

Grenada

Exchange rate: U.S.\$1.00 equals
2.70 East Caribbean dollars (E.C.\$).

Old Age, Disability, and Survivors

Regulatory Framework

First law: 1969 (provident fund).

Current law: 1983 (social insurance), with amendments.

Type of program: Social insurance system.

Coverage

Employed and self-employed persons aged 16 to 59, including public-sector employees.

Source of Funds

Insured person: 4% of earnings; the self-employed contribute 6.75% of earnings.

Employer: 5% of covered wages.

Government: None.

The maximum annual earnings for contribution purposes are E.C.\$36,000.

All of the above contributions also finance sickness benefits, maternity benefits, and work injury benefits.

Qualifying Conditions

Old-age pension: Age 60 with 500 weeks of coverage, including at least 150 weeks of paid contributions.

Partial pension: Age 60 with 260 weeks of coverage, including at least 150 weeks of paid contributions.

Old-age grant: Age 60 and does not meet the qualifying conditions for an old-age pension. Must have at least 50 weeks of paid or credited contributions.

Disability pension: Under age 60 with 150 weeks of paid contributions.

Disability grant: Under age 60 and does not meet the qualifying conditions for a disability pension. Must have at least 50 weeks of paid or credited contributions.

Survivor pension: The insured was a pensioner or was eligible for a pension at the time of death.

Survivor grant: The insured was eligible for an old-age grant or a disability grant.

Funeral grant: The insured was a pensioner or was eligible for an old-age grant or a disability grant.

Old-Age Benefits

Old-age pension: 30% of average earnings, plus 1% of earnings for every 50-week period of contributions over 500 weeks.

Partial pension: 16% of average earnings, plus 1% of earnings for every 25-week period of contributions over 150 weeks up to 499 weeks.

The minimum weekly pension is E.C.\$40.

Old-age grant: A lump sum equal to 5 times average weekly insurable earnings for every 50-week period of contributions.

Benefit adjustment: Benefits are reviewed periodically.

Permanent Disability Benefits

Disability pension: 30% of average earnings, plus 1% of earnings for every 50-week period of contributions over 500 weeks.

The minimum weekly pension is E.C.\$40.

The maximum pension is 60% of earnings.

Disability grant: A lump sum equal to 5 times average weekly insurable earnings for every 50-week period of contributions.

Benefit adjustment: Benefits are reviewed periodically.

Survivor Benefits

Survivor pension: 75% of the insured's pension, payable to a widow aged 50 or older or disabled and to a dependent disabled widower. A limited pension is payable for 1 year to a widow who is under age 50.

Orphan's pension: 25% of the insured's pension for each child under age 16 (age 18 if a student); 50% each for a disabled child or a full orphan.

The minimum weekly pension is E.C.\$8.50; E.C.\$17 for a disabled child or a full orphan.

The maximum survivor pension is 100% of the insured's pension.

Survivor grant: A lump sum equal to 5 times average weekly insurable earnings for every 50-week period of contributions.

Funeral grant: E.C.\$2,000 for the funeral of the insured; E.C.\$1,500 to the insured for the funeral of a spouse; E.C.\$750 to the insured for the funeral of a child.

Benefit adjustment: Benefits are reviewed periodically.

Administrative Organization

Ministry of Social Services and Labor provides general supervision.

National Insurance Board administers the program.

Sickness and Maternity

Regulatory Framework

First and current law: 1983 (social insurance), with amendments.

Type of program: Social insurance system. Cash benefits only.

Coverage

Employees aged 16 to 59, including public-sector employees.

Source of Funds

Insured person: See source of funds under Old Age, Disability, and Survivors, above.

Employer: See source of funds under Old Age, Disability, and Survivors, above.

Government: See source of funds under Old Age, Disability, and Survivors, above.

Qualifying Conditions

Cash sickness benefits: Employed on the day before the onset of illness or 13 weeks of contributions, including 8 out of the 13 weeks preceding the onset of illness.

Cash maternity benefits: 30 weeks of contributions, including 20 weeks in the 30-week period ending 6 weeks before the expected date of childbirth.

Funeral grant: The insured person was entitled to sickness benefits or maternity benefits at the time of death.

Sickness and Maternity Benefits

Sickness benefit: 65% of average earnings during the 13 weeks before the onset of sickness. The benefit is payable from the first day of sickness for up to 26 weeks; for up to 52 weeks with at least 75 weeks of paid or credited contributions in the last 3 years.

Maternity benefit: 65% of average earnings during the 30 weeks before the benefit begins. The benefit is payable for a total of 12 weeks beginning 6 weeks before the expected date of childbirth and up to 6 weeks after.

The minimum benefit is E.C.\$450.

Maternity grant: The grant is paid to the uninsured wife of an insured man.

The minimum grant is E.C.\$450.

Funeral grant: E.C.\$2,000 is paid to the person who meets the cost of the insured's funeral.

Benefit adjustment: Benefits are reviewed periodically.

Workers' Medical Benefits

No statutory benefits are provided.

Dependents' Medical Benefits

No statutory benefits are provided.

Administrative Organization

Ministry of Housing, Social Security, and Women's Affairs provides general supervision.

National Insurance Board administers the program.

Work Injury

Regulatory Framework

First and current law: 1998 (employment accident).

Type of program: Social insurance system. Cash benefits only.

Coverage

Employees aged 16 to 59, including public-sector employees.

Source of Funds

Insured person: See source of funds under Old Age, Disability, and Survivors, above.

Employer: See source of funds under Old Age, Disability, and Survivors, above.

Government: None.

Qualifying Conditions

Work injury benefits: There is no minimum qualifying period.

Temporary Disability Benefits

70% of average weekly insurable earnings over the previous 13 weeks. The benefit is payable from the day of the injury until recovery, for up to 26 weeks.

Benefit adjustment: Benefits are reviewed periodically.

Permanent Disability Benefits

70% of average weekly insurable earnings over the previous 13 weeks. The benefit is proportionately reduced if the assessed degree of disability is less than 100%.

Constant-attendance allowance: 50% of the disability benefit, if 100% disabled.

Benefit adjustment: Benefits are reviewed periodically.

Workers' Medical Benefits

Benefits include the cost of medicines, surgery, prostheses, and overseas treatment, including the cost of transportation.

Survivor Benefits

Survivor pension: 75% of the insured's pension, payable to widow(er) for life or until the spouse remarries. On remarriage, the spouse receives a gratuity equal to 52 times the weekly rate of the pension.

Orphan's pension: 25% of the insured's pension for each child under age 16 (age 18 if a student); 50% for a disabled child or a full orphan.

Other dependents: 25% of the insured's pension (50% if totally dependent) for a period of 52 weeks.

The minimum weekly pension is E.C.\$8.50; E.C.\$17 for a disabled child or a full orphan.

The maximum survivor pension is 100% of the insured's pension.

Funeral grant: E.C.\$2,000 is paid to the person who meets the cost of the insured's funeral.

Benefit adjustment: Benefits are reviewed periodically.

Administrative Organization

Ministry of Housing, Social Security, and Women's Affairs provides general supervision.

National Insurance Board administers the program.