

EP COMPASS SCORING CHART

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EMPLOYMENT PASS (EP) – COMPASS SCORING BREAKDOWN

Singapore's COMPASS (Complementarity Assessment Framework) is the new points-based system introduced by the Ministry of Manpower (MOM) to evaluate EP applications more fairly and transparently.

To pass COMPASS:

➡ You need 40 points (combined across 6 criteria)

COMPASS considers both individual attributes and company profile, making it important to plan your EP structure strategically.

Category	Criteria	Max Points
Individual	C1. Salary	Up to 20
	C2. Qualifications	Up to 20
Employer	C3. Diversity	Up to 20
	C4. Support for Local Employment	Up to 20
Bonus Points	C5. Skills Bonus (Shortage Occupation List)	+20
	C6. Strategic Economic Priority	+10

To be approved, applicants must score **at least 40 points**, with or without bonus points.

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C1. Salary - Up to 20 Points

Your fixed monthly salary is benchmarked against local PMET salaries in your industry and your age group.

Scoring Guide:

- 20 points: 2z= 90th percentile of industry wages
- 10 points: 2Z 65th percentile
- 0 points: Below 65th percentile

Tip:

A competitive salary significantly increases approval chances, especially for applicants in high-demand sectors.

C2. Qualifications - Up to 20 Points

MOM evaluates:

- Your highest qualification
- Accreditation of your institution
- Relevance to your job

Scoring Guide:

20 points:

- Degree from top-tier global universities, or
- Highly specialized qualifications

10 points:

- Recognized degree-equivalent qualifications

0 points:

- Non-recognized or unrelated qualifications

Good to know:

MOM references international university rankings and accreditation databases.

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C3. Diversity - Up to 20 Points

This measures how your nationality contributes to a diverse workforce within the hiring company.

Scoring Guide:

- 20 points: Nationality is less represented in the company
- 10 points: Moderately represented
- 0 points: Company is dominated by your nationality

Example:

If a company already has many employees from China, a new Chinese EP applicant may score lower here.

C4. Support for Local Employment - Up to 20 Points

This evaluates how well the company hires and develops local Singaporean employees.

Scoring Guide:

- 20 points: Company's local PMET ratio is higher than industry average
- 10 points: On par with industry
- 0 points: Lower than industry

Why It Matters:

Companies committed to local hiring get stronger support from MOM.

BONUS POINTS – Can Significantly Boost EP Approval

Even if an applicant scores low in some areas, bonus points can push the total above 40.

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C5. Skills Bonus – Shortage Occupation List (SOL)

Up to +20 bonus points

These are roles that Singapore urgently needs talent for, including:

- Tech (AI, cybersecurity, software engineering)
- Engineering
- Healthcare
- Green economy roles
- Financial specialists

If your job fits an SOL occupation, you may receive significant bonus points.

C6. Strategic Economic Priority (SEP) Bonus – +10 Points

Given when:

- Your employer is in a government-supported sector, and
- Participates in selected industry transformation programmes, or
- Has high-value economic initiatives aligned with Singapore's strategic vision.

Examples may include:

- Advanced manufacturing
- Financial services
- Biotech
- Digital economy
- Clean energy
- Deep tech

This bonus helps applicants working in high-growth, long-term strategic industries.

ARTIRA

Immigration Consultancy

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HOW WE USE COMPASS TO STRENGTHEN YOUR EP

Our consultancy helps clients improve their COMPASS score by:

- Structuring salary and role properly
- Ensuring qualifications meet recognition requirements
- Advising on company hiring diversity
- Selecting correct occupation codes
- Using bonus pathways where applicable
- Preparing a strong justification letter
- Avoiding common COMPASS red flags

Most EP failures are due to poor structure—not the applicant.

DOCUMENTS NEEDED FOR EP (UNDER COMPASS)

From Employee:

- Passport
- Educational certificates
- CV / Resume
- Past employment history
- Portfolio (if relevant)

From Employer:

- ACRA business profile
- EP application form
- Employment contract
- Job description
- Justification for role
- Salary breakdown
- Company financials (if required)