
First published in the Government *Gazette*, Electronic Edition, on 23 June 2023 at 5 pm.

No. S 428

EMPLOYMENT OF FOREIGN MANPOWER ACT 1990

EMPLOYMENT OF FOREIGN MANPOWER (WORK PASSES) (AMENDMENT NO. 3) REGULATIONS 2023

In exercise of the powers conferred by section 29 of the Employment of Foreign Manpower Act 1990, the Minister for Manpower makes the following Regulations:

Citation and commencement

1.—(1) These Regulations are the Employment of Foreign Manpower (Work Passes) (Amendment No. 3) Regulations 2023 and, except for regulations 4(b), (c), (d), (e) and (m) and 5(h), come into operation on 1 July 2023.

(2) Regulations 4(b), (c), (d), (e) and (m) and 5(h) come into operation on 26 June 2023.

Amendment of First Schedule

2. In the Employment of Foreign Manpower (Work Passes) Regulations 2012 (G.N. No. S 569/2012) (called in these Regulations the principal Regulations), in the First Schedule —

- (a) in Part II, in paragraph 2, replace “of at least \$15,000 per” with “as prescribed in the Eighth Schedule for each”; and
- (b) in Part IV, in paragraph 2, replace “of at least \$15,000 per” with “as prescribed in the Eighth Schedule for each”.

Amendment of Second Schedule

3. In the principal Regulations, in the Second Schedule, in Part II, in paragraph 1, replace “of at least \$15,000 per” with “as prescribed in the Eighth Schedule for each”.

Amendment of Fourth Schedule

4. In the principal Regulations, in the Fourth Schedule —
- (a) in Part II, in paragraph 4, replace “of at least \$15,000 per” with “as prescribed in the Eighth Schedule for each”;
 - (b) in Part II, in paragraph 6(b), replace “licensed healthcare institution” with “healthcare service provider”;
 - (c) in Part II, in paragraph 6A, replace the definition of “approved licensed healthcare institution” with —
 - ““approved healthcare service provider” means a healthcare service provider who holds a licence under the Healthcare Services Act 2020 to provide any licensable healthcare service, and is approved by the Controller for the purposes of that paragraph;”;
 - (d) in Part II, in paragraph 6A, in the definition of “infectious disease”, replace the full-stop at the end with a semi-colon;
 - (e) in Part II, in paragraph 6A, after the definition of “infectious disease”, insert —
 - ““licensable healthcare service” has the meaning given by section 3(1) of the Healthcare Services Act 2020.”;
 - (f) in Part III, in paragraph 1, replace “paragraphs 1A, 1B and 1C” with “paragraph 1B”;
 - (g) in Part III, in paragraph 1, replace “minimum mandatory coverage under any medical insurance” with “amounts payable by an insurer under any medical insurance required to be”;
 - (h) in Part III, renumber paragraph 1AA as paragraph 1A;
 - (i) in Part III, in paragraphs 1A (as renumbered by paragraph (h)) and 4A, replace “1C” with “1B”;
 - (j) in Part III, delete the existing paragraphs 1A and 1B;
 - (k) in Part III, renumber paragraph 1C as paragraph 1B;
 - (l) in Part IV, in paragraph 4, replace “of at least \$15,000 per” with “as prescribed in the Eighth Schedule for each”; and

(m) in Part IV, in paragraph 4A(2), replace the definition of “medical provider” with —

““licensable healthcare service” has the meaning given by section 3(1) of the Healthcare Services Act 2020;

“medical provider” means a healthcare service provider who holds a licence under the Healthcare Services Act 2020 to provide any licensable healthcare service;”.

Amendment of Fifth Schedule

5. In the principal Regulations, in the Fifth Schedule —

(a) in Part I, in paragraph 2, replace “paragraphs 2A, 2B and 2BA” with “paragraph 2B”;

(b) in Part I, in paragraph 2, replace “minimum mandatory coverage under any medical insurance” with “amounts payable by an insurer under any medical insurance required to be”;

(c) in Part I, renumber paragraph 2AA as paragraph 2A;

(d) in Part I, in paragraphs 2A (as renumbered by paragraph (c)) and 2C, replace “2BA” with “2B”;

(e) in Part I, delete the existing paragraphs 2A and 2B;

(f) in Part I, renumber paragraph 2BA as paragraph 2B;

(g) in Part II, in paragraph 6, replace “of at least \$15,000 per” with “as prescribed in the Eighth Schedule for each”; and

(h) in Part II, in paragraph 6A(2), replace the definition of “medical provider” with —

““licensable healthcare service” has the meaning given by section 3(1) of the Healthcare Services Act 2020;

“medical provider” means a healthcare service provider who holds a licence under the Healthcare Services Act 2020 to provide any licensable healthcare service;”.

New Eighth Schedule

6. In the principal Regulations, after the Seventh Schedule, insert —

“EIGHTH SCHEDULE

Paragraph 2 of Part II of First Schedule
Paragraph 2 of Part IV of First Schedule
Paragraph 1 of Part II of
Second Schedule
Paragraph 4 of Part II of
Fourth Schedule
Paragraph 4 of Part IV of
Fourth Schedule
Paragraph 6 of Part II of Fifth Schedule

MINIMUM COVERAGE OF
MEDICAL INSURANCE FOR
IN-PATIENT CARE AND DAY SURGERY

1. The limit on the total amount of claims for the medical costs of a foreign employee's in-patient care and day surgery payable by the insurer under the insurance cover must be at least \$60,000.

2. The insurance cover must provide for an amount of at least the first \$15,000 in aggregate of claims for those medical costs to be payable in full by an insurer (called in this Schedule the first dollar coverage amount), before there is any requirement under the insurance cover for —

(a) the deduction of a deductible; or

(b) any co-insurance of the claims, by the employer and the insurer.

3. Where the insurance cover requires co-insurance of a claim by the employer and the insurer for those medical costs, the insurance cover must require the insurer to pay an amount for the claim equivalent to —

(a) at least 75% of the amount of those medical costs in excess of —

(i) the first dollar coverage amount claimed under the insurance cover; and

(ii) the amount deducted as a deductible under the insurance cover; or

(b) the balance remaining from the limit of the total amount of claims mentioned in paragraph 1 after the payment of prior claims under the insurance cover, if the amount of the balance remaining is less than the amount payable under sub-paragraph (a).”.

Saving and transitional provisions

7.—(1) This regulation applies where —

- (a) an employer of a foreign employee has, before 1 July 2023, purchased (whether by entering into a new contract of insurance, renewing a contract of insurance or extending the duration of an insurance policy under a contract of insurance) and maintained medical insurance for the foreign employee in accordance with the earlier regulatory conditions on medical insurance for in-patient care and day surgery; and
- (b) the insurance cover under the medical insurance mentioned in sub-paragraph (a) has not ended on that date.

(2) Despite regulations 2, 3, 4(a), (g) and (l), 5(b) and (g) and 6, the employer mentioned in paragraph (1) may continue to maintain the medical insurance for the foreign employee mentioned in that paragraph in accordance with the earlier regulatory conditions on medical insurance for in-patient care and day surgery, until the earlier of the following 2 dates:

- (a) the date on which the insurance cover under the medical insurance ends;
- (b) 30 June 2025.

(3) In this regulation, “the earlier regulatory conditions on medical insurance for in-patient care and day surgery” means the regulatory conditions specified in the following provisions of the principal Regulations as in force immediately before 1 July 2023:

- (a) First Schedule, Part II, paragraph 2;
- (b) First Schedule, Part IV, paragraph 2;
- (c) Second Schedule, Part II, paragraph 1;
- (d) Fourth Schedule, Part II, paragraph 4;
- (e) Fourth Schedule, Part IV, paragraph 4;
- (f) Fifth Schedule, Part II, paragraph 6.

*S 865/2019; S 427/2020; S 736/2020; S 783/2020;
S 838/2020; S 1069/2020; S 669/2021; S 864/2021;
S 63/2022; S 275/2022; S 774/2022; S 993/2022;
S 60/2023; S 129/2023]*

Made on 22 June 2023.

CHIA DER JIUN
*Permanent Secretary
(Development),
Ministry of Manpower,
Singapore.*

[HQ/Legis/EFMA/EFMR_Jul2023;
AG/LEGIS/SL/91A/2020/1 Vol. 9]

(To be presented to Parliament under section 29(3) of the
Employment of Foreign Manpower Act 1990).