



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	EntrePass	Employment Pass (EP)	Personalised Employment Pass (PEP)	S Pass	Work Permit (WP) For Foreign Worker (FW)	Work Permit (WP) For Foreign Domestic Worker / Helper / Maid (FDW)	Work Permit (WP) For Confinement Nanny (CN)	Work Permit (WP) For Performing Artiste (PA)
Who it is for	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"> Construction Manufacturing Marine Shipyard Process Services 	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
Eligibility to apply	<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 	<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. 	<ul style="list-style-type: none"> A degree or diploma MOM may consider technical certificates, such as courses for qualified technicians or specialists The certification should include at least 1 year of full-time study Years of relevant work experience 	Sector wise specific skills required: <ul style="list-style-type: none"> Basic-Skilled Higher-Skilled 	<ul style="list-style-type: none"> Female From 23 to 50 years old at the time of application FDWs above 50 years old can only renew their work permits until they reach 60 years old From an approved source country or region Minimum 8 years of formal education with a recognised certificate 	<ul style="list-style-type: none"> Female Be a Malaysian Be 21 years old and above at the time of application Be 23 to 70 years old at the time of the application Work at your residence 	<ul style="list-style-type: none"> Foreign performing artistes are not subject to source country restriction The minimum age for all non-domestic foreign workers is 18 years old

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.

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Who can apply	<p>key areas of expertise</p> <ul style="list-style-type: none"> Has investment track record <p>By candidate (or an appointed employment agent on behalf of the entrepreneur).</p>	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	An employer or appointed employment agent	An employer or appointed employment agent	An employer or appointed employment agent
When can apply	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	Only when the Employer is eligible to apply	Only after registering the company	Only after registering the company
Minimum salary	No stipulated minimum salary	Fixed monthly salary of at least \$3,600 (more experienced candidates need higher salaries).	<ul style="list-style-type: none"> Current EP holders: at least \$12,000 a month. Overseas foreign professionals: at least \$18,000 a month. 	<ul style="list-style-type: none"> Fixed monthly salary of at least \$2,400 (w.e.f. 01-Jan-2020) 	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
What is the duration	<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 3 years.	Up to 2 years	Up to 2 years subject to Passport validity, Security Bond and 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

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Is it renewable	Yes, upon meeting the renewal criteria	Yes, EP is renewable.	No. PEP is issued only once.	Yes, S Pass is renewable.	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"> No, Work Permit for Performing Artiste is not renewable PA Pass holders cannot get any type of Work Permit until 1 year after the last one expires or gets cancelled
Passes for Spouse & Unmarried Children	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	Not Available for Work Permit holders	Not Available for Work Permit holders	Not Available for Work Permit holders
Eligibility for dependant's Pass	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	Not Applicable for Work Permit holders	Not Applicable for Work Permit holders	Not Applicable for Work Permit holders
LOC eligibility for DP holders	DP holder of EntrePass may be able to work with LOC	DP holder of EP may be able to work with LOC	DP holder of PEP may be able to work with LOC	DP holder of S Pass is not allowed for LOC. You should apply for Work Permit, S Pass or EP instead.	Not Applicable for Work Permit holders	Not Applicable for Work Permit holders	Not Applicable for Work Permit holders	Not Applicable for Work Permit holders

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Eligibility for LTVP for Parents	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 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
Foreign worker levy or quota	No foreign worker levy or quota required for EntrePass	No foreign worker levy or quota required for EP	No foreign worker levy or quota required for PEP	Employers are subject to Quota And Levy for S Pass Employees	Work Permit is limited by industry wise Quota And Levy	Employers must pay monthly levy for WP for FDW	Employers must pay monthly levy for WP for Nanny	Employers are subject to Quota and Levy for each Performing Artiste
Medical insurance	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.	Employers must provide Medical Insurance for S Pass holders	Employers must provide Medical Insurance for S Pass holders	Employers must provide Medical and Personal Accident Insurance for FDW	Employers must provide Medical Insurance for Nanny	Employers must provide Medical Insurance for Performing Artiste
Security Bond (Immigration Bond)	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 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
Relevant legislation	<ul style="list-style-type: none"> Conditions of Work Pass Employment of Foreign Manpower Act 	<ul style="list-style-type: none"> Conditions of Work Pass Employment of Foreign Manpower Act 	<ul style="list-style-type: none"> Conditions of Work Pass Employment of Foreign Manpower Act 	<ul style="list-style-type: none"> Conditions of Work Pass Employment of Foreign Manpower Act 	<ul style="list-style-type: none"> Conditions of Work Pass Employment of Foreign Manpower Act 	<ul style="list-style-type: none"> Conditions of Work Pass Employment of Foreign Manpower Act 	<ul style="list-style-type: none"> Conditions of Work Pass Employment of Foreign Manpower Act 	<ul style="list-style-type: none"> Conditions of Work Pass Employment of Foreign Manpower Act

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