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COMMITTEE OF SUPPLY DEBATE

We set out below some key announcements from the Ministry of Manpower's ("MOM") Committee of Supply Debate on 7 March 2025:

- More flexibility to hire and retain experienced Work Permit holders:
 - The current framework restricts the number of years that certain workers can work in Singapore on a Work Permit. The restrictions on the maximum period of employment for Work Passes will be removed from 1 July 2025.
 - Age restrictions for Work Permit holders will be relaxed from 1 July 2025. Non-domestic migrant workers (regardless of nationality) must be below 61 years old when applying for a Work Permit, an increase from 58 years old (for Malaysian workers) and 50 years old (for non-Malaysian workers). Further, Work Permit holders will be allowed to work up to a maximum age of 63 years old from 1 July 2025, an increase from the current maximum age of 60 years old.
 - The Non-Traditional Sources List will be expanded to include Laos, Cambodia, and Bhutan.
 - The Non-Traditional Sources Occupation List will be expanded to enable

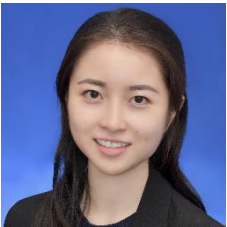
businesses in the Services and Manufacturing sectors to hire skilled workers from Non-Traditional Sources in more non-PMET occupations.

- Minimum qualifying salary and levy rate for work passes:
 - As announced in Budget 2023, the S Pass minimum qualifying salary will be raised from S\$3,150 to S\$3,300. For the Financial Services sector, it will be raised from S\$3,650 to S\$3,800. The qualifying salaries will increase with age. These changes will apply to new S Pass applications from 1 September 2025, and renewal applications expiring from 1 September 2026. The S Pass levy rate will also be standardised at S\$650 for all S Pass holders from 1 September 2025.
 - The minimum qualifying salary for Employment Passes was increased from S\$5,000 to S\$5,600 on 1 January 2025, and there will be no further changes this year.
- Support for senior workers:
 - The Government will extend the Senior Employment Credit (“**SEC**”) until 2026 to continue supporting employers to hire senior workers, with the highest SEC wage support tier of 7% now applying to workers aged 69 and above, an increase from 68 today.
 - To improve the retirement adequacy of senior workers, the total Central Provident Fund (“**CPF**”) contribution rates for senior workers aged above 55 to 65 will be raised by 1.5% in 2026, per the recommendations of the Tripartite Workgroup on Older Workers. The CPF Transition Offset, which will offset half of the 2026 increase in employer CPF contributions, will be extended by another year. The offset will be provided automatically with no application from employers required.
 - The MOM will establish a Tripartite Workgroup on Senior Employment to study how to extend the productive longevity of our ageing workforce and develop longer-term policy recommendations to empower senior workers to remain engaged in the workforce and to promote multi-generational workplace.
- The MOM will embark on a review of the Employment Act with tripartite partners, to ensure that it continues to strike the right balance between protection for workers and preserving flexibility for businesses. The MOM will release further details later this year.

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Should you have any queries as to how this update may affect you or your organisation or require further information, please do not hesitate to email us.



*Josephine Tan
Senior Associate
Gateway Law Corporation*

Email: josephine.tan@gateway-law.com

This newsletter is intended to discuss the Employment Law Updates, and it is not intended to be comprehensive nor should it be construed as legal advice. This newsletter is updated as of 01 April 2025.

Disclaimer: Any views expressed in this newsletter are the author's personal views and should not be taken to reflect or represent the views or position of Gateway Law Corporation and its affiliated entities

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Gateway Law is an Asia-Pacific regional full service legal practice with strengths in the areas of intellectual property, franchising, technology, media (and entertainment), telecommunications, data protection and cybersecurity as well as employment and immigration. In addition to our niche areas, Gateway also provides services in the general areas of litigation and dispute resolution, corporate and commercial law, real estate conveyancing and advisory, medical and family law.

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GATEWAY LAW CORPORATION

(Headquarters)
3 Anson Road
#24-02 Springleaf Tower
Singapore 079909
Tel: +65 6221 6360
Fax: +65 6221 6375
Email: sg@gateway-law.com

GATEWAY IP SERVICES

A-30-3 Level 30 Tower A
Menara UOA Bangsar
No. 5 Jalan Bangsar Utama 1
59000 Kuala Lumpur 1
Malaysia
Tel: +603 2201 5886
Fax: +603 2283 1882
Email: my@gateway-law.com

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