



New updates on Complementarity Assessment Framework (COMPASS) bonus criteria Trusted. Transformational. Together.

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We are pleased to update you on the following:

Singapore Ministry of Manpower announces details on Complementarity Assessment Framework bonus criteria—September 2023

In March 2023, the Ministry of Manpower (MOM) released details relating to two bonus criteria under the Complementarity Assessment Framework (COMPASS). They consist of Skills Bonus—Shortage Occupation List (Criterion 5) and Strategic Economic Priorities Bonus (Criterion 6).

Under COMPASS, applicants are required to meet a minimum of 40 points to be eligible for an Employment Pass (EP). The additional bonus criteria allow applicants to earn up to an additional 30 points in total if qualified.

The Shortage Occupation List (SOL) recognises occupations that require highly specialised skills that are currently in shortage in the local workforce. Currently, there are 27 job titles listed under the most recent version of the SOL. The MOM has published the SOL guidebook on 25 August 2023, which provides additional detail on the specific requirements that need to be complied with for hiring under any of the SOL roles.

The Strategic Economic Priorities Bonus (SEP) recognises companies that undertake ambitious investment, innovation, and internationalisation activities. There are currently 15 programs that may earn companies bonus

points under SEP. These programs are under various government agencies, namely:

- a. Economic Development Board
- b. Enterprise Singapore
- c. Infocomm Media Development Authority
- d. Maritime and Port Authority of Singapore
- e. Singapore Tourism Board
- f. National Trades Union Congress

Companies that have been awarded the SEP bonus would have or will receive a separate notification from the MOM confirming the award. If your firm has participated in any of the eligible programs but have yet to receive any confirmation, we recommend approaching the relevant sector agency or reach out to the Immigration team or Global Investment & Innovation Incentives team.

Contacts

Immigration team

For additional guidance on the Skills Bonus—SOL, please contact any one of our team members in the Immigration team.



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For additional guidance on any of the eligible programmes under SEP, please contact any one of our team members in the Global Investment & Innovation Incentives team.



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