

When you expand to a new country such as Trinidad and Tobago, you have to focus your time and energy on numerous tasks. However, one of the most important is hiring employees. Recruiting and onboarding top talent will ensure your company's success in the short- and long-term, but you have to make sure you meet all compliance laws.

Globalization Partners makes it easier to expand and find the right employees through Trinidad and Tobago hiring outsourcing. We will either recruit top talent for your open positions or onboard the candidates you have already chosen. As the Employer of Record, we'll be responsible for meeting all Trinidad and Tobago employment compliance laws, while you focus on running your company.

The Recruitment Process in Trinidad and Tobago

Trinidad and Tobago staffing and recruiting tasks require a reliable method of finding recruits and a thoroughly defined job description. It's best to identify a recruitment plan early on to help you understand the resources you'll need. You have a few options for recruitment, including:

- Contacting a hiring agency based in the country.
- Visiting the country and forming a network yourself.
- Partnering with a global PEO, also known as an employer of record, to use its international resources.

If you need to expand quickly and do not have any knowledge of local labor laws, it's best to work with a global PEO such as Globalization Partners.

Defining the positions you want to fill is a vital part of the recruitment process. Your job descriptions should include basic ideas, such as daily processes, education, and required experience, but you should think about legal constraints as well. What is the salary for each position, and are there included benefits?

The country's minimum wage is \$17.50 an hour, and required benefits include 14 holidays off, two to five weeks of paid vacation, and 14 days of sick leave. You'll want your job to meet

these minimums, and you can make your positions more appealing if you exceed these requirements.

Having a well-defined position makes your job more attractive and helps you answer questions that recruits might ask during the interviewing stage.

How to Hire Trinidad and Tobago Employees

Hiring Trinidad and Tobago employees must start with an oral or written employment contract that's either express or implied. The country's Industrial Court typically decides if a person falls under the "worker" or "employee" category and if they need an employment contract. Typically, terms and conditions under which an employee works can be located in an individual employment contract, a collective agreement, or by the country's legislation.

You can hire employees using a fixed-term or permanent contract in both the public and private sectors. If you want to subcontract specific tasks or projects, hire employees on a fixed-term basis. You can also hire employees under a probation period. The defense force, civil, prison, police, and fire services industries have specific legislation dealing with probation periods. Typically, private sector employees can determine their own probation period terms with their employer.

Trinidad and Tobago Employment Compliance Laws

Every country has its own employment compliance laws you must follow. Trinidad and Tobago requires you to register all new employees with the National Insurance Board (NIB) if they have not previously registered. You must complete this process within the first seven days of employment.

All employees also need to register with the Board of Inland Revenue (BIR). There's no mandatory time period to complete this task, but we recommend workers register as soon as they become an employee for the first time. New employees also need to have the TD1 form from the Board of Inland Revenue to start work.

How to Onboard New Employees

Onboarding new employees successfully is important to make sure they feel comfortable with your company and their position. Make sure employees sign all applicable documents before starting, and provide a training program to ensure they're prepared for their daily tasks. You can also create events for new employees to get to know each other if you run a small subsidiary.

Benefits of Trinidad and Tobago Hiring Outsourcing

Many companies don't have the time necessary to focus on hiring while handling so many other incorporation tasks. Globalization Partners makes hiring easier through Trinidad and Tobago hiring outsourcing. We use our existing infrastructure to help you start work in as little as a day or two.

We'll also make sure all of your employees have a positive hiring experience and are ready to start working immediately. With our deft handling of Trinidad and Tobago's employment compliance, you can have peace of mind and the time to run your company.

Choose Trinidad and Tobago Hiring Outsourcing With Globalization Partners

Globalization Partners wants to make it easier for companies to work around the globe. [Contact us today](#) to learn more about our services.