



Singapore Jobs Bank

What is the Jobs Bank?

From 1 August 2014, all employers submitting Employment Pass (EP) applications are required to advertise their vacancies on the Ministry of Manpower (MOM) Jobs Bank prior to submitting the EP application. The job advertisement must be open to Singaporeans and run for at least 14 calendar days. After the advertising period, the firm can hire the most qualified candidate, regardless of nationality (subject to the existing requirements for EPs).

Employers are exempted from the Jobs Bank advertising requirements in the following circumstances:

- The firm has 25 or fewer employees; or
- The job pays a fixed monthly salary of S\$12,000 and above; or
- The job is an intra-company transfer (this is subject to certain conditions including the employee having been with the group for at least 1 year and holding a sufficiently senior position or having an advanced level of expertise); or
- The job is for a short-term contingency (the period of employment in Singapore is not more than 1 month)

The above initiative is in accordance with the Fair Consideration Framework. This is aimed to ensure that employers consider Singaporeans fairly for job vacancies. More detail can be found [here](#).

What must employers do?

Employers must register in order to be able to use the jobs bank – registration is currently open. Alternatively, employers may engage the services of an employment agency who may post the advertisement on their behalf.

If you require any further clarifications, please contact Sunil Iyer on sunil@iyerpractice.com.

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