

SINGAPORE TIGHTENS RULES ON EMPLOYMENT PASSES

On 23 September 2013 the Ministry of Manpower (MOM) announced new rules, the Fair Consideration Framework (FCF), which require employers to consider hiring Singapore citizens before hiring foreigners.

Firms with discriminatory hiring practices will be subject to additional scrutiny and may have their work pass privileges curtailed.

Key features of the Fair Consideration Framework (FCF)

- Firms making new EP applications must advertise the job vacancy on a new jobs bank administered by the Singapore Workforce Development Agency (WDA). The advertisement must be open to Singapore citizens, comply with the Tripartite Guidelines on Fair Employment Practices, and run for at least 14 calendar days.
- These requirements must be met before an EP application is submitted to MOM. These new rules will come into effect on **1 August 2014**.
- Small firms with **25 or fewer employees**, and those jobs which pay a fixed monthly salary of **\$12,000 and above**, will be exempted from the above requirement.
- Firms which are identified to have discriminatory HR practices (for example, those who have a disproportionately low proportion of Singapore citizen staff compared with those in the industry or who have had repeated complaints against them) will be subject to additional scrutiny by MOM, who may take longer to review these firms' work pass applications or curtail their work pass privileges.

In addition, from January 2014, the qualifying salary for new EP applications will be raised from S\$3,000 to S\$3,300. As was the case previously, the minimum salary is dependent on qualifications and experience:

- Young graduates from good educational institutions can qualify if they earn at least S\$3,300; and
- Older applicants will have to command higher salaries to qualify, commensurate with the work experience and quality they are expected to bring.

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

Shanker Iyer Consultants is licensed by the Singapore Ministry of Manpower (MOM) as an Employment Agency. We can assist with:

- **Application for work passes**
- **Appeals for rejected applications**
- **Advisory services on appropriate options for residence in Singapore**
- **Assistance with application for Permanent Residence**