



Singapore - Country overview

Business visitor activities

Visa waiver nationals travelling to Singapore are eligible to enter without obtaining a visa in advance.

Permitted activities as a business visitor include:

- Attending meetings and general business discussions.
- Exploring business opportunities and fact finding missions.
- Attending training courses, workshops, seminars and conferences as a participant or attending exhibitions as a trade visitor.

Visa nationals must apply for an Entry Visa prior to entering Singapore.

Main work permit types

All foreign nationals who wish to work in Singapore are required to obtain work authorisation. Below is a brief overview of the common categories of work permits available:

Employment Pass (EP)

This is the most common category used by a company for both intra-company transfers and new foreign hires.

Key eligibility requirements:

- An EP is available for foreign professionals who have a job offer in Singapore to work in a managerial, executive or specialised role.
- They must earn a fixed monthly salary of at least SGD 3,600 (more experienced candidates need higher salaries).
- The foreign professional must have a university degree, professional qualification or specialist skills.
- An employer or appointed employment agent needs to apply on behalf of the candidate. The host entity in Singapore may be required to advertise the role prior to submission of the EP application – in certain situations advertisement of the role is not required.

Duration of permit:

- EPs are generally issued for 2 years and can be renewed for a further 3 years.

Key documents required:

- Personal particulars page of the candidate's passport.
- Company's latest business profile.
- Educational certificates e.g. degree certificate.

Approximate processing times:

- Online application: 3-4 weeks.
- Manual application: 8-9 weeks.



S Pass

The S Pass is a quota-based permit for mid-skilled foreign technical staff.

Key eligibility requirements:

- Candidates must have a fixed monthly salary of at least SGD 2,200.
- A degree or diploma (technical certificates may be accepted if candidate can prove additional study).

Duration of permit:

- The S Pass is generally issued for 2 years and can be renewed for a further 3 years.

Key documents required:

- Personal particulars page of the candidate's passport.
- Company's latest business profile or instant information registered with the Accounting and Corporate Regulatory Authority (ACRA).
- Educational certificates.

Approximate processing times:

- A minimum of 3 weeks.
- Within one week after S Pass is issued, foreign professional must complete biometrics appointment.

Penalties for non-compliance

Employing a foreign employee without a valid work pass, or providing false information in any application, is an offence under the Employment of Foreign Manpower Act. Penalties for both the employer and employee can range from fines of between SGD 5,000 and SGD 30,000 and imprisonment for up to 2 years.

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Please note that all immigration rules, requirements and processing times are subject to change and whilst correct at the time of publication, the information on this document should not be relied upon as legal advice.

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