



## GES NewsFlash

### Proactive Perspective—It's what's needed most.

Greetings from your Tax & Legal team at Deloitte Singapore. We are pleased to update you on the following:

#### **Government implements harsher penalties for violations of recruiting and hiring process**

On 14 January 2020, Singapore announced increased penalties for discriminating against potential local job applicants, and for making false declarations when recruiting and hiring foreign nationals.

Singapore introduced the Fair Consideration Framework (FCF) in 2014 to combat discrimination against locals in the recruiting and hiring practices of companies. The government recently has increased penalties for employers and is actively following up on complaints of discrimination against local workers in the recruiting and hiring process. The FCF also addresses discrimination based on other factors, such as age and gender.

#### **What does the change mean?**

Employers should ensure that they are compliant with the FCF regulations when recruiting and hiring foreign nationals.

- Implementation time frame: Ongoing.
- Visas/permits affected: All work-related passes for foreign nationals.

- Who is affected: Singapore-based companies that employ or wish to recruit foreign nationals.
- Business impact: Companies found in violation of FCF regulations may face fines and be debarred from hiring new employees or renewing work-related passes for current foreign employees for up to 24 months.

Next steps: Companies should ensure that their Human Resources (HR) department carefully follows all regulations related to recruiting and hiring foreign nationals in Singapore.

---

### Deloitte Singapore's view

The Ministry of Manpower updated the FCF earlier in January, and the changes include harsher penalties for violations. Employers and key personnel face up to two years imprisonment, a fine of SGD 20,000, or both for making false declarations. The minimum debarment period has increased from six to 12 months, and debarment from applying for new work-related permits now also extends to renewal applications. Companies may be debarred for up to 24 months in very serious cases.

Since 2014, Singapore's Tripartite Alliance for Fair and Progressive Employment Practices has taken action against employers in 680 cases.

### Contacts

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

### Global Employer Services

**Jill Lim**

Southeast Asia GES Leader  
Deloitte Singapore

+65 6530 5519

[jilim@deloitte.com](mailto:jilim@deloitte.com)

**Christina Karl**

GES Partner  
Deloitte Singapore

+65 6800 3997

[ckarl@deloitte.com](mailto:ckarl@deloitte.com)

**Michele Chao**

GES Partner  
Deloitte Singapore

**Sabrina Sia**

Singapore GES Leader  
Deloitte Singapore

+65 6216 3186

[ssia@deloitte.com](mailto:ssia@deloitte.com)

**Dion Thai**

GES Partner, Vietnam Tax Desk Leader  
Deloitte Singapore

+65 6800 3986

[dthai@deloitte.com](mailto:dthai@deloitte.com)

+65 6216 3387

[micchao@deloitte.com](mailto:micchao@deloitte.com)

### Legal services

[Deloitte Legal International Pte. Ltd. \(a licensed Foreign Law Practice\)](#) and [Sabara Law LLC](#) are members of Deloitte Legal, which is the international network of legal practices working with Deloitte all over the world.

Deloitte Legal International Pte. Ltd. and Sabara Law LLC provide only legal services; and are legally separate and independent from other Deloitte entities.

#### Foreign Law Practice

Deloitte Legal International focuses on international cross-border legal matters under English and local law across Southeast Asia.

#### Singapore Law Practice

Sabara Law LLC focuses on Singapore Law matters.

#### Rashed Idrees

Managing Director  
Deloitte Legal International Pte. Ltd.

#### Yeoh Lian Chuan

Managing Director  
Sabara Law LLC

+65 6800 2775

[ridrees@deloittelegal.com.sg](mailto:ridrees@deloittelegal.com.sg)

+65 6800 2253

[lyeoh@sabaralaw.com.sg](mailto:lyeoh@sabaralaw.com.sg)

This *GES NewsFlash* information is also included in our biweekly GES newsletter, *Global InSight*, which you will receive directly if you are on the central distribution list.

If you are not on the central distribution list and received this communication by some other means, you can subscribe to *Global InSight* by clicking [here](#).

Be sure to visit our website [www.deloitte.com/sg/tax](http://www.deloitte.com/sg/tax).



Deloitte's 175th milestone year is the first anniversary to be acknowledged and celebrated globally.

This uniquely unifying moment offers the opportunity to demonstrate the value of Deloitte's role in the world—past and future. Deloitte has been making an impact that matters for 175 years and will continue to do so for many years to come.

The logo for 'Dbriefs' is a white circle containing the word 'Dbriefs' in a bold, black, sans-serif font. The 'D' is significantly larger than the other letters.

**Dbriefs**

[Dbriefs](#) is a series of live, on-demand and interactive webcasts focusing on topical tax issues for business executives. Obtain your Continuing Professional Education (CPE) credit for career development when you watch the webcast.

[Subscribe for the latest webcasts.](#)



Access the latest global and regional tax news, information, and resources from **Deloitte tax@hand**; A digital platform designed for global tax professionals, available anytime, on any device.

[deloitte.com/taxathand](https://deloitte.com/taxathand)



**Deloitte Singapore | Add Deloitte as safe sender**

#### **About Deloitte**

Deloitte Legal means the legal practices of Deloitte Touche Tohmatsu Limited member firms or their affiliates that provide legal services. For regulatory, legal, and other reasons, not all member firms provide legal services.

Deloitte Tax means the tax practices of Deloitte Touche Tohmatsu Limited member firms or their affiliates.

Deloitte refers to one or more of Deloitte Touche Tohmatsu Limited (“DTTL”), its global network of member firms, and their related entities. DTTL (also referred to as “Deloitte Global”) and each of its member firms and their affiliated entities are legally separate and independent entities. DTTL does not provide services to clients. Please see [www.deloitte.com/about](http://www.deloitte.com/about) to learn more.

Deloitte is a leading global provider of audit and assurance, consulting, financial advisory, risk advisory, tax & legal and related services. Our global network of member firms and related entities in more than 150 countries and territories (collectively, the “Deloitte organisation”) serves four out of five Fortune Global 500® companies. Learn how Deloitte’s approximately 312,000 people make an impact that matters at [www.deloitte.com](http://www.deloitte.com).

#### **About Deloitte Legal International Pte. Ltd.**

Deloitte Legal International Pte. Ltd. (a licensed Foreign Law Practice) is a licensed Foreign Law Practice, which is fully owned and controlled by qualified lawyers, and structured in compliance with the Legal Profession Act and its subsidiary legislation. It is a part of the network of member firms of Deloitte Touche Tohmatsu Limited, which will provide only legal services and is legally separate and independent from other Deloitte entities in Singapore and overseas.

#### **About Sabara Law LLC**

Sabara Law LLC is a Singapore law practice. It is established as a company limited by shares under the Companies Act, Chapter 50 of Singapore, with registration number 201834687W. It is fully owned and controlled by Singapore-qualified lawyers, and structured in compliance with the Legal Profession Act, Chapter 161 of Singapore, and its subsidiary legislation. It is a member of the Deloitte Legal network and is legally separate and independent from other Deloitte entities. Sabara Law LLC is not in any joint law venture or foreign law alliance with Deloitte Legal International Pte. Ltd.

#### **About Deloitte Singapore**

In Singapore, services are provided by Deloitte & Touche LLP and its subsidiaries and affiliates.

Deloitte & Touche LLP (Unique entity number: T08LL0721A) is an accounting limited liability partnership registered in Singapore under the Limited Liability Partnerships Act (Chapter 163A).

This communication contains general information only, and none of Deloitte Touche Tohmatsu Limited, its member firms, or their related entities (collectively, the “Deloitte Network”) is, by means of this communication, rendering professional advice or services. Before making any decision or taking any action that may affect your finances or your business, you should consult a qualified professional adviser. No entity in the Deloitte Network shall be responsible for any loss whatsoever sustained by any person who relies on this communication.