

Globalization Partners provides employer of record services for customers that want to hire employees and run payroll without first establishing a branch office or subsidiary in Jamaica. Your candidate is hired via Globalization Partners' Jamaica PEO in accordance with local labor laws and can be onboarded in days instead of the months it typically takes. The individual is assigned to work on your team, working on your company's behalf exactly as if he or she were your employee to fulfill your in-country requirements.

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Our solution and Global PEO service enables customers to run payroll in Jamaica while HR services, tax, and compliance management matters are lifted from their shoulders onto ours. As a Global PEO expert, we manage employment contract best practices, statutory and market norm benefits, and employee expenses, as well as severance and termination if required. We also keep you apprised of changes to local employment laws in Jamaica.

Your new employee is productive sooner, has a better hiring experience and is 100% dedicated to your team. You'll have peace of mind knowing you have a team of dedicated employment experts assisting with every hire. Globalization Partners allows you to harness the talent of the brightest people in more than 185 countries around the world, quickly and painlessly.

Basic Hiring Facts For Jamaica

Jamaica is located in North America and has a population of 2.803 million. The capital city of Jamaica is Kingston which has a population of 1.041 million. In 1962, after years of internal self-government, Jamaica became an independent nation, but chose to remain a member of the British Commonwealth. Similar to Canada, Queen Elizabeth II remains the Queen of Jamaica but by tradition only.

When negotiating terms of an employment contract and offer letter with an employee in Jamaica, it may be useful to keep the following in mind:

Jamaica Holidays

- New Year's Day
- Ash Wednesday
- Good Friday
- Easter Monday
- Labour Day
- Emancipation
- Independence Day
- National Heroes Day
- Christmas Day
- Boxing Day

Employment Contracts in Jamaica

In Jamaica, employment contracts can be oral or written, but it is best practice to put a strong, written contract in place, in English, which spells out the terms of the employee's compensation, benefits, and termination requirements. An offer letter and employment contract in Jamaica should always state the salary and any compensation amounts in Jamaican Dollars rather than a foreign currency. The employment contract template is part of the service with Globalization Partners; no need to draft a separate template if you use our employer of record and PEO service in Jamaica.

Why Globalization Partners

Establishing a branch office or subsidiary in Jamaica to engage a small team is time-consuming, expensive and complex. Jamaican labor law has strong worker protections, requiring great attention to detail and an understanding of local best practices. Globalization Partners makes it painless and easy to expand into Jamaica. We can help you hire your candidate of choice, handle HR matters and payroll, and ensure that you're in compliance with local laws, without the burden of setting up a foreign branch office or subsidiary. Our

Jamaica PEO and [Global Employer of Record](#) solution provides you peace of mind so that you can focus on running your company.

If you would like to discuss how Globalization Partners can provide a seamless employee leasing or PEO solution for hiring employees in Jamaica, please [contact us](#).