



Global Immigration alert

August 2024

Singapore

Updated salary benchmarks for Employment Pass applicants

Executive summary

In early August 2024, the Singapore government released updated salary benchmarks by sector under the points-based Complementarity Assessment (COMPASS) framework.

Background

Under the COMPASS framework, an Employment Pass (EP) applicant must score at least 40 points based on four foundational criteria (salary, qualifications, diversity and support for local employment) and two bonus criteria (Skills and Strategic Economic Priorities). Under the C1 salary criterion, applicants score 10 points if their fixed monthly salary equals or exceeds the 65th percentile of salaries paid to local professionals, managers, executives, and technicians (PMETs) in their sector. To score the maximum 20 points under the C1 criterion, applicants must earn a fixed monthly salary equaling or exceeding the 90th percentile of salaries paid to local PMET workforce in their sector. The minimum salary requirement varies based on applicants' age and industry sector.

Key developments

The [new C1 salary benchmarks](#) will apply to:

- ▶ New EP applications effective 1 January 2025
- ▶ Renewal applications for EPs expiring on or after 1 July 2025

The [current C1 salary benchmarks](#) apply to:

- ▶ New EP applications filed on or before 31 December 2024
- ▶ Renewal applications for EPs expiring between 1 September 2024 (when the COMPASS framework will go into effect for renewal applications) and 30 June 2025 (inclusive)

The authorities update the salary benchmarks by sector and age once a year to reflect the latest market conditions.

Impact on employers

Employers may refer to the latest salary benchmarks when assessing candidates and sponsoring applications. Under the new salary benchmarks, applicants will generally need to earn a higher fixed monthly salary to obtain points under the C1 salary criterion, which may impact their eligibility for an EP. Applicants who are unable to score points under the C1 salary criterion may aim to obtain points under other criteria. For example, companies that seek to employ highly specialized professionals with niche skillsets may take advantage of the Skills criterion. Companies may also be able to gain additional bonus points by participating in one of the eligible Strategic Economic Priorities programs.

Until the new salary benchmarks go into effect, companies may review their compensation structure, identify employees who may face challenges in obtaining points under the C1 criterion and amend internal policies as needed.

Key steps

EY will continue to monitor these developments. Should you have any questions, we encourage you to contact one of our immigration professionals.

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