

Mobility: Immigration alert

August 2022



Singapore

New, higher salary requirements for Employment Pass and S Pass applicants

Executive summary

Effective 1 September 2022, foreign nationals who seek to apply for new Employment Passes (EPs) or S Passes in Singapore will be subject to higher salary requirements. Holders of valid EPs or S Passes who wish to renew these documents will be subject to revised salary requirements effective 1 September 2023.

Background

The EP is available to highly skilled foreign nationals (e.g., professionals, managers, executives, specialists) while the S Pass is available to mid-skilled foreign nationals (e.g., technicians), provided the applicants otherwise meet all eligibility criteria. First-time EPs and S Passes are generally valid for up to two years and can be renewed in increments of up to three years.

Revised salary requirements

Effective 1 September 2022, foreign nationals who apply for new EPs in non-financial services sectors must earn a monthly salary of at least SGD 5,000 (up from SGD 4,500), while those who apply in the financial services sector must earn a monthly salary of at least SGD 5,500 (up from SGD 5,000). To apply for new S Passes, applicants working in non-financial services sectors must earn a monthly salary of at least SGD 3,000, whereas those working in the financial services sector must earn a monthly salary of at least SGD 3,500 (up from SGD 2,500 for all S Pass applicants). The minimum salary threshold for S Pass applicants will be revised further on 1 September 2023 and again on 1 September 2025. These changes will come into effect and start to apply to EP and S Pass renewal applications one year after they go into effect for first-time applications.

Other changes

Effective 1 September 2022, employers will be subject to a monthly foreign worker levy of SGD 450 for every Basic/Tier-1 S Pass holder that they hire (up from SGD 330). Beginning on 1 January 2023, the quota of S Pass holders for employers in the manufacturing, construction, marine shipyard and process sectors will be reduced from 18% of their workforce to 15%. In addition, EP applicants will be required to qualify under the [COMPASS framework](#) effective 1 September 2023.

Impact on employers

The upcoming changes will increase the costs borne by Singaporean employers when hiring mid- and highly skilled foreign workers. Employers can use the Singapore government's [Self-Assessment Tool](#) to assess the impact of these changes and plan accordingly.

Key steps

EY will continue to monitor these developments. Should you have any questions, we encourage you to contact one of our immigration professionals.

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EYG no. 007146-22Gbl

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