

# Singapore Immigration Updates - ONE Pass for Top Global Talent

October 2022

## Overview

This immigration alert kicks off a 3-part series starting with Singapore's efforts to attract top foreign talent amidst an increasingly competitive landscape.

For the next 2 alerts, we will focus on the upcoming changes to Singapore's Employment Pass eligibility criteria and targeted schemes to further cement Singapore's status as a leading tech hub.

## Overseas Network and Expertise ("ONE") Pass

On 29 August 2022, the MoM announced a new work visa called the Overseas Network and Expertise ("ONE") Pass. The ONE Pass is targeted at top talent across all sectors and will be open for applications starting 1 January 2023.

ONE Pass applicants are subject to the following criteria:

- ▶ Satisfy a minimum monthly salary threshold of S\$30,000 from a single employer which can apply to either salary earned within the last 1 year or future salary earned under a Singapore-based employer. This salary threshold is comparable to top 5% of Singapore Employment Pass ("EP") holders; and
- ▶ Demonstrate that they have been working for an established company for at least 1 year or will be working for an established company in Singapore. Established companies are regarded as those with a market capitalisation of US\$500 million or annual revenue of US\$200 million.

Individuals who possess outstanding achievements in arts and culture, sports, science and technology, or academia and research can also qualify for the ONE Pass even if they do not meet the salary threshold.

The ONE Pass offers greater employment flexibility as compared to other work passes:

- ▶ The ONE Pass is tied to the individual and not to a specific employer. ONE Pass holders can concurrently start, operate, and work under multiple companies in Singapore. They do not have to reapply for a new pass if they change jobs.
- ▶ ONE Pass applicants are not subject to the Complementarity Assessment Framework (COMPASS) and job advertising requirement under the Fair Consideration Framework.
- ▶ ONE Pass holders and their dependent family members (i.e., spouse, children, parents) can reside in Singapore before securing a job.
- ▶ The ONE Pass is granted for an extended duration of 5 years for both first-time applications and subsequent renewals.
- ▶ Spouses of ONE Pass holders can work in Singapore under a letter of consent instead of applying for a work pass where they will be assessed on their own merits.

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To prevent abuse of the ONE Pass as a travel document, the MoM will engage with ONE Pass holders annually and request for details regarding the professional activities undertaken and the annual salary earned over the past year. This is to ensure that the flexibilities accorded are utilised to contribute meaningfully to Singapore. To renew the ONE Pass, pass holders are expected to meet either of the following conditions:

- ▶ Earn a fixed monthly salary of at least S\$30,000 on average over the past 5 years in Singapore; or
- ▶ Started and is operating a Singapore-based company that employs at least 5 locals, each earning at least S\$5,000 (pegged to the EP minimum qualifying salary).

The MoM will announce more details on the ONE Pass application process closer to 1 January 2023.

## Attracting top foreign talent into Singapore

As a country with no significant natural resources and small internal market, Singapore relies on foreign investment and the global market to develop its economy. Singapore's workforce sits at the core of its economy and its ability to develop local talent and attract foreign talent is vital for Singapore to remain competitive and resilient.

In recent years, many countries are offering special visas to court top and promising talents. The ONE Pass enables Singapore to compete in the intensifying competition for global talent and is part of Singapore's efforts to develop its industries and workforce.

Besides the ONE Pass, Singapore has also introduced other passes which aim to attract entrepreneurial talent and high-earning professionals. The differences between an Employment Pass, Personalised Employment Pass and ONE Pass are summarised in the table.

Pass type	Employment Pass	Personalised Employment Pass	Overseas Network and Expertise Pass
Who is it for	Foreign professionals, managers and executives	High-earning Employment Pass holders or foreign professionals	Top talent in business, arts and culture, sports, science and technology, and academia and research
Who can apply	Employer	Applicant	Applicant
Tied to specific employer/ applicant	Specific employer	Applicant	Applicant
Applicability of Fair Consideration Framework/ Complementarity Assessment Framework (COMPASS)	Yes	N/A	N/A
Eligibility criteria	Minimum monthly salary requirement:  S\$5,500 (for financial sectors) S\$5,000 (for all other sectors)  Salary criteria will increase progressively with the candidate's age.  From 1 September 2023, candidates will also need to pass a points-based Complementarity Assessment Framework (COMPASS).	Minimum monthly salary requirement:  Foreign professional: S\$18,000  Existing EP holders: S\$12,000  From 1 September 2023, the minimum monthly salary criteria for both existing EP holders and overseas foreign professionals will be raised to S\$22,500.	Minimum monthly salary: S\$30,000  Foreign employee must demonstrate that they have been working for an established company overseas for at least 1 year, or will be working for an established company in Singapore.
Validity	First-time applicant: Up to 2 years  Renewals: Up to 3 years	Up to 3 years (non-renewable)	First-time applicant: 5 years  Renewals: 5 years
Dependent passes for family members	Available (additional salary requirements apply)	Available	Available
Can spouse work in Singapore without a work pass?	No	No	Yes, under a letter of consent
Can applicant reside in Singapore before securing a job?	No	Yes	Yes
Can the applicant start a business/ take up multiple employment in Singapore?	No	No	Yes
Time limit for period of unemployment	N/A	6 months	N/A

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# 新加坡移民信息更新

## - 为全球顶尖人才而设的ONE Pass

2022年10月

### 简介

此份移民快讯为三部系列的第一部分，首先介绍新加坡在竞争日益加剧的环境中吸引顶尖外籍人才的举措。

在下面两份快讯中，我们将重点关注申请新加坡就业准证的资格标准即将产生的变化以及为进一步巩固新加坡作为一流科技中心的地位而制定的具有针对性的计划。

### 顶级专才准证 (Overseas Networks & Expertise Pass, 简称 ONE Pass)

2022年8月29日，新加坡人力部推出新的顶级专才准证(“ONE Pass”)。ONE PASS 针对所有行业的顶尖人才，将从2023年1月1日开始接受申请。

#### ONE Pass申请人应满足如下条件：

- ▶ 满足来自单一雇主的最低月薪3万新元的金门槛，这可以适用于过去1年内的工资或未来在新加坡雇主的工资。此月薪金门槛相当于前5% 的就业准证(EP) 持有人所获得的月薪；以及
- ▶ 证明在一家海外知名公司工作至少1年或将在一家位于新加坡的知名公司工作。市值达5亿美元或年营收达2亿美元的公司视为知名公司。

在艺术和文化、体育、科技、或学术和研究领域拥有杰出成就的个人即便不满足薪金门槛亦有资格获得ONE Pass。

#### 相较其他种类的工作准证，ONE准证提供更大的就业灵活性：

- ▶ ONE Pass是与个人绑定，而不与特定的雇主。ONE Pass持有者人可以同时在新加坡创立、运营多家公司，以及在多家公司工作。如果换工作，无需重新申请新准证。
- ▶ ONE Pass申请人不受互补专才评估框架 (COMPASS) 的分数要求和公平考量框架 (FCF) 中的招聘广告时间的约束。
- ▶ ONE Pass持有者及家属 (即：配偶、子女、父母) 在找到工作前可以在新加坡居住。
- ▶ 无论是首次申请还是续签，ONE Pass的签证时长均长达5年。
- ▶ ONE Pass持有者的配偶可以向人力部申请凭同意书以便在新加坡工作，而无需申请工作准证。

### 更多详情，请联系

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避免将ONE Pass滥用为旅行证件，人力部将每年与ONE Pass持有者接触，并要求其提供其在去过一年中所从事专业活动及所赚取年薪的详情。此举旨在确保所授予的灵活性被用于为新加坡作出有意义的贡献。ONE Pass持有者如欲续签准证，应满足下列条件中的任一条：

- ▶ 过去5年中在新加坡赚取平均固定月薪至少为三万新元；或
- ▶ 创立并经营一家新加坡公司，该公司雇用至少5名本地人，每人月薪至少五千新元（与EP最低合格工资挂钩）。

人力部将在2023年1月1日左右公布ONE Pass申请程序的更多详情。

## 吸引顶尖人才来到新加坡

新加坡作为一个自然资源匮乏的国家，靠的是外国投资和国际市场来发展经济。新加坡的人力资源乃其经济的核心，因而新加坡要保持竞争力和经济韧性，开发本地人才和吸引外籍人才的能力显得至关重要。

近年来，许多国家都推出特殊签证希冀获得前途辽阔的顶尖人才的垂青。ONE Pass使新加坡得以在日益激烈的追逐全球人才的竞争中获得一席之地，亦是新加坡发展各行业及人力资源的举措之一。

ONE Pass之外，新加坡还推出了其他准证类型，旨在吸引创业人才和高收入专业人士。就业准证（EP）、个人化就业准证（PEP）和ONE Pass之间的区别概述于下表。

准证类型	就业准证 (EP)	个人化就业准证 (PEP)	顶级专才准证 (ONE Pass)
针对人群	外籍专业人士、经理和行政人员	高收入就业准证持有人或外籍专业人士	商业、艺术和文化、体育、科技、和学术和研究领域的顶尖人才
谁可申请	雇主	申请人	申请人
与雇主/申请人绑定	雇主	申请人	申请人
是否适用公平考量框架(FCF)/互补专才评估框架 (COMPASS)	是	不适用	不适用
资格标准	<p>最低月薪要求：</p> <p>5,500新元（金融行业）</p> <p>5,000新元（所有其他行业）</p> <p>月薪标准将随着申请人的年龄逐渐提高。</p> <p>从2023年9月1日起，申请人亦将需要通过积分制互补专才评估框架 (COMPASS)。</p>	<p>最低月薪要求：</p> <p>外籍专业人士：18,000新元</p> <p>现有EP持有人12,000新元</p> <p>从2023年9月1日起，现有EP持有人和外籍专业人士的最低月薪要求均将提高至22,500新元。</p>	<p>最低月薪：30,000新元</p> <p>外籍雇员必须证明自己在一家外国知名公司工作至少1年，或将在一家位于新加坡的知名公司工作。</p>
有效期	<p>首次申请人：长至2年</p> <p>续签：长至3年</p>	长至3年（不能续签）	<p>首次申请人：5年</p> <p>续签：5年</p>
家属准证	可以申请（适用额外的月薪要求）	可以申请	可以申请
配偶没有工作准证可以在新加坡工作吗？	不可以	不可以	可以，但需向人力部申请同意书
申请人在找到工作前可以居住在新加坡吗？	不可以	可以	可以
申请人可以在新加坡创立公司/从事多份工作吗？	不可以	不可以	可以
失业的允许时长	不适用	6个月	不适用

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