

SINGAPORE WORK VISA FACTSHEET

RIKVIN



OVERVIEW



Singapore welcomes foreign talents in order to sustain a vibrant and dynamic talent pool. Singapore follows a relatively liberal immigration policy to attract and retain foreigners who fall under various categories such as Qualified and skilled professionals, entrepreneurs, meritorious professionals etc. Foreigners can apply for work passes which are available under the following work pass schemes.

Singapore Employment Pass Scheme

The Employment Pass (EP) is type of work pass granted to foreign professionals with suitable qualifications and experience. Company owners and executives with substantial qualifications are eligible to apply. The application for EP must be submitted via the company that is hiring the foreigner. The EP is based on the applicant's own merit and does not fall under the quota system.

Entrepreneur Pass (commonly known as EntrePass)

Entrepreneur Pass (EntrePass) is an employment pass, granted to foreigners based on the feasibility and growth prospects of the applicants' business. This pass especially encourages foreign entrepreneurs who lack formal educational qualification but exhibit outstanding entrepreneurial traits via track record.

COMPARISON - EP VS ENTREPASS

This guide provides a side-by-side comparison of the two passes so you can explore which pass might better suit your unique circumstances. Please note that this is a general guide only. Singapore manpower authorities review each application based on its own merits. We will be able to advise you further once our services are engaged.

| | Employment Pass (EP) | Entrepreneur Pass (EntrePass) | | | | | | | | | | | | | | |
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| Who is it for? | Professional, managerial (managing director, CEO), executive or specialist who wishes to work in Singapore can apply for an Employment Pass. | Foreigners who do not qualify for the Employment pass but have entrepreneurial background. | | | | | | | | | | | | | | |
| Eligibility Criteria | <p>To be considered for an Employment Pass, a foreigner must have a fixed monthly salary of at least S\$2,800, and possess acceptable degrees, professional qualifications or specialist skills.</p> <p>Singapore Employment Passes are carefully assessed by the Ministry of Manpower by taking into consideration a number of factors such as the applicant's qualifications, working experience, job nature, economic contribution, employer's track record and the quality of the applicant to complement and supplement Singapore local workforce</p> <table border="0"> <tr> <td style="vertical-align: top;"> <p>Applicant</p> <ul style="list-style-type: none"> • Relevant work experience • Proposed salary • Age • Position • Special skill set <p>Government</p> <ul style="list-style-type: none"> • Industry economic contribution • Skill in demand • Complement and value add to work force </td> <td style="vertical-align: top;"> <p>Company</p> <ul style="list-style-type: none"> • Paid-up capital • Operating history • Employer track record • No. of local employees </td> </tr> </table> | <p>Applicant</p> <ul style="list-style-type: none"> • Relevant work experience • Proposed salary • Age • Position • Special skill set <p>Government</p> <ul style="list-style-type: none"> • Industry economic contribution • Skill in demand • Complement and value add to work force | <p>Company</p> <ul style="list-style-type: none"> • Paid-up capital • Operating history • Employer track record • No. of local employees | <p>Proposed business idea, hiring locals, investment amount, applicant's relevant background and total business spending.</p> <ul style="list-style-type: none"> • You can incorporate a new company upon your EntrePass approval: or • Company must not be registered for more than six months at the point of application; • Applicant to own a min of 30% or more of shareholding in the company; • Company to have at least \$50,000 paid-up-capital; • Submit a 10-page business plan detailing business goals and objectives.* <p>* Business plan must demonstrate the viability in executing the Total Business Spending (TBS) and hiring of Singaporeans within a one-year period.</p> <table border="1"> <thead> <tr> <th>Pass Type</th> <th># of Singaporeans</th> <th>TBS (\$)</th> </tr> </thead> <tbody> <tr> <td>P1</td> <td>8</td> <td>300,000</td> </tr> <tr> <td>P2</td> <td>4</td> <td>150,000</td> </tr> <tr> <td>Q1</td> <td>2</td> <td>100,000</td> </tr> </tbody> </table> | Pass Type | # of Singaporeans | TBS (\$) | P1 | 8 | 300,000 | P2 | 4 | 150,000 | Q1 | 2 | 100,000 |
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| Pass Type & Eligibility | <p>P1: Fixed monthly salary > \$8,000 Possesses recognized qualifications</p> <p>P2: Fixed monthly salary > \$4,000 Possesses recognized qualifications</p> <p>Q1: Fixed monthly salary > \$2,800 Possesses recognized qualifications; or Specialized skills and a minimum of 5 years of work experience may compensate for the lack of recognized qualifications.</p> | <p>P1: Fixed monthly salary > \$8,000</p> <p>P2: Fixed monthly salary > \$4,000</p> <p>Q1: Fixed monthly salary > \$2,800</p> | | | | | | | | | | | | | | |
| Company Paid-up Capital | S\$1.00 (Higher paid-up is one of the reviewing factors considered by MOM.) | S\$50,000 | | | | | | | | | | | | | | |
| MOM Processing Time | 1 day - 8 weeks | 3 weeks - 3 months | | | | | | | | | | | | | | |
| Visa Validity | 1-2 years | 1-2 years | | | | | | | | | | | | | | |
| Renewal | Renewable as long as you continue to be employed by the company | Renewal of EntrePass is contingent on achieving goals and objectives outlined in the business plan | | | | | | | | | | | | | | |
| Dependent Pass | Will be granted to immediate family members | Will be granted to immediate family members | | | | | | | | | | | | | | |
| Permanent Residence (PR) | Eligible to apply for Singapore Permanent Residence after 12 months | Eligible to apply for Singapore Permanent Residence after 12 months | | | | | | | | | | | | | | |
| When can it be applied? | Employment pass can be applied anytime after incorporation of the company. | Entrepreneur Pass can be applied either before company incorporation or within six months of the incorporation. | | | | | | | | | | | | | | |

EMPLOYMENT PASS

Eligibility and Requirements

| Who is it for? | Professional, managerial (managing director, CEO), executive or specialist who wishes to work in Singapore can apply for an Employment Pass. | | | | | | | |
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| Eligibility Criteria | <p>To be considered for an Employment Pass, a foreigner must have a fixed monthly salary of at least S\$2,800, and possess acceptable degrees, professional qualifications or specialist skills.</p> <p>Singapore Employment Passes are carefully assessed by the Ministry of Manpower by taking into consideration a number of factors such as the applicant's qualifications, proposed salary, working experience, job nature, economic contribution, employer's track record and the quality of the applicant to complement and supplement Singapore local workforce.</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: center;">Applicant</th> <th style="text-align: center;">Company</th> <th style="text-align: center;">Government</th> </tr> </thead> <tbody> <tr> <td> <ul style="list-style-type: none"> • Relevant work experience • Proposed salary • Age • Position • Special skill set </td> <td> <ul style="list-style-type: none"> • Paid-up capital • Operating history • International presence • Employer track record • No. of local employees </td> <td> <ul style="list-style-type: none"> • Industry economic contribution • Skill in demand • Complement and value add to work force </td> </tr> </tbody> </table> | | Applicant | Company | Government | <ul style="list-style-type: none"> • Relevant work experience • Proposed salary • Age • Position • Special skill set | <ul style="list-style-type: none"> • Paid-up capital • Operating history • International presence • Employer track record • No. of local employees | <ul style="list-style-type: none"> • Industry economic contribution • Skill in demand • Complement and value add to work force |
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| Company Paid-up Capital | S\$1.00 (Higher paid-up is one of the reviewing factors considered by MOM.) | | | | | | | |
| Visa Validity | 1-2 years | | | | | | | |
| Renewal | Renewable as long as you continue to be employed by the company. | | | | | | | |
| Dependent Pass | Will be granted to immediate family members | | | | | | | |
| Permanent Residence (PR) | Eligible to apply after 12 months for Singapore Permanent Residence | | | | | | | |
| Documents Required for EP Application | <ul style="list-style-type: none"> • A clear scan copy (preferably color) of Travel Document Page showing the personal particulars and travel document number. Please include pages reflecting amendments to details (e.g. name, expiry date), if any. • Educational Certificates¹. Please provide a clear scan copy of the documents in 150 dpi Resolution not exceed 2MB in PDF file format. • Registration or Support Letters from the relevant Vetting Agency / Professional Body / Accreditation Agency, if support from them has been declared in the application. <p><small>¹ Applicants with diploma/degree qualifications from India will need to submit their transcript and marksheets. Applicants with degree qualifications from China will need to submit their Certificate of Graduation.</small></p> | | | | | | | |
| When can it be applied? | Employment pass can be applied anytime after incorporation of the company. | | | | | | | |

ENTREPRENEUR PASS

Eligibility and Requirements

| Who is it for? | Foreigners who do not qualify for the Employment pass but have entrepreneurial background. | | | | | | | | | | | | | |
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| Eligibility Criteria | <p>Proposed business idea, hiring locals, investment amount, applicant's relevant background and total business spending.</p> <ul style="list-style-type: none"> You can incorporate a new company upon your EntrePass approval: or Company must not be registered for more than six months at the point of application; Applicant to own a min of 30% or more of shareholding in the company; Company to have at least \$50,000 paid-up-capital; Submit a 10-page business plan detailing business goals and objectives.* <p>* Business plan must demonstrates the viability in executing the total business spending (TBS) and hiring of Singaporeans within a one-year period of starting your business.</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th>Pass Type</th> <th># of Singaporeans</th> <th>TBS (S\$)</th> </tr> </thead> <tbody> <tr> <td>P1</td> <td>8</td> <td>300,000</td> </tr> <tr> <td>P2</td> <td>4</td> <td>150,000</td> </tr> <tr> <td>Q1</td> <td>2</td> <td>100,000</td> </tr> </tbody> </table> | | Pass Type | # of Singaporeans | TBS (S\$) | P1 | 8 | 300,000 | P2 | 4 | 150,000 | Q1 | 2 | 100,000 |
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| | Q1 | Fixed monthly salary > \$2,800 | | | | | | | | | | | | |
| Company Paid-up Capital | S\$50,000 | | | | | | | | | | | | | |
| Required Annual Total Business Spending | P1: S\$300,000 P2: S\$150,000 Q1: S\$100,000 | | | | | | | | | | | | | |
| Minimum Number of Singapore Employees | P1: 8 local employees P2: 4 local employees Q1: 2 local employees | | | | | | | | | | | | | |
| MOM EntrePass Processing Time | 3 weeks - 3 months | | | | | | | | | | | | | |
| Visa Validity | 1-2 years | | | | | | | | | | | | | |
| Renewal | Renewal of EntrePass is contingent on achieving goals and objectives outlined in the business plan | | | | | | | | | | | | | |
| Dependent Pass | Will be granted to immediate family members | | | | | | | | | | | | | |