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GES NewsFlash

Singapore — Immigration updates

November 13, 2013

Summary

We wish to provide updates from the Ministry of Manpower (MOM) as part of its measures to moderate demand for foreign manpower in Singapore.

Changes that will apply to all sectors in 2014

1 January 2014

Increase in qualifying salary for new Employment Pass (EP) application from SGD 3,000 to SGD 3,300

- Young graduates from recognized institutions may qualify if they earn a fixed monthly salary of SGD 3,300
- Older applicants will have to command higher salaries to qualify, commensurate with the work experience, and quality they are expected to bring

1 August 2014

Companies that intend to hire foreign professionals/executives will be required to advertise job vacancies on a new jobs bank administered by the Singapore Workforce Development Agency before an EP application is submitted to MOM. The advertisement must be open to Singapore citizens and posted for at least 14 calendar days. Please also refer to the Tripartite Guidelines on Fair Employment Practices at <http://www.tafep.sg/fairemployment.asp> to comply with the hiring requirements.

Small companies with 25 or fewer employees and jobs that pay a fixed monthly salary of SGD 12,000 and above may be exempted from the job advertising requirement. MOM has clarified that this number includes both local and foreign employees.

Deloitte's view

Given the recent change in government immigration policy to manage the constitution of workforce and to ensure that Singapore citizens remain at the core of Singapore's workforce, the MOM is now more stringent when considering the applications for EP. The processing time for applications of EP may take longer and MOM may reject applications without providing reasons. Accordingly, companies should take this into consideration when managing the movement of

foreign employees into Singapore.

Contacts

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