move to \$830, nib-bahamas.com still reads "\$810 (effective July 2024)". Anyone earning between \$810 and \$830 a week is under-collected on both shares if payroll follows the page.^{1, 2}

The old rate sheets are still in Google, and the links are dead. Rate-sheet PDFs from 2014, 2022 and 2024 remain indexed. Each URL now returns a blank app shell, not the PDF, so a bookmarked sheet vanishes without a warning, and Google still indexes a 2014 filename citing 9.8%.⁶

The ceiling is weekly even though you remit monthly. \$830 applies per contribution week, Monday to Sunday. Monthly-paid staff must be reconciled to weekly equivalents. The monthly figure, \$3,597, exists only in a press quote from the NIB director, not on any NIB page.^{1, 3}

Pay in lieu of notice counts. Severance does not. Dual employment is one contribution a week, remitted by the first-paying employer.¹

4. If a past run used the wrong numbers

- Find the change date on the strip above. Exposure runs from that date, and NIB can recover for six years.⁴
- Rerun every affected period at the correct rate and ceiling, both shares, week by week.
- Remit the difference with the next monthly return and state the periods it covers. NIB publishes no amended-return or refund procedure, so confirm the route with your NIB office first.
- Do not deduct the employee's missed share from later pay. The Act bars it.

The employer carries both shares of the arrears. Section 54(7) of the National Insurance Act: the insured person's portion "shall not be recoverable by the employer from the insured person." Interest compounds annually at prime rate under section 55(1), and for a company the debt can attach to directors who knew or should have known, section 54(6) to (9).⁴ Check whether an NIB interest waiver campaign is open before you remit.⁵ For staff who have left, NIB publishes nothing; read the no-recovery rule as applying to them too.

¹ NIB, Contributions page, nib-bahamas.com/Contributions, fetched 6 Sep and re-read 7 Sep 2026 (screenshot on file). Rates, due date, wage definitions, weekly ceiling. Still states "\$810 (effective July 2024)".

² NIB Director Dr Tami Francis, quoted by Tribune242, 4 Jun 2026: "The weekly insurable wage ceiling will increase from \$810 to \$830" from 1 Jul 2026. Also Eye Witness News, 4 Jun 2026; PwC Worldwide Tax Summaries, The Bahamas, reviewed 21 Jul 2026, states \$830. NIB's own notice URL returns 404. Re-verified 7 Sep 2026.

³ Monthly ceiling \$3,510 to \$3,597, same Tribune242 quote. No NIB page states a monthly figure.

⁴ National Insurance Act, Ch. 350, LRO 1/2017, ss. 54(6) to (9), 55(1), 55(2), laws.bahamas.gov.bs, extracted 6 Sep 2026. Interest is "prime rate or such other rate as may be prescribed"; no regulation-level percentage is printed because none was confirmed from a primary source.

⁵ nib-bahamas.com/interestwaivercampaign. Page exists, terms not retrievable, 6 Sep 2026.

⁶ Five rate-sheet PDF URLs under nib-bahamas.com/wp-content/uploads/2025/05/ return HTTP 200 with the site's application shell, checked 6 Sep 2026. The 2014 rates are read from the filename and Google's cached title.

Not printed, no primary source reached on 6 Sep 2026: the C10 filing workflow, registration deadlines, the \$260 minimum wage (press citing the gazette), any exemption list. Not legal advice. Workzoom, Nortek Solutions Inc.