

**FREQUENTLY ASKED QUESTIONS FOR MARKET BASED SKILLS  
RECOGNITION FRAMEWORK (MBF) FOR THE CONSTRUCTION SECTOR**

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| <b>Q1</b> | <b>When will the MBF take effect?</b>   |
| A1        | The MBF will take effect from 1 August 2014, and will apply to all WPHs in the Construction Sector who can meet the requirements.   |
| <b>Q2</b> | <b>Why do we need to wait till August 2014 to enjoy the new upgrading pathway?</b><br><br><b>Can it be implemented earlier?</b>   |
| A2        | MOM will need some time to make the system changes to implement the MBF. We ask for your patience.  |
| <b>Q3</b> | <b>How do I apply to upgrade my WPH if the worker has already met the requirements?</b><br><br><b>Will the upgrading be done automatically?</b>   |
| A3        | <p>The new requirements will be implemented from 1 August 2014, and will be automatic for most WPHs if their employers regularly update their current salaries.</p> <p><b>i) New Work Permit applications</b></p> <p>WPHs who met the requirements will be accorded ‘Higher Skilled’ (R1) status at the point of work permit application.</p> <p><b>ii) Existing WPHs who meet the requirements</b></p> <p>They will be upgraded to ‘Higher Skilled’ (R1) status from 1 August 2014. This is automatic based on the fixed monthly salary that the employer has provided to MOM and no formal request is required from employers. This is possible only if employers have updated the WPH’s monthly salary on the WPOL.</p> <p><b>iii) WPHs who met the salary criteria but do not have at least 6 years POE in Singapore Construction industry</b></p> <p>The WPH will be upgraded to ‘Higher Skilled’ (R1) status when his/her period of employment in the Singapore Construction industry reaches 6 years.</p> <p><b>iv) WPHs with 6 years POE in Singapore Construction industry and employer wishes to increase fixed monthly salary to \$1,600</b></p> |

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|           | <p>The WPH will be upgraded to ‘Higher Skilled’ (R1) on the 1<sup>st</sup> day of the month after the employer has updated MOM with the WPH’s new salary. Employers will need to update the salary information using the “Change Worker’s Salary” module in the WPOL. More details will be provided closer to the implementation date.</p> <p>In order for timely assignment of WPH ‘Higher Skilled’ (R1) status, employers are advised to update any revision of salary promptly. As any upgrade is done once a month on the 1<sup>st</sup> day of each month, any delay in revising the monthly salary information will delay the assignment to ‘Higher Skilled’ (R1) status for the WPH.</p> |
| <b>Q4</b> | <p><b>If my WPH has already met the market-based criteria, will he be upgraded to ‘Higher Skilled’ (R1) immediately?</b></p> <p><b>When will I get to enjoy lower levy?</b></p>   |
| A4        | <p>The WPH will be upgraded. If there is any change in levy because of the ‘Higher Skilled’ (R1) status, it will commence on the 1<sup>st</sup> day of the following month from his / her ‘Higher Skilled’ (R1) status assigned date.</p>   |
| <b>Q5</b> | <p><b>How do I check if my existing WPH meets the 6 years Construction experience requirement?</b></p>  |
| A5        | <p>You can find these details in your Work Permit Online (WPOL) account. We strongly encourage you to do so before submitting the WP applications.</p>  |
| <b>Q6</b> | <p><b>If my WPH attains ‘Higher Skilled’ (R1) in this month, when can I start to enjoy the lower levy rate?</b></p>   |
| A6        | <p>You will enjoy the lower levy rate in the same month that your WPH attained the ‘Higher Skilled’ (R1) status.</p> <p>For example, if your WPH attains ‘Higher Skilled’ (R1) status on 1 August 2014, you will be able to enjoy the lower levy rate from 1 August 2014 and view the ‘Higher Skilled’ (R1) status in the WPOL from 1 August 2014. However, as the levy payable for the month is billed the following month, the August liability showing the ‘Higher Skilled’ (R1) levy rate will only be reflected in the levy bill that you will receive in September 2014.</p>  |
| <b>Q7</b> | <p><b>What proof do I have to show that my WPH is paid at least a fixed monthly salary of \$1,600?</b></p>  |
| A7        | <p>You will need to declare the fixed monthly salary that your WPH is paid. Making a false declaration is an offence and may subject you to penalties. We will inform you if any further verification documents are needed.</p>   |

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| Q8  | <p><b>If my WPH met the Market-Based Skills Recognition requirements and obtained a ‘Higher Skilled’ (R1) status, but due to unforeseen circumstances, his salary was reduced, will he still qualify for ‘Higher Skilled’ (R1)? If not, will he be downgraded immediately?</b></p>   |
| A8  | <p>Employers are required to declare to MOM if their employees’ salaries are reduced. A failure to declare is an offence and may subject you to penalties. If the WPH’s salary is reduced to less than \$1,600 per month, he will no longer qualify for ‘Higher Skilled’ (R1) under the MBF. The WPH will be considered ‘Higher Skilled’ if he meets the other skills upgrading pathways.</p>  |
| Q9  | <p><b>Must the period of employment (POE) in Singapore Construction industry be a continuous period? Or is it based on total number of years worked?</b></p> <p><b>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?</b></p>   |
| A9  | <p>The POE is computed by adding up the total number of years the WPH has worked in Singapore, <b>as a Construction WPH</b>. There is <b>no restriction</b> on the number of employers and <b>change of employments</b> in computing the POE.</p>  |
| Q10 | <p><b>What is the definition for fixed monthly salary?</b></p>   |
| A10 | <p>Fixed monthly salary is defined as the sum of basic monthly salary and fixed monthly allowances.</p> <p>Basic monthly salary means all remuneration payable monthly to a foreign employee that does not vary from month to month on any basis, in respect of work done under his contract of service.</p> <p>Fixed monthly allowances means all allowances payable monthly to a foreign employee that do not vary from month to month on any basis.</p> <p>Please refer to the MOM Website for more details:</p> <p><a href="http://www.mom.gov.sg/foreign-manpower/passes-visas/employment-pass/before-you-apply/Pages/fixed-monthly-salary.aspx">http://www.mom.gov.sg/foreign-manpower/passes-visas/employment-pass/before-you-apply/Pages/fixed-monthly-salary.aspx</a></p> |