

FAQS ON MARKET-BASED SKILLS FRAMEWORK FOR WORK PERMIT HOLDERS (WPH) IN THE SERVICES SECTOR

Q1	How do I apply to upgrade my WPH if I know he has already met the requirements? Will the upgrading be done automatically?
A1	<p>The new requirements will be implemented on 1 Jul 2013, and will be automatic for most WPHs if their employers regularly update their current salaries. To help employers prepare for the implementation, you may wish to take note of the following:</p> <p><u>i) New WP applications</u> WPH who met the requirements will be accorded R1 status at the point of Work Permit application depending on the tier the WPH is in. If the WPH is assigned in the tier where there is skilled levy differentiation, he/she will be assigned the lower levy rate. Employers are strongly advised to check/verify the WPH's POE via the Work Permit Online (WPOL) before submitting the WP applications.</p> <p><u>ii) Existing WPH who meet the requirements</u> They will be upgraded to R1 (skilled) worker status on 1 Jul 2013. This is automatic and no formal request is required from employers. This is possible only if employers constantly update MOM on the WPH's monthly salary.</p> <p><u>iii) WPH who met the salary criteria but do not have at least 4 years POE</u> WPH will be upgraded to R1 status when his/ her period of employment reaches 4 years.</p> <p><u>iv) WPH with 4 years POE and employer wishes to increase salary to \$1,600</u> WPH will be upgraded to R1 on the 1st of the following month that employer update MOM the WPH's salary. Employers will need to update the monthly salary information via the "Change Worker's Salary" module in the Work Permit Online. In order for timely assignment of WPH skilled worker status, employers are advised to update any revision of monthly salary promptly. As any upgrade is done once a month on the 1st of each month, any delay in revising the monthly salary information will delay the assignment to skilled worker status.</p>
Q2	If my WPH has already met the market-based criteria, will he be upgraded to R1 immediately? When will I get to enjoy lower levy?
A2	WPH will be upgraded. If there is any change in levy because of the skilled worker status, it will commence 1 st of the following month from his/her R1 (skilled) status assigned date.
Q3	My current WPH is a R1 because he has the relevant academic qualification (or passed the trade test/WSQ Composite Assessment). If now he does not meet the market-based requirements, will he be downgraded?
A3	No, because the market-based skills framework supplements the current skills framework. The WPH will still continue to be assigned the skilled worker status

	and enjoy the lower levy, if applicable.
Q4	How do I check if my existing WPH meets the 4 years working experience requirement?
A4	You can find these details in your Work Permit Online (WPOL) account. We strongly encourage you to do so before submitting the WP applications.
Q5	I am planning to hire a WPH under R1. Is there a way that I can verify if he has worked in Singapore as a WPH for at least 4 years?
A5	Refer to A4.
Q6	If my WPH attains R1 in this month, when can I start to enjoy the lower levy rate?
A6	If your WPH attains R1 on 1 July 2013, you will be able to enjoy the lower levy rate from 1 July 2013 and view the R1 status in WPOL from 1 Jul 2013. However, as levy payable for the month is billed the following month, the July liability showing the R1 levy rate will only be reflected in the levy bill that you will receive in August.
Q7	Will I enjoy the lower levy for my WPHs in Tier 3 if they meet the new criteria for R1?
A7	No. Currently, there is no skilled levy rate for WPHs in Tier 3 (a flat rate applies for Tier 3). A skilled levy rate will be introduced for Tier 3 in Jul 2014. Your WPHs in Tier 3 will enjoy the skilled rate from Jul 2014 if they meet the R1 criteria.
Q8	What proof do I have to show that my WPH is paid at least fixed monthly salary of \$1,600?
A8	You will need to declare that your WPH is paid that amount of salary. There is a penalty for false declaration. We will inform you if any further verification documents are needed and will release any details at a later date.
Q9	If my WPH meet the market-based requirements and obtain a R1, but due to unforeseen circumstances, his salary has to be reduced. Will he still qualifies for R1? If not, will he be downgraded immediately?
A9	Employers need to declare to us if their employees' salaries are reduced. If the WPH's salary is reduced to less than \$1,600 per month, he will no longer qualify for R1.
Q10	Must the POE be a continuous period of employment? Or is it based on total number of years worked in Singapore? Are the POEs with previous companies and other sectors included in the computation? If Yes, is there a cap of the number of companies/sectors that can be included?
A10	The POE is computed by adding up the total number of years WPH has worked in Singapore with valid work permits from the first employment. It is company or

	sector neutral. There is no restriction on the number of employers and change of employments in computing the POE. Currently, the maximum employment period for R1 WPHs is 18 years; the maximum employment period for R2 WPHs is 10 years. Malaysian WPHs are allowed to work up to 60 years of age, regardless of status (R1 or R2).
Q11	How far back does MOM have info on POE?
A11	Please refer to A10.