

RIKVIN **CONNECT**



The Singapore Work Visa Issue

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Foreword: The Nation vis-à-vis the Singapore Work Visa

As we wrap up the year, we want to share with you some of the important updates pertaining to Singapore's foreign worker policies. We hope this information will help you plan your manpower strategies for the upcoming year.

In November, the media and local business community have been abuzz with news surrounding the successive calibration of Singapore's foreign manpower policies. The latest calibration of the PEP framework have brought many MNCs out of their reticence. Represented by their chambers of commerce and industry, they joined SMEs in voicing their concerns regarding the speed and frequency of the changes to said policies.

This year alone, the criteria of the Employment Pass, Dependency Ratio Ceilings and Dependant's Pass have also been fine tuned. In addition, the bill to amend the Employment of Foreign Manpower Act has kicked in early last month. Clearly, these regulations will affect how you do business in Singapore.

As we wrap up the year, we want to share with you a gist of some of the important updates pertaining to these policies. We hope this information will help you plan your manpower strategies for the upcoming year.

At this juncture, we would like to wish you a wonderful holiday season with your family and loved ones.

Yours sincerely,

Chris Lim
General Manager, Rikvin

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Errant Employers Beware!

The amendments to the **Employment of Foreign Manpower Act (EFMA)**, which have kicked in early last month, will not spell good news to employers who have secretly been trying to cut corners or avoid paying full hiring costs, at the expense of foreign workers.

Under this framework, errant employers, including agents, who take advantage of or abuse foreign workers stand to incur heftier penalties of up to S\$20,000 per infringement.

The amendments are effected to create a more level playing field for law-abiding employers and most importantly, ensure that Singaporeans remain at the core of the workforce.

For more information, please read:

www.rikvin.com/blog/employment-foreign-manpower-act



“The amendments will create a more level playing field for law-abiding employers and most importantly, ensure that Singaporeans remain at the core of the workforce.”

PEP Framework Refined to Attract Crème de la Crème of Talent

“The qualifying criteria has been significantly bumped in order to ensure that the PEP remains as the work pass solely for top-tier foreign talent.”

With effect from 1 December 2012, the qualifying criteria of the **Personalised Employment Pass (PEP)** has been significantly bumped in order to ensure that it remains as the work pass solely for top-tier foreign talent.

New candidates must meet the minimum annual fixed salary requirement of \$144,000, up from S\$34,000. This means that current P1 Pass holders



must earn a fixed monthly salary of at least S\$12,000 in order to qualify.

An overseas-based foreign professional must prove that his/her last drawn fixed monthly salary was at least S\$18,000 to be eligible to apply.

On the upside, new PEP holders enjoy broader dependant privileges and can relocate with their parents, spouses and children. On the downside, the validity period of the PEP has been cut from 5 years to 3 years.

The PEP remains as a non-renewable pass.

For more information, please read:

www.rikvin.com/visas/personalised-employment-pass

In the Spotlight: Rikvin's PEP Assessment Tool

“Find out if you're eligible for Singapore's premier work visa with Rikvin's Personalised Employment Pass Assessment Tool.”

TAKE YOUR FREE SINGAPORE PERSONALISED EMPLOYMENT PASS ASSESSMENT TEST

Current Work Status?

Current Monthly Salary?
(Fixed Monthly in Singapore Dollars equivalent)

SUBMIT

The updated Personalised Employment Pass (PEP) framework has come into effect this month.

If you are keen to find out whether you're eligible, try our **PEP Assessment Tool**.

It has been designed to help you determine whether you qualify to apply for the PEP based on your educational, working and salary details. Just enter two simple fields for an estimation of your candidacy.

For more information, please visit: www.rikvin.com/visas/personalized-employment-pass-assessment

Featured Client: Simpleshow

“Simpleshow has chosen to set up in Singapore to kickstart their business in Asia.”

We are proud to have **Simpleshow** as our client and are happy to feature it in this month's issue of *RikvinConnect*.

The multi-award winning company has chosen to set up Simpleshow Asia Pte Ltd in Singapore this year to kickstart their business in Asia.

It has produced clips for hundreds of indelible brands such as Microsoft, eBay, Mercedes Benz, Shell and Procter & Gamble and in over 40 languages since 2008.

Commenting on the experience of setting up a company via Rikvin, Juliana Brunuel said, “We got a referral from several business partners and our experience so far has been excellent. We have consulted several incorporation service providers but none has matched the promptness and service level we received from Rikvin.”

We wish Simpleshow the very best and are positive that they will do very well in the coming year.

For more information, please read:

www.rikvin.com/testimonials/simpleshow-asia-pte-ltd



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