



The Employment Pass Today

- ❑ The Employment Pass (EP) is the primary type of work permit intended for employees who will work in Singapore with acceptable qualifications (bachelor's degree, professional qualifications, or specialized skills)
- ❑ The fixed monthly salary must be more than S\$4,500 (S\$5,000 starting from September 2022), older candidates need higher salaries to qualify
- ❑ There is no official quota system that limits the number of EPs issued
- ❑ An EP is initially issued for 1-2 years and is renewable until the applicant continues to be employed by the company
- ❑ Employers submitting EP applications must first advertise on MyCareersFuture (some exceptions apply)
- ❑ EP holders may apply for PR in due course

The Employment Pass from Sep 2023



- ❑ From 1 September 2023 EP candidates must pass a points-based Complementarity Assessment Framework (COMPASS)
- ❑ The goal of COMPASS is to enable employers to select high-quality foreign professionals, while improving workforce diversity and building a strong Singaporean core
- ❑ COMPASS evaluates EP applications based on a holistic set of individual and firm-related attributes
- ❑ Each application will be scored on four foundational criteria. Applications earn points if they meet or exceed expectations
- ❑ It is a transparent points system that gives businesses greater clarity and certainty for manpower planning
- ❑ The minimum qualifying salary do not change

Individual Attributes

Firm-Related Attributes

Foundational Criteria

C1. Salary

Relative to local PMET salary norms for sector

C2. Qualifications

Based on candidate's qualifications

C3. Diversity

Whether candidate improves nationality diversity in firm

C4. Support for Local Employment

Based on local PMET share relative to industry peers

Bonus Criteria

C5. Skills Bonus (Shortage Occupation List)

For candidate in job where skills shortages exist

C6. Strategic Economic Priorities Bonus

For partnership with Government on ambitious innovation or internationalisation activities

COMPASS in action



- Applications are scored on four foundational criteria
- Applicants will earn points if they meet/exceed expectations
- Additionally, applicants can earn additional points on bonus criteria, if they meet the relevant qualifying conditions
- These criteria recognise applications that bring in skills in shortage and support strategic economic priorities

	Individual Attributes	Firm-Related Attributes
Foundational Criteria	<p>C1. Salary Relative to local PMET salary norms for sector</p> <p>C2. Qualifications Based on candidate's qualifications</p>	<p>C3. Diversity Whether candidate improves nationality diversity in firm</p> <p>C4. Support for Local Employment Based on local PMET share relative to industry peers</p>
Bonus Criteria	<p>C5. Skills Bonus (Shortage Occupation List) For candidate in job where skills shortages exist</p>	<p>C6. Strategic Economic Priorities Bonus For partnership with Government on ambitious innovation or internationalisation activities</p>

Foundational Criteria: Salary



- ❑ COMPASS accounts for sectoral differences in salary norms
- ❑ Application earns points by meeting sector-specific benchmarks for local PMET salaries. These benchmarks are also age-adjusted
- ❑ All applicants must meet the EP qualifying salary, which increases with age

Fixed monthly salary compared to local PMET salaries in the sector by age	Points
≥ 90 th percentile	20
65 th to 90 th percentile	10
< 65 th percentile	0

Foundational Criteria: Qualifications



- Top-tier institutions are: top 100 universities based on international rankings, Singapore's Autonomous Universities, highly recognised Vocational institutions
- Degree-equivalent qualifications refer to qualifications that comparable to a bachelor's degree in the UK system
- Professional qualifications that are well-recognised by the industry and endorsed by a relevant sector agency.
- Qualifications are not a mandatory requirement under COMPASS. Candidates can earn sufficient points on other criteria

Candidate's qualifications	Points
Top-tier institution	20
Degree-equivalent qualification	10
No degree-equivalent qualification	0

Foundational Criteria: Diversity



- ❑ COMPASS awards more points to applications where the candidate's nationality forms a small share of the firm's PMET employees
- ❑ No points are earned if the firm is applying to bring in a candidate whose nationality currently forms more than 25% of its PMET employees
- ❑ MOM considers all employees earning at least S\$3,000 per month in the firm as PMETs when computing this criterion.
- ❑ An application scores 10 points by default if the firm employs less than 25 PMET

Share of candidate's nationality among firm's PMETs	Points
< 5%	20
5 to 25%	10
≥ 25%	0

Foundational Criteria: Local Employment



- ❑ COMPASS rewards firms that make efforts to create opportunities for the local workforce and build complementary teams
- ❑ MOM considers all employees earning at least S\$3,000 per month in the firm as PMETs when computing this criterion; applications will score 10 points by default if the firm employs fewer than 25 PMET employees.
- ❑ If a firm's local PMET share is at least 70% an application will earn at least 10 points

Share of local PMETs within your subsector	Points
≥ 50th percentile	20
20th to 50th percentile	10
< 20th percentile	0

Bonus Criteria: Skills



- The Shortage Occupation List (SOL) recognises EP holders in occupations requiring highly specialised skills that are currently in shortage
- The SOL is determined by a tripartite evaluation process that takes into account industry needs and local workforce development efforts
- A candidate's bonus points will be reduced from +20 to +10 if their nationality forms one-third or higher of the firm's PMET
- This encourages resilience and diversity in firms, especially in areas requiring critical skills.

Skills bonus	Points
Job on the Shortage Occupation List	+20 (Reduced to +10 if the share of candidate's nationality among firm's PMETs is one-third or higher)

Bonus Criteria: Strategic Economic Priorities



- ❑ COMPASS rewards companies that are undertaking ambitious innovation, or internationalisation activities in partnership with the Government, in line with our economic priorities
- ❑ Such companies should also have the scale or potential to provide good jobs for locals
- ❑ To qualify, firms must participate in selected programmes run by various economic agencies or meet specific assessment criteria and show commitment to developing the local workforce or ecosystem.

Strategic economic priorities bonus	Points
Firm meets specific assessment criteria on innovation, or internationalisation activities.	+10

Overall Assessment & Exemptions



- ❑ In order to pass COMPASS, candidates must receive a score of 40 points on their applications
- ❑ Applications that meet expectations (earn 10 points) on all 4 foundational criteria will pass
- ❑ Otherwise, applications can make up the required points by exceeding expectations on another criterion or by scoring bonus points
- ❑ Candidates are exempted from COMPASS if they earn at least S\$20,000 fixed monthly salary or they as an overseas intra-corporate transferee under the World Trade Organisation's General Agreement on Trade in Services or an applicable Free Trade Agreement that Singapore is party to

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