

Singapore Immigration Updates - Complementarity Assessment (COMPASS) Framework

November 2022



Overview

This second part of our immigration alert focuses on the upcoming changes to Singapore's Employment Pass eligibility criteria and other initiatives to address the tight labour market in Singapore.

Complementarity Assessment (COMPASS) Framework

On 4 March 2022, the Ministry of Manpower ("MOM") introduced the new COMPASS framework which will apply to new Employment Pass ("EP") applications from 1 September 2023 and EP renewals from 1 September 2024.

COMPASS is a points-based framework that evaluates EP applicants based on a holistic set of individual and firm-related attributes. COMPASS is scored on four foundational and two bonus criteria. Furthermore, each criteria can award either:

- ▶ 0 points (does not meet expectation);
- ▶ 10 points (meets expectation); or
- ▶ 20 points (exceeds expectation).

Besides meeting the prevailing qualifying salary, the EP candidate must score at least 40 points to pass COMPASS.

Foundational Criteria			Points
Salary	Fixed monthly salary compared to local professional, managerial, executive, and technical ("PMET") salaries in sector by age	≥ 90th percentile	20
		65th to < 90th percentile	10
		< 65th percentile	0
Qualification	Candidate's Qualification	Top-tier institution	20
		Degree-equivalent institution	10
		No-degree-equivalent institution	0
Diversity*	Share of candidate's nationality among firm's PMET's	< 5%	20
		5 to < 25%	10
		≥ 25%	0
Support for Local Employment*	Share of local PMETs within firm's subsector	≥ 50th percentile	20
		20th to < 50th percentile	10
		< 20th percentile	0

* Small firms with fewer than 25 PMET employees score 10 points by default. The MOM considers PMET employees as those earning at least \$3,000 per month.

Bonus Criteria			Points
Skills Bonus	Job on the Shortage Occupation List	Yes	20
		Yes - If share of candidate's nationality among firm's PMETs is one-third or higher	10
		No	0
Strategic Economic Priorities Bonus	Firm meets specific assessment criteria on innovation, or internationalisation activities.	Yes	10
		No	0

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Candidates are exempted from COMPASS if they fulfill any of the following conditions:

- ▶ Earning at least S\$22,500 fixed monthly salary
- ▶ Applying as an overseas intra-corporate transferee under the World Trade Organisation's General Agreement on Trade in Services or an applicable Free Trade Agreement that Singapore is party to.
- ▶ Applying for Short Term EP (i.e., not exceeding 1 month)

As clarified by Singapore's Minister for Manpower, the COMPASS framework is designed to be balanced and reasonable, and not to raise the difficulty in hiring EP holders. It also provides greater clarity for employers so that they will have better predictability for their manpower planning.

The COMPASS framework foundational criteria reflects the Singapore government's longstanding policy of attracting quality and complementary foreign talent while maintaining a strong Singaporean core. The bonus criteria also provides further recognition to EP applications which bring in specialized skills in which are in shortage or support strategic economic priorities of Singapore.

The MOM will release more details on COMPASS criteria and assessment tools from December 2022 to help businesses prepare the rollout.

Reduced job advertising duration under the Fair Consideration Framework ("FCF") and processing times for EP applications

The FCF took effect from 1 August 2014 to combat discriminatory hiring practices and to ensure that Singaporeans are considered fairly for all job vacancies.

Under the FCF, employers are generally required to advertise all job vacancies on MyCareersFuture for a set period prior to submitting an EP application.

Back in October 2020 when the labour market was weak due to the COVID-19 pandemic, the MOM had increased the job advertising duration from 14 days to 28 days to allow resident jobseekers more time to respond to job openings. From 1 September 2022, the job advertising duration was reverted to 14 days. This is to address the tightening labour market amid Singapore's economic recovery and employers' feedback on the hiring difficulties caused by keeping job listings open for an extended period.

Furthermore, the MOM has announced that it will reduce processing times for EP applications with immediate effect. Employers can expect to receive EP application outcomes, or at least an update from MOM, within 10 business days.

5-year Employment Pass Option

First-time successful EP candidates are normally granted EPs with an initial validity period of up to 2 years while subsequent EP renewals may be granted for up to 3 years.

From 1 September 2023, experienced tech professionals who satisfy all the following criteria may apply for a pass duration of up to 5 years when submitting their EP application:

- ▶ Fill specific tech occupations on the COMPASS Shortage Occupation List (SOL) (1st SOL to be announced in March 2023)
- ▶ Earn a fixed monthly salary of at least S\$10,500 (older candidates will need higher salaries to qualify and up to S\$13,500 for candidates aged 45 and above)

- ▶ Pass COMPASS and score at least 10 points on the Diversity Criterion.

The purpose of the above is to provide employers and tech professionals with greater certainty on their workforce planning and allows Singapore to anchor tech capabilities while Singapore develops its local pipeline.

New benchmark pegged to top 10% of EP holders

The MOM will introduce a new benchmark pegged to the top 10% of EP holders. To align with this benchmark, the exemption bar for the FCF job advertising requirement and the upcoming COMPASS will be raised from S\$20,000 to S\$22,500. In addition, the salary criterion for the Personalised Employment Pass ("PEP") will also be raised to S\$22,500. These changes will be implemented from 1 September 2023.

The MOM will review these thresholds annually against the benchmark while considering prevailing economic conditions.

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新加坡移民信息更新

- 互补专才评估框架 (COMPASS)

2022年11月

简介

我司移民快讯的第二部分内容聚焦在申请新加坡就业准证的资格标准即将产生的变化，以及为缓解新加坡劳务市场的紧俏问题而采取的其他举措。

互补专才评估框架(COMPASS)

2022年3月4日，人力部 (MOM) 新推出COMPASS框架，将适用于自2023年9月1日起提交的就业准证 (EP) 申请以及自2024年9月1日起提交的就业准证续签申请。

COMPASS为一积分制框架，基于一整套个人和公司相关属性对就业准证申请人进行评估。COMPASS评分基于四个基础项和两个加分项。具体而言，每个项目可获评分为：

- ▶ 0分 (未达标) ；
- ▶ 10分 (达标) ；
- ▶ 20分 (超标) 。

就业准证申请人除了要达到最低薪金门槛，还必须获得至少40分，通过COMPASS的审核标准。

更多详情，请联系

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基础项		积分	
月薪	固定月薪相较于同龄同行本地专业人士、经理、行政和技术人员 (PMET) 月薪	≥ 第90百分位	20
		第65至90百分位之间	10
		< 第65百分位	0
学历	申请人的学历	顶级学府学历	20
		大学学位同等学历	10
		无大学学位学历	0
多元化*	申请人的国籍在企业的PMET人员中占比	< 5%	20
		5%至25%之间	10
		≥ 25%	0
促进本地就业*	企业对其所处子行业的本地PMET人员的聘用占比	≥ 第50百分位	20
		第20至50百分位之间	10
		< 第20百分位	0

*供职于PMET人员不到25名的小型公司自动获得10分。人力部将月薪达3000新元的雇员视为PMET人员。

加分项		积分	
技能加分	短缺职业清单上的职位	是	20
		是-如果申请人的国籍在企业的PMET人员中占比为三分之一或更高	10
		否	0
经济优先战略加分	公司达到在创新或国际化业务方面的特定评估标准。	是	10
		否	0



申请人如果满足下列任何一项条件则可豁免COMPASS：

- ▶ 固定月薪达到至少22,500新元
- ▶ 依据世贸组织的《服务贸易总协定》或新加坡加入的适用的《自由贸易协定》下申请作为公司内部派遣的外籍员工的受让人
- ▶ 申请短期就业准证（即不超过1个月）

正如新加坡人力部所解释，COMPASS框架的设计旨在平衡与合理，而非增加聘用就业准证持有人的难度。也让雇主更加清晰明了，从而在人力资源的规划上进行更好的预测。

COMPASS框架的基础项反映新加坡政府在吸引高质互补型外籍人才的同时又维持强劲新加坡内核的长期政策。而加分项则更是对引进短缺专业技能或支持新加坡经济优先战略的EP申请给予进一步的肯定。

人力部将于2022年12月 发布关于COMPASS标准和评估工具的更多细节，以帮助企业准备迎接此框架的推出。

减少公平考量框架（FCF*）中的招聘广告时间，并缩短EP申请的审批流程时间

FCF从2014年8月1日起生效，旨在治理招聘过程中的歧视性做法，确保所有空缺职位都公平考虑新加坡人。

根据FCF框架，通常要求雇主在提交一份EP申请前将所有空缺职位先在职业前程

配对网站（MyCareersFuture）上刊登一定时长的招聘广告。

早在2020年10月劳动力市场因新冠疫情大流行而疲软时，人力部将招聘广告时间从14天增至28天，让所有居住在新加坡的求职者有更多时间回应职位空缺。从2022年9月1日开始，招聘广告时间又恢复到14天。这是为应对劳动力市场在新加坡经济复苏过程中紧缩以及雇主们对职位刊登时间过长而使招聘困难的反馈。

此外，人力部还宣布将缩短EP申请的审批时间，这项举措将立即生效。雇主可望在10个工作日之内从人力部获得EP申请的结果，或至少获得EP申请的最新进展。

为期5年的就业准证选项

首次成功获得EP准证的人通常初始准证有效期为高达2年，而EP续签准证有效期则高达3年。

从2023年9月1日起，满足下列所有要求的资深技术人员在提交EP申请时可申请最长5年的EP准证有效期：

- ▶ 填补COMPASS短缺职业清单（即 Shortage Occupation List,简称 SOL）所列的技术职位空缺（第一份SOL将于2023年3月公布）
- ▶ 赚取至少10,500新元的固定月薪（年龄较大的申请人需要更高的月薪才能合格，年龄在45岁及以上的申请人则需月薪达到13,500新元）

- ▶ 通过COMPASS的审核标准，并在多元化这一项上获得至少10分

上述举措旨在为雇主和技术人员提供劳动力规划方面的更高确定性，使新加坡在发展本地人才库的同时巩固科技能力。

针对EP持有人中前10%的新基准

人力部将推出针对EP持有人中前10%的新基准。为与此基准保持一致，豁免于FCF招聘广告要求以及即将推出的COMPASS的最低月薪门槛将从20,000新元提高至22,500新元。此外，个人就业准证（PEP）的月薪要求也将提高至22,500新元。这些更改将于2023年9月1日起实施。

人力部将每年根据基准审查这些门槛，同时考虑当前的经济情况。

*FCF即是Fair Consideration Framework

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