新加坡就業准證及ONE Pass

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就業准證（EP）由新加坡僱主擔保申請，須符合合資格薪金要求；年長申請人及金融服務業的薪金門檻較高。申請亦取決於互補性評估框架（COMPASS）的計分，該框架評估申請人的薪金及學歷，以及僱主的人員多元化程度及本地僱用情況。ONE Pass是為月入最少30,000新加坡元或具卓越往績的個人而設的個人化准證，有效期五年，並容許同時為多名僱主工作。兩者均由人力部負責管理。[1]

階段	內容	所需時間	官方收費	專業費用
1	資格評估：薪金、COMPASS分數、僱主概況、ONE Pass往績	1至2星期	無	2,000至5,000新元
2	設立僱主（如屬新公司）：註冊成立、中央公積金（CPF）登記、銀行戶口	4至8星期	會計與企業管制局（ACRA）收費	3,000至8,000新元
3		準備需時1星期		

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階段	內容	所需時間	官方收費	專業費用
	透過人力部網上平台提交申請及證明文件		申請費105新元（參考數字）；簽發費225新元（參考數字）	2,000至5,000新元
4	人力部處理申請	3至8星期（EP）；4至8星期（ONE Pass）	—	—
5	原則上批准、入境、體格檢查（如需要）、簽發准證及領取准證卡	2至4星期	—	—
6	配偶及子女的家屬准證；父母的長期探訪准證	同時或其後辦理	每張准證另行收費	—
7	續期（EP：兩年或三年；ONE Pass：五年）	屆滿前	續期費	—

身為擔保公司唯一董事及股東的創辦人可以取得就業准證，但人力部會審查自我擔保申請的實質內容：繳足股本、業務計劃、辦公室及本地僱員。創業准證是另一選擇，適用於獲創業投資支持或加速器支援的創新初創企業創辦人。對加密資產創辦人而言，人力部間接提出的問題是業務是否需要牌照，因為為無牌數碼支付代幣業務中的職位申請就業准證，必然引起該業務為何能夠營運的疑問。

註釋

1. Employment of Foreign Manpower Act 1990及Employment of Foreign Manpower (Work Passes) Regulations 2012；人力部，Employment Pass eligibility and COMPASS criteria及Overseas Networks & Expertise Pass criteria；參見第M部分第VI章及第P部分第I章。↩

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