

# **What are KICKBACKS?**

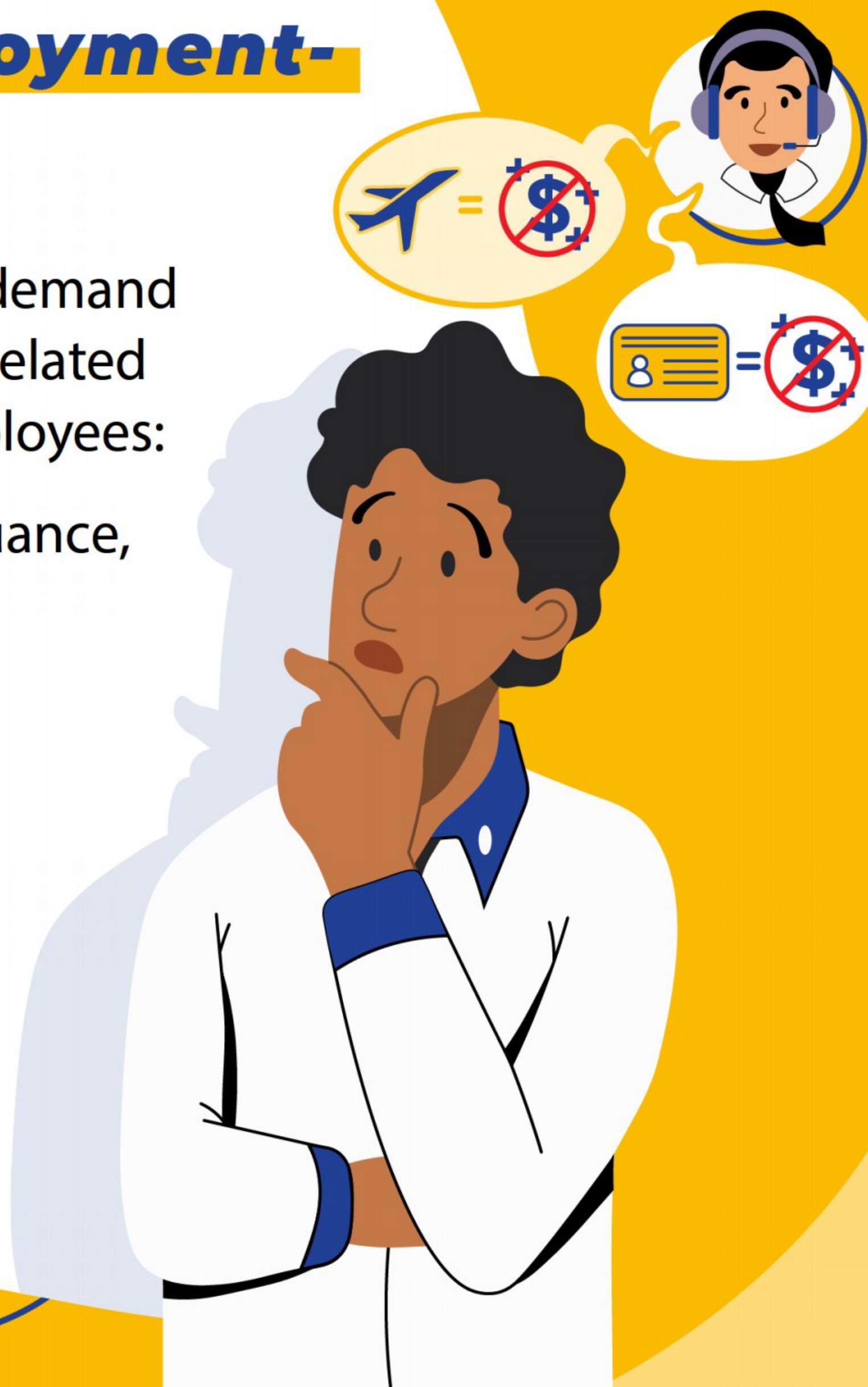
- Collecting money from foreign employees as a condition of employment or for employment-related costs



## ***What are employment-related costs?***

It is illegal for employers to demand the following employment-related costs from their foreign employees:

- Work Pass Application, Issuance, Renewal or Reinstatement
- Security Bond
- Levy Payment
- Medical Insurance
- Medical Examination Fees
- Compulsory Training
- Repatriation Costs



## ***Is this serious?***

- The collection of kickbacks is an offence under the Employment of Foreign Manpower Act (EFMA)
- MOM takes stern action against individuals and businesses who collect kickbacks



## **What are the penalties?**



- Upon conviction, they may be fined up to \$30,000, imprisoned up to 2 years, or both, per charge
- Errant employers may also be debarred from applying foreign employees