SojournHub

SINGAPORE

Employment Pass

Facts as at 10/10/2026

Who this is for

Foreign professionals, managers, executives and technicians with a Singapore job offer.

At a glance

The Employment Pass is for foreign professionals, managers and executives with a job offer in Singapore. Your employer, or an appointed employment agent, applies for you. You must earn at least the qualifying salary for your age and, unless exempt, pass the COMPASS points framework. First passes last up to 2 years and renewals up to 3 years. Eligible family members can join you.
Who it is for: Foreign professionals, managers, executives and technicians with a Singapore job offer.
Validity: Up to 2 years at first; renewals up to 3 years

Why people choose it

For eligible professionals. Employer sponsorship and salary criteria apply.

Eligibility

What you need to show: (2) unless exempted, pass the points-based COMPASS (need 40 points).
Self-Assessment Tool available before applying.
Work: Singapore employer sponsorship for a PMET role. Work for the approved employer under EP rules.
Education: Qualifications contribute COMPASS C2 points when declared (degree-equivalent and verification rules). Candidates without degree-equivalent qualifications can still pass COMPASS via other criteria.
Sponsor: Singapore employer or employment agent via EP eService; overseas company via local sponsor.
Other conditions: overseas intra-corporate transferee Family passes available for eligible EP holders.
Health insurance: Not required
Renewable: Yes
Renewal: The pass must be renewed before it expires.

Income & Capital requirements

Current minimum qualifying salary (all sectors except financial services): S$5,600, increasing with age from 23 up to S$10,700 at age 45+.
Financial services: from S$6,200 up to S$11,800 at 45+.
From 1 Jan 2027 (new apps) / renewals expiring from 1 Jan 2028: floors rise (e.g. all-except-FS from S$6,000 up to S$11,500 at 45+).
COMPASS exemptions include fixed monthly salary ≥ S$22,500
Two-stage framework: (1) earn at least the EP qualifying salary (benchmarked to top one-third of local PMET salaries by age)
Spouse — Income: SGD 6,000 a month (Sponsor salary for Dependant's Pass (spouse and children))
Parent — Income: SGD 12,000 a month (Sponsor salary for parents' LTVP)

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Rises with age from 23, up to S$10,700 at 45+.
From 1 Jan 2027 (new applications) S$6,000 rising to S$11,500.
Candidates must also pass COMPASS.
Rises with age from 23, up to S$11,800 at 45+.
From 1 Jan 2027 (new applications) S$6,600 rising to S$12,700.
Also applies to renewals of passes expiring from 1 Jan 2028.
Pass holder's own fixed salary
household income not counted.
Income — All sectors except financial services (current): SGD 5,600 a month; All sectors except financial services (new applications from 1 Jan 2027): SGD 6,000 a month; Financial services (current): SGD 6,200 a month

Documents

Job offer
Qualifying salary by age/sector
COMPASS (unless exempt)
FCF advertising
Employer application
Principal
Personal particulars page of candidate's passport
Company's latest ACRA business profile

Tier Duration

role for 1 month or less
experienced tech professionals with shortage skills may get up to 5 years (MOM key facts)

Child

Dependant's Pass (DP)
Eligible: Yes
Maximum age: 20
Must be unmarried: Yes
Last verified: 12/10/2026
Official wording: "Unmarried children under 21 years old, including legally adopted children." Unmarried handicapped children 21+ and unmarried stepchildren under 21 can get an LTVP.
https://www.mom.gov.sg/passes-and-permits/dependants-pass/eligibility
https://www.mom.gov.sg/passes-and-permits/dependants-pass/eligibility

Parent

Long-Term Visit Pass (LTVP)
Eligible: Yes
Last verified: 12/10/2026
Holder earns at least S$12,000 fixed monthly salary.
https://www.mom.gov.sg/passes-and-permits/long-term-visit-pass/eligibility
https://www.mom.gov.sg/passes-and-permits/long-term-visit-pass/eligibility

Your quote

Fees are confirmed in your personal quote.