

Global Immigration alert

August 2026

The better the question. The better the answer.
The better the world works.

Singapore

Singapore updates salary benchmarks for Employment Pass applications

Executive summary

The Singapore government has recently released the updated sector-specific salary benchmarks under the points-based Complementarity Assessment (COMPASS) framework. The revised benchmarks will apply to new Employment Pass (EP) applications from 1 January 2027 and to renewal applications for EPs expiring on or after 1 July 2027.

Background

Under the COMPASS framework, EP applicants must score at least 40 points across a combination of foundational and bonus criteria.

One of the foundational criteria, the C1 salary criterion, assesses an applicant's fixed monthly salary against the salaries of local professionals, managers, executives and technicians (PMETs) in the relevant sector. Applicants may receive:

- 10 points if their salary meets or exceeds the 65th percentile of local PMET salaries in their sector; or
- 20 points if their salary meets or exceeds the 90th percentile of local PMET salaries in their sector.

The applicable salary benchmark varies by sector and age group.

Key developments

The [new C1 salary benchmarks](#) will apply to:

- New EP applications submitted from 1 January 2027
- Renewal applications for EPs expiring on or after 1 July 2027

The [current C1 salary benchmarks](#) continue to apply to:

- New EP applications submitted on or before 31 December 2026
- Renewal applications for EPs expiring between 1 July 2026 and 30 June 2027 (inclusive)

The Ministry of Manpower reviews and updates the salary benchmarks annually to reflect the latest market conditions.

The revised thresholds generally increase the salary levels required to obtain 10 points under the C1 criterion across most sectors, while changes to the 20-point benchmark vary by sector.

Impact on employers

Employers may refer to the latest salary benchmarks when assessing candidates and sponsoring EP applications.

Ahead of the changes, employers may review their compensation structures and assess the impact on planned EP applications and renewals. They may also identify employees who could face challenges in obtaining points under the C1 salary criterion and update internal policies as needed.

Key steps

EY will continue to monitor these developments. Should you have any questions, we encourage you to contact one of our immigration professionals.

Contact us

If you would like to know more about the issues discussed and our services, please contact any of the following personnel:

Panneer Palaniandy

EY Asean People Advisory Services Tax Leader and Partner
Ernst & Young Solutions LLP
Tel: +65 6309 8483
Email: panneer.selvam@sg.ey.com

Lily Cheang

Partner, People Advisory Services Tax, Global Immigration
Ernst & Young Solutions LLP
Tel: +65 6309 8670
Email: lily.cheang@sg.ey.com

Tina Leong

Associate Director, People Advisory Services Tax, Global Immigration
EY Corporate Services Pte. Ltd.
Tel: +65 6309 6617
Email: tina.leong@sg.ey.com

Angelina Liew

Associate Director, People Advisory Services Tax, Global Immigration
EY Corporate Services Pte. Ltd.
Tel: +65 6309 8257
Email: angelina.liew@sg.ey.com

EY | Building a better working world

EY is building a better working world by creating new value for clients, people, society and the planet, while building trust in capital markets.

Enabled by data, AI and advanced technology, EY teams help clients shape the future with confidence and develop answers for the most pressing issues of today and tomorrow.

EY teams work across a full spectrum of services in assurance, consulting, tax, strategy and transactions. Fueled by sector insights, a globally connected, multi-disciplinary network and diverse ecosystem partners, EY teams can provide services in more than 150 countries and territories.

All in to shape the future with confidence.

EY refers to the global organization, and may refer to one or more, of the member firms of Ernst & Young Global Limited, each of which is a separate legal entity. Ernst & Young Global Limited, a UK company limited by guarantee, does not provide services to clients. Information about how EY collects and uses personal data and a description of the rights individuals have under data protection legislation are available via ey.com/privacy. EY member firms do not practice law where prohibited by local laws. For more information about our organization, please visit ey.com.

© 2026 EYGM Limited.
All Rights Reserved.

SCORE 114061-26-GBL

2101-3682263
ED None

This material has been prepared for general informational purposes only and is not intended to be relied upon as accounting, tax, legal or other professional advice. Please refer to your advisors for specific advice.

ey.com