SojournHub

SINGAPORE

Personalised Employment Pass (PEP)

Facts as at 07/10/2026

Who this is for

High-earning existing Employment Pass holders or overseas foreign professionals seeking greater job flexibility than a standard EP.

At a glance

The Personalised Employment Pass is for high-earning Employment Pass holders and overseas foreign professionals. It is not tied to a specific employer, offering more flexibility than an Employment Pass.
Who it is for: High-earning existing Employment Pass holders or overseas foreign professionals seeking greater job flexibility than a standard EP.
Validity: Up to 3 years
Renewal: Not renewable

Why people choose it

For high-earning professionals. Not ONE Pass.

Eligibility

Work: Greater job flexibility than EP (any sector; no need to reapply when changing jobs, subject to professional registration rules). Not allowed to work as freelancer; not sole proprietor/partner/director-shareholder in an ACRA company; restricted occupations apply (e.g. media and religion). Cannot start a business or entrepreneurial activity on PEP — use EntrePass or ONE Pass instead.
Other conditions: not renewable (issued once) per MOM key-facts framing in compare extract — confirm live key-facts. Not ONE Pass.
Renewable: No
Work: Flexibility to hold a job in any sector, with certain restricted occupations and entrepreneurial activities disallowed, and registration requirements applying to certain professions.

Income & Capital requirements

Fixed monthly salary of at least S$22,500 to apply
ongoing annual fixed salary at least S$270,000 per calendar year (legacy S$144,000 if applied before 1 Sep 2023).
Fixed monthly salary ≥ S$22,500 (benchmarked to top 10% of EP holders).
earn fixed salary of at least S$270,000 per calendar year (or S$144,000 if applied before 1 September 2023).

Documents

Salary ≥ S$22,500
Overseas applicants' last salary within 6 months
Maintain employment and annual salary rules

Approval is never guaranteed. Information available, not legal advice.
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Tier Duration

To keep the PEP: be employed continuously in Singapore (cancel if unemployed more than 6 months)

Your quote

Fees are confirmed in your personal quote.

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