

Mobility: Immigration alert

March 2024

Singapore

New salary requirements for Employment Pass applicants starting 1 January 2025

Executive summary

Effective 1 January 2025, individuals who apply for new Employment Passes (EPs) will be subject to higher salary requirements. For renewal applications, the revised requirements will apply to EPs expiring on or after 1 January 2026.

Background

Under Singapore's recently introduced [COMPASS](#) framework, applicants must pass a two-stage assessment to be eligible for EPs. In Stage 1, candidates must qualify based on whether they earn the minimum required salary, which is benchmarked to the top one-third of local professional, manager, executive and technician (PMET) wages by age. In Stage 2, they must score the minimum points required (unless exempt from this requirement). Those who do not meet the requirements in Stage 1 are not eligible for EPs even if they meet the point requirements in Stage 2.

Key developments

The new salary requirements are as follows:

- ▶ Individuals working in the non-financial services sector who file new EP applications on or after 1 January 2025 must earn a monthly salary of at least SGD 5,600 (up from SGD 5,000).
- ▶ Individuals working in the financial services sector who file new EP applications on or after 1 January 2025 must earn a monthly salary of at least SGD 6,200 (up from SGD 5,500).
- ▶ EP holders whose passes expire on or after 1 January 2026 will be required to meet the revised salary requirements based on their sector (irrespective of whether they file renewal applications before or after 1 January 2026).

Similar to the current regulations, the minimum salary thresholds will continue to increase progressively with age.

Impact on employers

The upcoming changes will increase the costs borne by Singapore employers when hiring highly skilled foreign employees. Employers may use the government's [Self-Assessment Tool](#) to check if individuals qualify for EPs prior to applying. Companies that currently employ EP holders are expected to have a longer time frame, potentially up to 2028, to manage the impact of these changes.

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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