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## Employment of Foreign Manpower Act

The Employment of Foreign Manpower Act (EFMA) regulates the employment of foreign employees and protects their well-being. Find out what it covers and your key responsibilities as an employer under the Act.

### What is the EFMA

The Employment of Foreign Manpower Act prescribes the responsibilities and obligations for employing foreign employees in Singapore.

It covers regulations of work passes and enforcement for:

- Offences
- Infringements

### Who it covers

The EFMA covers employers of foreign employees and any person issued a work pass by the Ministry of Manpower. Work passes include Employment Pass, S Pass and Work Permit.



### Key responsibilities

The EFMA outlines responsibilities relating to work passes, including application, medical insurance, levy, cancellation and repatriation. For specific requirements on the different types of work passes, see [Work Pass](#).


There are specific requirements covering the following areas for foreign employees who are **covered by the Employment Act**:

- [Salary](#)
- [Hours of work, overtime and rest days](#)
- [Public holidays](#)
- [Annual leave](#)
- [Sick leave](#)

You are encouraged to have a written [employment contract](#) with your foreign employees that covers these areas.

**Note:** For migrant domestic workers (MDWs), their well-being and entitlements are provided for under the EFMA. MDWs are not covered by the Employment Act. For guidelines on the well-being of MDWs, read the [rest days and well-being for MDWs](#).

### Report a possible contravention

If you want to report a possible work pass contravention, you can [call our hotlines](#) or  [submit your feedback](#).

### Penalties for common EFMA offences

The penalties for common offences under the EFMA are:

Offence	Penalty
Employing a foreign employee without a valid work pass	A fine of between \$5,000 and \$30,000, or imprisonment for up to 12 months, or both. <b>For subsequent convictions</b> , offenders face a mandatory imprisonment of between 1 month and 12 months and a fine between \$10,000 and \$30,000.
Contravening any condition of a work pass	A fine up to \$10,000, or imprisonment for up to 12 months, or both.
Making a false statement or providing false information in any application or renewal of a work pass	A fine up to \$20,000, or imprisonment for up to 2 years, or both.
Receiving money in connection with the employment of a foreign employee	A fine up to \$30,000, or imprisonment for up to 2 years, or both.
Obtaining a work pass for a foreign employee for a business that does not exist, or is not in operation or does not require the employment of the foreign employee	An imprisonment term of between 6 months and 2 years and possibly a fine not exceeding \$6,000. Offenders may also receive caning.

## Infringements

The financial penalties for common infringements under the EFMA are:

Infringement	Penalty
Illegally deploying a foreign employee or domestic worker	A financial penalty of up to \$10,000.
Contravening any regulatory condition of a work pass	A financial penalty of up to \$10,000.
Deducting employment costs (e.g. levy) from foreign employee's salary	A financial penalty of up to \$20,000.
Making work pass applications based on CPF contributions to "phantom" workers	A financial penalty of up to \$20,000.

**Note:** Directions may also be issued to those responsible to correct the infringement. Failure to comply with Directions is an offence.



Those found to have committed an infringement will be issued a **Notice of Infringement** and given an opportunity to respond to the Commissioner for Foreign Manpower's findings.

The Commissioner for Foreign Manpower's final decision will be set out in a **Determination or Direction**.

If you disagree with the **Determination or Direction**, you may [make a review application to the Commissioner for Foreign Manpower](#), or [file an appeal to the Appeal Board](#).



## Relevant legislation

For the full legislation, see the following:

- [Employment of Foreign Manpower Act \(Cap 91A\)](#) 
- [Employment of Foreign Manpower \(Work Passes\) Regulations – Conditions of Work Pass](#) 

## Amendments

The EFMA was last amended in 2012. For a summary of the amendments, see the following:

- [Executive Summary of Amendments to the Employment of Foreign Manpower Act](#) 
- [Quick Info-guide on the Amendments to the Employment of Foreign Manpower Act](#) 



## Related questions

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**How can I submit a review application to the Commissioner for Foreign Manpower, if I disagree with the Determination or Direction?**

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**How can I file an appeal to the Appeal Board if I disagree with the Determination or Direction?**

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**Who is the Appeal Board?**

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**What are the fees payable in an appeal for infringements under EFMA?**

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**What happens in an appeal for infringements under EFMA?**

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