

COMPARISON OF PROFESSIONAL WORK PASSES: ENTREPASS, EP, PEP, TECH.PASS & ONE PASS IN SINGAPORE

Features	<u>EntrePass</u>	<u>Employment Pass (EP)</u>	<u>Personalised Employment Pass (PEP)</u>	<u>Tech.Pass (TP)</u>	<u>Overseas Networks & Expertise Pass (ONE Pass)</u>
<i>Who it is for</i>	Eligible foreign entrepreneurs who are high-calibre innovators or experienced investors	Foreign professionals with a job offer in Singapore who meet the eligibility criteria.	High-earning Employment Pass holders or overseas foreign professionals who meet the eligibility criteria.	Foreign Tech Industry Experts who are Founders, Leaders and Technical Experts with experience in established or fast-growing tech companies	ONE Pass is meant for top talent across all sectors
<i>Purpose of Pass or programme</i>	To attract foreign entrepreneurs	To attract foreign professionals	To attract high-earning foreign professionals	To attract with experience in established or fast-growing tech companies who are Founders, Leaders and Technical Experts	The ONE Pass shows the strengthening of Singapore's Position as a Global Hub for Talent.
<i>What are the flexibilities or features?</i>	Flexibilities: <ul style="list-style-type: none"> To manage own entity To be an Entrepreneur Can be the Company Director Can be the sole Shareholder No minimum capital required No requirement of any stipulated salary 	Flexibility to obtain the Employment Pass (EP) for foreign professionals, managers and executives to work in Singapore	Flexibilities: <ul style="list-style-type: none"> To obtain the PEP for foreign professionals who are still overseas. PEP can be applied without having any specific Employer. PEP is not tied up to only one Employer. To change any Employer during three years of PEP validity. 	Flexibilities: <ul style="list-style-type: none"> To Start and operate one or more tech companies To be an employee in one or more Singapore based companies at any time To Transit between employers or to an entrepreneur To be a consultant or mentor, lecture in 	Flexibilities: <ul style="list-style-type: none"> To Start, operate & work for multiple companies It can be applied either by meeting out with the fixed monthly salary criteria or with outstanding achievements across the arts and culture, sports, science and technology, and

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				local institutions of higher learning • To be an investor and director in one or more Singapore based companies	research and academia
<i>Eligibility to apply</i>	<ul style="list-style-type: none"> Funding from a Government-recognised VC or business angel An incubate at a Government-recognised incubator or accelerator Having business network and entrepreneurial track record Holding an intellectual property Having a research collaboration with an IHL or research institute in Singapore Has extraordinary achievements in key areas of expertise 	<ul style="list-style-type: none"> Have acceptable qualifications, usually a good university degree, professional qualifications or specialist skills. Work in a managerial, executive or specialised job. 	<ul style="list-style-type: none"> Eligible high-earning foreign professionals can apply for a Personalised Employment Pass. Pass holders have greater job flexibility than with other work passes. However, they need to meet certain requirements to hold the pass. 	To be eligible, applicants must meet at least two of the following requirements: <ul style="list-style-type: none"> Have a last drawn fixed monthly salary in the past year of at least S\$20,000 (Or its equivalent in a foreign currency. Candidates or business owners with annual income in excess of S\$240,000 or its equivalent in a foreign currency will also be considered.) Have at least five cumulative years of experience in a leading role in a tech company 	<ul style="list-style-type: none"> Applicants will need to earn a fixed monthly salary of SGD30,000 and above, comparable to the top 5% of Employment Pass (EP) holders. Overseas candidates also need to demonstrate that they have worked or will be working for an established company with: <ul style="list-style-type: none"> Market capitalisation of at least USD500 million; Or

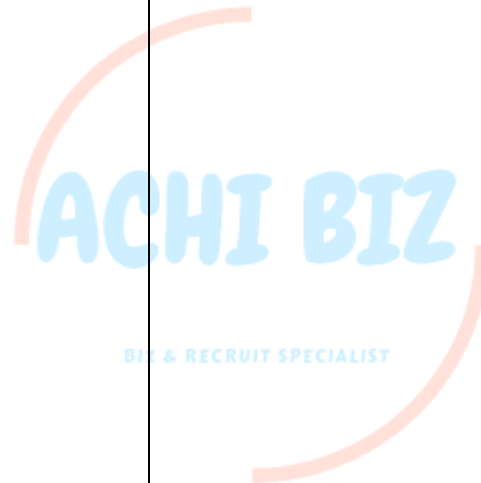
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	<ul style="list-style-type: none"> Has investment track record 			<ul style="list-style-type: none"> with a valuation or market cap of at least US\$500 million or at least US\$30 million funding raised. Have at least five cumulative years of experience in a leading role* in the development of a tech product that has at least 100,000 monthly active users or at least US\$100 million revenue. (*Eg: made major contributions to the design, development, and / or deployment of a tech product.) 	<ul style="list-style-type: none"> Annual Revenue of at least USD200 million Individuals with outstanding achievements across the arts and culture, sports, science and technology, and research and academia, can also qualify for ONE Pass even if they may not meet the salary criterion.
<i>Who can apply?</i>	<ul style="list-style-type: none"> By candidate; Or By an appointed employment agency 	<ul style="list-style-type: none"> By Employer; Or By an appointed employment agency 	<ul style="list-style-type: none"> By candidate; Or By an appointed employment agency 	<ul style="list-style-type: none"> By candidate; Or By an appointed employment agency 	<ul style="list-style-type: none"> By candidate; Or By an appointed employment agency
<i>When can apply?</i>	Either before registering the company or within 6	Only after securing a job with an Employer	Before even finding any employer or job	Upon meeting out the specific criteria and once approved by EDB	Upon meeting out the specific criteria and once



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	months from registration of the co.				approved by relevant agencies
Secured Employment	Not Applicable during application	Secured Employment is necessary for EP application	Not Applicable during application	Not Applicable throughout the validity of Tech.Pass	Not Applicable throughout the validity of ONE Pass
Can start, operate & work for multiple companies?	<ul style="list-style-type: none"> Yes, EntrePass holder can start, operate & work only for one company 	<ul style="list-style-type: none"> No, EP holder is not allowed to start, operate & work for own company. EP holder is allowed to work only for employers. EP holder is allowed to hold Secondary Directorship with Letter Of Consent. 	<ul style="list-style-type: none"> No, PEP holder is not allowed to start, operate & work for own company. PEP holder is allowed to work only for employers. 	Yes, Tech.Pass holder can start, operate & work multiple tech companies	Yes, One Pass holder can start, operate & work multiple companies
Fixed Monthly Salary criteria?	No stipulated minimum salary	<ul style="list-style-type: none"> \$5,000 for all Sectors excluding Financial Up to \$10,500 progressively with age for mid 40-s for all Sectors excluding Financial \$5,500 for Financial Sector Up to \$11,500 progressively with 	<ul style="list-style-type: none"> Current EP holders: at least \$12,000 a month. Overseas foreign professionals: at least \$18,000 a month. From 01-Sep-2023: \$22,500 a month for all candidates 	No stipulated minimum salary	<ul style="list-style-type: none"> \$30,000 and above salary

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		age for mid 40-s for Financial Sector			
Validity of new Pass?	<ul style="list-style-type: none"> New Pass or First Renewal: 1 year 	<ul style="list-style-type: none"> First-time: up to 2 years 	<ul style="list-style-type: none"> Up to 3 years. 	<ul style="list-style-type: none"> Tech.Pass will be valid for 2 years. 	<ul style="list-style-type: none"> ONE Pass will be valid for 5 years.
Is annual notification required?	<ul style="list-style-type: none"> Not Applicable 	<ul style="list-style-type: none"> Not Applicable 	<ul style="list-style-type: none"> Yes, PEP holder is required to notify the annual income with MOM 	<ul style="list-style-type: none"> Not Applicable 	<ul style="list-style-type: none"> Yes, ONE Pass holder will be asked to notify the professional activities
Is it renewable?	<ul style="list-style-type: none"> Yes, EntrePass is renewable. EntrePass must meet the specific criteria for renewal 	<ul style="list-style-type: none"> Yes, EP is renewable. New Salary criteria is applicable for renewal w.e.f. 01-Sep-2023 	<ul style="list-style-type: none"> No, PEP is not renewable. PEP is issued only once. 	<ul style="list-style-type: none"> Yes, Tech.Pass can be renewed once if renewal criteria are met for another subsequent 2 years. 	<ul style="list-style-type: none"> Yes, ONE Pass can be renewed for every 5 years
Validity for renewals?	<ul style="list-style-type: none"> First Renewal: 1 year Subsequent Renewals: 2 years 	<ul style="list-style-type: none"> Up to 3 years W.E.F: 01-Sep-2023: 5 Years for experienced tech professionals with skills in demand 	<ul style="list-style-type: none"> Not Applicable 	<ul style="list-style-type: none"> It can be renewed once for another subsequent 2 years 	<ul style="list-style-type: none"> ONE Pass can be renewed for every 5 years
Passes for Spouse & Unmarried Children	<ul style="list-style-type: none"> Available only after first year for eligible pass holders (Subject to specific requirements) 	<ul style="list-style-type: none"> Available for eligible pass holders 	<ul style="list-style-type: none"> Available for certain family members of pass holders 	<ul style="list-style-type: none"> Sponsor stay for spouse, children, and parents on either a Dependant's Pass (DP) or a Long-Term Visit Pass (LTVP) issued by MOM 	<ul style="list-style-type: none"> Sponsor stay for spouse, children, and parents on either a Dependant's Pass (DP) or a Long-Term Visit Pass (LTVP) issued by MOM

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<i>Eligibility for Dependant's Pass (DP)</i>	<ul style="list-style-type: none"> DP is subject to specific criteria only after first year completion 	<ul style="list-style-type: none"> Fixed monthly salary of at least \$6,000 is eligible for DP 	<ul style="list-style-type: none"> DP is available for certain family members of PEP holders 	<ul style="list-style-type: none"> Eligible for Dependant's Pass (DP) for applicable family members 	<ul style="list-style-type: none"> Eligible for Dependant's Pass (DP) for applicable family members
<i>LOC eligibility for DP holders</i>	<ul style="list-style-type: none"> DP holder of EntrePass is not allowed to work but start own biz & operate with LOC 	<ul style="list-style-type: none"> DP holder of EP is not allowed to work but start own biz & operate with LOC 	<ul style="list-style-type: none"> DP holder of PEP is not allowed to work but start own biz & operate with LOC 	<ul style="list-style-type: none"> DP holder of TP may be able to work with LOC 	<ul style="list-style-type: none"> DP holder may be able to work with LOC
<i>DP holders can start own business/co?</i>	<ul style="list-style-type: none"> Yes. DP holder of EntrePass is allowed to start own biz & operate with LOC 	<ul style="list-style-type: none"> Yes. DP holder of EP is allowed to start own biz & operate with LOC 	<ul style="list-style-type: none"> Yes. DP holder of PEP is allowed to start own biz & operate with LOC 	<ul style="list-style-type: none"> Not Applicable 	<ul style="list-style-type: none"> Not Applicable
<i>Eligibility for LTVP for Parents</i>	<ul style="list-style-type: none"> Subject to specific requirements after first year 	<ul style="list-style-type: none"> EP holder with a fixed monthly salary of at least \$12,000 is eligible for LTVP for Parents 	<ul style="list-style-type: none"> PEP holders are eligible to apply LTVP for Parents 	<ul style="list-style-type: none"> TP holders are eligible to apply LTVP for Parents 	<ul style="list-style-type: none"> ONE Pass holders are eligible to apply LTVP for Parents
<i>Foreign worker levy or quota</i>	<ul style="list-style-type: none"> No foreign worker levy or quota required. 	<ul style="list-style-type: none"> No foreign worker levy or quota required. 	<ul style="list-style-type: none"> No foreign worker levy or quota required. 	<ul style="list-style-type: none"> No foreign worker levy or quota required 	<ul style="list-style-type: none"> No foreign worker levy or quota required
<i>Available Slots (Quota)</i>	<ul style="list-style-type: none"> Not Applicable 	<ul style="list-style-type: none"> Not Applicable 	<ul style="list-style-type: none"> Not Applicable 	<ul style="list-style-type: none"> 500 slots are available for applications upon launch on a first come first serve basis 	<ul style="list-style-type: none"> Not Applicable
<i>Switching the Pass</i>	<ul style="list-style-type: none"> Existing EntrePass holders who meet the 	<ul style="list-style-type: none"> Existing EP holders who meet the criteria 	<ul style="list-style-type: none"> Existing PEP holders who meet the criteria of other passes may apply 	<ul style="list-style-type: none"> Flexibility is available 	<ul style="list-style-type: none"> Existing ONE Pass holders who meet the

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	criteria of other passes may apply	of other passes may apply			criteria of other passes may apply
Medical insurance	<ul style="list-style-type: none"> The company can choose whether to provide medical insurance for EntrePass holders. 	<ul style="list-style-type: none"> Employers can choose whether to provide medical insurance for EP holders. 	<ul style="list-style-type: none"> Employers can choose whether to provide medical insurance for PEP holders. 	<ul style="list-style-type: none"> The applicant, own company or Employer can choose to provide medical insurance for Tech.Pass holders. 	<ul style="list-style-type: none"> The applicant, own company or Employer can choose to provide medical insurance for ONE Pass holders.
Immigration Security Bond	<ul style="list-style-type: none"> Security Bond is not required for EntrePass. 	<ul style="list-style-type: none"> Security Bond is not required for EP. 	<ul style="list-style-type: none"> Security Bond is not required for PEP. 	<ul style="list-style-type: none"> Security Bond is not required for TP. 	<ul style="list-style-type: none"> Security Bond is not required for OP.
Requirement of FCF Job Advertisement	<ul style="list-style-type: none"> Not Applicable 	<ul style="list-style-type: none"> Mandatory to the Employers unless exempted 	<ul style="list-style-type: none"> Not Applicable 	<ul style="list-style-type: none"> Not Applicable 	<ul style="list-style-type: none"> Not Applicable
Launching of Pass or Programme	<ul style="list-style-type: none"> Already available 	<ul style="list-style-type: none"> Already available under existing Professional Passes 	<ul style="list-style-type: none"> Already available under existing Professional Passes 	<ul style="list-style-type: none"> Launched new Programme w.e.f. January-2021 	<ul style="list-style-type: none"> Set to be open for applications from 01 January 2023
Relevant legislation	<ul style="list-style-type: none"> Conditions of Work Pass Employment of Foreign Manpower Act 	<ul style="list-style-type: none"> Conditions of Work Pass Employment of Foreign Manpower Act 	<ul style="list-style-type: none"> Conditions of Work Pass Employment of Foreign Manpower Act 	<ul style="list-style-type: none"> Economic Development Board (EDB) Guidelines Conditions of Work Pass EFMA 	<ul style="list-style-type: none"> Applicable Guidelines Conditions of Work Pass EFMA
For more details: Scan the QR Code					

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