

**Anticipated Questions on
the Non-Traditional Source Occupation List (NTS OL)**

Updated as at 1 September 2023

A. On eligibility criteria

Q1: How many Work Permits from Non-traditional Sources can I hire under the NTS OL?

Firms in the Manufacturing and Services sectors may hire up to 8% of their Total Workforce count, provided they have not exceeded the overall Dependency Ratio Ceiling (DRC) of the sector.

Example:

NTS quota for a firm in the Manufacturing or Services sector already hiring 10 local workers and 2 Malaysian/NAS Work Permit holders = $8\% \times (\text{total workforce } [12] + 1) = 1$ (rounded down to the nearest whole number)

Note:

Total workforce count

Total workforce count = Latest 3-month average number of local employees earning at least the local qualifying salary + Number of issued Work Permit holders + Number of issued S Pass holders.

Firms can check their current workforce profile data using [WP Online](#).

Dependency Ratio Ceiling (DRC)

The overall DRC for:

- a Manufacturing firm is 60%
- a Services firm is 35%

For more details on calculating the number of Work Permit holders a firm can hire, refer to [MOM's Quota Calculation Booklet](#).

Q2: Can I deploy my Work Permit holder hired under the NTS OL to an outlet under the same entity UEN?

Yes, you can deploy them to another outlet under the same entity UEN if they are performing the occupation stated on their Work Permit.

Q3: Can I deploy my Work Permit holder hired under the NTS OL to a different entity to perform an occupation stated on the Work Permit?

Work Permit holders in the Manufacturing and Services sectors are not allowed to be cross-deployed to work in an outlet under a different entity, even if it is to perform an occupation stated on the Work Permit. A different entity refers to one with a different UEN.

Q4: Can I employ an existing Work Permit holder from the Construction, Marine or Process (CMP) sector to work in my Manufacturing or Services firm under the NTS OL?

No, you are not allowed to do so. [You can only hire from your own business sector.](#)

Q5: Can my Work Permit holder hired under the NTS OL in my Manufacturing or Services firm change their occupation?

Your worker can only change their occupation within the allowed occupations on the NTS OL. You need to submit a request using [WP Online](#) before they can change their occupation.

Q6: Which countries or regions can I hire from under the NTS OL?

Manufacturing and Services firms may hire Work Permits holders from the following countries or regions under the NTS OL:

- Bangladesh
- India
- Myanmar
- Philippines
- Sri Lanka
- Thailand

Indian restaurants hiring cooks may hire Work Permit holders from the following countries or regions under the NTS OL:

- Bangladesh
- India
- Sri Lanka

Q7: Why is the NTS OL not expanded to include more occupations?

The NTS OL is starting off conservatively to ensure that employment and wage outcomes of lower-wage local workers in similar occupations are not affected.

We will work closely with sector agencies to engage the industries and tripartite partners to review the list from time to time.

Q8: Do I need to pay foreign worker levy and security bond for employing Work Permit holders under the NTS OL?

Yes, you need to pay foreign worker levy and security bond for hiring Work Permit holders under the NTS OL.

Q9: Are there any age restrictions for Work Permit holders hired under the NTS OL?

Yes, the same age restrictions that apply for a Work Permit will apply for workers from Non-Traditional Sources. Non-Malaysian applicants must be below 50 years old at the point of application.

Q10: How do I downgrade my S Pass holder in an NTS OL occupation to a Work Permit holder?

You can submit your application to downgrade your S Pass holder [here](#).

Q11: Should I pay my NTS OL and non-NTS OL workers similar wages?

As we implement the NTS OL, employers are reminded to comply with the Tripartite Guidelines on Fair Employment Practices, and should remunerate all employees fairly, taking into consideration factors such as skills, experience and performance.

Employees may take their unfair remuneration grievances to the Tripartite Alliance for Fair and Progressive Employment Practices (TAFEP), who will engage the firm to conduct a proper salary review. Employees working in unionized firms may also approach their unions for assistance.

MOM will work closely with NTUC and sector agencies to monitor the impact of the introduction of the NTS OL on employees. Any feedback on discriminatory or unfair behaviour will be investigated, and MOM will not hesitate to take action against errant employers.

Queries pertaining specifically to cooks in Indian restaurants

Q12: Why are Indian restaurants allowed to hire cooks from Bangladesh, India and Sri Lanka?

The inclusion of cooks in Indian restaurants in NTS OL is to better support our multi-ethnic food culture as restaurants can already hire Work Permit holders from Malaysia, People's Republic of China (PRC) and North Asian countries or regions today. Specifically, Indian restaurants are allowed to hire cooks from Bangladesh and Sri Lanka, in addition to India given their geographical proximities and similarities in their food cultures.

B. On application process

Q13: My FormSG application to be recognised as an Indian restaurant has been rejected. How can I appeal?

You can submit a new application if you have new information. Appeals with no new information will not be processed.

C. On renewal process

Q14: Can I renew the Work Permit for my worker hired under NTS OL?

Yes, you can submit a renewal application using WP Online 7 to 12 weeks before the Work Permit expires.

For more details, refer to MOM's [webpage on renewing a Work Permit holder](#).