



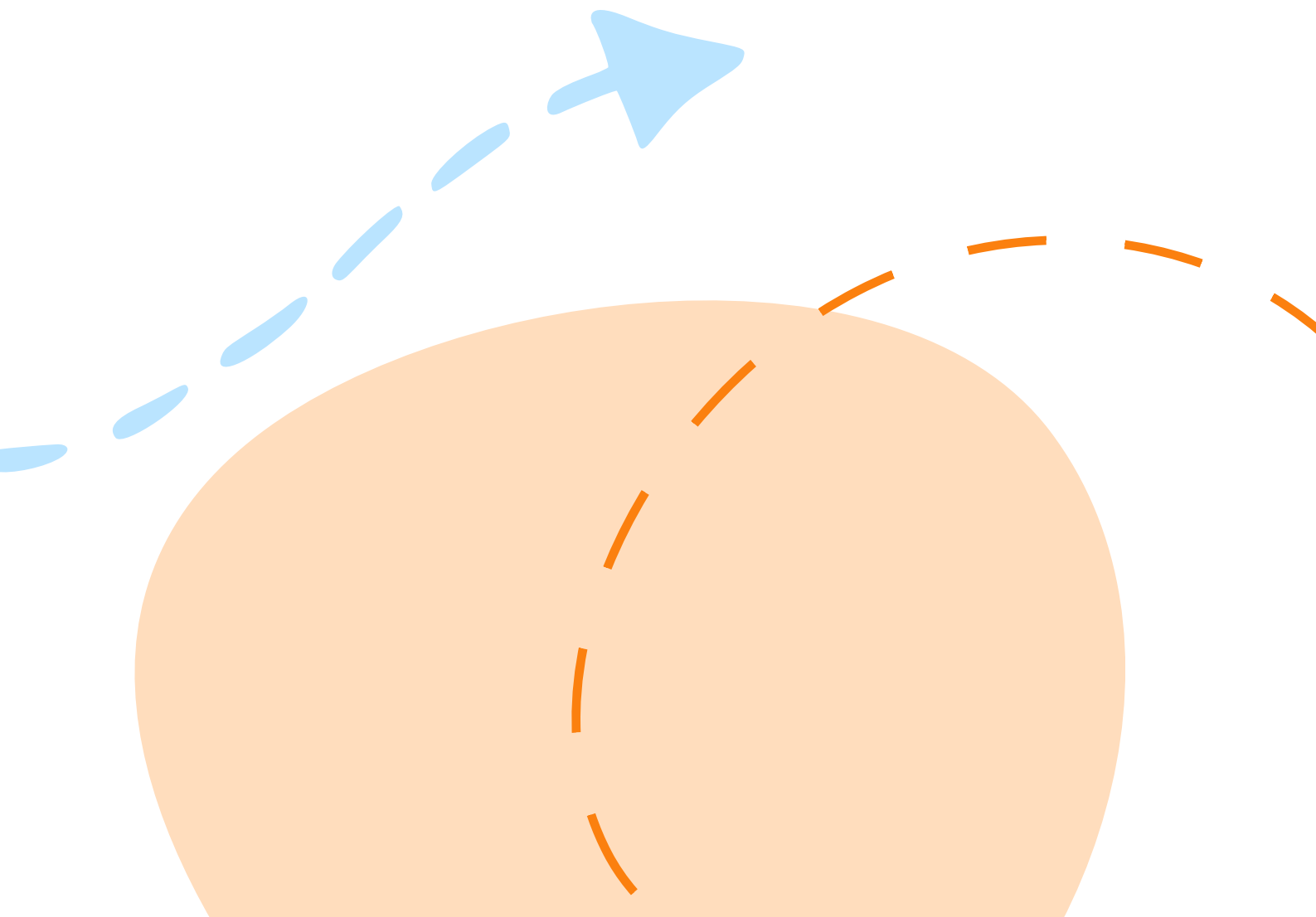
Employment Pass [EP] Application in Singapore

2025 edition



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What Are The Requirements for Employment Pass Applications?

Let's begin by discussing the eligibility criteria for the Employment Pass (EP) application. According to the **Ministry of Manpower (MOM)**, the EP is available to foreign professionals of any nationality or citizenship who:

- Hold a job offer in Singapore.
- Engage in managerial, executive, or specialized roles.
- Possess acceptable qualifications, typically including a solid university degree, professional certifications, or specialized skills.
- Receive a fixed monthly salary that aligns with the top one-third of the local PMET (Professionals, Managers, Executives, and Technicians) workforce, based on age categories mentioned later in this article.

Besides, candidates must now pass a two-stage eligibility framework called **COMPASS**, which evaluates attributes like salary, qualifications, diversity, and support for local employment. Bonus points can be earned for meeting relevant qualifying conditions. These changes reflect the updated EP requirements and assessment process.

First Stage : Higher Qualifying Salary

From 1 September 2023 onwards, higher qualifying salaries were implemented for first-time EP candidates and EP renewals. The minimum qualifying salary increased to S\$5,000 for non-financial sectors and S\$5,500 for financial sectors.

Higher EP qualifying salary

Benchmarked to top 1/3 of local professionals, managers, executives and technicians (PMETs) salaries by age

	Previous	Revised
Non-financial services	At least S\$4,500 Increases with age from age 23, up to S\$8,400 at age 45 and above	At least S\$5,000 Increases with age from age 23, up to S\$10,500 at age 45 and above
Financial services	At least S\$5,000 Increases with age from age 23, up to S\$9,300 at age 45 and above	At least S\$5,500 Increases with age from age 23, up to S\$11,500 at age 45 and above



Second Stage: Complementarity Assessment Framework (COMPASS)

COMPASS Framework		
Evaluates EP applications based on a holistic set of individual and firm-related attributes		
	Individual	Firm
Foundational criteria	C1. Salary C2. Qualifications	C3. Diversity C4. Support for Local Employment
Bonus criteria	C5. Skills Bonus	C6. Strategic Economic Priorities Bonus

COMPASS assesses applications based on four foundational criteria, awarding points if expectations are met or exceeded. It evaluates a range of attributes, including individual aspects like 'Salary' and 'Qualifications,' as well as firm-related aspects such as 'Diversity' and 'Support for Local Employment.'

Furthermore, candidates may earn additional points through the bonus criteria if their application satisfies the relevant qualifying conditions. These processes ensure a comprehensive evaluation of EP candidates and their suitability for the pass.

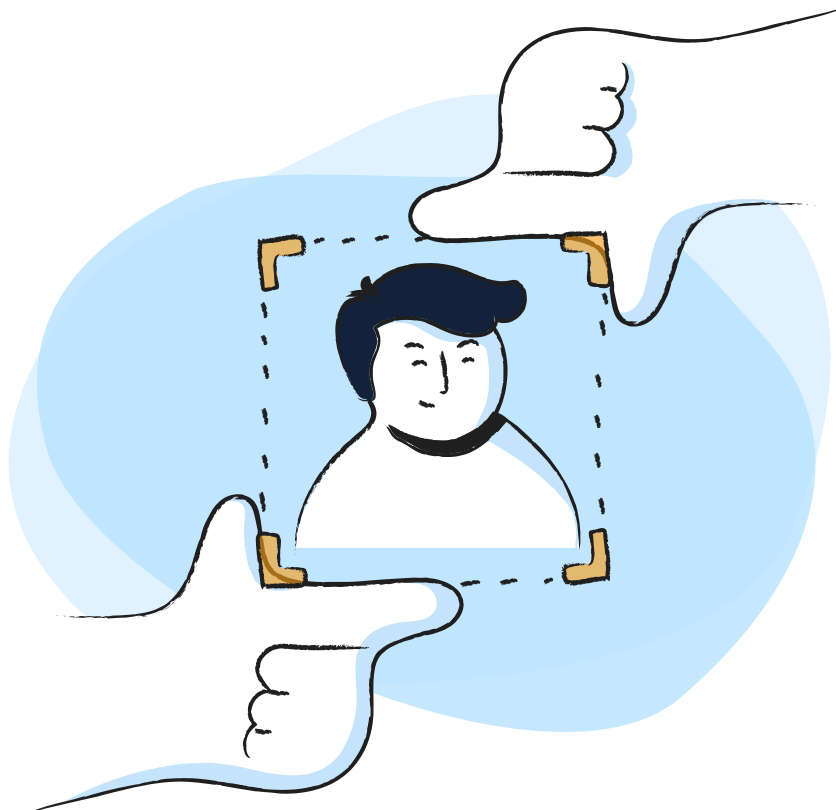
To pass COMPASS, a total of 40 points is required. For detailed information and case studies on how the scoring system operates, you can refer to [here](#).

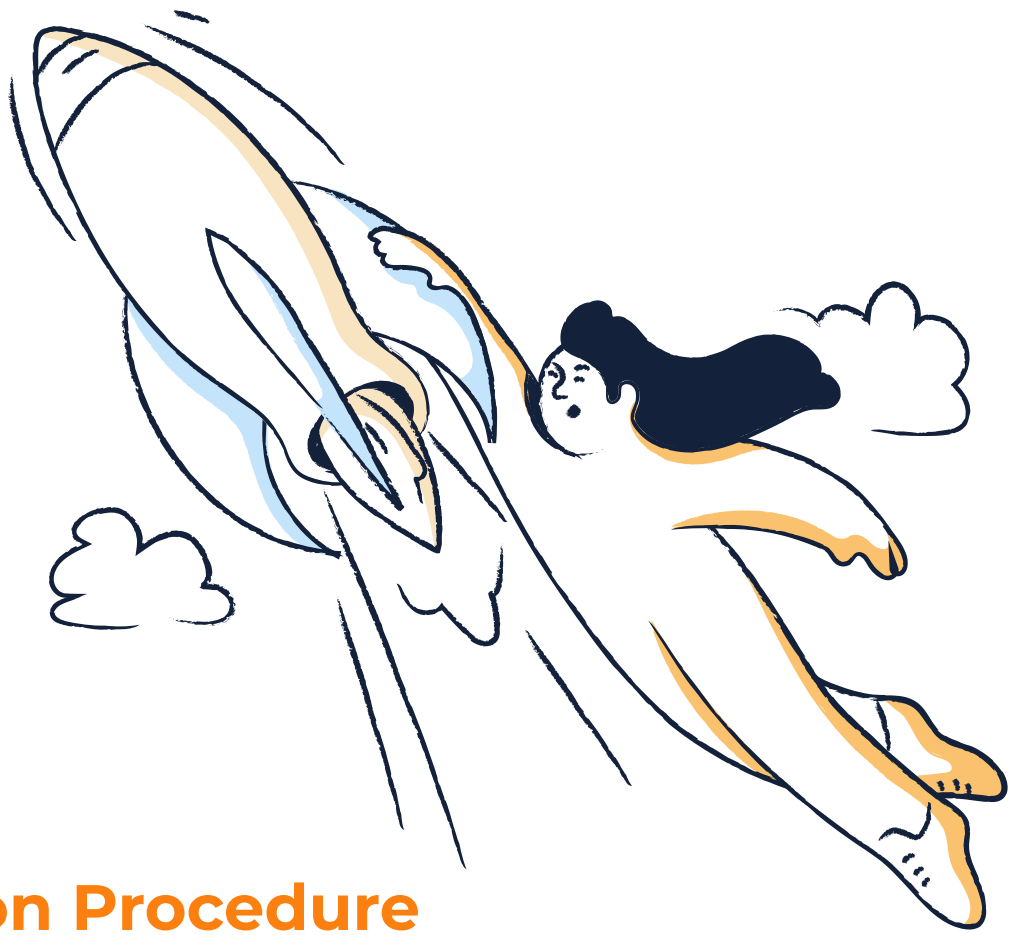
Below are exemptions from COMPASS :

- Candidates who earn at least \$22,500 in fixed monthly salary;
- Candidates who are applying as an overseas intra-corporate transferee under the World Trade Organisation's General Agreement on Trade in Services or an applicable Free Trade Agreement that Singapore is a party to; or
- Candidates who are filling a role on a short-term basis of one month or less.

Documents Needed

- Personal particulars page of candidate's passport
- Verified educational certificates
- Company's latest business profile or instant information registered with ACRA.
- Registration or Support Letters from the relevant Vetting Agency/ Professional Body/ Accreditation Agency, if support from them has been declared in the application





Application Procedure

An Employment Pass can only be applied for by an employer or an authorised third party. If you apply online, the application will be processed or given an update within 10 business days.

For overseas company without a Singapore-registered company, it will take within 8 weeks for most cases.

The Employment Pass possesses a 2 year long duration for first-time candidates but renewals allow for up to 3 years in length. If you're already holding an EP with a current employer but wish to start a business with a new pass, we would advise you to not resign until your new Employment Pass is approved.

What Happens if My Application is Rejected?

There is a 3 month long duration in which your employer or authorised third party can send in an appeal, this can only be done after addressing the reasons for rejection.

If this 3-month long window has passed before your application is appealed, a new application must be submitted. Commonly, an Employment Pass appeal takes at least 3 weeks to process.

Get Your Employment Pass Hassle-Free

GIVE US A CALL TODAY!

We'll guide you step-by-step in acquiring the pass successfully and kickstart your entrepreneurship at your new home.



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