

Employment of Foreign Manpower (Work Passes) Regulations 2007

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No. S 339

**EMPLOYMENT OF FOREIGN MANPOWER ACT
(CHAPTER 91A)**

**EMPLOYMENT OF FOREIGN MANPOWER (WORK PASSES) REGULATIONS
2007**

In exercise of the powers conferred by section 29 of the Employment of Foreign Manpower Act, the Minister for Manpower hereby makes the following Regulations:

Citation and commencement

1. These Regulations may be cited as the Employment of Foreign Manpower (Work Passes) Regulations 2007 and shall come into operation on 1st July 2007.

Work passes

2.—(1) The following categories of work passes may be issued by the Controller:

- (a) work permit;
- (b) S pass;
- (c) employment pass;
- (d) personalised employment pass;
- (e) EntrePass;
- (f) training work permit;
- (g) training employment pass; and

- (h) letter of consent.
- (2) A work pass may be —
 - (a) in the form of a card;
 - (b) an endorsement made in the passport or other travel document of the work pass holder; or
 - (c) in such other form as the Controller may determine.

General conditions of work passes

3.—(1) Every work pass issued to a foreign employee shall be subject to the condition that —

- (a) he shall, during the validity of the work pass, only engage in the trade, occupation or type of employment specified in the work pass; and
- (b) he shall obtain the prior consent of the Controller before engaging in any trade, occupation or type of employment or a vocation, profession or any activity not specified in his work pass.

(2) Every work pass issued to a self-employed foreigner shall be subject to the condition that —

- (a) he shall, during the validity of the work pass, only engage in the trade, vocation, profession or activity specified in his work pass; and
- (b) he shall obtain the prior consent of the Controller before engaging in any trade, occupation or type of employment or a vocation, profession or any activity not specified in his work pass.

(3) Without prejudice to paragraphs (1) and (2) and any other condition specifically provided for in these Regulations, the Controller may grant a work pass subject to such other conditions as the Controller thinks fit.

(4) Where any pass issued to a foreigner by the Controller of Immigration under the Immigration Act (Cap. 133) expires and is not renewed or is cancelled, and the foreigner is the holder of a work pass, the work pass issued to the foreigner shall by the operation of this regulation also cease to be valid.

Work permit

4.—(1) Every application for a work permit to be issued to a foreign employee shall —

- (a) be made by the employer of the foreign employee, or on behalf of that

employer by a person authorised by the employer;

(b) be made in such form as the Controller may determine; and

(c) be supported by such other documents as the Controller may require.

(2) A work permit issued to a foreign employee may be cancelled on an application to the Controller made —

(a) by the employer of the foreign employee, or on behalf of that employer by a person authorised by the employer; and

(b) in such form and manner as the Controller may determine.

S pass

5.—(1) Every application for an S pass to be issued to a foreign employee shall —

(a) be made by the employer of the foreign employee, or on behalf of that employer by a person authorised by the employer;

(b) be made in such form as the Controller may determine; and

(c) be supported by such other documents as the Controller may require.

(2) An S pass issued to a foreign employee may be cancelled on an application to the Controller made —

(a) by the employer of the foreign employee, or on behalf of that employer by a person authorised by the employer; and

(b) in such form and manner as the Controller may determine.

Employment pass

6.—(1) Every application for an employment pass to be issued to a foreign employee shall —

(a) be made by the employer of the foreign employee, or on behalf of that employer by a person authorised by the employer;

(b) be in such form as the Controller may determine;

(c) be accompanied by an undertaking described in paragraph (2) from the employer or a sponsor of the foreign employee; and

(d) be supported by such other documents as the Controller may require.

(2) The undertaking referred to in paragraph (1)(c) shall be —

- (a) an undertaking by the employer of the foreign employee in question that the employer —
- (i) will ensure that the standard of living (including accommodation) of the foreign employee and the foreign employee's dependants (if any), while the foreign employee is in his employ and holding an employment pass, is consistent with the reasonable standard of living in Singapore;
 - (ii) will ensure that the foreign employee complies with any quarantine and medical surveillance imposed on the foreign employee under any written law;
 - (iii) will not employ the foreign employee in breach of the Act or any other written law;
 - (iv) will pay the costs of the repatriation or departure from Singapore of the foreign employee and all dependants of the foreign employee (if any); and
 - (v) will reimburse the Government all reasonable costs it incurs in locating, detaining and removing from Singapore the foreign employee and the foreign employee's dependants (if any); or
- (b) an undertaking by the sponsor of the foreign employee in question that the sponsor —
- (i) will ensure that the standard of living (including accommodation) of the foreign employee and the foreign employee's dependants (if any), while the foreign employee sponsored holds an employment pass, is consistent with the reasonable standard of living in Singapore;
 - (ii) will ensure that the foreign employee sponsored complies with any quarantine and medical surveillance imposed on the foreign employee under any written law;
 - (iii) will pay the costs of the repatriation or departure from Singapore of the foreign employee sponsored and all dependants of the foreign employee (if any); and
 - (iv) will reimburse the Government all reasonable costs it incurs in locating, detaining and removing from Singapore the foreign