

SUMMARY ON SINGAPORE'S NEW POINT-BASED EP FRAMEWORK

Use Case 1: Individual Attributes - Babar Azam & Virat Kohli

1. Age and Sector-Based EP Qualifying Salary:

Babar was born in 1994 and is 29 years old.	Virat was born in 1988 and is 35 years old.
<ul style="list-style-type: none"> ○ In the non-financial sector, Babar must earn a minimum of \$6,500 fixed monthly salary. ○ In the financial sector, Babar needs a minimum of \$7,136 fixed monthly salary. 	<ul style="list-style-type: none"> ○ In the non-financial sector, Virat must earn a minimum of \$8,000 fixed monthly salary. ○ In the financial sector, Virat needs a minimum of \$8,773 fixed monthly salary.

2. COMPASS Attributes:

- **Salary:**

Babar was born in 1994 and is 29 years old.	Virat was born in 1988 and is 35 years old.
<ul style="list-style-type: none"> ○ If Babar's monthly salary in the Banking and Financial sector is \$15,631 or more (90th percentile), he gets 20 points. For \$9,546 (65th percentile) and above but below \$15,631, he gets 10 points. ○ In the Information-Communication Technology sector, a salary of \$12,047 or more earns him 20 points, while \$7,637 and above fetches 10 points. 	<ul style="list-style-type: none"> ○ If Virat's monthly salary in the Banking and Financial sector is \$21,539 or more (90th percentile), he gets 20 points. For \$12,606 (65th percentile) and above but below \$21,539, he gets 10 points. ○ In the Information-Communication Technology sector, a salary of \$15,306 or more earns him 20 points, while \$9,252 and above fetches 10 points.

- **Qualifications:**
 - If Babar graduated from a Top 100 university on the QS World Rankings or other noted institutions, he earned 20 points.
 - If he holds a recognized foreign degree or a highly respected professional degree, he gets 10 points.
- **Skills Bonus:**
 - Assuming Babar's job is on the Shortage Occupation List (SOL), and less than 33% of his colleagues are from his country, Babar gains 20 points. If it's 33% or more, he secures 10 points.

Use Case 2: Company Attributes – Jeffries (Also, assume Babar is from Sri Lanka)

- **Diversity:**
 - If Jeffries has fewer than 25 PMETs (Professionals, Managers, Executives, Technicians), all its candidates receive an automatic 10 points.
 - If 25 or more PMETs and less than 5% are from a candidate's country (e.g., Sri Lanka for Babar), the application gets 20 points. If it's between 5% and 25%, the application earns 10 points.
- **Support for Local Employment:**
 - Companies like Jeffries with fewer than 25 PMETs automatically gain 10 points for EP applications.
 - If Jeffries hires more local PMETs than 50% of other companies in its industry, it gains 20 points. If it's between the top 20% and 50%, it secures 10 points. Below that, it scores 0.
- **Strategic Economic Priorities Bonus:**
 - If Jeffries engages in significant investments or innovative collaborations recognized by official agencies, its EP applications gain an extra 10 points.

Reference:

Ministry of Manpower. (2023). Eligibility for Employment Pass. Retrieved on September 23, 2023, from <https://www.mom.gov.sg/passes-and-permits/employment-pass/eligibility>