Singapore Employment Pass and ONE Pass

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The Employment Pass is sponsored by a Singapore employer and depends on a qualifying salary, which is higher for older applicants and for the financial services sector. It also depends on the COMPASS points framework, which scores the applicant's salary and qualifications and the employer's diversity and local employment. The ONE Pass is a personalised pass for individuals earning at least S$ 30,000 a month or with an exceptional track record, valid for five years and permitting concurrent work for several employers. Both are administered by the Ministry of Manpower.[1]

Phase	Content	Duration	Official fees	Professional costs
1	Eligibility assessment: salary, COMPASS score, employer profile, ONE Pass track record	1–2 weeks	None	S$ 2,000–5,000
2		4–8 weeks	ACRA fee	S$ 3,000–8,000

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Phase	Content	Duration	Official fees	Professional costs
	Employer set-up (if new): incorporation, CPF registration, bank account			
3	Application through the MOM portal with supporting documents	1 week to prepare	Application fee S$ 105 (indicative); issuance fee S$ 225 (indicative)	S$ 2,000–5,000
4	MOM processing	3–8 weeks (EP); 4–8 weeks (ONE Pass)	—	—
5	In-principle approval, entry, medical examination if required, pass issuance and card collection	2–4 weeks	—	—
6	Dependant passes for spouse and children; long-term visit passes for parents	Parallel or after	Fees per pass	—
7	Renewal (EP: two or three years; ONE Pass: five years)	Before expiry	Renewal fees	—

A founder who is the sole director and shareholder of the sponsoring company can obtain an Employment Pass, but MOM scrutinises self-sponsored applications for substance: paid-up capital, a business plan, an office and local hires. The EntrePass is the alternative for founders of innovative start-ups with venture backing or accelerator support. For crypto founders the question MOM asks indirectly is whether the business needs a licence, because an EP for a role at an unlicensed DPT business invites the question why the business operates.

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Notes

1. Employment of Foreign Manpower Act 1990 and the Employment of Foreign Manpower (Work Passes) Regulations 2012; Ministry of Manpower, Employment Pass eligibility and COMPASS criteria and Overseas Networks & Expertise Pass criteria; see Part M, Chapter VI and Part P, Chapter I. ↩

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