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 <u>Overseas Networks & Expertise (ONE)</u> 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 <u>Fair Consideration 1</u>, 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 <u>Complementarity Assessment Framework's (COMPASS)</u> <u>Shortage Occupation List</u> (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 **\$\$22,500** will

- $\boldsymbol{\cdot}$ 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)

Top foreign talent

Individual

5 years

Yes

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For

Applicant

(who the pass

is tied to)

Validity

Renewability

Tech.Pass

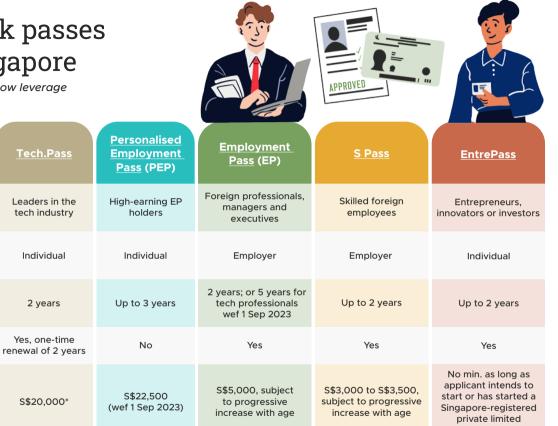
Leaders in the

tech industry

Individual

2 years

Yes. one-time



\$	min. fixed monthly salary	S\$30,000	S\$20,000*	S\$22,500 (wef 1 Sep 2023)	to progressive increase with age	s\$3,000 to s\$3,500, subject to progressive increase with age	start or has started Singapore-registere private limited company
ເຕິ	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)