

COMPARISON OF PROFESSIONAL WORK PASSES IN SINGAPORE (aka: WORK VISAS / WORK PERMITS)

Features	EntrePass	Employment Pass (EP)	Personalised Employment Pass (PEP)
<i>Who it is for</i>	<ul style="list-style-type: none"> Eligible foreign entrepreneurs who are high-calibre innovators or experienced investors 	<ul style="list-style-type: none"> Foreign professionals with a job offer in Singapore who meet the eligibility criteria. 	<ul style="list-style-type: none"> High-earning Employment Pass holders or overseas foreign professionals who meet the eligibility criteria.
<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 Has investment track record 	<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. Use the Self-Assessment Tool to check a candidate's eligibility before you apply. 	<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.
<i>Is COMPASS (Complementarity Assessment Framework) to be passed by both employer & employee</i>	<ul style="list-style-type: none"> COMPASS is not applicable for Entrepass 	Yes, COMPASS is applicable for: <ul style="list-style-type: none"> New EP applications w.e.f. 01-Sep-2023 Renewal of EP w.e.f. 01-Sep-2024 	<ul style="list-style-type: none"> COMPASS is not applicable for PEP
<i>Who can apply</i>	<ul style="list-style-type: none"> By candidate (or an appointed employment agent on behalf of the entrepreneur). 	<ul style="list-style-type: none"> An employer or appointed employment agent needs to apply on behalf of the candidate. 	<ul style="list-style-type: none"> Candidate or appointed employment agent needs to apply on behalf of the candidate.
<i>When can apply</i>	<ul style="list-style-type: none"> Either before registering the company or within 6 months from registration of the company 	<ul style="list-style-type: none"> Only after registering the company 	<ul style="list-style-type: none"> Only after registering the company
<i>Minimum salary</i>	<ul style="list-style-type: none"> No stipulated minimum salary 	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"> 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 \$22,500 a month. Overseas foreign professionals: at least \$22,500 a month.

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>What is the duration</i>	<ul style="list-style-type: none"> New Pass or First Renewal: 1 year Subsequent Renewals: 2 years 	<ul style="list-style-type: none"> First-time: up to 2 years Renewals: up to 3 years Up to 5 years for specific tech positions 	<ul style="list-style-type: none"> Up to 3 years.
<i>Is it renewable</i>	<ul style="list-style-type: none"> Yes, upon meeting the renewal criteria 	<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 issued only once.
<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
<i>Eligibility for dependant's Pass</i>	<ul style="list-style-type: none"> Subject to specific requirements after first year 	<ul style="list-style-type: none"> Fixed monthly salary of at least \$6,000 is eligible for Dependants (DP holders) 	<ul style="list-style-type: none"> Available for certain family members of PEP holders
<i>LOC eligibility for DP holders</i>	<ul style="list-style-type: none"> DP holder of EntrePass may be able to work with LOC 	<ul style="list-style-type: none"> DP holder of EP is eligible to operate own business with LOC 	<ul style="list-style-type: none"> DP holder of PEP is eligible to operate own business with LOC
<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
<i>Foreign worker levy or quota</i>	<ul style="list-style-type: none"> No foreign worker levy or quota required for EntrePass 	<ul style="list-style-type: none"> No foreign worker levy or quota required for EP 	<ul style="list-style-type: none"> No foreign worker levy or quota required for PEP
<i>Medical insurance & Primary Care Plan (PCP)</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.
<i>Security Bond (Immigration Bond)</i>	<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.
<i>Fair Consideration Framework (FCF) Job Advertisement Requirements for Employer</i>	<ul style="list-style-type: none"> Not Applicable 	<ul style="list-style-type: none"> Mandatory unless exempted. Encouraged to publish even exempted 	<ul style="list-style-type: none"> Not Applicable

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