

FACTSHEET ON MEASURES TO RAISE THE QUALITY AND FACILITATE MORE OPTIMAL DEPLOYMENT OF THE FOREIGN WORKFORCE

The R1 framework seeks to encourage the development and retention of skilled foreign workers to raise productivity. MOM has been actively engaging the Process Construction & Maintenance Management Committee (PCMMC) on how the Process sector's R1 framework can be enhanced to match the rigour of the R1 criteria of other sectors and raise productivity.

2. Today, Process Work Permit Holders (WPHs) can obtain R1 status through 2 pathways:
 - a. Skills/ academics + Salary: WPHs who possess qualifications or certifications which are recognised under the R1 framework¹ and paid a minimum Fixed Monthly Salary (FMS)² of \$1,200;
Or
 - b. Experience + Salary: WPHs with a Period of Employment (POE) of at least 2 years in Singapore and paid a minimum FMS of \$1,200.

From 1 Jul 2020 to 30 Jun 2022

3. The R1 skills requirement for all pathways will be updated to at least 2 WSQ Statement of Attainment (SOAs) or equivalent. This requirement can be met through the Composite Assessment for Generic Manufacturing (Process), or with any 2 out of the existing 13 WSQ SOAs rolled out by Association of Process Industry (ASPRI). The list of skills tests for R1 recognition will also shift from the current list of certifications to only relevant WSQ programmes. Further updates to the list of recognised certifications for R1 will be made available online at MOM's website.

4. The experience criteria will be raised to 3 years and a third pathway will open. The 3 pathways with the updated criteria are:

- a. Skills/ academics + Salary: WPHs who possess qualifications or certifications which are recognised under the R1 framework, and paid a minimum FMS of \$1,200;
- b. Experience + Salary: WPHs with a POE of at least 3 years in Singapore and paid a minimum FMS of \$1,200;
- c. [New] Skills/ academics + Experience: WPHs who completed relevant qualifications or certifications which are recognised under the R1 framework, and have a POE of at least 3 years in Singapore.

5. These adjustments are intended to sustain the momentum for the sector to achieve higher productivity with a skilled workforce, as we work towards an even more robust R1 framework in 2022. Apart from ensuring workers are skilled in their trades, we will work with the industry towards recognising productive and progressive firms that redesign jobs or work processes to ensure R1 workers are deployed to perform higher-skilled jobs.

¹ The recognised qualifications/ certifications can be found at <https://www.mom.gov.sg/passes-and-permits/work-permit-for-foreign-worker/sector-specific-rules/process-sector-requirements>.

² Fixed Monthly Salary (FMS) = Basic Monthly Salary (BMS) + Fixed Monthly Allowances (FMA). For more information, please refer to <https://www.mom.gov.sg/fag/employment-pass/what-is-a-fixed-monthly-salary>.