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## SINGAPORE: NEW EMPLOYMENT PASS REQUIREMENTS FOR 2014

The Singapore Ministry of Manpower (MOM) has recently issued new immigration rules for Employment Pass (EP) applications. These rules will increase the minimum salary requirements for EP applications, as well as require employers submitting EP applications to first advertise the job position on a newly created job bank of the Singapore Workforce Development Agency.

Under the new rules, **beginning January 1, 2014**, the new minimum qualifying salary for EP applications will be raised from \$3,000 to \$3,300 Singapore Dollars per month.

In addition, **starting August 1, 2014**, employers are required to run advertisements in a new Jobs Bank administered by the Singapore Workforce Development Agency (WDA) for at least 14 calendar days before submitting an EP application to the Singapore MOM. This new policy, known as the Fair Consideration Framework (FCF), is aimed at encouraging companies to consider Singaporeans for open positions before hiring foreign nationals.

Exemptions from the advertisement requirements have been made for companies that have 25 or fewer employees and for positions paying a fixed monthly salary of at least \$12,000 Singapore Dollars.

Also, beginning in the first quarter of 2014, the MOM and relevant government agencies will identify and notify employers who have a disproportionately low concentration of Singaporeans at Professional, Managerial and Executive (PME) level positions that they may be at risk for additional scrutiny measures imposed during the EP process. Employers with repeated complaints of nationality-based or other discriminatory HR practices will also be subject to additional scrutiny and review of their hiring practices.

Given the new salary and advertising requirements set to go into effect, it is advisable for companies to plan ahead and take these changes into consideration for new Employment Pass (EP) applications to be filed in 2014.

As always, FosterQuan will continue to monitor global immigration regulations and procedures and will provide additional information in future Immigration Updates®, and on our firm's website at [www.fosterquan.com](http://www.fosterquan.com).