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COMPASS—制度の概要について

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19 June 2023

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ファシリテーター



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2020年にデロイトシンガポール事務所に入所し、主に日系企業を対象とした東南アジア(SEA)地域に係る税務及び移転価格サービスのリーダーを担当している。

当事務所に入所する前は、2005年から2012年まで某4大ファームの東京事務所及び米国事務所 (Washington National Tax及びニューヨーク) にて移転価格サービスに従事し、2012年より2019年まで某4大ファームのシンガポール事務所にて、移転価格パートナー並びにジャパンデスク統括責任者を兼務していた。日本、米国、シンガポールの各事務所において、多様な業界の日本企業・非日系企業に対して、移転価格リスク分析、移転価格プランニング、各国税務当局とのAPA (事前確認)・相互協議サポート等の移転価格政策を中心とした国際税務戦略のアドバイザー業務、移転価格調査対応、移転価格争訟サポートなど数多くの案件を担当。

2021年にEuromoney Legal Media Group's Transfer Pricing Expert Guideにおいて、世界の著名な移転価格コンサルタントの一人に選出

- 米国公認会計士
- 米国ジョージタウン大学院ロースクール卒 (租税法)
- 豪州Monash大学修士 (経営システム)
- 早稲田大学法学部卒



Christina Karl

Immigration Leader
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Christina is an Immigration Partner in Asia Pacific, based in Singapore where she leads the practice and oversees our global immigration delivery. She has more than 25 years' experience in global mobility having worked for the New Zealand Government as an Immigration Officer, in-house HR role at both Unilever UK and General Electric Singapore and service providers Cartus, SIRVA and Berry Appleman & Leiden.

Having lived and worked in New Zealand, Singapore, Netherlands and the UK she is globally focussed, able to work across a number of cultures. She has a deep understanding of the mechanisms of the immigrations processes and the fundamentals of Government's policies. An energetic member of the APAC Mobility community, Christina is a frequent speaker at industry events and is passionate about immigration compliance while still enabling businesses to operate across borders.

She is a recipient of both ERC's Distinguished Service Award and Meritorious Service Award and served on their SEA Steering Committee.

デロイトのイミグレーション専門家ご紹介



Sandip Bhandal
Immigration Partner
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Sandip is a Partner in the Global Employer Services—Immigration department, based in Singapore.

Sandip has advised on immigration matters for more than 15 years, having worked in large immigration firms in the United Kingdom and Singapore.

Having trained as an Immigration Solicitor of England and Wales, Sandip focuses on the delivery of corporate immigration matters for the Asia-Pacific region and across a wide spectrum of industries. She works closely with clients to understand the challenges faced in the world of global mobility and creates tailored protocols, procedures, and policies, reviews overall immigration strategy, and develops short and long-term business immigration solutions.

Sandip holds a LLB (Hons) degree from the University of Westminster and qualified as a Solicitor of England and Wales in 2010. Sandip no longer practices but remains on the Roll of Solicitors.



Clarence Sy
Immigration Manager
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Clarence is a Manager in the General Employment Services—Immigration Department, based in Singapore.

He currently leads Asia Pacific (APAC) immigration service delivery for various corporate clients and has managed related projects such as entity transfers, change of sponsorship, corporate group moves, batch entry approvals and the like.

He has more than 10 years' experience in immigration practice having started work as an immigration lawyer in the Philippines before expanding his immigration knowledge, experience and expertise to cover various APAC jurisdictions such as Singapore, Taiwan, Japan, Hong Kong, India and Philippines to name a few.

Clarence is a Philippine-licensed lawyer and has been registered in the Roll of Attorneys since 2013.

デロイトのイミグレーションチーム



スピーカー



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1993年にDeloitte & Touche Singapore (デロイト シンガポール) 事務所入所。以後、多くの日本企業のシンガポール進出支援、統括会社設立支援や在シンガポール日系企業の監査、税務、セクレタリアルを含めた会社管理全般へのアドバイスを行う。

また、シンガポールで最大数の日本人駐在員個人所得税申告サポートも行っている。



杉山 しのぶ

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2022年にDeloitte Tax Solutions (デロイト シンガポール)に入社。日系企業を対象にシンガポールにおける税務全般(法人税、個人所得税、GST)に関するアドバイスを行うほか、日本からシンガポールに移住する際のイミグレーション(就労ビザ、永住権等)に関連するアドバイスも行っている。

複数の日系会計事務所で15年以上にわたる記帳、決算、監査、申告の実務経験を持ち、直近の10年は日系企業のシンガポール進出アドバイザーに従事。シンガポールにおける法人の設立・期中管理、清算、駐在員の就労ビザ申請の実務のほか、シンガポール財務報告基準、会社法、雇用法に関連するアドバイザー、各種優遇税制の申請手続きなども対応している。

シンガポール公認会計士
米国公認会計士(デラウェア州)

目次

就労ビザの歴史

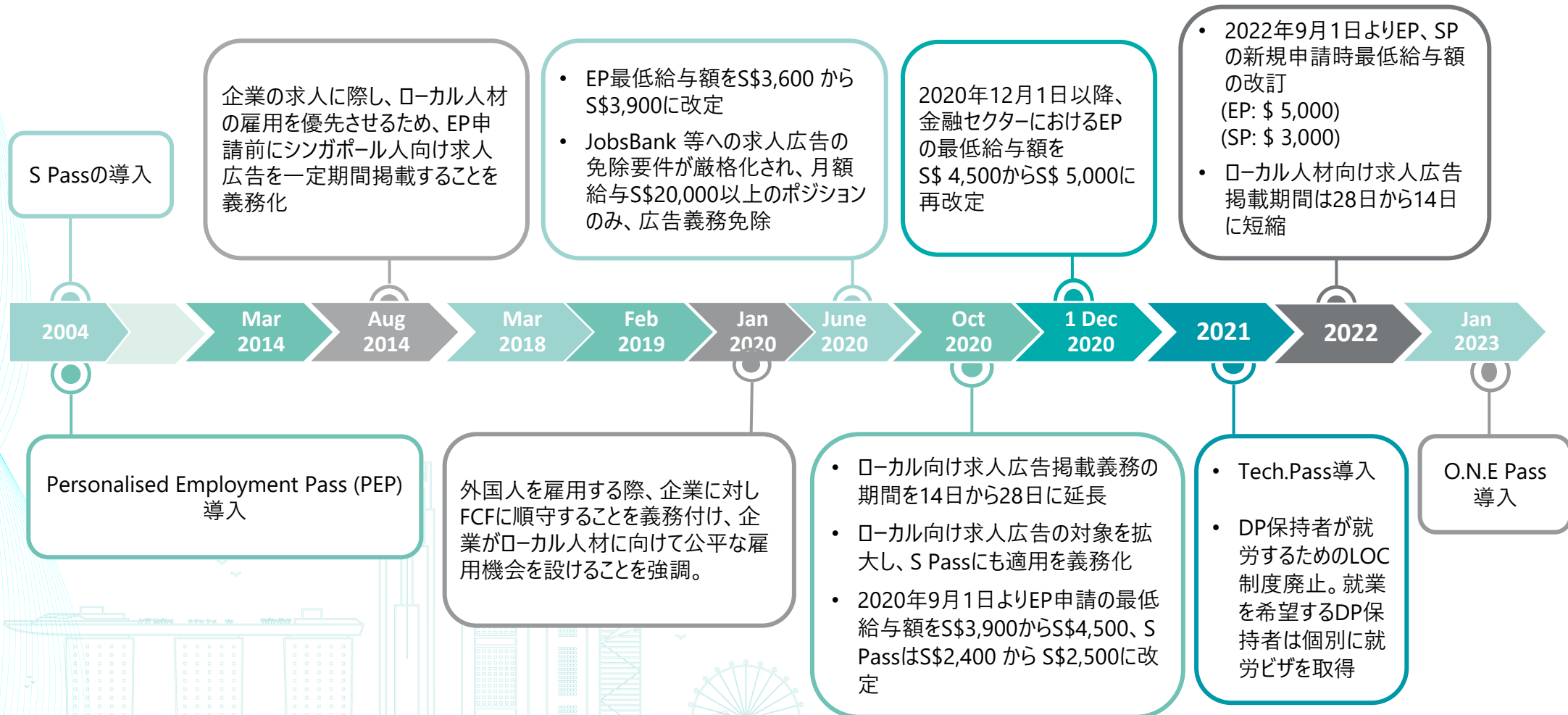
COMPASSの導入

COMPASS への対応

Q&A

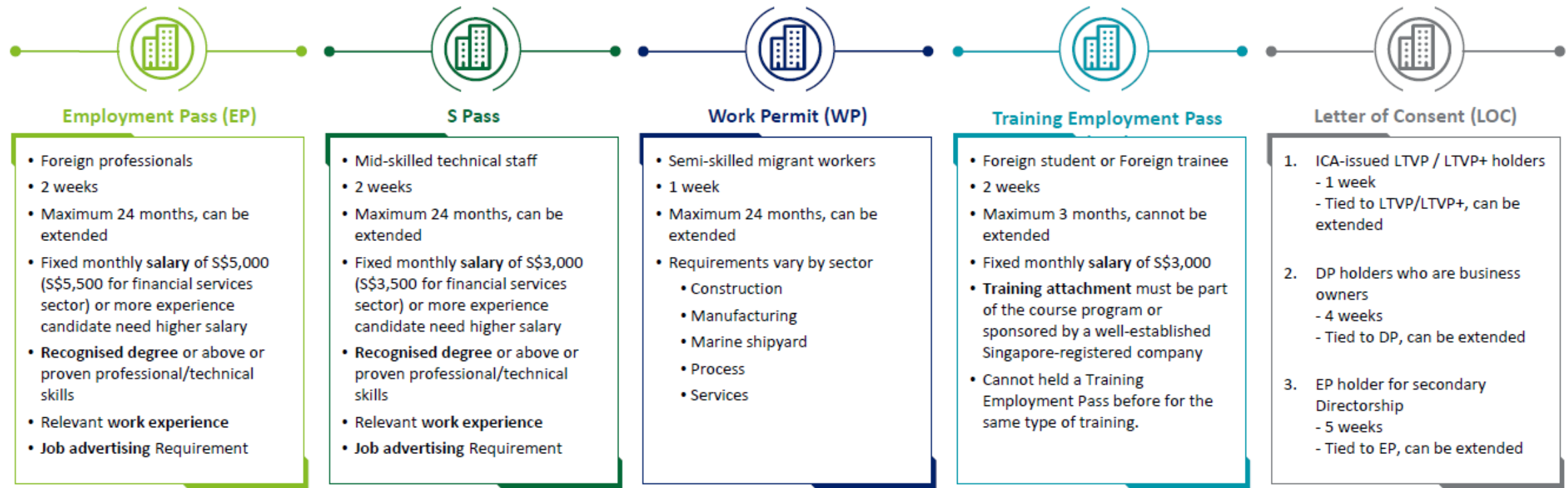
就労ビザの歴史

就労ビザの歴史 — 過去20年の動き



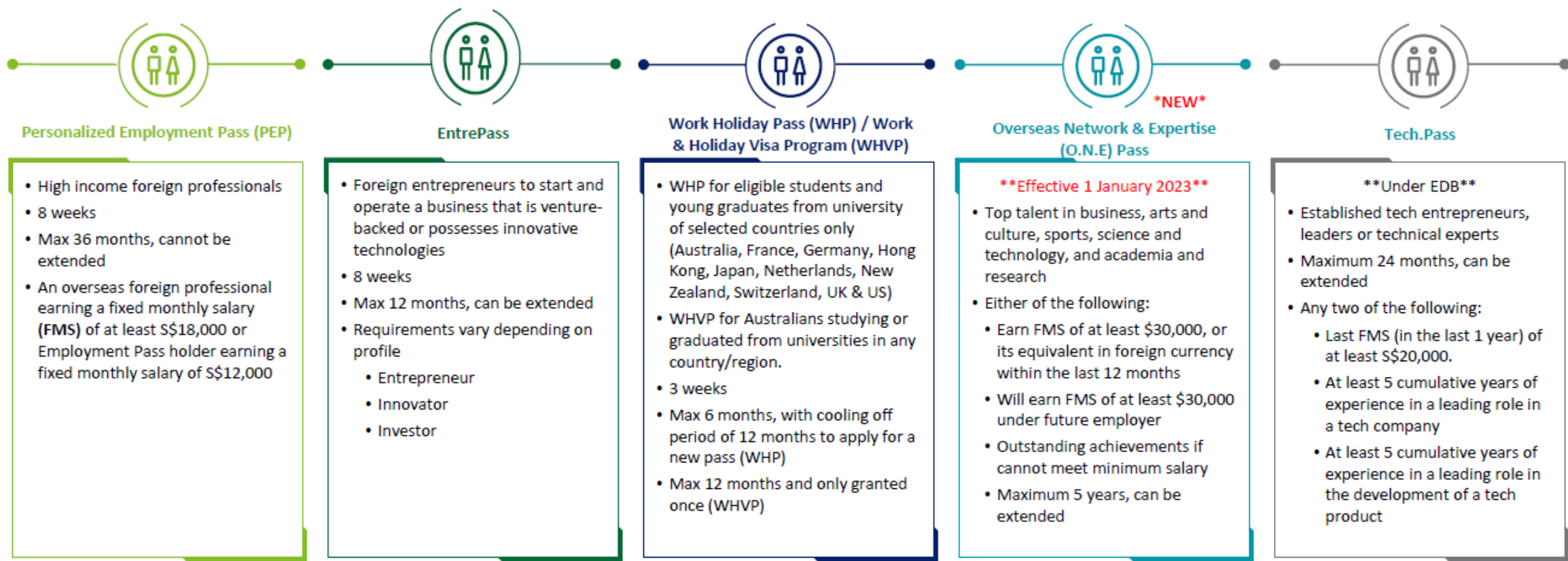
Type of work passes in Singapore

Company-sponsored



Type of work passes in Singapore

Individual sponsored



COMPASSの導入

Polling Question

9月からのCOMPASSの導入に伴い、貴社では対応策の検討を開始されていますか

- はい
- いいえ

COMPASS—適格基準フレームワーク



Stage 1
EP適格給与額(最低給与額)



Stage 2
ポイント制

- 新規申請：2023年9月1日施行
- 更新申請：2024年9月1日施行

COMPASS — Stage 1: EP適格給与額(最低給与額)

	Before 1 September 2022 (New & Renewal applications)	1 September 2022 (New applications)	1 September 2023 (Renewal applications)
All sectors (Except financial services)	S\$4,500 (increases progressively with age, up to S\$8,400 for candidate in mid-40s)	S\$5,000 (increases progressively with age, up to S\$10,500 for candidate in mid-40s)	S\$5,000 (increases progressively with age, up to S\$10,500 for candidate in mid-40s)
Financial Services	\$5,000 (increases progressively with age, up to S\$9,300 for candidate in mid-40s)	S\$5,500 (increases progressively with age, up to S\$11,500 for candidate in mid-40s)	S\$5,500 (increases progressively with age, up to S\$11,500 for candidate in mid-40s)

$$\frac{[\text{Base Salary Age} \leq 45] - [\text{Base Salary Age} \leq 23]}{22}$$

22

X

Applicant's Age - 23

+

[Base Salary Age ≤ 23]

30歳 :

$$(10,500 - 5,000) \div 22 \times (30-23) + 5,000 = 6,750$$

40歳 :

$$(10,500 - 5,000) \div 22 \times (40-23) + 5,000 = 9,250$$

COMPASS — Stage 2: ポイント制度

COMPASSをパスするためには基礎基準とボーナス基準の各ポイントの合計40ポイントが必要です

基準ごとのポイント

評価

20 ポイント

期待値を上回る

10 ポイント

期待値に合致

0 ポイント

期待値に不足

COMPASS — 基準

個人の資質

C1. 給与

業種別ローカルPMET社員給与との比較

C2. 学歴・資格

EP申請者の学歴・資格

C5. 職種ボーナス (Shortage Occupation List)

EP申請者の職種は国が指定する不足職種に該当するか

会社の資質

C3. 多様性

EP申請者の国籍は既存社員の国籍の多様性に貢献するか

C4. ローカル社員雇用への貢献

同業他社と比較して会社のローカルPMET社員数はどれほどの割合か

C6. 戦略的経済優先活動ボーナス

政府指定の適格スキームに参画し革新的な活動や国際化活動を進めているか

基礎基準

ボーナス基準

PMETとは誰のことなのか??

P: Professional

国家資格や特殊スキルを保持してManagerやExecutiveと同様の雇用条件で働く社員
(弁護士、会計士、医師など)

M: Manager, E: Executive

どちらも管理・監督機能を持つポジションで職務と権限には次のようなものを含む

- 採用/解雇/人事考課などに関する決定権
- 事業計画や会社方針の策定
- 日々の事業活動の遂行

T: Technician

技術者、エンジニア

The screenshot shows a website interface with a blue header. The header contains a 'MENU' button, a home icon, and a breadcrumb trail: 'Home > Employment practices > Employment Act > Who is covered'. A search bar is located in the top right corner. Below the header, there is a 'Jump To' sidebar on the left with a list of links: 'What is the Employment Act', 'Who is covered by the Act', 'Who is covered under Part IV', 'Who is a manager or executive' (highlighted), and 'Who is a workman'. The main content area is titled 'Who is a manager or executive' and contains the following text: 'In general, managers and executives are employees with executive and supervisory functions. Their duties and authority may include one or all of the following:'. This is followed by a bulleted list: 'Making decisions on issues such as recruitment, discipline, termination of employment, performance assessment and reward.', 'Formulating strategies and policies of the enterprise.', and 'Managing and running the business.'. Below this, it states: 'They also include professionals with tertiary education and specialised knowledge or skills whose employment terms are like those of managers or executives. For example:'. This is followed by another bulleted list: 'Advocates and solicitors', 'Chartered accountants', and 'Practising doctors and dentists'.

COMPASSでは、PMETの役職定義に当てはまらない社員でも、以下に該当する場合はPMETとして数えます

- 外国人社員で就労ビザ申請給与がS\$3,000以上の社員
(ワークホリデーパス、Techパス、ONEパスなど個人がスポンサーであるパス保持者は除外)
- ローカル社員(シンガポール市民、永住権(PR)保持者)で、月額給与がS\$3,000以上の社員

COMPASSでは、マネージャーなどの役職に関わらず「月額S\$3,000以上の社員」をPMETとして数えてください

注①個人スポンサーのパスを保持する社員を除く

注②マネージャーなどの役職がついていても月額S\$3,000未満の社員は除く

COMPASS スコアリング — 給与

C1 給与 (個人)

業種別・年齢別でローカルPMETと 比較した固定月次給与額

ポイント

≥ 90 th パーセンタイル	20
65 th to < 90 th パーセンタイル	10
< 65 th パーセンタイル	0



EPベンチマーク給与の達成

- 業種別・年齢別に設定されたベンチマークの給与額(次頁)をもとにポイントを獲得。ただし、Stage 1でEP最低給与額を満たしていることが前提
- ベンチマーク値は毎年更新
- 会社の業種はACRAに登録されている主要な事業活動 (Principal business activity) に基づいて決定

業種・セクター別給与ベンチマーク



C1 Salary benchmarks by Sector (age-adjusted)

Released: May 2023

Next Update: March 2024 (to take effect from September 2024)

Sector	Required salary for 10 points (benchmarked to local PMET salary at 65 th percentile)		Required salary for 20 points (benchmarked to local PMET salary at 90 th percentile)	
	Age ≤23	Age ≥45	Age ≤23	Age ≥45
Manufacturing	\$5,000	\$9,700	\$7,000	\$15,800
Construction	\$4,800	\$7,500	\$7,500	\$13,700
Wholesale Trade	\$5,100	\$10,100	\$7,600	\$18,600
Retail Trade	\$4,600	\$6,500	\$7,000	\$13,600
Air & Sea Transport	\$5,200	\$11,600	\$7,700	\$20,400
Land Transport & Logistics	\$4,500	\$7,300	\$6,500	\$15,700
Accommodation	\$4,200	\$6,400	\$5,400	\$11,200
Food & Beverage Services	\$4,100	\$5,900	\$5,200	\$10,600
Info-communication Technology	\$6,000	\$11,900	\$8,800	\$20,700
Media	\$4,700	\$9,900	\$7,700	\$16,700
Banking and Others Financial Services	\$6,500	\$17,700	\$9,700	\$31,400*
Insurance Services	\$5,200	\$11,900	\$8,100	\$21,700
Fund Management Services	\$7,700	\$17,100	\$12,700	\$41,200*
Real Estate Services	\$5,000	\$8,200	\$7,100	\$14,200
Professional Services	\$5,600	\$11,700	\$8,900	\$21,800
Administrative & Support Services	\$5,000	\$8,800	\$8,400	\$18,800



ローカルPMET社員の年齢別・業種別給与で65パーセンタイル、90パーセンタイルのベンチマークです。23歳から45歳まで年齢に伴い段階的に増加します。(給与の増加額は追加年ごとに同じです。)

Sector	Required salary for 10 points (benchmarked to local PMET salary at 65 th percentile)		Required salary for 20 points (benchmarked to local PMET salary at 90 th percentile)	
	Age ≤23	Age ≥45	Age ≤23	Age ≥45
Public Administration & Defence	\$6,000	\$12,500	\$8,000	\$18,900
Education	\$4,900	\$10,100	\$6,700	\$13,500
Health & Social Services	\$5,000	\$8,700	\$6,500	\$19,700
Arts, Entertainment & Recreation	\$4,200	\$8,800	\$6,100	\$13,900
Other Community, Social & Personal Services	\$4,200	\$6,200	\$5,900	\$11,400
Utilities & Other Good Producing Industries	\$5,400	\$10,500	\$8,000	\$19,300

*EP candidates earning at least \$22,500 fixed monthly salary are exempted from COMPASS

COMPASS スコアリング – 学歴・資格

C2 学歴・資格 (個人) – 最終学歴・資格

EP申請社員の学位・資格

ポイント

最高学位：

- 有名大学トップ100、シンガポールの大学
- 日本の大学：東大、京大、東工大、東北大、阪大の5大学のみ
- 国際的な機関や特定職業分野の専門機関 (INSEADなど)

20

学位相当資格：

- 英国制度の学士号(Bachelor's Degree)に相応する学位
- 該当の業界・機関により認知された専門資格 (MOMにて個別審査)

10

学位相当資格を持たない

0



COMPASS制度下では学位は
必須要件ではない

- 学位相当の資格を持たない候補者でも、COMPASS制度における他項目でポイントを獲得できればEPを申請・取得できる可能性あり

最高学位機関

Group A institutions: 20 points for all faculties

Institution name	Country/region
Brown University	United States of America
California Institute of Technology	United States of America
Carnegie Mellon University	United States of America
Chulalongkorn University	Thailand
City University of Hong Kong	Hong Kong
Columbia University	United States of America
Cornell University	United States of America
Duke University	United States of America
Ecole Polytechnique Federale de Lausanne (Swiss Federal Institute of Technology Lausanne or EPFL)	Switzerland
Eidgenossische Technische Hochschule Zurich (Swiss Federal Institute of Technology Zurich or ETH Zurich)	Switzerland
Fudan University	China
Georgia Institute of Technology	United States of America
Harvard University	United States of America
Imperial College London	United Kingdom

Group B institutions: 20 points for specific faculties only

Institution name	Country/ region	Faculty
Ecole des Hautes Etudes Commerciales (HEC Paris)	France	<ul style="list-style-type: none"> Business Administration (<i>for MBAs – master's degrees</i>)
Instituto De Empresa (IE Business School) (of IE University)	Spain	
INSEAD (Institut Europeen d'Administration des Affaires)	France	
IESE Business School (of University of Navarra)	Spain	
London Business School (of University of London)	United Kingdom	
Wageningen University & Research Centre	Netherlands	<ul style="list-style-type: none"> Food Science and Technology
EHL Hospitality Business School (Ecole Hoteliere de Lausanne or Hotelfachschule Lausanne)	Switzerland	<ul style="list-style-type: none"> Culinary Skills Hospitality Management

EP申請時に提出する学歴証明書(卒業証明書等)に関する制度の変更

EP申請にかかる日数が長期化

<現在の手続き>
最終卒業機関名(大学名など)が
MOMのリストにない場合は、学歴・
卒業証書に第三者の認証が必要

EP申請者の学歴・資格の証明書
が偽造や虚偽の書類でないことを
証明するため、第三者機関による
認証の取付が義務化

<2023年9月1日より>
卒業大学名がMOMリストにあるか
否かに関わらず、すべての学歴・卒業
証明書に対して第三者機関による
認証を義務化

2024年9月1日以降、EP更新の手
続きにも適用

COMPASS スコアリング—多様性

C3 多様性 (会社) —社内PMETにおけるEP申請者の国籍の割合

社内PMETにおけるEP申請者の国籍の割合	ポイント
<5%	20
5 to <25%	10
≥25%	0



*PMETの従業員数が25人未満の場合、C3とC4については自動的に各10点が付与されます。PMETには月額給与S\$ 3,000以上の従業員が含まれます。



社員の多様な国籍の組み合わせは、会社に新しいアイデアや幅広いネットワークをもたらし、包括的で底力のある労働力を培う

- C3の判定では、PR保持者はシンガポール国民としては数えられず、本来の国籍で分類

COMPASS scoring—Diversity

Home / Workforce Insights

Workforce Insights

Diversity Local PMETs Hiring Locals Retaining Locals

Nationalities/Citizenships of PMETs in your firm

How diverse is your workforce?

Total number of PMETs in your firm: **3282**
 Number of Singaporean PMETs in your firm: **1192 (36.3%)**

Nationalities/Citizenships with share of < 5% 20ポイント

Nationality/Citizenship	Share of PMETs in your firm
CHINESE	4.6%
AUSTRALIAN	3.7%
BRITISH	3.3%
MALAYSIAN	3.1%
Others	19.1% Total share of all other nationalities/citizenships.



COMPASS workforce profile のデータは毎月6日に更新されます。急な変動に影響されないよう、直近3カ月の実績の平均値が使われます。

Nationalities/Citizenships with share of 5% to < 25% 10ポイント

Nationality/Citizenship	Share of PMETs in your firm
INDIAN	16.2%
AMERICAN	5.4%
VIETNAMESE	5.3%

> How is my candidate's nationality/citizenship share among my firm's PMETs calculated under COMPASS?

Share of PMETs from specific nationality/citizenship =

$$\frac{\text{PMET employees from specific nationality/citizenship}}{\text{Total PMET employees}}$$

The nationality/citizenship of your firm's employees, including Permanent Residents, is based on the nationality/citizenship indicated on their passport in the Singapore Government's records.

COMPASS scoring—Support for local employment

C4 ローカル社員雇用への貢献度(会社)

ローカルPMETの人数の割合	ポイント
≥ 50 percentile	20
20 th to < 50 th percentile	10
< 20 th percentile	0



*PMETの従業員数が25人未満の場合、C3とC4については自動的に各10点が付与されます。PMETには月額給与S\$ 3,000以上の従業員が含まれます。



ローカル人材に雇用機会を創出し、ローカル人材と外国人材が相互に補完し合うような社員構成の構築を目指すことを促進

- 同じセクターの同業他社と比較して、PMETに占めるローカル社員の割合が高いほど高ポイントを獲得
- ローカルPMETの割合が70%以上であれば会社の人員構成が20パーセント以下であっても10ポイントを獲得
- PR保持者はローカルPMETとして数えることができる

COMPASS scoring—Support for local employment

PMET share

Home / Workforce Insights

Workforce Insights

Diversity Local PMETs Hiring Locals Retaining Locals

Industry benchmarking for local PMET share

How strong is your firm's support for local employment?

Your local PMET share

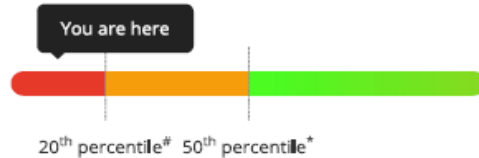
53.4%

of your PMETs are locals.

Number of PMETs in your firm: **3282**

More resources on [hiring locals](#)

How you fare within your sector



Your local PMET share is lower than the **20th percentile** of your sector.

A firm at the 20th percentile has a local PMET share of 59.1%.

* A firm at the 50th percentile has a local PMET share of 73.9%.

Your firm is classified under the **Info-communication Technology** sector.

If this is incorrect, you may [update the information](#).



COMPASS workforce profile のデータは毎月6日に更新されます。急な変動に影響されないよう、直近3カ月の実績の平均値が使われます。

How is the share of my firm's local PMETs relative to my firm's sector calculated under COMPASS?

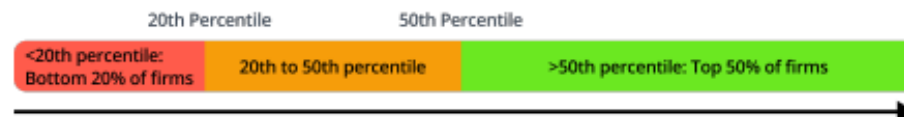
First, the share of local PMETs in your firm is calculated:

$$\text{Share of firm's local PMETs} = \frac{\text{Local PMET employees}}{\text{Total PMET employees}}$$

Note: Locals refer to Singapore citizens and permanent residents who are paid CPF contributions.

Then, your firm's local PMET share is ranked with firms in the same sector to obtain its percentile:

- A firm at the 20th percentile would have a local PMET share that is higher than 20% of firms in the same sector.
- A firm at the 50th percentile would have a local PMET share that is higher than 50% of firms in the same sector.



The higher the share of local PMETs your firm has as compared to other firms in the same sector, the higher your firm's percentile rank will be.

CASE SCENARIO – C3 と C4

シナリオ 1

社員の国籍分布 (総PMET社員数：50人)

- シンガポール： 35人 (70%)
- 日本： 12人 (24%)
- マレーシア： 2人 (4%)
- フィリピン： 1人 (2%)

日本人新規駐在員のEP申請

- C1(給与)： (10点)
- C2(学歴)：大卒 (10点)
- C3(多様性)：日本国籍5～24% (10点)
- C4(ローカル雇用)：ローカル70%以上 (10点)

合計： 40点

シナリオ 2

社員の国籍分布 (総PMET社員数：50人)

- シンガポール： 35人 (70%)
- 日本： 13人 (26%)
- マレーシア： 1人 (2%)
- フィリピン： 1人 (2%)

日本人新規駐在員のEP申請

- C1(給与)： (10点)
- C2(学歴)：大卒 (10点)
- C3(多様性)：日本国籍25%以上 (0点)
- C4(ローカル雇用)：ローカル70%以上 (10点)

合計： 30点

- ❖ シンガポール国籍の割合が70%ならC4で自動的に10ポイント獲得、しかし国籍分布次第でC3で0ポイントの可能性あり
- ❖ 日本人新規EP申請の際、C3で失点しないためには、日本国籍は24%以下となっているよう常にバランスを取っておくことが必要
- ❖ PMET総数が25人以下の会社は、C3とC4について自動的に各10ポイントを獲得

COMPASS スコアリング — ボーナス

C5

スキル・ボーナス-不足業種リスト (個人)

ボーナス基準	ポイント
不足業種リスト (SOL : Shortage Occupation List) に掲載されている職業	20*

* EP申請者と同じ国籍を保持する社内既存PMETの国籍割合が1/3(33.33%)以上の場合、10ポイントに減点されます



ローカル人材に不足している、高度な専門職・技術職である外国人EP申請者を認知する仕組みです

- 専門性についてMOMより追加チェックの可能性あり
- リストに記載の職種でEPを取得した場合、“occupation-restricted EP”(職種限定EP)が発行される予定(通常のEPと比べて見た目も変わるのか等詳細未明)
- 限定された職種とは別の職務に就く場合、MOMの事前承認が必要

COMPASS スコアリング — ボーナス 不足業種リスト(Shortage Occupation List)

S/N	SOL Occupation
Agritech	
1	Alternative protein food application scientist
2	Novel food biotechnologist
Financial Services	
3	Financial/investment adviser (ultra-high/high net worth, family office & philanthropy)
Green Economy	
4	Carbon project/program manager
5	Carbon standards and methodology analyst
6	Carbon trader
7	Carbon verification and audit specialist
Healthcare	
8	Clinical psychologist
9	Diagnostic radiographer
10	Occupational therapist
11	Physiotherapist
12	Registered nurse

Infocomm Technology	
13	AI scientist/engineer
14	Applications/systems programmer
15	Cloud specialist
16	Cyber risk specialist
17	Cybersecurity architect
18	Cybersecurity operations specialist
19	Data scientist
20	Digital forensics specialist
21	Penetration testing specialist
22	Product manager (digital)
23	Software and applications manager (technical lead/supervisor)
24	Software developer
25	Web and mobile applications developer
Maritime	
26	Marine superintendent
27	Marine technical superintendent

COMPASS スコアリング — ボーナス

C6

戦略的経済優先活動ボーナス(会社)

ボーナス基準	ポイント
革新化、国際化等の活動の評価基準を満たす会社や、適格プログラムに参加している会社	10



戦略的経済優先ボーナス

- C6でボーナスポイントが付与される会社には今年7月から8月頃、MOMより通知がある予定

COMPASS スコアリング — ボーナス

戦略的経済優先 Strategic Economic Priorities

S/N	Eligible Programmes	Agency
1	Recipients of Development and Expansion Incentive (DEI) , including International Headquarters-DEI	Economic Development Board (EDB)
2	Pioneer Certificate Incentive (PC) recipients	
3	Research and Innovation Scheme for Companies (RISC) participants	
4	Manufacturers with significant activities in Singapore (i.e. hire at least 500 locals)	
5	Global Trader Programme (GTP) participants	Enterprise Singapore (EnterpriseSG)
6	Scale-Up SG participants	
7	Singapore Global Executive Programme (SGEP) participants	
8	High-growth startups that are incorporated in Singapore with minimum investment amount of USD\$10 million over the past 36 months, and have received funding from EDBI, SEEDS Capital or other recognised investment firms ¹	
9	Accreditation@SG Digital recipients	Infocomm Media Development Authority (IMDA)
10	SG:D Spark participants	

11	Maritime Sector Incentive: (i) Approved International Shipping Enterprise (MSI-AIS) Award recipients (ii) Shipping-related Support Services (MSI-SSS) Award recipients (iii) Maritime Leasing (ML) Award recipients	Maritime & Port Authority of Singapore (MPA)
12	Maritime Cluster Fund – Business Development (MCF-BD) recipients	
13	Selected Business Improvement Fund (BIF) grantees with innovative projects that bring about substantial transformation or productivity savings	Singapore Tourism Board (STB)
14	Selected Singapore Tourism Accelerator (STA) participants with innovative projects that bring about substantial transformation or productivity savings	
15	Progressive firms that are committed to work with the Labour Movement to strengthen local workforce development through either NTUC's Company Training Committees (CTCs) or participation in Government-supported programmes	National Trades Union Congress (NTUC)

COMPASS適用対象外

以下のいずれかに該当する場合はCOMPASSの適用対象外となります



固定月給22,500ドル以上



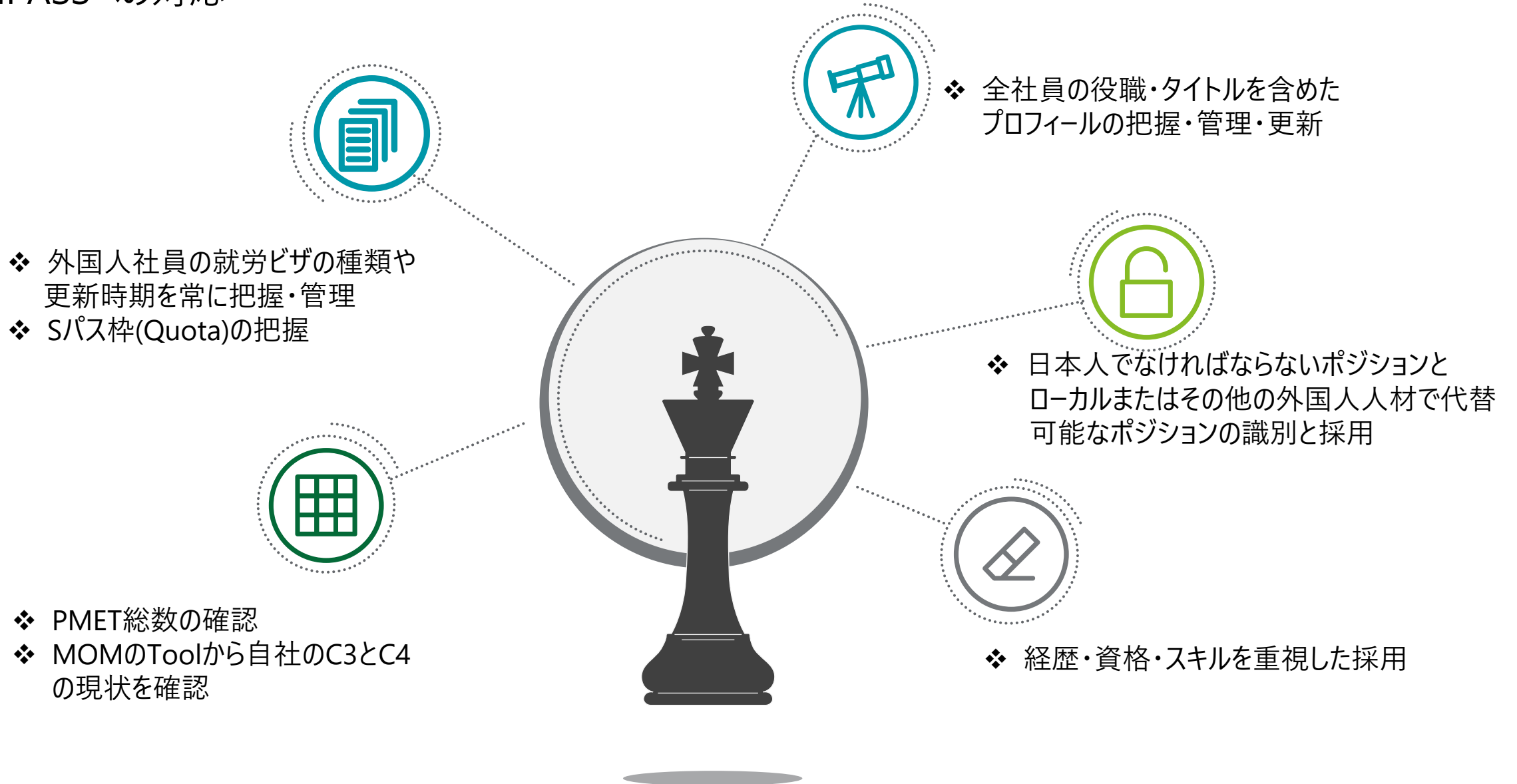
ICT (Intra-Corporate Transfer) スキーム下での企業内トランスファー



短期アサインメント（一カ月未満）

COMPASSへの対応

COMPASSへの対応



Polling Question

COMPASSにより、日本人社員を増やしていくことが難しくなる可能性がある中、今後の対策として検討されている案がありますか。

- ① 日本人(駐在員・現地採用のどちらも)の減員
- ② シンガポール人・外国人の雇用増
- ③ 会社分割・統合してCOMPASSの影響を最小限に抑える
- ④ 他国への移籍や機能移転
- ⑤ 他国で就労ビザを取得・滞在し、シンガポールにはリモート、または出張対応
- ⑥ その他

Q&A



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