ANNEX C-4: FOREIGN WORKFORCE POLICIES

(I) Employment Pass (EP)

Changes in Minimum Qualifying Salary

The Government will ensure that EP holders are comparable in quality to the top one-third of our local Professionals, Managers, Executives, and Technicians (PMET) workforce. Therefore, the EP minimum qualifying salary will be raised from $4,500 to $5,000. The Financial Services sector will continue to have a higher EP minimum qualifying salary, which will be raised from $5,000 to $5,500.

These changes will apply to new EP applications from 1 September 2022, and to renewal applications from 1 September 2023.

Table 1: Revised EP qualifying salaries

Sector(s)	Revised minimum qualifying salary
All sectors, except for Financial Services	$5,000 (increases up to $10,500 for a candidate in mid-40s)
Financial Services sector	$5,500 (increases up to $11,500 for a candidate in mid-40s)

(II) S Pass

Changes in Minimum Qualifying Salaries

The Government will ensure that S Pass holders are comparable in quality to the top one-third of our local Associate Professionals and Technicians (APT) workforce. Therefore, the S Pass minimum qualifying salary will be raised in phases, with the first step on 1 September 2022 for new applications, and subsequently on 1 September 2023 and 1 September 2025. A higher S Pass qualifying salary for the Financial Services sector will also be introduced on 1 September 2022 for new applications.

These changes will apply to renewal applications one year later (e.g. the increase for new applications from 1 September 2022 will only affect renewals from 1 September 2023 onwards).

Table 2: Revised S Pass qualifying salaries

Sector(s)	Revised minimum qualifying salary for new applications		
	1 Sep 2022	**1 Sep 2023**	**1 Sep 2025**
All sectors, except for Financial Services	$3,000 (increases up to $4,500 for a candidate in mid-40s)	At least $3,150*	At least $3,300*
Financial Services sector	$3,500 (increases up to $5,500 for a candidate in mid-40s)	At least $3,650*	At least $3,800*

Notes:

1. *The finalised values will be announced closer to the implementation date based on prevailing local APT wages at the time.

Changes in Foreign Worker Levy (FWL) Rates

The Tier 1 S Pass FWL rate will be progressively raised from $330 to $650 by 2025.

Table 3: Current and new FWL rates for S Pass

(i) Current S Pass FWL rates:

Tier	Dependency Ratio Ceiling (DRC)	Levy Rates
Tier 1	≤ 10%	$330
Tier 2	>10%*	$650

(ii) New S Pass FWL rates:

Tier	DRC	New Levy Rates		
		From 1 Sep 2022	From 1 Sep 2023	From 1 Sep 2025
Tier 1	≤ 10%	$450	$550	$650
Tier 2	>10%*	$650		

Notes

1. *The S Pass sub-DRC is 18% in Manufacturing, Construction, Marine Shipyard, and Process; and 10% in Services sector.

(III) Work Permit Holders in Construction and Process Sectors

FWL Rates

From 1 January 2024, the FWL rates for Work Permit holders (WPHs) in the Construction and Process sectors will be adjusted. The Man-Year Entitlement (MYE) framework in both sectors will also be dismantled.

Table 4a: Current and new FWL rates for Construction sector WPHs

(i) Current Construction FWL rates:

Skills level	Non-Traditional Sources and PRC		Malaysia, North Asian Sources	Off-site
	MYE Waiver	MYE		
Higher-Skilled (R1)	$600	$300	$300	$300
Basic-Skilled (R2)	$950	$700	$700	$700

(ii) New Construction FWL rates from 2024:

Skills level	Non-Traditional Sources	Malaysia, North Asian Sources, PRC	Off-site
Higher-Skilled (R1)	$500	$300	$250
Basic-Skilled (R2)	$900	$700	$370

Table 4b: Current and new FWL rates for Process sector WPHs

(i) Current Process FWL rates:

Skills level	Non-Traditional Sources and PRC		Malaysia, North Asian Sources
	MYE Waiver	MYE	
Higher-Skilled (R1)	$600	$300	$300
Basic-Skilled (R2)	$750	$450	$450

(ii) New Process FWL rates from 2024:

Skills level	Non-Traditional Sources	Malaysia, North Asian Sources, PRC
Higher-Skilled (R1)	$300	$200
Basic-Skilled (R2)	$650	$450

Notes

1. North Asian Sources refer to Hong Kong, Macau, South Korea, and Taiwan. Non-Traditional Sources refer to Bangladesh, India, Myanmar, Philippines, Sri Lanka, and Thailand.

Reduction in Dependency Ratio Ceiling (DRC)

The DRC will be reduced[1] for the Construction and Process sectors from 1 January 2024.

Table 5: Current and new DRC for Construction and Process Sectors

Sector	Current	Changes
Construction	87.5%	To be reduced to 83.3% from 1 January 2024.
Process	87.5%	To be reduced to 83.3% from 1 January 2024.

MORE INFORMATION

For more information, please visit https://www.mom.gov.sg, or contact the MOM hotline at 6438 5122.

[1] When a DRC or a sub-DRC cut is implemented, firms that have exceeded the revised DRC or sub-DRC will not be able to renew work passes of foreign workers or hire new foreign workers. However, for the foreign workers above the DRC/sub-DRC limits, firms can retain them until their work passes expire to avoid disrupting existing operations.