

EA Alert Dated: 30 May 2016

EA Alert: Proposed amendments to EALCs to take effect from 1 June 2016

We would like to inform you of revisions to the **Employment Agency Licence Conditions** (EALCs) that will take effect from 1 June 2016. The changes affect all employment agencies (EAs), and are explained below.

2 With effect from 1 June 2016, the EA licensing framework comprises the following license types:

- a) The Select Licence (SL) - threshold will be lowered from SGD 7,000 a month to SGD 4,500 a month. This means that EAs holding SLs will be able to place workers earning more than SGD 4,500 a month starting from 1 June 2016.
- b) The Comprehensive Licence (CL) will now have three categories, namely:
  - (i) CL (All) – for EAs that place both local and foreign employees, including foreign domestic workers
  - (ii) CL (Non-Foreign Domestic Worker) – for EAs that place both local and foreign employees, but excluding foreign domestic workers
  - (iii) CL (Local) – for EAs that place local employees only

3 The CL4K licence, which currently allows EAs to place workers earning above SGD 4,000, will be removed.

4 The above changes were announced at the EA Seminar on 9 March 2016 and communicated to all EAs via the EA alert on 18 March 2016.

5 In addition to the above, 3 licence conditions will also be revised to provide greater clarity. These are as follows:

Revisions to Licence Conditions	Revisions affect			
	Comprehensive Licence			Select Licence
	CL(All)	CL(Non-Foreign Domestic Worker)	CL(Local)	
<b>Condition 4</b>  Revised to make it clear that EAs must state EA Name and Licence Number as well as EA personnel Name and Registration Number in documents, including those in electronic form such as emails. Similarly, these must also be stated in publicity materials, including those published on social media platform.	✓	✓	✓	✓

<p><b>Condition 9</b></p> <p>Revised to make it clear that apart from obtaining authorization from prospective employers prior to work pass applications, EAs also need to obtain authorization from existing employers of the foreign job applicants before performing other work pass transactions such as work pass renewals or cancellations.</p>	✓	✓		✓
<p><b>Condition 13B</b></p> <p>Revised to make it clear that EAs are to show the full biodata of FDWs to the prospective employer whenever they recommend or match the FDW to the prospective employer. The requirement to show the biodata is not applicable to direct-hire cases.</p>	✓			

6 The revised EALCs that will take effect from 1 June 2016 are attached. All employment agencies are to take note of the revised licence conditions.