ASPRI

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towards A Sustainable PRocess Industry

Timeline of Upcoming Government Regulatory Changes

Please note that employers are responsible to keep track and comply to any regulatory changes.

Please scan the QR code for our website for more information.

Information updated as at 5 March 2024.
Subject to prevailing regulations.

2022

Q1

Phasing out of PDPP Requirement from 1 July 2022

CMP WPHs on IPA: Up to 4 days of onboarding at MOM MWOC upon arrival in SG.

Existing CMP WPHs:
No PDPP or onboarding requirements

Work Passes (EP & S Pass) from 1 Sep 2022

Employment Pass (EP)
New application: ≥ $5,000
(Increases progressively with age, up to $10,500 at age ≥ 45)

S Pass
New application: $3,000
(Increases progressively with age from age 23,
up to $4,500 at age ≥ 45)
Tier 1 Levy: $450

Q2

Primary Care Plan (PCP) from 1 Apr 2022

Employer must purchase PCP before you can get your Process worker's Work Permit or S Pass issued.

Removal of Entry Approval Requirement from 1 May 2022

Fully vaccinated non-Malaysian WPHs with IPA in CMP sectors no longer need to apply for entry approvals into SG.

Q3

Q4

2023

Q1

GST Rate Change from 1 Jan 2023

GST rate will be increased from 7% to 8%.

Safe Transport of Workers from 1 Jan 2023

Mandatory 30-min rest for dual role drivers and designated Vehicle Buddy

Rain Covers for Newly Registered Lorries Ferrying Workers

New FCD Temporary Measures from 1 Mar 2023

More FCDs can now be set up if there are no major traffic and sewerage dis-amenities in the area.

Increased Gross Floor Area for Dormitory Use from 40% to 49%.

Ancillary FCDs allowed to rent out bed surplus **until 31 Dec 2025**. For JTC lessees or tenants, prior approval from JTC is required and sublet fees will be applicable.

Q2

Primary Care Plan (PCP) from 1 Apr 2023

Employer must purchase PCP before you can get your Process worker's Work Permit or S Pass renewed.

Expanded FEDA from 1 Apr 2023

Migrant Worker dormitories* with 7 or more beds will be brought under the expended FEDA

*Includes FCDs & CTQs etc.

Q3

Medical Insurance Requirements for S-Pass & WPHs from 1 Jul 2023

The minimum required medical insurance coverage will increase to $60K per year, for policies with start date effective on or after 1 July 2023.

Safe Transport of Workers from 1 Jul 2023

Rain Covers for In-use Light Lorries (max. laden weight <3,500kg) Ferrying Workers

Shortening Programme @MWOC from 23 Aug 2023 (Applicable to Non-Malaysian CMP workers on IPA)

The revised Onboard programme will be a standard 3 days, 2 nights in length for all workers, fee (inclusive of GST) $320 to $390.
Workers will no longer need to stay a 4th day at MWOC, even if they need vaccination.
All employers will now be able to pick up their workers from the MWOC on Day-3.

Work Passes (EP & S Pass) from 1 Sep 2023

Employment Pass (EP)
New application: ≥ $5,000
Renewal: ≥ $5,000 (increases progressively with age, up to $10,500 at age ≥ 45)
New EP candidates need to pass the points-based COMPASS in addition to meeting EP qualifying salary.

S Pass
New application: ≥ $3,150 (to be finalised)
Renewal: ≥ $3,000 (increases progressively with age from age 23, up to $4,500 at age ≥ 45)
Tier 1/2 Levy: $550 / $650

Employment of NTS & PRC WPHs as Full-Time Drivers from 1 Sep 2023

Employers can now employ NTS and PRC WPHs as full-time drivers (Class 4 or 5 driving licence from Traffic Police) in the CMP sectors, for the following occupations: Lorry Drivers, Trailer-truck Driver, Heavy Truck Driver.
Conditions for hiring Full-Time Drivers

- Fixed Monthly Salary (FMS) of ≥ $1,600
- Sub-quota of 20% for the total no. of worker-cum drivers and full-time NTS and PRC WPH drivers.

Firms can continue to deploy NTS and PRC WPHs as worker-cum driver, if driving remains as a secondary job function. (Only allowed to drive Class 3 vehicles such as cars or light goods vehicle)

Pre-entry Housing Check for CMP non-Malaysian WPHs on IPA from 19 Sep 2023

Employers in CMP sectors are required to provide proof of acceptable accommodation before they are allowed to bring in new non-Malaysian WPHs into Singapore

Q4

2024

Q1

GST Rate Change from 1 Jan 2024

GST rate will be increased from 8% to 9%.

DRC, MYE, WPHs Levy From 1 Jan 2024

Dependency Ratio Component (DRC) cut from 1:7 to 1:5

Phase out of Man-Year Entitlement (MYE) framework & In-Principle Support (IPS) system

WPHs Levy Rates changes:
Higher-skilled (R1)
$300 for NTS
$200 for Malaysian, NAS, PRC

Basic-skilled (R2)
$650 for NTS
$450 for Malaysian, NAS, PRC

Safe Transport of Workers from 1 Jan 2024

Rain Covers for In-use Heavy Lorries (max. laden weight >3,500kg) Ferrying Workers

Speed Limiter Regime from 1 Jan 2024

Installation of speed limiter begins. Lorry owners are to engage the AAs to install speed limiters.
Lorry owners should engage the AAs early, as AAs may require time to supply the required speed limiter.

Q2

Introduction of the Enhanced R1 Courses from 1 Apr 2024

Level 1 Proficiency Test & Refresher (PT&R) & Level 2 Deep-Skilling Courses will be progressively introduced by Workplace Training Centres (WTCs).

Details on WTCs can be found on ITE's website - https://www.ite.edu.sg/employers/workplace-training-centre

To encourage companies to adopt the new Enhanced R1 Framework, WPHs that complete the necessary courses early will enjoy longer course validity.

Q3

Raise of Local Qualifying Salary (LQS) from 1 July 2024

Full- time workers ≥ $1,600 per month
Part-time workers ≥ $10.50 per hour

Foreign worker quota computation:

- 1 local workforce count : Per local worker who is paid ≥$1,600/month
- 0.5 local workforce count : Per local worker who is paid ≥ $800 ≤ $1,600/month

Work Passes (EP & S Pass) from 1 Sep 2024

Employment Pass (EP)
Renewals of EP need to pass the points-based COMPASS in addition to meeting EP qualifying salary.

S-Pass
New application: **≥ $3,150** (increases progressively with age from age 23, up to $4,650 at age ≥ 45)
Renewal: ≥ $3,150

New System for Booking Slots at the Onboard Centre from 1 Jul 2024

The Onboard Booking System (OBS) is mandatory for newly arrived Work Permit holders who meet the following criteria:

- Non-Malaysian male
- Hold an in-principle approval (IPA) for the Work Permit
- Works in the Construction, Marine shipyard, or Process sector

Q4

2025

Q1

Work Passes (Employment Pass) from 1 Jan 2025

New application: **≥ $5,600** (increases progressively with age, up to $10,700 at age ≥ 45)

New Lorry Cranes Must Install Stability Devices from 1 Jan 2025

New lorry cranes registered under the following lifting equipment classification codes to be installed with an acceptable type of stability control system that is either factory-fitted by the lorry crane manufacturer or installed by an authorised agent.
• 631 Lorry Loader – Telescopic Boom
• 632 Lorry Loader – Articulating Arm
• 633 Lorry Loader – Telescopic Boom and Articulating Arm
• 638 Lorry Loader – Recovery Truck (mandatory only if installed with loader cranes)
• 639 Lorry Mounted Cranes, n.e.c.

Owners of existing lorry cranes, that are subsequently re-registered due to change in ownership, without a stability control system are strongly encouraged to install an acceptable type of stability control system

Q2

Q3

Work Passes (S Pass) from 1 Sep 2025

New application: **≥ $3,300** (to be finalised)
Renewal: ≥ $3,150

Tiers 1 & 2 Levy: $650

Medical Insurance Requirements for S-Pass & WPHs from 1 Jul 2025

1. Standardisation of allowable exclusion clauses.
2. Introduction of age-differentiated premiums for those aged ≤50 and those aged >50.
3. Requirements for insurers to reimburse hospitals directly upon the admissibility of the claim.

Q4

2026

Q1

Criteria to attain R1- higher skill, will remain unchanged until enhanced R1 framework commences, no earlier than 2026.

More details will be released closer to date.

Speed Limiter Regime from 1 Jan 2026

Speed limiter is required for

1) Newly imported lorries

2) existing lorries (MLW 5,001 - 12,000 kg) registered before 1 Jan 2018

to ensure these lorries do not go beyond the speed limit of 60km/h.

Work Passes (Employment Pass) from 1 Jan 2026

Renewal: ≥ $5,600 (increases progressively with age, up to $10,700 at age ≥ 45)

Q2

Q3

Speed Limiter Regime from 1 Jul 2026

Speed limiter is required for existing lorries (MLW 3,501 - 5,000 kg) registered before 1 Jan 2018, to ensure these lorries do not go beyond the speed limit of 60km/h.

Work Passes (S Pass) from 1 Sep 2026

New application: **≥ $3,300** (to be finalised)

Renewal: ≥ $3,300 (to be finalised)

Q4

Dormitory Transition Scheme (DTS)

By 2027 to 2030: Dormitories are required to meet DTS Interim Standards *(announced 11 Oct 2023)*

By 2040: All dormitories are required to meet New Dormitory Standards *(announced 18 Sep 2021)*

2027

Q1

Speed Limiter Regime from 1 Jan 2027

Speed limiter is required for existing lorries (MLW 5,001 - 12,000 kg) registered on/after 1 Jan 2018 to ensure these lorries do not go beyond the speed limit of 60km/h.

Q2

Q3

Speed Limiter Regime from 1 Jul 2027

Speed limiter is required for existing lorries (MLW 3,501 - 5,000 kg) registered on/after 1 Jan 2018, to ensure these lorries do not go beyond the speed limit of 60km/h.

Q4

1) Entry Requirements for CMP workers
a) https://www.mom.gov.sg/newsroom/press-releases/2022/0422-removal-of-entry-approvals-and-new-onboard-booking-system
b) https://www.mom.gov.sg/passes-and-permits/work-permit-for-foreign-worker/sector-specific-rules/onboard-centre#fees-and-payment-for-onboard-centre
c) https://www.mom.gov.sg/passes-and-permits/work-permit-for-foreign-worker/housing/pre-entry-housing-check-for-cmp-work-permit-holders
d) https://www.mom.gov.sg/passes-and-permits/work-permit-for-foreign-worker/sector-specific-rules/onboard-centre

2) Work Passes / Salary Changes
a) https://www.mom.gov.sg/passes-and-permits/s-pass/upcoming-changes-to-s-pass-eligibility
b) https://www.mom.gov.sg/-/media/mom/documents/budget2022/updates-to-ep-framework.pdf
c) https://www.mom.gov.sg/employment-practices/progressive-wage-model/local-qualifying-salary
d) https://www.mom.gov.sg/passes-and-permits/work-permit-for-foreign-worker/sector-specific-rules/driving-occupations-in-the-construction-marine-shipyard-and-process-sectors

3) Dormitory
a) Expanded FEDA -https://www.mom.gov.sg/newsroom/press-releases/2022/0906-expanded-feda
b) Ancillary FCDs allowed to rent out bed surplus until 31 December 2025 https://go.gov.sg/bedspacerentalrequest
c) Temporary Revision to Guidelines for Temporary Workers' Dormitories Within Industrial or Warehouse Developments (ura.gov.sg)
d) Dormitory Transition Scheme: https://www.mom.gov.sg/newsroom/press-releases/2023/1011-dts

4) Safe Transport of Workers
a) Rain Cover: https://www.mom.gov.sg/newsroom/announcements/2022/1231-inter-agency-advisory-on-safe-transportation-of-workers
b) Speed Limiter Regime: https://www.police.gov.sg/Advisories/Traffic/Traffic-Matters/Speed-Limiter-Announcement
c) Stability Devices for New Lorries: circular-20240703-mandatory-installation-of-stability-control-system-in-new-lorry-cranes.pdf (mom.gov.sg)

5) Process Sector specific changes
a) https://www.mom.gov.sg/newsroom/press-releases/2022/0218-supporting-transformation-in-the-process-and-construction-sectors
b) https://aspri.com.sg/wp-content/uploads/2024/02/Update-on-Enhanced-R1-Framework-for-Process-Sector-020224.pdf

6) Medical Insurance Requirement for MWs
a) https://www.mom.gov.sg/primary-healthcare-system
b) https://www.mom.gov.sg/passes-and-permits/work-permit-for-foreign-worker/sector-specific-rules/medical-insurance

7) GST Rate Change
a) https://www.iras.gov.sg/taxes/goods-services-tax-(gst)/gst-rate-change/gst-rate-change-for-business/overview-of-gst-rate-chang