

Singapore: Increase in Employment Pass application salary requirements

The Ministry of Manpower (MOM) announced that the Employment Pass (EP) minimum qualifying salary will be revised upwards from the current SGD 5,000 to SGD 5,600 per month, effective 1 January 2025 for new EP applications and for renewal applications, from 1 January 2026. The minimum qualifying salary for EPs for the Financial Services sector will be revised from SGD 5,500 to SGD 6,200 per month.

In brief

MOM's latest revisions to the qualifying salaries for EP applications reflects MOM's continued policy to ensure that the quality of our foreign workforce improves in tandem with Singapore's local workforce, as noted in our earlier [alert](#). MOM has **traditionally used the quantum of fixed monthly salary as a proxy for quality**.

To ensure a level playing field for Singapore's citizens and permanent resident employees, the MOM bases this qualifying salary on wage benchmarks pegged to the salaries of the top one-third of professionals, managers, executives and technicians (PMET) correlated by age.

The revision, announced by the Minister for Manpower in his budget speech on 4 March 2024 at the Committee of Supply 2024, takes into account the latest increases in the wage benchmarks.

To place these age-correlated revisions in context, we summarise below two-staged eligibility criteria which also include the latest MOM observations on the Complementarity Assessment framework (COMPASS), meant to assess EP candidates on individual and firm-related attributes.

Eligibility

MOM requires a foreign candidate to pass a two-stage eligibility framework for their EP application to qualify:

1. First stage: earn at least the EP qualifying salary

The EP qualifying salary is benchmarked to the top one-third of local PMET salaries by age:

Sector	Age-correlated current qualifying salary		Revised age-correlated qualifying salary from 1 January 2025	
All sectors except financial services	Age	qualifying salary	Age	qualifying salary
	23 or below	SGD 5,000	23 or below	SGD 5,600
	24	SGD 5,250	24	SGD 5,832
	25	SGD 5,500	25	SGD 6,064
	26	SGD 5,750	26	SGD 6,295
	27	SGD 6,000	27	SGD 6,527
	28	SGD 6,250	28	SGD 6,759

	29	SGD 6,500		29	SGD 6,991	
	30	SGD 6,750		30	SGD 7,223	
	31	SGD 7,000		31	SGD 7,455	
	32	SGD 7,250		32	SGD 7,686	
	33	SGD 7,500		33	SGD 7,918	
	34	SGD 7,750		34	SGD 8,150	
	35	SGD 8,000		35	SGD 8,382	
	36	SGD 8,250		36	SGD 8,614	
	37	SGD 8,500		37	SGD 8,845	
	38	SGD 8,750		38	SGD 9,077	
	39	SGD 9,000		39	SGD 9,309	
	40	SGD 9,250		40	SGD 9,541	
	41	SGD 9,500		41	SGD 9,773	
	42	SGD 9,750		42	SGD 10,005	
	43	SGD 10,000		43	SGD 10,236	
	44	SGD 10,250		44	SGD 10,468	
	45 or above	SGD 10,500		45 or above	SGD 10,700	
Financial services	Age	qualifying salary		Age	qualifying salary	
	23 or below	SGD 5,500		23 or below	SGD 6,200	
	24	SGD 5,773		24	SGD 6,455	
	25	SGD 6,045		25	SGD 6,709	
	26	SGD 6,318		26	SGD 6,964	
	27	SGD 6,591		27	SGD 7,218	
	28	SGD 6,864		28	SGD 7,473	
	29	SGD 7,136		29	SGD 7,727	

	30	SGD 7,409		30	SGD 7,982
	31	SGD 7,682		31	SGD 8,236
	32	SGD 7,955		32	SGD 8,491
	33	SGD 8,227		33	SGD 8,745
	34	SGD 8,500		34	SGD 9,000
	35	SGD 8,773		35	SGD 9,255
	36	SGD 9,045		36	SGD 9,509
	37	SGD 9,318		37	SGD 9,764
	38	SGD 9,591		38	SGD 10,018
	39	SGD 9,864		39	SGD 10,273
	40	SGD 10,136		40	SGD 10,527
	41	SGD 10,409		41	SGD 10,782
	42	SGD 10,682		42	SGD 11,036
	43	SGD 10,955		43	SGD 11,291
	44	SGD 11,227		44	SGD 11,545
	45 or above	SGD 11,500		45 or above	SGD 11,800

The revised EP qualifying salary will apply to the following:

- New EP applications from 1 January 2025
- Renewals of EPs expiring from 1 January 2026

Candidates who do not meet the qualifying salary at this stage will not be eligible for an EP, regardless of the points they would have scored under COMPASS at the second stage. Employers can consider applying for another type of work pass for these candidates, such as an S Pass (subject to the entity's quota availability).

2. Second stage: earn 40 points to pass the points-based COMPASS

MOM has applied this two-stage eligibility framework to new EP applications since 1 September 2023, and will apply it to renewals of EPs expiring from 1 September 2024. For further guidance on COMPASS, please see our alert: [Minister for Manpower introduces points-based rubric for EP applicants](#).

To date, MOM has observed that COMPASS incentivises employers to improve their local PMET share, as those with a lower local PMET share relative to their sector will score fewer points on the firm-level criteria, making it harder to pass COMPASS.

Preparing for the coming changes

This round of EP qualifying salary increases could affect several employers keen to employ new foreign employees or renew EPs of existing foreign employees. To avoid disruptions, we encourage clients to review internal company salary guidelines ahead of time. We also suggest that clients use the [MOM's Self-Assessment Tool](#) to evaluate, in advance of existing EP expiry dates, whether current foreign employees will continue to qualify for EPs. We would be happy to advise clients on how to manage anticipated challenges.

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