

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)

<i>Features</i>	<u><i>EntrePass</i></u>	<u><i>Employment Pass (EP)</i></u>	<u><i>Personalised Employment Pass (PEP)</i></u>	<u><i>S Pass</i></u>	<u><i>Work Permit (WP) For Foreign Worker (FW)</i></u>	<u><i>Work Permit (WP) For Foreign Domestic Worker / Helper / Maid (FDW)</i></u>	<u><i>Work Permit (WP) For Confinement Nanny (CN)</i></u>	<u><i>Work Permit (WP) For Performing Artiste (PA)</i></u>
<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. 	<ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> Foreigners employed as Domestic Helpers in Singapore (also known as Maid) 	<ul style="list-style-type: none"> Malaysians employed as confinement nannies in Singapore 	<ul style="list-style-type: none"> 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"> 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 	<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).

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	<ul style="list-style-type: none"> Has extraordinary achievements in key areas of expertise Has investment track record 							
<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. 	<ul style="list-style-type: none"> An employer or appointed employment agent 	<ul style="list-style-type: none"> An employer or appointed employment agent 	<ul style="list-style-type: none"> An employer or appointed employment agent 	<ul style="list-style-type: none"> An employer or appointed employment agent 	<ul style="list-style-type: none"> An employer or appointed employment agent
<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 	<ul style="list-style-type: none"> Only after registering the company 	<ul style="list-style-type: none"> Only after registering the company 	<ul style="list-style-type: none"> Only when the Employer is eligible to apply 	<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 	<ul style="list-style-type: none"> Fixed monthly salary of at least \$4,500 & \$5,000 for Financial Sector w.e.f. 01-Dec-2020. More experienced and candidates in their early 40s need to 	<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 \$2,500 w.e.f. 01-Oct-2020. More experienced and early 40s candidates need higher salaries than the qualifying salary. 	<ul style="list-style-type: none"> No minimum salary required for Work Permit 	<ul style="list-style-type: none"> No minimum salary required for Work Permit 	<ul style="list-style-type: none"> No minimum salary required for Work Permit 	<ul style="list-style-type: none"> No minimum salary required for Work Permit

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		earn around double the qualifying salary.						
<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 	<ul style="list-style-type: none"> Up to 3 years. 	<ul style="list-style-type: none"> Up to 2 years 	<ul style="list-style-type: none"> Up to 2 years subject to Passport validity, Security Bond and Employment period 	<ul style="list-style-type: none"> Up to 2 years subject to Passport validity & Security Bond and 	<ul style="list-style-type: none"> Up to 16 weeks starting from the birth of the child 	<ul style="list-style-type: none"> Up to 6 months
<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-May-2021 for EP renewals. 	<ul style="list-style-type: none"> No. PEP is issued only once. 	<ul style="list-style-type: none"> Yes, S Pass is renewable. New Salary criteria is applicable w.e.f. 01-May-2021. 	<ul style="list-style-type: none"> Yes, Work Permit for Foreign Worker is renewable 	<ul style="list-style-type: none"> Yes, Work Permit for Foreign Domestic Worker is renewable 	<ul style="list-style-type: none"> 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
<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"> Available for certain family members of pass holders 	<ul style="list-style-type: none"> Not Available for Work Permit holders 	<ul style="list-style-type: none"> Not Available for Work Permit holders 	<ul style="list-style-type: none"> Not Available for Work Permit holders 	<ul style="list-style-type: none"> Not Available for Work Permit 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 	<ul style="list-style-type: none"> Available for certain family 	<ul style="list-style-type: none"> Fixed monthly salary of at least \$6,000 is eligible for 	<ul style="list-style-type: none"> Not Applicable for Work Permit holders 	<ul style="list-style-type: none"> Not Applicable for Work Permit holders 	<ul style="list-style-type: none"> Not Applicable for Work Permit holders 	<ul style="list-style-type: none"> Not Applicable for Work Permit holders

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<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"> Dependants (DP holders) <ul style="list-style-type: none"> DP holder of EP may be able to work with LOC 	<ul style="list-style-type: none"> members of PEP holders <ul style="list-style-type: none"> DP holder of PEP may be able to work with LOC 	<ul style="list-style-type: none"> Dependants (DP holders) <ul style="list-style-type: none"> DP holder of S Pass is not allowed for LOC. You should apply for Work Permit, S Pass or EP instead. 	<ul style="list-style-type: none"> Not Applicable for Work Permit holders 	<ul style="list-style-type: none"> Not Applicable for Work Permit holders 	<ul style="list-style-type: none"> Not Applicable for Work Permit holders 	<ul style="list-style-type: none"> Not Applicable for Work Permit holders
<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"> S Pass holder with a fixed monthly salary of at least \$12,000 is eligible for LTVP for Parents 	<ul style="list-style-type: none"> Not Applicable for Work Permit holders 	<ul style="list-style-type: none"> Not Applicable for Work Permit holders 	<ul style="list-style-type: none"> Not Applicable for Work Permit holders 	<ul style="list-style-type: none"> Not Applicable for Work Permit holders
<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 	<ul style="list-style-type: none"> Employers are subject to Quota And Levy for S Pass Employees 	<ul style="list-style-type: none"> Work Permit is limited by industry wise Quota And Levy 	<ul style="list-style-type: none"> Employers must pay monthly levy for WP for FDW 	<ul style="list-style-type: none"> Employers must pay monthly levy for WP for Nanny 	<ul style="list-style-type: none"> Employers are subject to Quota and Levy for each Performing Artiste
<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"> Employers must provide Medical Insurance for S Pass holders 	<ul style="list-style-type: none"> Employers must provide Medical Insurance for S Pass holders 	<ul style="list-style-type: none"> Employers must provide Medical and Personal Accident Insurance for FDW 	<ul style="list-style-type: none"> Employers must provide Medical Insurance for Nanny 	<ul style="list-style-type: none"> Employers must provide Medical Insurance for Performing Artiste

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Security Bond (Immigration Bond)	<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. 	<ul style="list-style-type: none"> Security Bond is not required for S Pass 	<ul style="list-style-type: none"> Security Bond is required for Work Permit for FW 	<ul style="list-style-type: none"> Security Bond is required for Work Permit for FDW 	<ul style="list-style-type: none"> Security Bond is not required for Malaysians 	<ul style="list-style-type: none"> Security Bond is required for Work Permit for PA
Fair Consideration Framework (FCF) Job Advertisement Requirements for Employer	<ul style="list-style-type: none"> Not Applicable 	<ul style="list-style-type: none"> Mandatory unless exempted. Strongly encouraged to publish even exempted 	<ul style="list-style-type: none"> Not Applicable 	<ul style="list-style-type: none"> Mandatory w.e.f. 01-Oct-2020 unless exempted. Strongly encouraged to publish even exempted. 	<ul style="list-style-type: none"> Not Mandatory 	<ul style="list-style-type: none"> Not Applicable 	<ul style="list-style-type: none"> Not Applicable 	<ul style="list-style-type: none"> Not Applicable
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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