

Mobility: Immigration alert

August 2023

Singapore

New, enhanced assessment tool for Employment Pass and S Pass sponsors

Executive summary

On 1 August 2023, Singapore's Ministry of Manpower (MoM) launched an enhanced Self-Assessment Tool (SAT) for employers seeking to sponsor Employment Pass (EP) and S Pass applicants.

Background

The SAT is an online tool that enables employers to assess whether a foreign national qualifies for an EP or S Pass based on applicable details (e.g., salary, educational qualifications). The tool does not guarantee an application's actual outcome.

Key developments

Effective 1 August 2023, employers that seek to sponsor EP applications under the upcoming COMPASS framework can use the enhanced SAT, which now assesses firm- (i.e., sponsoring company) and individual-level attributes and issues a projected score for the applicant for each COMPASS criterion. Employers must have an EP eService account to use the enhanced SAT. Previously, employers could access this tool without logging in to the EP eService.

[COMPASS](#) is Singapore's upcoming points-based system for evaluating EP applicants based on a set of individual and employer-related attributes. Applicants must score at least 40 points across four foundational attributes (salary, educational qualifications, diversity, support for local employment) and two bonus criteria (Shortage Occupation List and Strategic Economic Priorities) to qualify under this framework. COMPASS will apply to new EP applications filed on or after 1 September

2023 and applications to renew passes that expire on or after 1 September 2024.

Impact on employers

Employers may now use the enhanced SAT to streamline pre-assessments of EP applications under the upcoming COMPASS framework.

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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ey.com

Panneer Selvam Palaniandy
Partner - People Advisory Services, Global Immigration
Tel: +65 6309 8483
Email: panneer.selvam@sg.ey.com

Lily Cheang
Partner - People Advisory Services, Global Immigration
Tel: +65 6309 8670
Email: lily.cheang@sg.ey.com

Tina Leong
Associate Director - People Advisory Services, Global Immigration
Tel: +65 6309 6617
Email: tina.leong@sg.ey.com

Angelina Liew
Associate Director - People Advisory Services, Global Immigration
Tel: +65 6309 8257
Email: angelina.liew@sg.ey.com