

OVERSEAS NETWORKS & EXPERTISE PASS

The Ministry of Manpower (“MOM”) has announced the launch of the Overseas Networks & Expertise Pass (“ONE Pass”) in January 2023.

Who ONE Pass for:	Top talent in business, arts and culture, sports, science and technology, and academia and research.	
Who can apply	Candidates who meet the eligibility criteria can apply directly	
	Salary Criterion	<ul style="list-style-type: none">• Earn a fixed monthly salary of at least \$30,000 within the last 1 year. or• Will earn a fixed monthly salary of at least \$30,000 under their future employer based in Singapore. <p>For overseas candidate, they may have to show that:</p> <ul style="list-style-type: none">• The candidate has been working for an established company overseas for at least 1 year; or• The candidate will be working for an established company in Singapore. <p>For candidates that are existing work pass holders, they may have to show that:</p> <ul style="list-style-type: none">• The candidate has been working in Singapore for at least 1 year; or• The candidate will be working for an established company¹ in Singapore.
	Outstanding Achievements	<p>If a candidate does not meet the salary criterion, they may qualify if they are individuals with outstanding achievements in the arts and culture, sports, science and technology, and academia and research.</p> <p>To be considered under this track, Candidates would have to submit:</p> <ul style="list-style-type: none">• a detailed Curriculum Vitae (academic qualifications, professional experiences and accomplishments); and• Letter(s) of endorsement by local host research institution.

¹ An established company must have a market capitalisation of at least US\$500 million or an annual revenue of at least US\$200 million

Benefits of the Pass	<ul style="list-style-type: none"> • ONE Pass holders can concurrently start, operate, and work for multiple companies at any one time. • There is need to reapply for a new pass if the candidate changes their job. • Spouses of candidate will be able to work on a Letter of Consent. <p>Additionally, ONE Pass holders will not be subject to the Complementarity Assessment Framework (COMPASS) and employers who wish to hire them are not subject to the Fair Consideration Framework job advertising requirement.</p>
What is the duration	<p>The duration of ONE Pass is as follows:</p> <ul style="list-style-type: none"> • First-time candidates: 5 years • Subsequent renewals: 5 years
Renewal of ONE Pass	<p>To be eligible for renewal, the ONE Pass holder must meet either of the following:</p> <ul style="list-style-type: none"> • Earn a fixed monthly salary of at least S\$30,000 on average over the past 5 years in Singapore. • 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). <p>Take note that MOM will request the following information from ONE Pass holder yearly to ensure that pass holders are utilising the flexibilities accorded to contribute meaningfully:</p> <ul style="list-style-type: none"> • Details on One Pass holder's professional activities over the past year. • The annual salary of ONE Pass holder that was earned from all activities.
Passes for family	<p>Passes are also available for certain family members of pass holders.</p> <p>Spouses of Overseas Networks & Expertise Pass holders can also obtain a Letter of Consent to work.</p>
Foreign worker levy or quota	<p>There is no foreign worker levy or quota required.</p>