

**FAQS ON MARKET-BASED SKILLS RECOGNITION FRAMEWORK (MBF) FOR
WORK PERMIT HOLDERS (WPH) IN THE MANUFACTURING SECTOR**

1.	<p>How do I apply to upgrade my WPHs if they have already met the MBF pathway? Will the upgrading be done automatically?</p>
	<p>The new MBF pathway will be implemented from 1 Sep 2018, and the upgrading to higher skilled (R1) status will be automatic for most WPHs if you regularly update your WPHs' fixed monthly salaries. To help you prepare for the implementation, you may wish to take note of the following:</p> <p>i) New Work Permit applications</p> <p>WPHs who meet the requirements will be accorded higher skilled (R1) status at the point of Work Permit application.</p> <p>ii) Existing WPHs who meet the requirements</p> <p>Existing WPHs will be upgraded to higher skilled (R1) status from 1 Sep 2018. This is automatic based on the fixed monthly salaries that you have provided to MOM and no formal request is required. This is possible only if you have updated your WPHs' fixed monthly salaries on the Work Permit Online (WP Online).</p> <p>iii) Manufacturing WPHs with 4-year period of employment (POE) and employer wishes to increase their fixed monthly salaries to \$1,600</p> <p>WPHs will be upgraded to higher skilled (R1) on the 1st of the following month after you have updated MOM on the WPHs' salaries. You will need to update the fixed monthly salary information via the "Change Worker's Salary" module in the WP Online. In order for timely assignment of WPHs' skilled worker status, you are advised to update any revision of monthly salary promptly by the last Friday of the month. Any delay in revising the monthly salary information will delay the assignment to skilled worker status.</p> <p>For WPHs who are due for renewal, employers may also indicate the revised salary when submitting renewal applications.</p> <p>iv) Manufacturing WPHs who met the salary criteria but do not have at least 4-year POE</p> <p>Manufacturing WPHs will be upgraded to higher skilled (R1) status when their POE reaches 4 years.</p>
2.	<p>My current WPH is a R1 because he/she has the requisite academic qualification (or passed the relevant trade test/WSQ Composite Assessment for Generic Manufacturing for the sector). If he/she does not meet the MBF requirement, will he/she be downgraded?</p>
	<p>No. The MBF is an additional upgrading pathway and it supplements the current skills framework. Your WPH will continue to be assigned the higher skilled (R1) status and you will enjoy the lower levy, if applicable.</p>

3.	How is the POE computed? Must the POE be a continuous period of employment, or is it based on the total number of years worked in Singapore? Is there any restriction on the number of employers?
	The POE is computed by summing up the total number of years the WPH has worked in Singapore on a valid work permit. It is employer and sector neutral. There is no restriction on the number of employers when computing a worker's POE.
4.	How do I check if my existing WPH meets the POE requirement?
	You can find these details in your WP Online account.
5.	If my WPH attains higher skilled (R1) in this month, when can I start to enjoy the lower levy rate?
	<p>You will enjoy the lower levy rate in the same month that your WPH attains the higher skilled (R1) status.</p> <p>For example, if your WPH attains higher skilled (R1) status on 1 Sep 2018, you will be able to enjoy the lower levy rate from 1 Sep 2018 and view the higher skilled (R1) status in the WP Online from 1 Sep 2018. However, as the levy payable for the month is billed the following month, the Sep liability showing the higher skilled (R1) levy rate will only be reflected in the levy bill that you will receive in Oct 2018.</p>
6.	What proof do I have to show that my Manufacturing WPH is paid at least a fixed monthly salary of \$1,600?
	You will need to declare the fixed monthly salary that your WPH is paid in the WP Online. Making a false declaration is an offence and employers can be fined up to \$20,000 or imprisoned up to two years or to both per charge. MOM will also bar errant employers from employing foreign workers.
7.	If my WPH met the MBF requirements and obtained a higher skilled (R1) status, but due to unforeseen circumstances, his/her salary was reduced, will he/she still qualify for higher skilled (R1)?
	You are required to declare to MOM if your WPH's salary is reduced. A failure to declare is an offence and may subject you to penalties. If your Manufacturing WPH's salary is reduced to less than \$1,600 per month, he/she will no longer qualify for higher skilled (R1) under the MBF. Your WPH will be considered higher skilled if he/she meets the other skills upgrading pathway, else your WPH will be downgraded to basic skilled (R2).