

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 local institutions of higher learning To be an investor and director in one or more Singapore based companies 	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 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 	<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 	<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. Oversea candidates also need to demonstrate that they have worked or will be working for an established company with:

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).

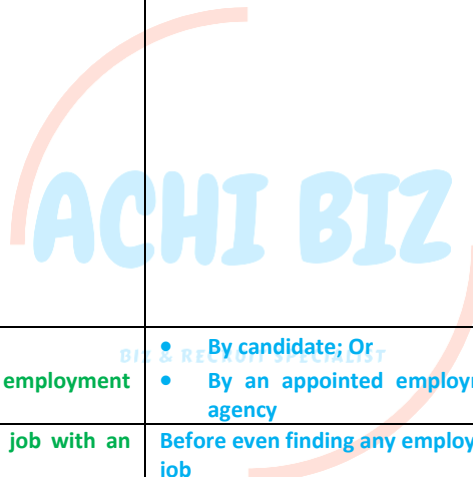
Source of Information, Guidelines, Rules & Regulations is from the MOM. | Relevant legislations: Conditions of Work Pass & Employment of Foreign Manpower Act.

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	<ul style="list-style-type: none"> Having a research collaboration with an IHL or research institute in Singapore Has extraordinary achievements in key areas of expertise Has investment track record 			<p>a foreign currency will also be considered.)</p> <ul style="list-style-type: none"> Have at least five cumulative years of experience in a leading role in a tech company 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"> Market capitalisation of at least USD500 million; Or Annual Revenue of at least USD200 million <ul style="list-style-type: none"> 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.
Who can apply?	<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
When can apply?	Either before registering the company or within 6 months from registration of the co.	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 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. 	<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



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		<ul style="list-style-type: none"> EP holder is allowed to hold Secondary Directorship with Letter Of Consent. 			
<i>Fixed Monthly Salary criteria?</i>	No stipulated minimum salary	<ul style="list-style-type: none"> Minimum qualifying salary for new applications from 1 Jan 2025, and for renewals of passes expiring from 1 Jan 2026: 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. Candidates in the financial services sector need higher salaries to qualify starting from \$6,200 and increases progressively with age, up to \$11,800. 	<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
<i>Validity of new Pass?</i>	<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.
<i>Is annual notification required to MOM?</i>	<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
<i>Is it renewable?</i>	<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 w.e.f. 01-Sep-2024 for EP renewals. 	<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
<i>Validity for renewals?</i>	<ul style="list-style-type: none"> First Renewal: 1 year Subsequent Renewals: 2 years 	<ul style="list-style-type: none"> Up to 3 years Up to 5 years for specific tech positions 	<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

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<i>Passes for Spouse & Unmarried Children</i>	<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
<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>Immigration bond, levy or quota</i>	<ul style="list-style-type: none"> No foreign worker levy, quota or imm. bond required 	<ul style="list-style-type: none"> No foreign worker levy, quota or imm. Bond required 	<ul style="list-style-type: none"> No foreign worker levy, quota or imm. Bond required 	<ul style="list-style-type: none"> No foreign worker levy, quota or imm. Bond required 	<ul style="list-style-type: none"> No foreign worker levy, quota or imm. Bond 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 criteria of other passes may apply 	<ul style="list-style-type: none"> Existing EP holders who meet the criteria of other passes may apply 	<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 criteria of other passes may apply
<i>Medical insurance</i>	<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.
<i>Requirement of FCF Job Advertisement</i>	<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

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