

SUBJECT	LEGAL CHANGE	ACTION REQUIRED
Immigration and Work Permits		
Qualifying Criteria for Dependants' Pass ("DP") and Long Term Visit Pass ("LTVP")	<p>From January 1, 2018, employment pass or S pass holders will need to have a monthly salary of at least SGD\$ 6,000 (up from SGD\$ 5,000) to apply for new DP or LTVP for their family members to stay in Singapore.</p> <p>The change in the qualifying criteria will not affect DP and LTVP applications made, or DPs and LTVPs issued, before the effective date, provided that the main pass holder remains with the same employer.</p>	HR should take note of the change in the qualifying criteria when applying for immigration passes for family members of their employees who are employment pass or S pass holders.
New Work Pass Card	<p>Following the recent introduction of the SGWorkPass mobile application (the "App"), which allows employers and other stakeholders to verify if a work pass is valid, new pass cards with quick response (QR) codes (for scanning with the App) have been, and will continue to be, issued in phases, starting with work permits for marine shipyard and construction sectors.</p> <p>New pass cards for: (i) work permits in other sectors (excluding the domestic sector); and (ii) all other work passes and related passes (including DP and LTVP), will be issued in January 2018 and March 2018 respectively.</p>	Make use of the new pass cards (and the App) to verify the current status of the work pass holder before entering into employment contracts or allowing entry to office premises, etc.
Settling-in Programme ("SIP") for Foreign Workers	<p>Throughout the second half of 2018, a mandatory SIP will be introduced in phases for all new foreigners on work permits.</p> <p>The process will commence with first-time non-Malaysian foreign workers in the construction sector. The SIP is a formal, structured one-day programme, which educates foreign workers on employment regulations, Singapore laws and social norms.</p> <p>Employers will be required to register their foreign workers for the SIP and bear the course fee.</p>	More details will be released by the authorities closer to the effective date. HR should take note of this new requirement and comply with the mandatory enrolment of foreign workers into the SIP.
Data Privacy		
Notification of breaches	Organizations will be required to notify affected individuals and the Personal Data Protection Commission upon certain breaches of the Personal Data Protection Act. It is not known when this change will come into force, but we expect an update in the New Year.	HR should review their existing data protection policies to anticipate incorporating a framework for notifying such breaches.