



Tax Bytes

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Greetings from your Tax & Legal team at Deloitte Singapore.

We are pleased to update you on the following:

Updates on COMPASS Framework & Salary requirements for 5-year EPs

The Ministry of Manpower (MOM) has released a few updates on the Complementarity Assessment (COMPASS) Framework, notably, on C2—Qualifications, and C5—Skills Bonus. Qualifying Salary requirements for 5-year duration Employment Passes (EPs) for Info-tech Shortage Occupation List (SOL) roles have been updated.

Key changes:

1. Under Criterion 2 (Qualifications), the MOM has updated the list of education institutions.
 - Institutions that will score 20 points for bachelor’s degree and above qualifications.
 - Professional qualifications recognised as “degree-equivalent” and awarded 10 points.
 - The new lists will take into effect for new and renewal applications from 1 January 2025.
 - All post-secondary education qualifications declared on an EP application must be accompanied by education verification proof from approved sources before they can score the relevant points on COMPASS.
2. Under Criterion C5 (Skills Bonus—SOL), the MOM has updated the [SOL Guidebook](#).
 - Introduction of nine new job titles in the Semiconductor sector.
 - Minor revisions to additional requirements for existing SOL roles.
 - Applicable to new and renewal EP applications from 1 January 2025.
3. Revised Salary Requirements for 5-Year EPs
 - Updated minimum salary criteria for experienced tech professionals on the SOL list.
 - New salary range: SG\$ 10,700 (for candidates aged 36+) to SG\$ 14,270 (for candidates aged 45+).
 - Effective for new EP applications from 1 January 2025 and renewals from 1 January 2026.

Contacts

Should you have any comments or questions arising from this newsletter, please contact either the listed contacts below, or any member of the [Singapore Tax & Legal team](#).



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