

# COMPARISON OF PROFESSIONAL WORK PASSES WITH SKILLED & SEMI-SKILLED WORK PASSES IN SINGAPORE (ENTREPASS, EP, PEP, S PASS & WORK PERMIT-FW) (aka: WORK VISAS / WORK PERMITS IN SINGAPORE)

Features	<u>EntrePass</u>	<u>Employment Pass (EP)</u>	<u>Personalised Employment Pass (PEP)</u>	<u>S Pass</u>	<u>Work Permit (WP) (Foreign Worker)</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.	Mid-Skilled Technical Staff who meet the eligibility criteria.	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>
<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> <li>Has extraordinary achievements in key areas of expertise</li> <li>Has investment track record</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> </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>A degree or diploma.</li> <li>MOM may consider technical certificates, such as courses for qualified technicians or specialists.</li> <li>The certification should include at least 1 year of full-time study.</li> <li>Years of relevant work experience.</li> </ul>	Sector wise specific skills required: <ul style="list-style-type: none"> <li>Basic-Skilled</li> <li>Higher-Skilled</li> </ul>
<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>

**REMARKS:** All Work Pass holders need to meet certain requirements to hold the passes which are subject to approval by The Ministry Of Manpower (MOM).

Source of Information, Guidelines, Rules & Regulations is from the MOM. | Relevant legislations: Conditions of Work Pass & Employment of Foreign Manpower Act.

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<i>Who can apply</i>	By candidate (or an appointed employment agent on behalf of the entrepreneur).	An employer or appointed employment agent needs to apply on behalf of the candidate.	Candidate or appointed employment agent needs to apply on behalf of the candidate.	An employer or appointed employment agent	An employer or appointed employment agent
<i>When can apply</i>	Either before registering the company or within 6 months from registration of the company	Only after registering the company	Only after registering the company	Only after registering the company	Only after registering the company
<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 Jan 2025, and for renewals of passes expiring from 1 Jan 2026: <ul style="list-style-type: none"> <li>Fixed monthly salary starting from \$5,600 and increases progressively with age, up to \$10,700 for those in the mid-40s for all sectors excluding financial.</li> <li>Candidates in the financial services sector need higher salaries to qualify starting from \$6,200 and increases progressively with age, up to \$11,800.</li> </ul>	<ul style="list-style-type: none"> <li>Current EP holders: at least \$22,500 a month.</li> <li>Overseas foreign professionals: at least \$22,500 a month.</li> </ul>	Minimum qualifying salary for new applications from 1 Sep 2023 & for renewals from 1 Sep 2024:  For all sectors excluding financial: <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> For financial sector: <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>	No minimum salary required for Work Permit
<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> <li>Up to 5 years for specific tech positions</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 Employment period</li> </ul>

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<i>Is it renewable</i>	Yes, upon meeting the renewal criteria	<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>	No. PEP is issued only once.	Yes, S Pass is renewable up to 3 years	Yes, Work Permit for Foreign Worker is renewable
<i>Passes for Spouse &amp; Unmarried Children</i>	Available only after first year for eligible pass holders (Subject to specific requirements)	Available for eligible pass holders	Available for certain family members of pass holders	Available for certain family members of pass holders	Not Available for Work Permit holders
<i>Eligibility for dependant's Pass</i>	Subject to specific requirements after first year	Fixed monthly salary of at least \$6,000 is eligible for Dependants (DP holders)	Available for certain family members of PEP holders	Fixed monthly salary of at least \$6,000 is eligible for Dependants (DP holders)	Not Applicable for Work Permit holders
<i>LOC eligibility for DP holders</i>	DP holder of EntrePass may be able to work with LOC	DP holder of EP is eligible to operate own business with LOC	DP holder of PEP is eligible to operate own business with LOC	DP holder of S Pass is eligible to operate own business with LOC	Not Applicable for Work Permit holders
<i>Eligibility for LTVP for Parents</i>	Subject to specific requirements after first year	EP holder with a fixed monthly salary of at least \$12,000 is eligible for LTVP for Parents	PEP holders are eligible to apply LTVP for Parents	S Pass holder with a fixed monthly salary of at least \$12,000 is eligible for LTVP	Not Applicable for Work Permit holders
<i>Foreign worker levy or quota</i>	No foreign worker levy or quota required.	No foreign worker levy or quota required.	No foreign worker levy or quota required.	Employers are subject to Quota And Levy for S Pass Employees	Work Permit is limited by industry wise Quota And Levy
<i>Medical insurance &amp; Primary Care Plan (PCP)</i>	The company can choose whether to provide medical insurance for EntrePass holders	Employers can choose whether to provide medical insurance for EP holders.	Employers can choose whether to provide medical insurance for PEP holders.	<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>
<i>Security Bond (Immigration Bond)</i>	Security Bond is not required for EntrePass.	Security Bond is not required for EP.	Security Bond is not required for PEP.	Security Bond is not required for S Pass.	Security Bond is required for Work Permit.
<i>Fair Consideration Framework (FCF) Job Advertisement Requirements for Employer</i>	Not Applicable	<ul style="list-style-type: none"> <li>Mandatory unless exempted.</li> <li>Strongly encouraged to publish even exempted</li> </ul>	Not Applicable	<ul style="list-style-type: none"> <li>Mandatory w.e.f. 01-Oct-2020 unless exempted.</li> <li>Strongly encouraged to publish even exempted.</li> </ul>	Not Applicable

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