

# COMPARISON OF PROFESSIONAL AND SKILLED & SEMI-SKILLED WORK PASSES & WORK PERMITS IN SINGAPORE

## [ENTREPASS-EP-PEP-S PASS-WORK PERMITS] (aka: WORK VISAS / WORK PERMITS)

Features	<u>EntrePass</u>	<u>Employment Pass (EP)</u>	<u>Personalised Employment Pass (PEP)</u>	<u>S Pass</u>	<u>Work Permit (WP) For Foreign Worker (FW)</u>	<u>Work Permit (WP) For Foreign Domestic Worker / Helper / Maid (FDW)</u>	<u>Work Permit (WP) For Confinement Nanny (CN)</u>	<u>Work Permit (WP) For Performing Artiste (PA)</u>
<i>Who it is for</i>	<ul style="list-style-type: none"> <li>Eligible foreign entrepreneurs who are high-calibre innovators or experienced investors</li> </ul>	<ul style="list-style-type: none"> <li>Foreign professionals with a job offer in Singapore who meet the eligibility criteria.</li> </ul>	<ul style="list-style-type: none"> <li>High-earning Employment Pass holders or overseas foreign professionals who meet the eligibility criteria.</li> </ul>	<ul style="list-style-type: none"> <li>Mid-Skilled Technical Staff who meet the eligibility criteria.</li> </ul>	Foreign Workers from approved source countries in 5 Sectors: <ul style="list-style-type: none"> <li>Construction</li> <li>Manufacturing</li> <li>Marine Shipyard</li> <li>Process</li> <li>Services</li> </ul>	<ul style="list-style-type: none"> <li>Foreigners employed as Domestic Helpers in Singapore (also known as Maid)</li> </ul>	<ul style="list-style-type: none"> <li>Malaysians employed as confinement nannies in Singapore</li> </ul>	<ul style="list-style-type: none"> <li>Foreign performing artistes working in eligible public entertainment outlets such as bars, hotels and nightclubs</li> </ul>
<i>Eligibility to apply</i>	<ul style="list-style-type: none"> <li>Funding from a Government-recognised VC or business angel</li> <li>An incubate at a Government-recognised incubator or accelerator</li> <li>Having business network and entrepreneurial track record</li> <li>Holding an intellectual property</li> <li>Having a research collaboration with an IHL or research institute in Singapore</li> </ul>	<ul style="list-style-type: none"> <li>Have acceptable qualifications, usually a good university degree, professional qualifications or specialist skills.</li> <li>Work in a managerial, executive or specialised job.</li> <li>Use the Self-Assessment Tool to check a candidate's eligibility before you apply.</li> </ul>	<ul style="list-style-type: none"> <li>Eligible high-earning foreign professionals can apply for a Personalised Employment Pass.</li> <li>Pass holders have greater job flexibility than with other work passes.</li> <li>However, they need to meet certain requirements to hold the pass.</li> </ul>	<ul style="list-style-type: none"> <li>Only eligible candidates will be considered for an S Pass.</li> <li>Criteria include earning a prevailing minimum salary which is benchmarked against the top one-third of the local associate professionals and technicians (APT) salaries by age.</li> <li>Use the Self-Assessment Tool to check a</li> </ul>	Sector wise specific skills required: <ul style="list-style-type: none"> <li>Basic-Skilled</li> <li>Higher-Skilled</li> </ul>	<ul style="list-style-type: none"> <li>Female</li> <li>From 23 to 50 years old at the time of application</li> <li>FDWs above 50 years old can only renew their work permits until they reach 60 years old</li> <li>From an approved source country or region</li> <li>Minimum 8 years of formal education with a recognised certificate</li> </ul>	<ul style="list-style-type: none"> <li>Female</li> <li>Be a Malaysian</li> <li>Be 21 years old and above at the time of application</li> <li>Be 23 to 70 years old at the time of the application</li> <li>Work at your residence</li> </ul>	<ul style="list-style-type: none"> <li>Foreign performing artistes are not subject to source country restriction</li> <li>The minimum age for all non-domestic foreign workers is 18 years old</li> </ul>

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	<ul style="list-style-type: none"> <li>Has extraordinary achievements in key areas of expertise</li> <li>Has investment track record</li> </ul>			candidate's eligibility before you apply.				
<i>Is COMPASS (Complementarity Assessment Framework) to be passed by both employer &amp; employee</i>	<ul style="list-style-type: none"> <li>COMPASS is not applicable for Entrepass</li> </ul>	Yes, COMPASS is applicable for: <ul style="list-style-type: none"> <li>New EP applications w.e.f. 01-Sep-2023</li> <li>Renewal of EP w.e.f. 01-Sep-2024</li> </ul>	<ul style="list-style-type: none"> <li>COMPASS is not applicable for PEP</li> </ul>	<ul style="list-style-type: none"> <li>COMPASS is not applicable for S Pas</li> </ul>	<ul style="list-style-type: none"> <li>COMPASS is not applicable for WP</li> </ul>	<ul style="list-style-type: none"> <li>COMPASS is not applicable for FDW</li> </ul>	<ul style="list-style-type: none"> <li>COMPASS is not applicable for CN</li> </ul>	<ul style="list-style-type: none"> <li>COMPASS is not applicable for PA</li> </ul>
<i>Who can apply</i>	<ul style="list-style-type: none"> <li>By candidate (or an appointed employment agent on behalf of the entrepreneur).</li> </ul>	<ul style="list-style-type: none"> <li>An employer or appointed employment agent needs to apply on behalf of the candidate.</li> </ul>	<ul style="list-style-type: none"> <li>Candidate or appointed employment agent needs to apply on behalf of the candidate.</li> </ul>	<ul style="list-style-type: none"> <li>An employer or appointed employment agent.</li> </ul>	<ul style="list-style-type: none"> <li>An employer or appointed employment agent</li> </ul>	<ul style="list-style-type: none"> <li>An employer or appointed employment agent</li> </ul>	<ul style="list-style-type: none"> <li>An employer or appointed employment agent</li> </ul>	<ul style="list-style-type: none"> <li>An employer or appointed employment agent</li> </ul>
<i>When can apply</i>	<ul style="list-style-type: none"> <li>Either before registering the company or within 6 months from registration of the company</li> </ul>	<ul style="list-style-type: none"> <li>Only after registering the company</li> </ul>	<ul style="list-style-type: none"> <li>Only after registering the company</li> </ul>	<ul style="list-style-type: none"> <li>Only after registering the company</li> </ul>	<ul style="list-style-type: none"> <li>Only after registering the company</li> </ul>	<ul style="list-style-type: none"> <li>Only when the Employer is eligible to apply</li> </ul>	<ul style="list-style-type: none"> <li>Only after registering the company</li> </ul>	<ul style="list-style-type: none"> <li>Only after registering the company</li> </ul>
<i>Minimum salary</i>	<ul style="list-style-type: none"> <li>No stipulated minimum salary</li> </ul>	Minimum qualifying salary for new applications from 1	<ul style="list-style-type: none"> <li>Current EP holders: at</li> </ul>	Minimum qualifying salary for new	<ul style="list-style-type: none"> <li>No minimum salary required for Work Permit</li> </ul>	<ul style="list-style-type: none"> <li>No minimum salary required for Work Permit</li> </ul>	<ul style="list-style-type: none"> <li>No minimum salary required for Work Permit</li> </ul>	<ul style="list-style-type: none"> <li>No minimum salary required for Work Permit</li> </ul>

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		<p>Jan 2025, and for renewals of passes expiring from 1 Jan 2026:</p> <ul style="list-style-type: none"> <li>Fixed monthly salary starting from <b>\$5,600</b> and increases progressively with age, up to <b>\$10,700</b> for those in the mid-40s for all sectors excluding financial.</li> <li>Candidates in the <b>financial services sector</b> need higher salaries to qualify starting from <b>\$6,200</b> and increases progressively with age, up to <b>\$11,800</b>.</li> </ul>	<p>least <b>\$22,500</b> a month.</p> <ul style="list-style-type: none"> <li>Overseas foreign professionals : at least <b>\$22,500</b> a month.</li> </ul>	<p>applications from 1 Sep 2023 &amp; for renewals from 1 Sep 2024:</p> <p>For all sectors excluding financial:</p> <ul style="list-style-type: none"> <li>\$3,150</li> <li>Increases progressively with age from age 23, up to \$4,650 at age 45 and above</li> </ul> <p>For financial sector:</p> <ul style="list-style-type: none"> <li>\$3,650</li> <li>Increases progressively with age from age 23, up to \$5,650 at age 45 and above</li> </ul>					
<i>What is the duration</i>	<ul style="list-style-type: none"> <li>New Pass or First Renewal: 1 year</li> <li>Subsequent Renewals: 2 years</li> </ul>	<ul style="list-style-type: none"> <li>First-time: up to 2 years</li> <li>Renewals: up to 3 years</li> </ul>	<ul style="list-style-type: none"> <li>Up to 3 years.</li> </ul>	<ul style="list-style-type: none"> <li>Up to 2 years</li> </ul>	<ul style="list-style-type: none"> <li>Up to 2 years subject to Passport validity, Security Bond and</li> </ul>	<ul style="list-style-type: none"> <li>Up to 2 years subject to Passport validity</li> </ul>	<ul style="list-style-type: none"> <li>Up to 16 weeks starting from the birth of the child</li> </ul>	<ul style="list-style-type: none"> <li>Up to 6 months</li> </ul>	

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		<ul style="list-style-type: none"> <li>Up to 5 years for specific tech positions</li> </ul>			Employment period	& Security Bond and		
<i>Is it renewable</i>	<ul style="list-style-type: none"> <li>Yes, upon meeting the renewal criteria</li> </ul>	<ul style="list-style-type: none"> <li>Yes, EP is renewable.</li> <li>New Salary criteria is applicable w.e.f. 01-Sep-2024 for EP renewals.</li> </ul>	<ul style="list-style-type: none"> <li>No. PEP is issued only once.</li> </ul>	<ul style="list-style-type: none"> <li>Yes, S Pass is renewable up to 3 years</li> </ul>	<ul style="list-style-type: none"> <li>Yes, Work Permit for Foreign Worker is renewable</li> </ul>	<ul style="list-style-type: none"> <li>Yes, Work Permit for Foreign Domestic Worker is renewable</li> </ul>	<ul style="list-style-type: none"> <li>No, Work Permit for Nanny is not renewable</li> </ul>	<ul style="list-style-type: none"> <li>No, Work Permit for Performing Artiste is not renewable</li> <li>PA Pass holders cannot get any type of Work Permit until 1 year after the last one expires or gets cancelled</li> </ul>
<i>Passes for Spouse &amp; Unmarried Children</i>	<ul style="list-style-type: none"> <li>Available only after first year for eligible pass holders (Subject to specific requirements)</li> </ul>	<ul style="list-style-type: none"> <li>Available for eligible pass holders</li> </ul>	<ul style="list-style-type: none"> <li>Available for certain family members of pass holders</li> </ul>	<ul style="list-style-type: none"> <li>Available for certain family members of pass holders</li> </ul>	<ul style="list-style-type: none"> <li>Not Available for Work Permit holders</li> </ul>	<ul style="list-style-type: none"> <li>Not Available for Work Permit holders</li> </ul>	<ul style="list-style-type: none"> <li>Not Available for Work Permit holders</li> </ul>	<ul style="list-style-type: none"> <li>Not Available for Work Permit holders</li> </ul>
<i>Eligibility for dependant's Pass</i>	<ul style="list-style-type: none"> <li>Subject to specific requirements after first year</li> </ul>	<ul style="list-style-type: none"> <li>Fixed monthly salary of at least \$6,000 is eligible for Dependants (DP holders)</li> </ul>	<ul style="list-style-type: none"> <li>Available for certain family members of PEP holders</li> </ul>	<ul style="list-style-type: none"> <li>Fixed monthly salary of at least \$6,000 is eligible for Dependants (DP holders)</li> </ul>	<ul style="list-style-type: none"> <li>Not Applicable for Work Permit holders</li> </ul>	<ul style="list-style-type: none"> <li>Not Applicable for Work Permit holders</li> </ul>	<ul style="list-style-type: none"> <li>Not Applicable for Work Permit holders</li> </ul>	<ul style="list-style-type: none"> <li>Not Applicable for Work Permit holders</li> </ul>
<i>LOC eligibility for DP holders</i>	<ul style="list-style-type: none"> <li>DP holder of EntrePass may be able to work with LOC</li> </ul>	<ul style="list-style-type: none"> <li>DP holder of EP is eligible to operate own business with LOC</li> </ul>	<ul style="list-style-type: none"> <li>DP holder of PEP is eligible to operate own business with LOC</li> </ul>	<ul style="list-style-type: none"> <li>DP holder of S Pass is eligible to operate own business with LOC</li> </ul>	<ul style="list-style-type: none"> <li>Not Applicable for Work Permit holders</li> </ul>	<ul style="list-style-type: none"> <li>Not Applicable for Work Permit holders</li> </ul>	<ul style="list-style-type: none"> <li>Not Applicable for Work Permit holders</li> </ul>	<ul style="list-style-type: none"> <li>Not Applicable for Work Permit holders</li> </ul>

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<b>Eligibility for LTVP for Parents</b>	<ul style="list-style-type: none"> <li>Subject to specific requirements after first year</li> </ul>	<ul style="list-style-type: none"> <li>EP holder with a fixed monthly salary of at least \$12,000 is eligible for LTVP for Parents</li> </ul>	<ul style="list-style-type: none"> <li>PEP holders are eligible to apply LTVP for Parents</li> </ul>	<ul style="list-style-type: none"> <li>S Pass holder with a fixed monthly salary of at least \$12,000 is eligible for LTVP</li> </ul>	<ul style="list-style-type: none"> <li>Not Applicable for Work Permit holders</li> </ul>	<ul style="list-style-type: none"> <li>Not Applicable for Work Permit holders</li> </ul>	<ul style="list-style-type: none"> <li>Not Applicable for Work Permit holders</li> </ul>	<ul style="list-style-type: none"> <li>Not Applicable for Work Permit holders</li> </ul>
<b>Foreign worker levy or quota</b>	<ul style="list-style-type: none"> <li>No foreign worker levy or quota required for EntrePass</li> </ul>	<ul style="list-style-type: none"> <li>No foreign worker levy or quota required for EP</li> </ul>	<ul style="list-style-type: none"> <li>No foreign worker levy or quota required for PEP</li> </ul>	<ul style="list-style-type: none"> <li>Employers are subject to Quota And Levy for S Pass Employees</li> </ul>	<ul style="list-style-type: none"> <li>Work Permit is limited by industry wise Quota And Levy</li> </ul>	<ul style="list-style-type: none"> <li>Employers must pay monthly levy for WP for FDW</li> </ul>	<ul style="list-style-type: none"> <li>Employers must pay monthly levy for WP for Nanny</li> </ul>	<ul style="list-style-type: none"> <li>Employers are subject to Quota and Levy for each Performing Artiste</li> </ul>
<b>Medical insurance &amp; Primary Care Plan (PCP)</b>	<ul style="list-style-type: none"> <li>The company can choose whether to provide medical insurance for EntrePass holders</li> </ul>	<ul style="list-style-type: none"> <li>Employers can choose whether to provide medical insurance for EP holders.</li> </ul>	<ul style="list-style-type: none"> <li>Employers can choose whether to provide medical insurance for PEP holders.</li> </ul>	<ul style="list-style-type: none"> <li>Employers must provide Medical Insurance for S Pass holders</li> <li>Employers must buy PCP for certain S Pass holders</li> </ul>	<ul style="list-style-type: none"> <li>Employers must provide Medical Insurance for WP holders</li> <li>Employers must buy PCP for certain WP holders</li> </ul>	<ul style="list-style-type: none"> <li>Employers must provide Medical and Personal Accident Insurance for FDW</li> </ul>	<ul style="list-style-type: none"> <li>Employers must provide Medical Insurance for Nanny</li> </ul>	<ul style="list-style-type: none"> <li>Employers must provide Medical Insurance for Performing Artiste</li> </ul>
<b>Security Bond (Immigration Bond)</b>	<ul style="list-style-type: none"> <li>Security Bond is not required for EntrePass.</li> </ul>	<ul style="list-style-type: none"> <li>Security Bond is not required for EP.</li> </ul>	<ul style="list-style-type: none"> <li>Security Bond is not required for PEP.</li> </ul>	<ul style="list-style-type: none"> <li>Security Bond is not required for S Pass</li> </ul>	<ul style="list-style-type: none"> <li>Security Bond is required for Work Permit for FW</li> </ul>	<ul style="list-style-type: none"> <li>Security Bond is required for Work Permit for FDW</li> </ul>	<ul style="list-style-type: none"> <li>Security Bond is not required for Malaysians</li> </ul>	<ul style="list-style-type: none"> <li>Security Bond is required for Work Permit for PA</li> </ul>
<b>Fair Consideration Framework (FCF) Job Advertisement Requirements for Employer</b>	<ul style="list-style-type: none"> <li>Not Applicable</li> </ul>	<ul style="list-style-type: none"> <li>Mandatory unless exempted.</li> <li>Encouraged to publish even exempted</li> </ul>	<ul style="list-style-type: none"> <li>Not Applicable</li> </ul>	<ul style="list-style-type: none"> <li>Mandatory unless exempted.</li> <li>Encouraged to publish even exempted.</li> </ul>	<ul style="list-style-type: none"> <li>Not Mandatory</li> </ul>	<ul style="list-style-type: none"> <li>Not Applicable</li> </ul>	<ul style="list-style-type: none"> <li>Not Applicable</li> </ul>	<ul style="list-style-type: none"> <li>Not Applicable</li> </ul>

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