

# COMPLEMENTARITY ASSESSMENT FRAMEWORK (COMPASS)

Applications for an Employment Pass (EP) will be assessed under a points-based Complementarity Assessment Framework (COMPASS).

## 1 OVERVIEW

COMPASS helps in ensuring the complementarity of EP candidates with Singapore workers. It will take effect from:

- 1 September 2023 for new EP applications
- 1 September 2024 for EP renewals



## 2 KEY INFORMATION

COMPASS comprises four foundational criteria and two bonus criteria. Points are awarded for the attribute if the EP application meets or exceeds expectations, or fulfils the qualifying conditions.

An EP application must score 40 points to pass and be approved, with no minimum points required for a criterion.



## 3 FOUNDATIONAL CRITERIA

### Individual Attributes

- C1. Salary
- Fixed monthly salary relative to local PMET salary norms for the sector
- C2. Qualifications
- Based on the candidate's recognised qualifications

### Firm-Related Attributes

- C3. Diversity
- Share of candidate's nationality among firm's PMETs
- C4. Support for Resident Employment
- Firm's share of local PMETs relative to industry peers



Criterion	20 Points Exceeds Expectations	10 Points Meets Expectations	0 Points Does Not Meet Expectations
Salary	≥ 90th percentile	65th to 90th percentile	< 65th percentile
Qualifications	Top-tier institution	Degree-equivalent qualification	Degree-equivalent qualification
Diversity	< 5%	5% to 25%	≥ 25%
Support for Local Employment	≥ 50th percentile	20th to 50th percentile	< 20th percentile

Note: Small firms with fewer than 25 PMET employees score 10 points on C3 and C4 by default.

## 4 BONUS CRITERIA

### Individual Attributes

- C5. Skills Bonus
- For candidates in jobs on the Shortage Occupation List

### Firm-Related Attributes

- C6. Strategic Economic Priorities Bonus
- Firms in partnership with the Government on ambitious innovation or internationalisation activities



Criterion	Points
Skills Bonus	+ 20
Strategic Economic Priorities Bonus	+ 10

Note: Skills bonus is reduced to +10 points if the share of candidate's nationality among the firm's PMETs is one-third or higher.

## 5 EXEMPTIONS

- EP applications are exempted from COMPASS if the candidate meets any of the following conditions:
- Earns a fixed monthly salary of at least \$20,000
  - Applies as an overseas intra-corporate transferee
  - Filing a role on a short-term basis i.e. one month or less

