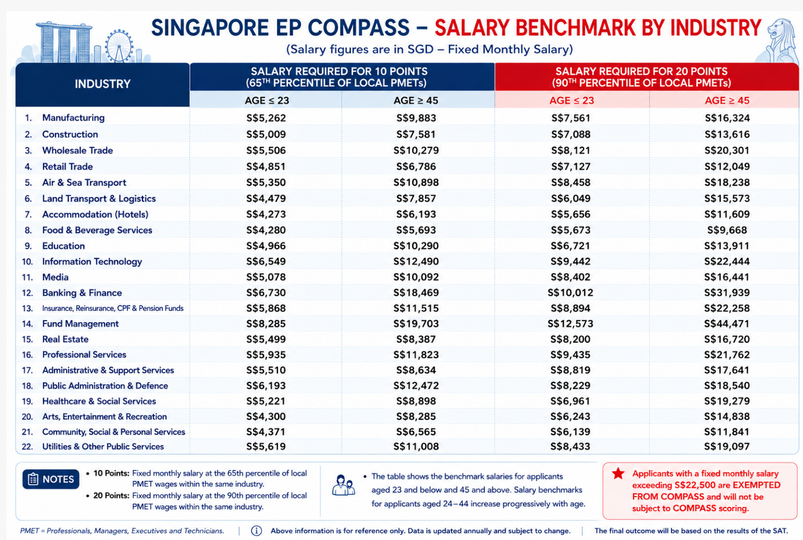
Singapore Employment Pass Family Relocation: DP Salary Requirements and Policies

SG, SINGAPORE, August 7, 2026 /EINPresswire.com/ -- For international professionals relocating to Singapore, securing an [Employment Pass (EP)]() is often the initial step. Subsequent considerations regarding family reunification—including residency for spouses, education for children, and relocation for parents—are primary concerns for applicants.

For international professionals relocating to the city-state, strategic planning is required to navigate Employment Pass and dependent visa policies.



SINGAPORE EP COMPASS – SALARY BENCHMARK BY INDUSTRY

(Salary figures are in SGD – Fixed Monthly Salary)

INDUSTRY	SALARY REQUIRED FOR 10 POINTS (65TH PERCENTILE OF LOCAL PMETs)		SALARY REQUIRED FOR 20 POINTS (90TH PERCENTILE OF LOCAL PMETs)	
	AGE ≤ 23	AGE ≥ 45	AGE ≤ 23	AGE ≥ 45
1. Manufacturing	S$5,262	S$9,883	S$7,561	S$16,324
2. Construction	S$5,009	S$7,581	S$7,088	S$13,616
3. Wholesale Trade	S$5,506	S$10,279	S$8,121	S$20,301
4. Retail Trade	S$4,851	S$6,786	S$7,127	S$12,049
5. Air & Sea Transport	S$5,350	S$10,898	S$8,458	S$18,238
6. Land Transport & Logistics	S$4,479	S$7,857	S$6,049	S$15,573
7. Accommodation (Hotels)	S$4,273	S$6,193	S$5,656	S$11,609
8. Food & Beverage Services	S$4,280	S$5,693	S$5,673	S$9,668
9. Education	S$4,966	S$10,290	S$6,721	S$13,911
10. Information Technology	S$6,549	S$12,490	S$9,442	S$22,444
11. Media	S$5,078	S$10,092	S$8,402	S$16,441
12. Banking & Finance	S$6,730	S$18,469	S$10,012	S$31,939
13. Insurance, Reinsurance, CPF & Pension Funds	S$5,868	S$11,515	S$8,894	S$22,258
14. Fund Management	S$8,285	S$19,703	S$12,573	S$44,471
15. Real Estate	S$5,499	S$8,387	S$8,200	S$16,720
16. Professional Services	S$5,935	S$11,823	S$9,435	S$21,762
17. Administrative & Support Services	S$5,510	S$8,634	S$8,819	S$17,641
18. Public Administration & Defence	S$6,193	S$12,472	S$8,229	S$18,540
19. Healthcare & Social Services	S$5,221	S$8,898	S$6,961	S$19,279
20. Arts, Entertainment & Recreation	S$4,300	S$8,285	S$6,243	S$14,838
21. Community, Social & Personal Services	S$4,371	S$6,565	S$6,139	S$11,841
22. Utilities & Other Public Services	S$5,619	S$11,008	S$8,433	S$19,097

NOTES
- **10 Points:** Fixed monthly salary at the 65th percentile of local PMET wages within the same industry.
- **20 Points:** Fixed monthly salary at the 90th percentile of local PMET wages within the same industry.

- The table shows the benchmark salaries for applicants aged 23 and below and 45 and above. Salary benchmarks for applicants aged 24–44 increase progressively with age.

Applicants with a fixed monthly salary exceeding S$22,500 are EXEMPTED FROM COMPASS and will not be subject to COMPASS scoring.

PMET = Professionals, Managers, Executives and Technicians. | Above information is for reference only. Data is updated annually and subject to change. | The final outcome will be based on the results of the SAT.

A breakdown of the Singapore EP COMPASS salary benchmarks across 22 industries.

An effective EP application strategy incorporates family requirements from the outset. Globevisa Group, an immigration and relocation advisory firm headquartered in Singapore, notes that the main applicant's salary level and EP status directly determine the eligibility of their family members for legal residency in the country.

The Connection Between EP Applications and Family Relocation

The Singapore EP is a work visa designed for foreign professionals, managers, and executives. Standard applications are submitted by a Singapore-based employer. Entrepreneurs intending to establish a business locally can apply for an EP by setting up a company and employing themselves in a managerial capacity.

Regardless of the application method, the applicant must hold a genuine managerial position, and the company must demonstrate operational capacity and the financial ability to pay the stated salary. Globevisa Group’s local team advises that for professionals planning to bring family members, establishing the appropriate salary level during the company formation stage is necessary for future dependant visa approvals. A comprehensive plan covering the initial application, business operations, and subsequent visa renewals is recommended.

Navigating Salary Thresholds: The COMPASS Framework and Risk Management

Currently, the minimum fixed monthly salary for an EP applicant is SGD 5,600 (SGD 6,200 for the financial services sector), with requirements increasing based on age and work experience. Additionally, applicants must score a minimum of 40 points on the Ministry of Manpower's (MOM) COMPASS evaluation framework.

Under the COMPASS framework, educational background and past management experience are not absolute prerequisites. Foundational scoring criteria include the applicant's fixed monthly salary, educational or professional qualifications, the firm's diversity in employee nationality, and support for local employment. If maximum points cannot be achieved through education, the salary level becomes a critical factor. Salary points are awarded based on percentile ranking compared to local professionals (individuals working in Singapore) in the same sector and age group, rather than the absolute salary figure alone.

Example Calculation (Based on 2026 Salary Benchmarks):
For an applicant aged 45 or older in the traditional wholesale trade sector:
- A fixed monthly salary of approximately SGD 10,279 may yield 10 salary points.
- A fixed monthly salary of approximately SGD 20,301 may yield 20 salary points.
- Note: Benchmarks are updated periodically; a pre-assessment is required before applying.

In complex cases—such as applicants of older age, those without formal degrees, or companies applying for multiple EPs—early assessment is necessary. For instance, Globevisa Group utilizes the MOM’s official Self-Assessment Tool (SAT) prior to submission to ensure application materials align with current regulatory standards and to mitigate the risk of rejection due to informational discrepancies.

Dependent Visa Categories and Associated Salary Requirements

The main applicant's salary determines both the EP approval and the eligibility for family residency passes. The requirements for different dependent categories are as follows:

Dependant's Pass (DP)
- Eligibility: Legally married spouse and unmarried children under 21 years old of the EP holder.
- Core Requirement: The main applicant must earn a minimum fixed monthly salary of SGD

6,000. This threshold is based solely on the main applicant's personal salary and does not include combined household income.
Policy Details: The DP's validity is strictly tied to the main applicant's EP status. If the EP expires or is canceled, the DP is correspondingly invalidated. Spouses holding a DP who wish to work in Singapore generally require their employer to apply for an applicable work pass.

Long-Term Visit Pass (LTVP)
Eligibility: Parents of the EP holder.
Core Requirement: The main applicant must earn a fixed monthly salary exceeding SGD 12,000.
Policy Details: To sponsor parents for long-term residency, this higher salary threshold must be met; otherwise, the LTVP application via the EP route is not permitted.

In practice, an assessment of family relocation needs is conducted prior to the EP submission. If the initial salary does not meet the requirements, adjustments can be made through a phased compliance approach. For example, once the company achieves substantive operations and meets financial conditions, the main applicant can submit a formal salary increase application to MOM, along with supporting documentation. Once the salary adjustment is approved and meets the threshold, subsequent DP or LTVP applications can be filed.

Vaccination Requirements and Education Guidelines for Children

For families with young children, visa applications and educational planning must be coordinated. Under Ministry of Health regulations, foreign-born children aged 12 and under applying for a DP must submit a Verification of Vaccination Requirements issued by relevant authorities. This primarily covers mandatory vaccines such as MMR (Measles, Mumps, Rubella) and DTaP (Diphtheria, Tetanus, Pertussis). Incomplete records will delay DP issuance; therefore, families are advised to complete the notarization and verification of medical documents before submission.

Regarding education, once a child is officially admitted to a local school in Singapore, holding a DP generally negates the need for a separate Student's Pass. Enrollment can be processed directly with the DP. This mechanism mitigates uncertainties related to Student's Pass quota limitations at certain educational institutions.

Conclusion

Relocating a family internationally is a systematic process involving career development, tax planning, and long-term regulatory compliance. As international immigration regulations become more rigorous, traditional, single-service visa processing is often insufficient for the needs of globalized families.

Headquartered in Singapore and operating in the immigration sector for over two decades, Globevisa Group currently maintains more than 50 direct branches globally with over 800 in-house employees. The firm has processed over 120,000 cases for clients from more than 120 countries and regions.

The value of an established relocation planning system lies in providing institutional-level risk management and legal compliance. From initial eligibility assessments to post-arrival tax declarations and integration guidance, professional support teams provide the foundation for international talent to establish a stable presence in Singapore.

About Globevisa Group
Established in 2002 in Singapore, Globevisa Group is a premier wealth management and cross-border identity advisor for HNWIs. With 50+ global branches and 800+ in-house experts, the firm ensures institutional-grade risk control. Globevisa has successfully delivered citizenship, residency, and relocation solutions to 120,000+ clients across 120+ countries, ensuring barrier-free global mobility.

Globevisa Group Team
Globevisa Group
email us here
Visit us on social media:
LinkedIn
Instagram
Facebook
YouTube
TikTok
X
