

Global Employer Services (GES)

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## GES NewsFlash

### Singapore — Immigration updates



July 15, 2014

#### Summary

Following our NewsFlash of November 2013, the Ministry of Manpower (MOM) has provided the clarification relating to the following:

#### Job Advertising Requirement

*1 August 2014*

From 1 August 2014, companies will be required to advertise in the Singapore Workforce Development Agency (WDA) Jobs Bank before submitting a new Employment Pass (EP) application. The advertisement must be open to Singapore citizens and comply with the Tripartite Guidelines on Fair Employment Practices at <http://www.tafep.sg/fairemployment.asp>, and posted for at least 14 calendar days.

Where the company should eventually hire a foreigner for the job that has been advertised, the EP application must be made within three months from the closing date of the job advertisement. Otherwise a new advertisement will need to be posted.

Companies need not state the position's salary range in the Jobs Bank if it does not intend to hire a foreigner for that position. However, if there is a possibility to consider a foreigner, companies are encouraged to state the salary range. Although the salary range does not have to be made public, the salary range is required by MOM to assess an EP application. Accordingly, an EP application may not be approved if no salary range has been stated in the advertisement.

Companies can register with the Jobs Bank at <https://www.jobsbank.gov.sg/>. For further queries, please email the WDA at [wda\\_job@wda.gov.sg](mailto:wda_job@wda.gov.sg) or call +65 6883 5885.

Exemption from the job advertising requirement may be granted on the following:

- (1) Small companies with 25 or fewer employees (includes both local and foreign employees)
- (2) Jobs that pay a fixed monthly salary of SGD 12,000 and above
- (3) Intra-Company Transferees (ICT) who are expected to be of managerial/executive/specialist level. MOM may require companies to submit documents (such as an overseas employment contract) to show that the ICT has worked for at least one year in the company group before being posted to the subsidiary or affiliated company in Singapore.

## Deloitte's view

Given the recent change in government immigration policy to manage the constitution of workforce and to ensure that Singapore citizens remain at the core of Singapore's workforce, the MOM is now more stringent when considering the applications for EP. The processing time for applications of EP may take longer and MOM may reject applications without providing reasons. Accordingly, companies should take this into consideration when managing the movement of foreign employees into Singapore.

## Contacts

If you have any questions concerning the issues in this GES NewsFlash, please contact the GES professional at our Deloitte offices as follows:

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