

What is an Employment Pass (EP)?

The **Employment Pass (EP)** is a type of work visa issued by Singapore's Ministry of Manpower (MOM) that allows foreign professionals, managers, executives, and specialists to live and work in Singapore.

It is the most common and sought-after visa category for skilled individuals employed in professional roles by Singapore-based companies.

Key Features

- **Eligibility:** For foreign professionals earning at least S\$5,000/month (S\$5,500 for financial services sector as of 2025). Salary threshold increases with age.
- **Issued by:** Ministry of Manpower (MOM)
- **Validity:** 1 to 2 years on first issuance; renewable for up to 3 years
- **Renewable:** Yes, subject to continued employment and eligibility
- **Not tied to quota:** No dependency on foreign worker quotas (unlike S Pass)

Why Apply for an Employment Pass?

- ✓ Allows full-time employment with a registered Singapore company
- ✓ Enables holders to sponsor Dependant Passes (DP) for spouse and children
- ✓ Offers pathway to Singapore Permanent Residency (PR) after stable employment
- ✓ Enables global professionals to work legally and benefit from Singapore's business infrastructure

Who Needs an EP?

- You're a **foreign national** being hired in Singapore in a white-collar job
- You have **acceptable qualifications** such as a degree or professional certification
- Your **employer is a registered Singapore company** (they must apply on your behalf)
- You're self-employed under a registered entity (e.g., via EntrePass > EP conversion)

COMPASS Framework (Effective September 2023)

EP applications are assessed using MOM's **COMPASS framework** which evaluates:

- Individual's salary
- Qualifications
- Company diversity
- Support for local employment

Applicants must score **at least 40 points** across various criteria to qualify.

Employment Pass (EP) Document Checklist

Documents required:

- Completed EP eService application form
- Copy of candidate's passport (bio-data page)
- Candidate's educational certificates (translated to English if needed)
- Company's latest ACRA business profile
- Detailed job description and salary offer

Note: Additional documents may be requested by MOM during assessment.