

## COMPARISON OF WORK PASSES FOR SKILLED & SEMI-SKILLED WORKERS IN SINGAPORE (aka: WORK VISA / WORK PERMIT)

Features	<u>S Pass</u>	<u>Work Permit (WP) For Migrant Worker (MW)</u>	<u>Work Permit (WP-MDW) For Migrant Domestic Worker/Helper/Maid</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>	Mid-Skilled Technical Staff who meet the eligibility criteria.	Migrant 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>	Foreigners employed as Domestic Helpers in Singapore (also known as Maid)	Malaysians employed as confinement nannies in Singapore	Foreign performing artistes working in eligible public entertainment outlets such as bars, hotels and nightclubs
<i>Eligibility to apply</i>	<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>	<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>

**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.

**ACHI BIZ SERVICES PTE. LTD. | Singapore | T: (+65) 69048665 | M: (+65) 91097753 | E: [biz@achibiz.com](mailto:biz@achibiz.com) | ACRA UEN: 201415822C | MOM EAL: 18C9185**

Visit us for free Guides, detailed information and Services at : [www.ACHIBIZ.com](http://www.ACHIBIZ.com) \* V-05 \* Page 1 of 4 \*

## COMPARISON OF WORK PASSES FOR SKILLED & SEMI-SKILLED WORKERS IN SINGAPORE (aka: WORK VISA / WORK PERMIT)

Features	<u>S Pass</u>	<u>Work Permit (WP) For Migrant Worker (MW)</u>	<u>Work Permit (WP-MDW) For Migrant Domestic Worker/Helper/Maid</u>	<u>Work Permit (WP) For Confinement Nanny (CN)</u>	<u>Work Permit (WP) For Performing Artiste (PA)</u>
<i>Who can apply</i>	An employer or appointed employment agent	An employer or appointed employment agent	An employer or appointed employment agent	An employer or appointed employment agent	An employer or appointed employment agent
<i>When can apply</i>	Only after registering the company by the Employer	Only after registering the company by the Employer	Only when the Employer is eligible to apply	Only when the Employer is eligible to apply	Only after registering the company by the Employer
<i>Minimum salary</i>	<p>Minimum qualifying salary for new 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>	No minimum salary required for Work Permit	No minimum salary required for Work Permit	No minimum salary required for Work Permit	No minimum salary required for Work Permit



**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.

**ACHI BIZ SERVICES PTE. LTD. | Singapore | T: (+65) 69048665 | M: (+65) 91097753 | E: [biz@achibiz.com](mailto:biz@achibiz.com) | ACRA UEN: 201415822C | MOM EAL: 18C9185**

Visit us for free Guides, detailed information and Services at : [www.ACHIBIZ.com](http://www.ACHIBIZ.com) \* V-05 \* Page 2 of 4 \*

## COMPARISON OF WORK PASSES FOR SKILLED & SEMI-SKILLED WORKERS IN SINGAPORE (aka: WORK VISA / WORK PERMIT)

Features	<u>S Pass</u>	<u>Work Permit (WP) For Migrant Worker (MW)</u>	<u>Work Permit (WP-MDW) For Migrant Domestic Worker/Helper/Maid</u>	<u>Work Permit (WP) For Confinement Nanny (CN)</u>	<u>Work Permit (WP) For Performing Artiste (PA)</u>
<i>What is the validity of work pass</i>	Up to 2 years	Up to 2 years subject to Passport validity, Security Bond & Employment period	Up to 2 years subject to Passport validity & Security Bond and	Up to 16 weeks starting from the birth of the child	Up to 6 months
<i>Is it renewable</i>	<ul style="list-style-type: none"> <li>• Yes, S Pass is renewable up to 3 years</li> </ul>	Yes, Work Permit for Foreign Worker is renewable	Yes, Work Permit for Foreign Domestic Worker is renewable	No, Work Permit for Nanny is not renewable	<ul style="list-style-type: none"> <li>• No, WP 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>	Available for certain family members of pass holders	Not Available for Work Permit holders	Not Available for Work Permit holders	Not Available for Work Permit holders	Not Available for Work Permit holders
<i>Eligibility for dependant's Pass</i>	Fixed monthly salary of at least \$6,000 is eligible for Dependants holders	Not Applicable for Work Permit holders	Not Applicable for Work Permit holders	Not Applicable for Work Permit holders	Not Applicable for Work Permit holders
<i>LOC eligibility for DP holders</i>	DP holder of S Pass is eligible to operate own business with LOC	Not Applicable for Work Permit holders	Not Applicable for Work Permit holders	Not Applicable for Work Permit holders	Not Applicable for Work Permit holders
<i>Eligibility for LTVP for Parents</i>	S Pass holder with a fixed monthly salary of at least \$12,000 is eligible for LTVP for Parents	Not Applicable for Work Permit holders	Not Applicable for Work Permit holders	Not Applicable for Work Permit holders	Not Applicable for Work Permit holders

**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.

**ACHI BIZ SERVICES PTE. LTD. | Singapore | T: (+65) 69048665 | M: (+65) 91097753 | E: [biz@achibiz.com](mailto:biz@achibiz.com) | ACRA UEN: 201415822C | MOM EAL: 18C9185**

Visit us for free Guides, detailed information and Services at : [www.ACHIBIZ.com](http://www.ACHIBIZ.com) \* V-05 \* Page 3 of 4 \*

## COMPARISON OF WORK PASSES FOR SKILLED & SEMI-SKILLED WORKERS IN SINGAPORE (aka: WORK VISA / WORK PERMIT)

Features	<u>S Pass</u>	<u>Work Permit (WP) For Migrant Worker (MW)</u>	<u>Work Permit (WP-MDW) For Migrant Domestic Worker/Helper/Maid</u>	<u>Work Permit (WP) For Confinement Nanny (CN)</u>	<u>Work Permit (WP) For Performing Artiste (PA)</u>
<i>Can be the Director or Business Owner</i>	No. S Pass holders are not allowed to carry on or manage any business in Singapore	No. Work Permit holders are not allowed to carry on or manage any business in Singapore	No. Work Permit holders are not allowed to carry on or manage any business in Singapore	No. Work Permit holders are not allowed to carry on or manage any business in Singapore	No. Work Permit holders are not allowed to carry on or manage any business in Singapore
<i>Foreign worker levy or quota</i>	Employers are subject to Quota And Levy for S Pass Employees	Work Permit is limited by industry wise Quota And Levy for Workers	Employers must pay monthly levy for WP for Migrant Domestic Helpers	Employers must pay monthly levy for WP for Nanny	Employers are subject to Quota and Levy for each Performing Artiste
<i>Medical insurance</i>	Employers must provide Medical Insurance for S Pass holders	Employers must provide Medical Insurance for Work Permit holders	Employers must provide Medical & Personal Accident Insurance for FDW	Employers must provide Medical Insurance for Nanny	Employers must provide Medical Insurance for Performing Artiste
<i>Is Primary Care Plan (PCP) required</i>	Employers must provide Primary Care Plan (PCP) for CMP Sectors S Passes	Employers must provide Primary Care Plan (PCP) for CMP Sectors WPH	• Not Applicable	• Not Applicable	• Not Applicable
<i>Is Work Injury Compensation Ins. required</i>	Employers must provide WICI as per requirements under WICA	Employers must provide WICI as per requirements under WICA	• Not Applicable	• Not Applicable	Employers must provide WICI as per requirements under WICA
<i>Security Bond (Immigration Bond)</i>	Security Bond is not required for S Pass	Security Bond is required for Work Permit for FW	Security Bond is required for Work Permit for FDW	Security Bond is not required for Malaysians	Security Bond is required for Work Permit for PA
<i>Fair Consideration Framework (FCF) Job Advertisement Requirements</i>	<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	• Not Applicable	• Not Applicable	• Not Applicable

**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.

**ACHI BIZ SERVICES PTE. LTD. | Singapore | T: (+65) 69048665 | M: (+65) 91097753 | E: [biz@achibiz.com](mailto:biz@achibiz.com) | ACRA UEN: 201415822C | MOM EAL: 18C9185**

Visit us for free Guides, detailed information and Services at : [www.ACHIBIZ.com](http://www.ACHIBIZ.com) \* V-05 \* Page 4 of 4 \*