



January 22<sup>th</sup> 2021

## **Singapore – Immigration - Tightening of EP regulations for Intra-Corporate Transferees**

The Ministry of Manpower (MOM) imposed new conditions on Employment Pass (EP) application for overseas Intra-Corporate Transferee (ICT) meeting the requirements of the General Agreement on Trade in Services (GATS) of the World Trade Organisation (WTO) or an applicable Free Trade Agreement (FTA).

Based on the EP online application questionnaire, if a candidate is assessed by the MOM to be qualified as an ICT:

- Family members of an ICT **are not eligible for Dependant's Passes or Long-Term Visit Passes**, except where they are specifically covered by an applicable FTA and meet the prevailing criteria for consideration.
- An ICT is allowed entry into Singapore on a temporary basis, **for a period strictly limited to the provision under the applicable FTA**.
- An ICT is also generally not eligible for future employment or for permanent residency in Singapore upon the expiry/termination of their work pass.

### **Job Advertisement**

A position to be filled by an ICT is exempted from the 28-day's job advertising requirement on MyCareersFuture.

### **Documents to be provided for the EP application under the ICT scheme**

- Declaration by the EP candidate that he/she has worked for the company for at least one year before being posted to the branch, affiliate or subsidiary in Singapore.
- Organisational chart of the company in Singapore and the EP applicant's position in it.

Where the applicant is a specialist, the EP applicant's job description should show that the applicant possesses knowledge at an advanced level of expertise.

### **Recommendation**

If the candidate is expected to be transferred to Singapore from an overseas entity on a permanent basis and/or to be joined by their family in Singapore, the employer should consider applying for the EP via the job advertising route, or by relying on other applicable

ground for exemption from the job advertising requirement (e.g., company size, salary) and not declare that the candidate is an overseas ICT in the EP online application form<sup>1</sup>.

For any additional information, contact [Lisbeth Lanvers-Shah](#) or [Peggy Wong](#).

To unsubscribe, click [here](#)

---

<sup>1</sup> The MOM has confirmed that this would not be considered as a false declaration