

# What companies need to know about Singapore's enhanced work pass framework



## A 5-year Personalised Pass for Top Talent

- From January 2023, the new [Overseas Networks & Expertise \(ONE\) Pass](#) was introduced for **top talent** across diverse sectors.
- **Valid for 5 years**, the pass ensures **easy family relocation** with its spousal work benefits, and allows top talent to **engage in multiple economic activities concurrently**.

## Shortened Processing Timelines, Greater Clarity for EP Applications

- Required job advertising period under the [Fair Consideration Framework \(FCF\)](#), which ensures non-discriminatory hiring practices, has been shortened **from 28 days to 14**.
- Processing time for all EP applications will be **halved from 21 days to 10 days**, and applicants will be provided **with clear reasons** behind any rejections or delays.



## Offer Experienced Talent Certainty with New Pass for Specific Tech Roles

- A **5-year EP** will be offered for specific tech occupations under the [Complementarity Assessment Framework's \(COMPASS\) Shortage Occupation List](#) (SOL) to fill in talent gaps amidst tech disruptions. The first SOL was released in March 2023.

## Clear Salary Benchmark for Exemptions

From 1 Sep 2023, pass applications for talent with a fixed monthly salary of **\$22,500** will

- **exempt** the employer from the **FCF** job advertising requirement
- be **exempted** from **COMPASS**
- be required to meet the **salary criterion** for the **Personalised EP**

Source: [Ministry of Manpower \(MOM\)](#)

