



Dear Sir/Madam

As shared in December 2024, the **Enhanced R1 framework for the Process sector** will be implemented **from 1 January 2026**.

What is the Enhanced R1 framework for the Process sector?

First announced in September 2022, the Enhanced R1 framework seeks to encourage the development and retention of skilled and productive workers.

Levy rates are lower for workers who have higher-skilled status (R1) compared to those with basic-skilled status (R2). The R1 framework encourages firms to train their workers by making available pathways through which workers can be accorded R1 status.

Enhancements have been made to the R1 framework by strengthening the skills qualification component. This is to equip workers in the Process sector with relevant skills, and ensure their skills remain relevant over time.

From 1 January 2026, Work Permit holders in the Process sector can obtain R1 status via three pathways:

Revised Pathway	Enhanced R1 framework		
1	Skills Qualifications (4 courses) <ul style="list-style-type: none">• 2 x WSQ courses ^[1]• 1 x Level 2 Deep-Skilling course ^[1]• 1 x Safety course ^[2] <p><i>^[1] R1 workers are required to complete Proficiency Test & Refresher (PT&R) every two years to retain their R1 status.</i></p> <p><i>^[2] Safety course is only taken once and does not require a refresher.</i></p>	+	Fixed Monthly Salary (FMS) ≥ \$1,200
2		+	Period of Employment (POE) ≥ 4 years
3		+	Productivity Certification Framework (PCF) Rating of at least Bronze

How will this affect your R1 Work Permit holders and your firm?

R1 Work Permit holders who do not meet the Enhanced R1 framework requirements by 31 December 2025 will be automatically adjusted to the R2 levy tier from 1 January 2026. This

includes workers whose Work Permits were renewed on or before 31 December 2025. Depending on their nationality, the difference in the monthly levy rate will be between \$250 and \$350 per worker. You may refer to the [current levy rates](#) in the Process sector.

How can your workers maintain their R1 status?

To maintain your workers' R1 status, we strongly urge you to take the following steps quickly **by 31 December 2025**:

1. Visit the [ASPRI Enhanced R1 framework website](#) to view the requirements of the Enhanced R1 framework, including the courses available and training providers.
2. Review the training needs of your current R1 workers to determine the type of courses required.
3. Register your R1 workers for the required training courses via [ITE Workplace Training Centres](#) and [SkillsFuture Singapore portal](#) as soon as possible.
4. Track the training records of your current R1 workers closely.
5. Ensure that your R1 workers **complete all four training courses** to obtain R1 status under the Enhanced R1 framework **by 31 December 2025**.

As course completion data is not updated instantaneously, workers who complete the required courses close to 1 January 2026 could be temporarily downgraded to R2 status in January 2026.

Yours sincerely

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Deputy Controller of Work Passes

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