

## COMPARISON OF PROFESSIONAL WORK PASSES (ENTREPASS, EP & PEP) WITH TECH.PASS IN SINGAPORE

<b>Features</b>	<b><u>EntrePass</u></b>	<b><u>Employment Pass (EP)</u></b>	<b><u>Personalised Employment Pass (PEP)</u></b>	<b><u>Tech.Pass (TP)</u></b>
<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
<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
<i>What are the flexibilities or features?</i>	<b>Flexibilities:</b> <ul style="list-style-type: none"> <li>To manage own entity</li> <li>To be an Entrepreneur</li> <li>Can be the Company Director</li> <li>Can be the sole Shareholder</li> <li>No minimum capital required</li> <li>No requirement of any stipulated salary</li> </ul>	<b>Flexibility to obtain the Employment Pass (EP) for foreign professionals, managers and executives to work in Singapore</b>	<b>Flexibilities:</b> <ul style="list-style-type: none"> <li>To obtain the PEP for foreign professionals who are still overseas.</li> <li>PEP can be applied without having any specific Employer.</li> <li>PEP is not tied up to only one Employer.</li> <li>To change any Employer during three years of PEP validity.</li> </ul>	<b>Flexibilities:</b> <ul style="list-style-type: none"> <li>To Start and operate one or more tech companies</li> <li>To be an employee in one or more Singapore based companies at any time</li> <li>To Transit between employers or to an entrepreneur</li> <li>To be a consultant or mentor, lecture in local institutions of higher learning</li> <li>To be an investor and director in one or more Singapore based companies</li> </ul>

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<b>Eligibility to apply</b>	<ul style="list-style-type: none"> <li>Funding from a Government-recognised VC or business angel</li> <li>An incubate at a Government-recognised incubator or accelerator</li> <li>Having business network and entrepreneurial track record</li> <li>Holding an intellectual property</li> <li>Having a research collaboration with an IHL or research institute in Singapore</li> <li>Has extraordinary achievements in key areas of expertise</li> <li>Has investment track record</li> </ul>	<ul style="list-style-type: none"> <li>Have acceptable qualifications, usually a good university degree, professional qualifications or specialist skills.</li> <li>Work in a managerial, executive or specialised job.</li> </ul>	<ul style="list-style-type: none"> <li>Eligible high-earning foreign professionals can apply for a Personalised Employment Pass.</li> <li>Pass holders have greater job flexibility than with other work passes.</li> <li>However, they need to meet certain requirements to hold the pass.</li> </ul>	<p>To be eligible, applicants must meet at least two of the following requirements:</p> <ul style="list-style-type: none"> <li>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 a foreign currency will also be considered.)</li> <li>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.</li> <li>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</li> </ul>

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				or at least US\$100 million revenue. (*Eg: made major contributions to the design, development, and / or deployment of a tech product.)
<i>Who can apply?</i>	By candidate (or an appointed employment agent on behalf of the entrepreneur).	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.	By candidate (or an appointed employment agent on behalf of the candidate).
<i>When can apply?</i>	Either before registering the company or within 6 months from registration of the co.	Only after registering the company	Only after registering the company	Upon meeting out the specific criteria and once approved by EDB
<i>Secured Employment</i>	Not Applicable during application	Secured Employment is necessary for EP application	Not Applicable during application	Not Applicable throughout the validity of Tech.Pass
<i>Monthly Minimum salary required</i>	No stipulated minimum salary	Fixed monthly salary of at least \$4,500 for all Sectors & \$5,000 for Financial Sector w.e.f. 01-Dec-2020. • More experienced and early 40s candidates need higher salaries around double the minimum pay.	<ul style="list-style-type: none"> <li>Current EP holders: at least \$12,000 a month.</li> <li>Overseas foreign professionals: at least \$18,000 a month.</li> </ul>	No stipulated minimum salary

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<i>What is the duration</i>	<ul style="list-style-type: none"> <li>New Pass or First Renewal: 1 year</li> <li>Subsequent Renewals: 2 years</li> </ul>	<ul style="list-style-type: none"> <li>First-time: up to 2 years</li> <li>Renewals: up to 3 years</li> </ul>	Up to 3 years.	<ul style="list-style-type: none"> <li>Tech.Pass will be valid for two years.</li> <li>It can be renewed once for another subsequent 2 years</li> </ul>
<i>Is it renewable?</i>	<ul style="list-style-type: none"> <li>Yes, EntrePass is renewable.</li> <li>EntrePass must meet the specific criteria for renewal</li> </ul>	<ul style="list-style-type: none"> <li>Yes, EP is renewable.</li> <li>New Salary criteria is applicable for renewal w.e.f. 01-May-2021</li> </ul>	<ul style="list-style-type: none"> <li>No, PEP is not renewable.</li> <li>PEP is issued only once.</li> </ul>	Yes, Tech.Pass can be renewed once if renewal criteria are met for another subsequent two years.
<i>Passes for Spouse &amp; Unmarried Children</i>	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	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>	DP is subject to specific criteria only after first year completion	Fixed monthly salary of at least \$6,000 is eligible for DP	DP is available for certain family members of PEP holders	Eligible for Dependant's Pass (DP) for applicable family members
<i>LOC eligibility for DP holders</i>	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 TP may be able to work with LOC
<i>Eligibility for LTVP for Parents</i>	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	TP holders are eligible to apply LTVP for Parents
<i>Foreign worker levy or quota</i>	No foreign worker levy or quota required.	No foreign worker levy or quota required.	No foreign worker levy or quota required.	No foreign worker levy or quota required.

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<i>Available Slots (Quota)</i>	Not Applicable	Not Applicable	Not Applicable	500 slots are available for applications upon launch on a first come first serve basis
<i>Switching the Pass</i>	Existing EntrePass holders who meet the Tech.Pass criteria may apply if they also meet the prevailing eligibility or renewal criteria of EntrePass	Existing EP holders who meet the Tech.Pass criteria may apply if they also meet the prevailing eligibility or renewal criteria of EP	Existing PEP holders who meet the Tech.Pass criteria may apply if they also meet the prevailing eligibility or renewal criteria of PEP	Flexibility is available
<i>Medical insurance</i>	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.	The applicant, own company or Employer if applicable can choose to provide medical insurance for Tech.Pass holders.
<i>Immigration Security Bond</i>	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 TP.
<i>Requirement of FCF Job Advertisement</i>	Not Applicable	Mandatory to the Employers unless exempted but strongly encouraged.	Not Applicable	Not Applicable
<i>Launching of Pass or Programme</i>	Already available under existing Professional Passes	Already available under existing Professional Passes	Already available under existing Professional Passes	Launched new Programme w.e.f. January-2021
<i>Relevant legislation</i>	<ul style="list-style-type: none"> <li>• Conditions of Work Pass</li> <li>• Employment of Foreign Manpower Act</li> </ul>	<ul style="list-style-type: none"> <li>• Conditions of Work Pass</li> <li>• Employment of Foreign Manpower Act</li> </ul>	<ul style="list-style-type: none"> <li>• Conditions of Work Pass</li> <li>• Employment of Foreign Manpower Act</li> </ul>	<ul style="list-style-type: none"> <li>• (EDB) Singapore Economic Development Board Guidelines</li> <li>• Conditions of Work Pass</li> <li>• Employment of Foreign Manpower Act</li> </ul>

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