



GES NewsFlash

Singapore—Immigration updates

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Disclosure of salary details for job posting

The Ministry of Manpower (MOM) currently does not mandate but encourages companies to

state the salary range for the positions offered in the job's bank although the salary range information does not have to be disclosed to the public.

With effect from 1st October 2015, the MOM will mandate companies to indicate the salary range for the position offered, which will be made available for the public's view. Please note that the salary range in the job advertisement should not be more than two times of the salary that will be offered for the position. If the range is too wide, the MOM may not accept the advertisement as having satisfied the requirement under the Fair Consideration Framework (FCF) and accordingly, the Employment Pass (EP) application relying on the advertisement may be rejected.

In addition, the MOM has indicated that it will not consider the EP application where the advertisement for job vacancies is incomplete (e.g., no salary range declared, number of vacancies available etc.). Generally, the MOM continues to be strict in the assessment of EP applications and EP may not be easily granted.

Changes to dependant privileges

Effective 1st September 2015, the qualifying salary criteria for EP/S Pass holders to sponsor their family members are revised as follows:

Fixed monthly salary of EP/S Pass holder	Dependant Pass (DP)	Long-Term Visit Pass (LTVP)
	<ul style="list-style-type: none"> - Spouse - Children below 21 years of age, including legally adopted 	<ul style="list-style-type: none"> - Common-law spouse - Handicapped children above 21 years old - Step-children under 21 years old - Parents
\$10,000 and above (currently \$8,000 and above)	√	√

Between \$5,000 and \$10,000 (currently between \$4,000 and \$8,000)	√	√ (excluding parents)
Between \$2,200 and \$5,000 (currently between \$2,200 and \$4,000)	X	X

The above will apply to DP/LTVP applications submitted from 1st September 2015.

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Deloitte's view

Companies should continue to put in measures to ensure that Singapore citizens remain at the core of Singapore's workforce. The MOM will increase scrutiny of EP applications for selected firms which have a higher proportion of foreigners to Singapore citizens. The MOM may request for additional information to verify if Singapore citizens were considered fairly for the position. However, the MOM has not provided any specific guidelines on this subject and we will provide future updates, when available.

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