

Applying for Singapore's Employment Pass?



Applicants for Singapore's Employment Pass (EP) must pass a two-stage eligibility assessment – a) meeting the qualifying salary¹ and b) passing a points-based Complementarity Assessment Framework (COMPASS)².

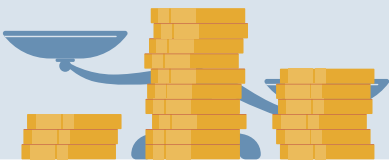
How COMPASS works

Applicants will be awarded points based on four foundational and two bonus criteria.

Individual Attributes

Salary

How does the applicant's fixed monthly salary compare against local PMET salaries of employees of similar age in the sector?



Qualifications

What type of qualifications does the applicant have?

On the left side bar, click "Criteria details", then "C2. Qualifications".



Skills Bonus

Is the applicant taking up a role on the Shortage Occupation List (SOL)?*

* See the SOL roles [here](#).



Firm-related Attributes

Diversity

Does the applicant improve nationality diversity in the company?



Support for Local Employment

How does the company compare with others in the sector, in terms of its share of local PMETs?



Strategic Economic Priorities Bonus

Is the company partnering Singapore government agencies or the National Trades Union Congress (NTUC) on ambitious innovation or internationalisation priorities?



Applicants need **40 points and above** to pass the framework. Access the [Workforce Insights Tool](#) to check your firm's workforce profile, then use the [Employment Self-Assessment Tool \(SAT\)](#) to calculate the number of points an applicant will receive under COMPASS.

Three things you need to know

COMPASS gives businesses greater clarity and certainty for manpower planning.

The framework allows companies to obtain EPs for candidates based on more attributes such as skills and nationality diversity. Through the SAT, companies will be able to evaluate from the get-go whether their preferred candidate will qualify for an EP.

There are exemptions from COMPASS.

Need examples of how EP applications may be scored under COMPASS?

Click [here](#) to find out more.

¹ Details available here: [Eligibility for employment passes](#)

² COMPASS took effect on 1 September 2023 for new applicants. COMPASS will apply to EP renewals from 1 September 2024, giving companies sufficient time to get used to the new framework.

