



RATE CARD · JAMAICA STATUTORY DEDUCTIONS

The Jamaica NIS and PAYE rate card 2026.

Current contribution rates. Income tax bands. Education Tax. NHT. HEART/NTA. All in one printable. What you actually need at the desk when payroll runs.

6 DEDUCTIONS | 25% TAJ SURCHARGE | 14TH OF MONTH DEADLINE

Six deductions, one stack, zero margin for rounding error.

Jamaica payroll compliance requires correctly calculating six layered statutory deductions every pay run: PAYE income tax, NIS, NHT, Education Tax, HEART/NTA, and employee-specific obligations. Tax Administration Jamaica imposes a 25% surcharge on outstanding deductions from the first day they are late, plus monthly interest. Rounding errors compound across 14 months of payroll runs into multi-million-dollar TAJ assessments, even without intent to evade.

This rate card captures every current statutory rate, ceiling, and deadline. Each row has a **Apply this** line that names the calculation and the source document. Print it and post it next to the payroll desk.

The 5 sections

- **1. PAYE income tax (3 bands).** The J\$1,272,736 annual threshold, the 25% band, the 30% band above J\$6M.
- **2. NIS contributions (3).** 3% employer, 3% employee, J\$5M annual insurable earnings ceiling.
- **3. NHT, Education Tax, HEART/NTA (5).** The three that get forgotten. NO earnings ceiling.
- **4. Filing cadence and TAJ penalties (4).** 14th-of-the-month deadline, the 25% surcharge, the compound interest math.
- **5. Common errors and how to amend (4).** Applying the NIS ceiling to NHT, missing the annual reconciliation, treating bonuses as exempt, the rounding-error trap.



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This rate card was built from Workzoom's Jamaica launch-partner program work and conversations with Jamaican payroll teams. Every rate, threshold, and deadline was cross-referenced against Tax Administration Jamaica's published guidance and the Ministry of Labour's NIS schedule as of May 2026.

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01 PAYE income tax

3 BANDS

ANNUAL INCOME BAND	RATE	NOTES
Up to J\$1,272,736	0%	Tax threshold; first J\$106,061/mo exempt
J\$1,272,737 to J\$6,000,000	25%	Standard band
Above J\$6,000,000	30%	High-earner band

P 1

Apply PAYE on annualized income, not pay-period income. A J\$100,000/mo employee receiving a J\$200,000 December bonus crosses into the 25% band on the bonus portion.

Apply this: Most TAJ assessments stem from this. Annualize the year-to-date earnings each pay run; recalculate PAYE on the new total; deduct the difference from PAYE already withheld. If your payroll software does not annualize, you are under-withholding.

P 2

PAYE is the employer's liability if unremitted, not the employee's. Even if the employee left mid-year without paying their personal tax, the employer absorbs the under-deduction.

Apply this: Reconcile PAYE withheld to PAYE remitted every month. Any variance is the employer's exposure.

P 3

The annual income tax threshold is set by Parliament. The 2024-2025 value of J\$1,272,736 continues into 2026 unless changed by Budget.

Apply this: Watch the Budget statement each April (Jamaica fiscal year starts April 1). If the threshold moves, update the payroll software immediately. Holding the old threshold for even one pay period creates retroactive corrections.

02 NIS contributions

3 RULES

CONTRIBUTOR	RATE	CEILING
Employee	3%	J\$5,000,000/yr (J\$96,153.85/wk)
Employer	3%	J\$5,000,000/yr
Combined	6%	J\$5,000,000/yr

N 1

NIS applies to insurable earnings up to J\$5M annually. Earnings above J\$5M are not subject to NIS.

Apply this: NIS is the only Jamaican statutory deduction with an earnings cap. Most teams correctly cap NIS but then incorrectly apply the cap to NHT (see N5 below).

NIS registration is the employer's responsibility. An unregistered new hire who is injured Wednesday cannot claim NIS, and the employer absorbs the benefits.

Apply this: Register every new hire with NIS before day one. If the employee does not have an NIS number, send them to NIS on the offer-acceptance call.

The three deductions that get forgotten. NHT funds housing, Education Tax funds schools, HEART/NTA funds workforce training. None have an earnings ceiling. All have the same 14th-of-the-month filing deadline as NIS and PAYE.

DEDUCTION	EMPLOYEE RATE	EMPLOYER RATE	EARNINGS CAP?
National Housing Trust (NHT)	2%	3%	None (gross emoluments)
Education Tax	2.25%	3.5%	None (gross emoluments)
HEART Trust / NTA	0%	3%	None; triggered if monthly payroll over J\$292,300

N 3

NHT applies to total gross emoluments with NO earnings ceiling. An executive earning J\$15M pays NHT on every dollar.

Apply this: Most common error: applying the NIS J\$5M ceiling to NHT. NHT has no cap. Configure the two as separate rules in payroll, not as one stacked ceiling.

N 4

Education Tax applies to gross emoluments with NO earnings ceiling. Employee 2.25%, employer 3.5%, combined 5.75%.

Apply this: Apply Education Tax to the same base as NHT (total gross), not the same base as NIS (capped at J\$5M). The two deductions look similar but have different bases.

N 5

HEART/NTA levy is employer-only at 3% of gross emoluments, but only if the employer's total monthly payroll is over J\$292,300.

Apply this: Run a monthly payroll check: total emoluments paid this month. If above J\$292,300, HEART/NTA applies. If below, it does not. The threshold is per employer, not per employee.

N 6

Self-employed individuals contribute their own NHT and Education Tax (no employer counterpart). NIS self-employed rate is different from the employee/employer split.

Apply this: If your organization pays contractors who file as self-employed (not as 1099-style employees), they handle their own statutory deductions. Confirm contractor vs employee classification with the contract before treating any payment as outside payroll.

N 7

Pension contributions, garnishments, and union dues are employee-specific deductions ordered separately from the statutory stack.

Apply this: Apply garnishments and pension contributions AFTER PAYE and the statutory deductions are calculated. Do not let them reduce the gross emoluments base used for NHT or Education Tax.

04 Filing cadence and TAJ penalties

4 RULES

F 1

All statutory remittances are due by the 14th of the month following the payroll month. Single S01 form covers PAYE, NIS, NHT, Education Tax, and HEART/NTA.

Apply this: Calendar the S01 for the 10th of every month. Four-day buffer absorbs portal outages and bank holidays. File and pay through Tax Administration Jamaica online.

F 2

TAJ imposes a 25% surcharge on outstanding statutory deductions from the first day they are late, plus monthly interest on the unpaid balance.

Apply this: If a payment is late, do not wait. The 25% lands day-one. Interest compounds monthly. Pay the principal first; document the surcharge calculation; remit the surcharge.

F 3

Annual return (S02) is due by March 31 for the prior calendar year. Reconciles monthly S01s to actual contributions per employee.

Apply this: The S02 is the annual reconciliation. Variances between monthly S01s and the S02 trigger TAJ audit attention. Pull a per-employee earnings register before the S02 build, match line-by-line.

F 4

Persistent non-compliance can lead to prosecution under the Revenue Administration Act, including director-level personal liability.

Apply this: TAJ penalties for late payment are administrative. Prosecution is reserved for sustained non-payment. The 25% surcharge and compound interest, however, are immediate and automatic.

05 Common errors and how to amend

4 ERRORS

E 1

Applying the NIS J\$5M ceiling to NHT or Education Tax.

Common error: single-ceiling assumption in payroll software. NHT and Education Tax have NO ceiling. Configure them as ceiling-less rules. Pull a high-earner report to spot under-remittance.

E 2

Treating bonuses as exempt from statutory deductions.

Common error: bonuses are gross emoluments. PAYE, NIS (up to ceiling), NHT, Education Tax all apply. The HEART/NTA threshold may be triggered in a bonus month for employers whose normal monthly payroll is below J\$292,300.

E 3

Missing the annual S02 reconciliation, or filing it without reconciling to the S01s.

Common error: the S02 is treated as a year-end formality. TAJ uses it to spot variances. Reconcile every per-employee line on the S02 to the sum of monthly S01s before submission.

Rounding errors that compound across pay periods.

Common error: rounding PAYE to the nearest J\$10 or J\$100. Calculate to two decimal places. TAJ matches against the exact-cent calculation, not the rounded amount. Fourteen months of J\$3 rounding errors per employee per pay run is the assessment that bankrupts the SME.

The whole stack on one page.

DEDUCTION	EMPLOYEE	EMPLOYER	BASE	CEILING	TRIGGER
PAYE	0% to 30%	n/a	Taxable income	None	Income over J\$1,272,736/yr
NIS	3%	3%	Insurable earnings	J\$5,000,000/yr	All employees
NHT	2%	3%	Gross emoluments	None	All employees
Education Tax	2.25%	3.5%	Gross emoluments	None	All employees
HEART/NTA	0%	3%	Gross emoluments	None	Employer monthly payroll over J\$292,300

Filing deadline: **14th of the month following payroll month**. Annual reconciliation (S02) due **March 31** for prior calendar year. Late surcharge: **25% from day one** plus monthly interest. Single S01 form covers all five deductions.

All rates current as of 2026. Confirm against Tax Administration Jamaica's published guidance (jamaicatax.gov.jm) before each fiscal year. Jamaica's fiscal year starts April 1; rate changes can be announced in the April Budget statement.

Where every rate and rule in this card came from.

Primary sources:

- **Tax Administration Jamaica.** published deduction rates, filing forms (S01, S02), penalty schedule. jamaicatax.gov.jm.
- **Ministry of Labour and Social Security: National Insurance Scheme.** mlss.gov.jm/departments/national-insurance-scheme.
- **National Housing Trust Act.** contribution rates, base definition.
- **Education Tax Act.** contribution rates and base definition.
- **HEART Trust / NTA Act.** employer levy and J\$292,300 threshold.
- **Revenue Administration Act.** surcharge, interest, and prosecution provisions.

Workzoom's role in Jamaica. Jamaica HR, Workforce, and Talent are fully available on Workzoom. The payroll compliance engine: PAYE, NIS, NHT, Education Tax, HEART/NTA: is built and rolling out through our launch partner program with the first cohort of Jamaica clients running real data. Pricing starts at \$4 per employee per month per suite, no setup fees, month-to-month. If payroll is part of your evaluation, mention it at your walkthrough and we will tell you honestly whether the timing works.

This document is operational guidance, not tax advice. Confirm specific Jamaican statutory questions with Tax Administration Jamaica, NIS, or a Jamaican payroll accountant before acting on it.

CLOSING · HOW WORKZOOM HANDLES JAMAICA PAYROLL

All six deductions, automatically, on every pay run.

Workzoom HR, Workforce, and Talent are available in Jamaica today. The payroll compliance engine: PAYE annualization, NIS with the J\$5M ceiling, NHT and Education Tax without ceilings, HEART/NTA conditional on monthly payroll threshold: is rolling out through our launch partner program with the first cohort of Jamaica clients.

HR/WF/TALENT AVAILABLE

PAYROLL: LAUNCH PARTNER COHORT

\$4 / EMPLOYEE / MONTH

NEXT STEP

Book a 30-minute walkthrough on the Jamaica platform.

We will walk HR, Workforce, and Talent on live Jamaican data and tell you honestly where Jamaica payroll is in the launch sequence. Bring this rate card; we will answer every line on the spot.

[workzoom.com / jamaica](https://workzoom.com/jamaica)