



## **CONDITIONS OF SERVICE**

### **JUSTICE OF THE SUPREME COURT** **Substantive Appointment**

**Salary:**

Scale JL5 Fixed \$119,249 per annum

**Responsibility Allowance:**

\$ 10,000 per annum

**Housing Allowance:**

\$ 50,000 per annum

**Educational Allowance:**

Every judge is entitled to an allowance for a dependent child, not exceeding two, equal to the tuition fee prevailing at the College of The Bahamas [now the University of The Bahamas] with respect to the dependent's attendance at college, university or any professional school for a period of not exceeding four years. Provided that at least two of those years may be applied to high school and secondary education.

**Health Insurance:**

Option to Include Spouse and dependent children - Paid in full by Bahamas Government.  
Option to continue after retirement, at personal cost subject to a subsidy of 25% of costs paid by Bahamas Government for retired justice only.

**Aide:**

Provision of an Aide from the Royal Bahamas Police Force for security purposes who also serves as Driver.

**Vehicle:**

Gas and maintenance

Provision of a government owned/maintained vehicle.

**Cellphone:**

Data and Minutes

Provision of a government owned/maintained mobile phone.

**Regalia:**

Provision of judicial regalia.

**Pension Entitlement:**

Under the Judges Remuneration & Pensions Act, Chapter 45

1. Option to retire at the minimum age of 55 years with a minimum of five (5) years continuous service.
2. Option to retire at the age of 65 years with a minimum of five (5) years continuous service.
3. At the age of 64 years, option to request an extension to continue in office up to the age of 67 years.
4. Option to receive (a) a full pension or (b) a reduced pension with a gratuity.

**Vacation Leave:**

Five (5) weeks per annum. Specific dates are subject to approval of the Chief Justice. Public Holidays recognized in The Bahamas are excluded. Normally, vacation leave is not granted until the judge has served for at least six (6) months or one (1) year.

**Casual Leave:**

Ten (10) working days per annum. Normally two (2) days maximum per month. Specific dates are subject to the approval of the Chief Justice.

**Compassionate Leave:**

Eight (8) Working days per annum. Granted for sickness/death of immediate family (spouse, child, parent, sibling)

**Sick Leave:**

Twenty (20) working days per annum. Six (6) days are call in days at a maximum of two (2) days at any one time without a medical certificate. Absences during the remaining fourteen (14) days must be accompanied by medical certificate(s).

**Study Leave:**

Ten (10) working days per annum subject to approval of the Chief Justice. Granted for attendance at conferences, seminars or workshops at judge's personal expense. Documents relating to the conference/seminar/workshop must accompany the application.