

What companies need to know about Singapore's enhanced work pass framework



A 5-year Personalised Pass for Top Talent

- From January 2023, the new [Overseas Networks & Expertise \(ONE\) Pass](#) will be introduced for **top talent** across diverse sectors.
- **Valid for 5 years**, the pass ensures **easy family relocation** with its spousal work benefits, and allows top talent to **engage in multiple economic activities concurrently**.

Shortened Processing Timelines, Greater Clarity for EP Applications

- Required job advertising period under the [Fair Consideration 1](#), which ensures non-discriminatory hiring practices, has been shortened **from 28 days to 14**.
- Processing time for all EP applications will be **halved from 21 days to 10 days**, and applicants will be provided **with clear reasons** behind any rejections or delays.



Offer Experienced Talent Certainty with New Pass for Specific Tech Roles

- A **5-year EP** will be offered for specific tech occupations under the [Complementarity Assessment Framework's \(COMPASS\) Shortage Occupation List](#) (SOL) to fill in talent gaps amidst tech disruptions. The first SOL will be released in March 2023.

Clear Salary Benchmark for Exemptions

From 1 Sep 2023, pass applications for talent with a fixed monthly salary of **S\$22,500** will

- **exempt** the employer from the **FCF job advertising requirement**
- be **exempted** from **COMPASS**
- be required to meet the **salary criterion** for the **Personalised EP**

Source: [Ministry of Manpower \(MOM\)](#)



At a glance: work passes available in Singapore

Besides the standard EP, firms can now leverage a range of other passes.



	ONE Pass (wef 1 Jan 2023)	Tech.Pass	Personalised Employment Pass (PEP)	Employment Pass (EP)	S Pass	EntrePass
For	Top foreign talent	Leaders in the tech industry	High-earning EP holders	Foreign professionals, managers and executives	Skilled foreign employees	Entrepreneurs, innovators or investors
Applicant (who the pass is tied to)	Individual	Individual	Individual	Employer	Employer	Individual
Validity	5 years	2 years	Up to 3 years	2 years; or 5 years for tech professionals wef 1 Sep 2023	Up to 2 years	Up to 2 years
Renewability	Yes	Yes, one-time renewal of 2 years	No	Yes	Yes	Yes
Min. fixed monthly salary	S\$30,000	S\$20,000*	S\$22,500 (wef 1 Sep 2023)	S\$5,000, subject to progressive increase with age	S\$3,000 to S\$3,500, subject to progressive increase with age	No min. as long as applicant intends to start or has started a Singapore-registered private limited company
Eligibility to bring in family	Eligible, and spouses can work with Letter of Consent	Eligible	Eligible	Eligible, with higher min. fixed salary	Eligible, with higher min. fixed salary	Eligible, with certain business and employment criteria met

*Learn more about the eligibility criteria for Tech.Pass [here](#).

Source: [Ministry of Manpower \(MOM\)](#)