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# RIKVINCONNECT

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# FOREWORD

“*Singapore recently announced the Budget statement. We know that many of you want more done in terms of access to workers (including overseas workers), coping with the cost of doing business, and access to funding.*”

As residents of the country, you can no longer wing it; you also want to see your real wages raised in order to afford the cost of living here. A recent article in The Guardian titled “*Unaffordable cities: Singapore workers tread water on millionaires’ island*” has brought to light the growing disparity between the rich and the poor in Singapore.

This will ultimately affect how you live and do business in Singapore.

In this issue, we share with you some tips that will make your life easier, and some others that will help you maintain a good standing with ACRA.

Yours sincerely,

**Christine Lim**

General Manager, Rikvin

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### RIKVIN SERVICES

- Company Registration
- Singapore Work Visas
- Business Services
- Accounting Services
- Offshore Company Setup



# Singapore Budget 2014

## *Highlights Quality Growth & Sustainable Productivity*

*The Singapore Budget 2014, delivered by Singapore Deputy Prime Minister Tharman Shanmugaratnam last Friday, 24 February, focused on boosting quality growth through stronger productivity incentives.*

Among key changes, the Productivity and Innovation Credit (PIC) Scheme will be extended up to Year of Assessment 2018.

In addition, a new PIC+ Scheme will be introduced to support SMEs with more substantial productivity investments. Under the enhanced programme, the expenditure cap will be raised from S\$400,000 to S\$600,000 from YA 2015 and onwards. This means that firms can now claim tax deductions for up to S\$1.8 million per category.

Other incentives include:

- Subsidy for fibre broadband subscription plans of up to at least 100Mbps
- Development of new industry clusters to control costs through collaboration and pooling of resources
- Renewal of the Land Intensification Allowance for expenditures incurred in the construction of a qualifying building or structure
- Top up of the Lifelong Learning Endowment Fund to encourage skills upgrading

To learn more, please [click here](#).

To see the overview of recent tax changes, [click here](#).





# BizFin<sup>X</sup> to Go Live in March!

*“If you want to file your financial returns using FS Manager or in full PDF format, you better do it soon.”*

According to the Accounting and Corporate Regulatory Authority (ACRA) of Singapore, you will have until 28 February 2014 at 23:59 hours to do so. After which, the system will be phased out.

In its place, the enhanced BizFinx filing system will be introduced. This system has been designed to help companies prepare financial statements in accordance with the revised XBRL (eXtensible Business Reporting Language) filing requirements.

It is set to go live on 3 March 2014.

To learn more about XBRL, please [click here](#).

# 3 Ways for Professionals to Get Work Visas in Singapore



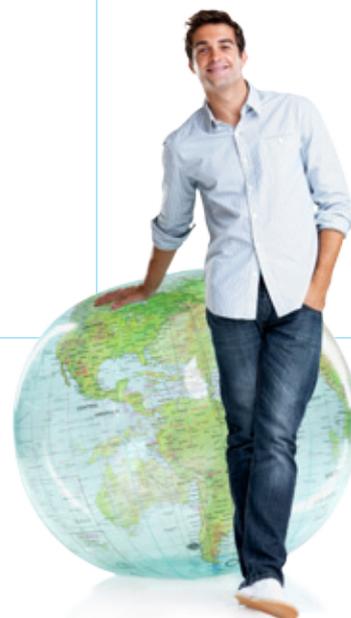
Having international work experience is not only great for your portfolio. Chances are, it will open doors for you years down the road. Based on the World Economic Forum's Global Competitiveness Report 2013 – 2014, Singapore comes in at number 3 worldwide for the ethical behavior of companies as well as hiring and firing practices.

If this sounds good to you, you would want to make your way to Singapore. However, in order to legally work here, you must have a valid work visa.

Other than the Personalized Employment Pass (PEP), all work visas in Singapore are tied to the employer. Hence, any change in your employment will require a change in work visa. Your visa options depends on your profile and experience.

Learn about the 3 most common ways for professionals to work in Singapore [here](#).

EMPLOYMENT PASS	ENTREPRENEUR PASS	PERSONALISED EMPLOYMENT PASS	DEPENDANT'S PASS
<ul style="list-style-type: none"><li>• You are a professional, managerial personnel, executive or specialist. You have an employment offer from a Singapore employer.</li><li>• You are an entrepreneur or managing director of a Singapore company and wish to relocate to manage your company operations.</li></ul>	<ul style="list-style-type: none"><li>• You are a technopreneur / founder of an R&amp;D-intensive enterprise, and are ready to open and run a new private limited company</li></ul>	<ul style="list-style-type: none"><li>• You are a subject matter expert or gold collar professional</li></ul>	<ul style="list-style-type: none"><li>• You have relocated with your spouse or parent and want to work in Singapore.</li></ul>



Learn more about the eligibility criteria for each type of work pass [here](#).

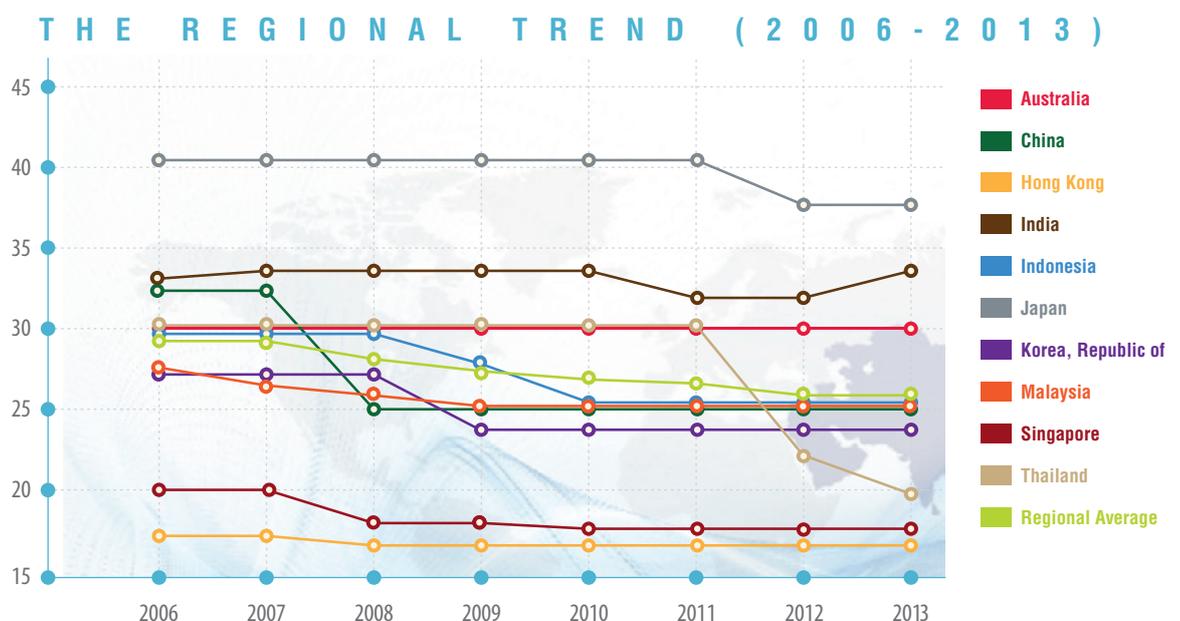
# Singapore's Corporate Tax Rate the Most Attractive: Rikvin Report

*Singapore has the most attractive corporate tax rate among 10 leading Asian economies. This is according to the Asia Pacific Corporate Tax Report published by Rikvin.*

The report, which provides an overview of the changes in corporate tax rates (CTRs) in 10 economies across North, Southeast and South Asia as well as the Pacific between 2006 and 2013, also looks into the circumstances which precipitated them.



The countries in focus are China, Japan, South Korea, Indonesia, Thailand, Malaysia, Hong Kong, Singapore, India and Australia.



In gist, the report found that the average corporate tax rate (ACTR) among these jurisdictions has declined during this period. Between 2006 and 2013, the ACTR has dropped by 3.6 percentage points to 25.5%. After the onset of the global financial crisis i.e. between 2009 and 2013, the ACTR has dropped by approximately 1.7 percentage points.

In addition, Indonesia, Republic of Korea, Thailand, Malaysia and Singapore have cut their CTRs and refined their corporate tax structure since the global financial meltdown in 2008.

“After studying these 10 economies, Singapore still emerged as the most attractive place to do business, tax-wise. Although it didn’t make a significant cut in its headline corporate tax rate, its effective rate is much lower for new enterprises, making it helpful for them in their initial years of business,” Mr. Bakhda, COO of Rikvin said.

To read the full report, please [click here](#).

# Do's and Don'ts *When Publishing a Job Ad*



*In the lead up to the launch of the Fair Consideration Framework (FCF), companies can begin posting job vacancies on the new jobs bank managed by the Singapore Workforce Development Agency by the middle of this year.*

As we know, between September and November last year, 25 companies were penalized for posting discriminatory job ads. The companies in turn had to each post an online apology on their websites for 30 days and were barred from employing new workers from overseas for 7 months.

To avoid these penalties, it's best you stick to these guidelines set by the Ministry of Manpower (MOM).

## DOS AND DON'TS WHEN PLACING JOB ADVERTISEMENTS

TAFEP advises employers to abide by the principles in the Tripartite Guidelines on Fair Employment Practices. Here are examples of what is acceptable and not acceptable in a job advertisement.

<b>Nationality:</b>	Words or phrases that exclude Singaporeans or indicate preference for non-Singaporeans should not be used.
<b>Language</b>	If a job entails proficiency in a particular language, employers should justify the need for the requirement.
<b>Race</b>	Race should not be a criterion for the selection of job candidates as multi-racialism is a fundamental principle in Singapore.
<b>Religion</b>	Religion is unacceptable as a criterion for recruitment except in cases where employees have to perform religious functions as part of the job requirement.
<b>Gender</b>	Words or phrases that suggest preference for job candidates of a particular gender should not be used.
<b>Marital Status</b>	Generally an irrelevant criterion in employment as jobs can be performed equally well by either married or single persons.

Read the full guidelines here: [MOM's Do's and Don'ts when Placing Job Advertisements](#).

# Understanding Singapore's DTAs *and their Advantages*



*“To avoid double taxation, Singapore has entered into 74 comprehensive Avoidance of Double Taxation Agreements (DTAs).”*

Taxes are a major concern for businesses big and small. When an individual or business generates income outside its residence state, that income could be subjected to double taxation – at the source state (where the income was generated) and the residence state (where the income is received).

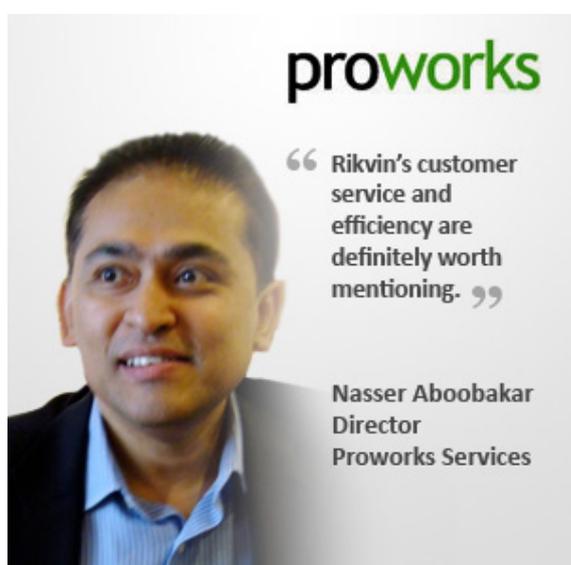
To avoid such double taxation, Singapore has entered into 74 comprehensive Avoidance of Double Taxation Agreements (DTAs). Some of these DTA partners follow a worldwide taxation system, unlike the territorial taxation system followed by Singapore.

Take a closer look at Singapore's DTAs and how they can be advantageous to you [here](#).

# Malaysian ICT Firm Proworks Services Expands to Singapore

*“Singapore is a business friendly country with excellent infrastructure and high level of IT penetration.”*

Proworks Services, an established infocomm technology (ICT) firm in Malaysia, has recently expanded to Singapore.



The Proworks team collectively has decades of experience in the ICT industry, particularly in the areas of consulting, management, and maintenance of information and communications initiatives, among others.

As a new player in the Singapore market, it aims to become a leader in providing scalable outsourced ICT solutions in a rapidly evolving business landscape. Further, it aims to make Singapore its regional base.

Commenting further, Nasser Aboobakar, Proworks Services Director, said, “Singapore is a business friendly country with excellent infrastructure and high level of IT penetration, which

is great to use as a regional base for expansion into other Asian countries. It also has a favorable tax regime and incentive for business innovation, which makes it a great environment to showcase your products and services.”

Asked how Rikvin helped in their startup process, he enthused, “Our preferred company name was not approved initially. However, Rikvin was very prompt and professional with their approach. They appealed to the authorities on our behalf and we were able to register the desired name right away. The customer service and efficiency displayed are definitely worth mentioning.”

To learn more about Proworks Services Pte Ltd, [click here](#).