

## FACTSHEET ON WORK PASS FRAMEWORK ENHANCEMENTS

The Ministry of Manpower, together with the Ministry of Trade and Industry and the Ministry of Communications and Information, will be enhancing our work pass framework to strengthen Singapore’s position as a global hub for talent.

2. The four key enhancements to the work pass framework are outlined below.

S/N	Target group	Work pass framework enhancements	Date of implementation
A	<p>Talent comparable to top 5% of Employment Pass (EP) holders</p> <p><i>(Earning fixed monthly salary of \$30,000 and above)</i></p>	<p><u>Introduce new Overseas Networks &amp; Expertise Pass</u></p> <p>The Pass will be a personalised, 5-year work pass that allows holders to concurrently start, operate, and work for multiple companies in Singapore at any one time. Their spouses will be able to work on a Letter of Consent.</p> <p>Applicants will need to:</p> <ul style="list-style-type: none"> <li>a. Earn a fixed monthly salary of at least S\$30,000 within the last 1 year; or</li> <li>b. Show that they will earn a fixed monthly salary of at least S\$30,000 under their future employer based in Singapore.</li> </ul> <p>Overseas candidates will need to demonstrate that they are working for an established company overseas, or will be working for an established company in Singapore. To be considered established, a company should have a market capitalisation of at least US\$500 million or an annual revenue of at least US\$200 million.</p> <p>Individuals with outstanding achievements in the arts and culture, sports, science and technology, and research and academia, can also qualify even if they may not meet the salary criterion.</p>	1 Jan 2023

		<p>The Pass is renewable for 5 years each time, subject to the candidate meeting eligibility criteria for renewal.</p> <p>Pass holders will be asked to notify MOM annually of their professional activities, to ensure that they utilise the flexibilities accorded to contribute meaningfully.</p> <p>More details on the Pass eligibility criteria for new applications and renewals will be published on MOM’s website.</p>	
B	<p>Talent comparable to top 10% of EP holders</p> <p><i>(Earning fixed monthly salary of \$22,500 and above)</i></p>	<p><u>Introduce new public benchmark pegged to top 10% of EP holders</u></p> <p>This group of EP applicants will continue to be exempted from the Fair Consideration Framework (FCF) job advertising requirement and COMPASS, as well as be eligible for the Personalised Employment Pass (PEP).</p> <p>To align to this single benchmark, we will:</p> <ol style="list-style-type: none"> <li>a. Raise the exemption bar for the FCF job advertising requirement and COMPASS from \$20,000 to \$22,500; and</li> <li>b. Raise the salary criterion for the PEP from \$12,000/\$18,000 to \$22,500</li> </ol>	1 Sep 2023
C	All EP applications	<p><u>Enable companies to be more responsive to business needs</u></p> <ol style="list-style-type: none"> <li>a. Restore the FCF job advertising duration from 28 days to 14 days</li> <li>b. Improve processing time for all EP applications – EP applications will be processed, or an update will be given to employers within 10 business days</li> </ol>	<p>1 Sep 2022</p> <hr/> <p>With immediate effect</p>

D	Experienced tech professionals with skills in shortage	<p><u>Introduce 5-year EP option for candidates that meet the following criteria:</u></p> <ul style="list-style-type: none"> <li>a. Fill specific tech occupations on the COMPASS Shortage Occupation List (SOL);</li> <li>b. Earn a fixed monthly salary of at least \$10,500 (older candidates need higher salaries to qualify); and</li> <li>c. Pass COMPASS and score at least 10 points on the Diversity criterion.</li> </ul> <p>Compared to the typical pass duration of 2-3 years, a longer pass duration will give greater certainty to experienced tech professionals as well as businesses in their workforce planning, and allow Singapore to anchor tech capabilities while we develop our local pipeline.</p>	1 Sep 2023, with the roll-out of COMPASS
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3. More details will be released on MOM's website.

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