

STARTING FROM **AUG & OCT 2025**

# Labour Migration Policy

## FAQ SHEET

### STARTING IN AUGUST



#### MONITORING TERMINATION RATES

Monitoring will begin, with notifications sent to applicants if thresholds are exceeded. No sanctions initially, but a gradual market alignment will start, reducing thresholds by **5% every three months** until July 2026.

#### VACANCY AD REQUIREMENTS

Employers must provide evidence of a **two- or three-week advertisement period** on suitable media. From October, advertising on the Jobsplus/EURES portal becomes **mandatory**.

#### REDUNDANCY PROCESSES

Full redundancy procedures will be implemented from 1 August 2025.

#### PROMPT SUBMISSION OF ENGAGEMENT & TERMINATION FORMS

Employers will be **notified** if forms are submitted late, with gradual regularisation processes.

#### COMPLIANCE WITH THE PERSONS WITH DISABILITY (EMPLOYMENT) ACT (CAP 210)

Employers must comply fully by 1 August 2025. Sanctions apply thereafter, and applications for TCN workers will be **suspended** if non-compliant.

#### NEW FEE STRUCTURES

Updated fees will come into effect on 1 August 2025.

#### EXTENSION OF GRACE PERIOD FOR TCNS POST-EMPLOYMENT

The extended grace period will be fully implemented from 1 August 2025.

#### NEW SALARY BENCHMARKS FOR KEI & SEI

New salary standards will be introduced on 1 August 2025.

#### RESTRICTIONS ON SINGLE PERMIT APPLICATIONS

Non-work visa holders will face application restrictions starting 1 August 2025.

#### RENEWAL VERIFICATION CHECKS

Checks will be introduced for visa renewals from 1 August 2025.

#### WORKFORCE APPLICATION LIMITS

Limits on applications will be enforced from 1 August 2025.

#### SUPPORT FOR PARTNERS & FAMILIES

Measures to assist partners and families of workers will be introduced on 1 August 2025.

### STARTING IN OCTOBER



#### SALARY PAYMENT METHOD FOR NEWLY ENGAGED TCNS

Employers will be required to specify salary payment methods from 1 October 2025.

#### INTERIM PERMITS FOR TCNS FROM VISA WAIVER COUNTRIES

Implementation begins on 1 October 2025.

#### VICTIMS OF HUMAN TRAFFICKING

Specific measures will be introduced following necessary legal amendments, starting 1 October 2025.

### ONGOING INITIATIVES

#### LABOUR MARKET ASSESSMENTS

Continual evaluation of labour shortages and surpluses.

#### UPSKILLING & INTEGRATION

Ongoing training schemes to improve workforce skills, including new initiatives.

#### SKILLS CARDS

Gradual rollout as needed.

#### STRATEGIC PARTNERSHIPS

Finalisation and announcement of new collaborations.

#### HIGH-RISK COUNTRY LIST

Regular updates to reflect current risks.