



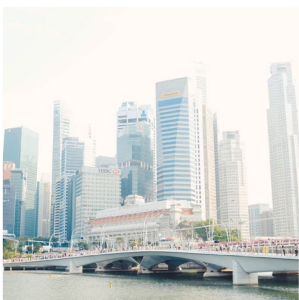
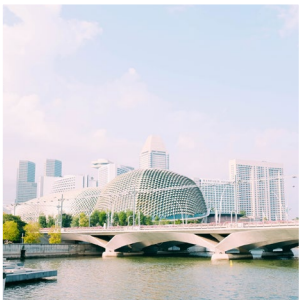
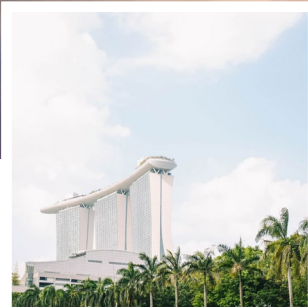
Singapore

Relocation Guide



Table of contents

3	Overview
4	Working visa
6	Tax
8	Transportation
9	Lease agreement
10	Residential areas
11	Banking
12	Healthcare
13	Education
15	Working culture
16	Internet and mobile service provider
17	Things to do
18	Sports and social clubs
19	Relocating your pets
20	Useful contacts



Overview

Though one of the smallest countries in Southeast Asia, Singapore has the most advanced and sophisticated economy in the region. It is consistently ranked as one of the world's best places to do business and drains companies and professionals from the whole world eager to work and do business in Singapore.

The secure, peaceful and dynamic living environment carefully designed by the Singaporean authorities ensures professionals and their families enjoy their life in the country while pro-business policies ensure Singapore's economic attractiveness.

This relocation guide will support you in seamlessly planning for your move, and help you avoid common pitfalls in the process. Our relocation guide for Singapore will highlight the best qualities the city has offer, along with tips on settling in well.



Get a quick glance of Singapore [here](#)



Working visa

Professionals

Pass Type	Who is it for
Employment Pass	For foreign professionals, managers and executives. Candidates need to earn at least \$5,000 a month and have acceptable qualifications.
EntrePass	For eligible foreign entrepreneurs wanting to start and operate a new business in Singapore.
Personalised Employment Pass	For high-earning existing Employment Pass holders or overseas foreign professionals. The PEP offers greater flexibility than an Employment Pass.
S Pass	For mid-level skilled staff. Candidates need to earn at least \$2,300 a month and meet the assessment criteria.
Overseas Networks & Expertise Pass	For top talent in business with a minimum fixed monthly salary of at least \$30,000/month.



Working visa

Family Members

Pass Type	Who is it for
Dependent's Pass	For spouses and children of eligible Employment Pass or S Pass holders.
Long Term Visit Pass	For parents, common-law spouses, step-children or handicapped children of eligible Employment Pass or S Pass holders.
Pre-approved Letter of Consent	For eligible spouses or children of Singapore citizens or PRs holding an LTVP/ LTVP+ issued by ICA. The holder is pre-approved to work in Singapore. They can only apply for a PLOC when applying for, or renewing the LTVP/LTVP+.



Singapore will be updating the country's visa requirements in September 2023. You can find updated details at the [Ministry of Manpower](#) site.



Tax

Personal income tax rate in Singapore is one of the lowest in the world.

Singapore follows a progressive resident tax rate starting at 0% and ending at 22% above S\$320,000. There is no capital gain or inheritance tax.

Individuals are taxed only on the income earned in Singapore. The income earned by individuals while working overseas is not subject to taxation barring a few exceptions.

Tax rules differ based on the tax residency of the individual.

Tax filing due date for individuals is April 15 of each year. Income tax is assessed based on a preceding year basis.

Singapore personal income tax is based on a progressive structure.



What expenses can be deducted for Tax in Singapore? Find out more [here](#)

Personal tax for Singapore residents
You are considered a tax resident if you are:

- A Singaporean
- A Singapore Permanent Resident and have established your permanent home in Singapore
- A foreigner who has stayed or worked in Singapore for 183 days or more in the tax year
- Tax residents pay taxes on their chargeable income as per the resident tax rate table above. The chargeable income (i.e. income subject to taxation) for tax residents is determined as below:

Total Income	
-	Expenses
-	Donations
-	Personal Reliefs
Chargeable income	



Personal tax for Singapore non-residents

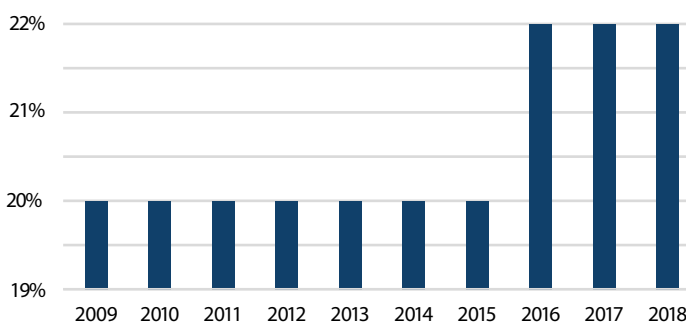
You are considered a non-resident for tax purpose if you are a foreigner who stayed or worked in Singapore for less than 183 days in the tax year. As a non-resident, you will be taxed as below:

- Your employment income is exempted from tax if you are here on short-term employment for 60 days or less in a year. This exemption does not apply if you are a director of a company, a public entertainer or exercising a profession in Singapore. Professionals include foreign experts, foreign speakers, queen's counsels, consultants, trainers, coaches etc.
- If you are in Singapore for 61-182 days in a year, you will be taxed on all income earned in Singapore. You may claim expenses and donations to save tax. However, you are not eligible to claim personal reliefs. Your employment income is taxed at 15% or the progressive resident tax rate (see rate table

above), whichever gives rise to a higher tax amount.

-
- Director fees and remuneration, consultant fees and all other incomes are taxed at a range of 15% to 22%.

Singapore personal tax rate trend





Transportation

Travelling from one part of Singapore to another is a breeze thanks to a highly penetrative public transport system. The three main modes of public transport in Singapore are the Mass Rapid Transit (MRT), buses and taxis.

Buses are, by far, the most common form of public transportation in Singapore, followed by the MRT and taxis respectively. Public buses serve almost every part of Singapore, making it the most extensive form of public transportation, while the MRT provides speed and efficiency, especially during peak hours.



Get an [Ez-link card](#) to help you travel easier in Singapore



Lease agreement

The Letter of Intent (LOI) is the first step to renting. This is prepared by your property agent, and outlines your requirements to the landlord. Once the LOI is signed, you will receive the tenancy agreement – this is where you need to pay attention to the fine print, as it imposes some conditions on you.

1. Diplomatic clause (break clause) in the lease agreement

This clause should be included if you are an expatriate. It allows you to break the tenancy agreement after you have stayed for a given amount of time (usually 14 months, if you have a two year lease).

2. Security deposit

The deposit is usually one month's rent for a one year lease. This sets the terms upon which the landlord can deduct money from your deposit, such as when you damage furnishings. Ensure that the agreement states when the security deposit will be returned (e.g. 14 days, 30 days, and so on).

3. Maintenance and repair liabilities

Under any section describing repairs and maintenance, check how much you are liable for. In a standard agreement, tenants are only liable for repair or maintenance cost not exceeding \$100 to \$150.

4. Inventory of contents

This is a list of all the stuff in the house, such as microwave ovens, television sets, the refrigerator, etc. You need to ensure that the items in the inventory correspond, and that they are in working condition when you move in. Also take note of the brand and model.

5. Stamp duties

Your lease agreement must be stamped by the Inland Revenue Authority of Singapore (IRAS). Visit their website to work out how much your specific stamp duties will cost; as a tenant, you are usually the one to pay this.



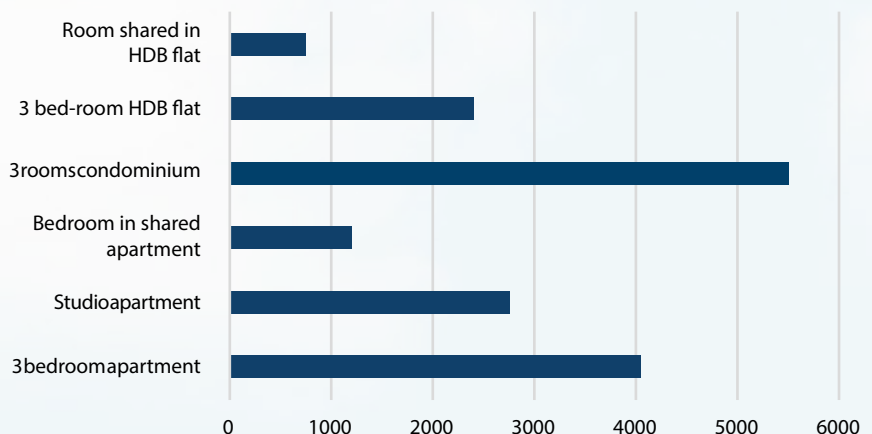
You can pay for the security deposit with your credit card via [CardUp.co](https://cardup.co). This is especially beneficial if you do not have a large amount of cash on hand, or have not set up a local bank account yet.

Residential areas

When it comes to popular neighbourhoods and where expats choose to live in Singapore, here is what they have picked.

- Orchard (including Ardmore), Tanglin, Holland Village, Bukit Timah and the East Coast are still popular but have seen a drop in the last few years.
- An increasing numbers of expats are choosing to live near Serangoon Gardens, Hougang and Pungol, where there is better value for money, and following the shift of more International Schools to those areas.
- The Kallang-Paya Lebar Expressway (KPE) has also made areas like Pasir Ris and the northern parts of the East Coast more accessible.
- Pasir Panjang, West Coast and Clementi New Town are up-and-coming neighbourhoods.
- Telok Blangah and Harbourfront have dramatically increased in popularity over the last eight years.
- Hillview, Dairy Farm, Bukit Panjang and Choa Chu Kang have seen an increase in their expat population. Could be linked to better MRT access in those areas.

Average accommodation rental
(SGD per month)





Banking

Most banks handle travellers' cheques and currency exchange. Apart from at banks and hotels, money can be changed wherever the sign 'Licensed Money Changer' is displayed. These normally give a better rate of exchange than the banks. Most shopping complexes have a licensed money changer. It is not advisable to change money through an unlicensed operator.

Opening a bank account

Retail banks offer accounts to foreign nationals. Applicants may require:

- A valid passport
- A work visa
- Address proof
(i.e. utility bill, official offer letter from employer)

Dependent spouse cannot have an individual account, and can only operate a joint account with your working spouse.

Bank opening hours

Banks in Singapore normally operate during office hours – 9:00 AM – 4:00 PM on weekdays, and 9:30 AM to 12:30 PM on Saturdays.

All banks in Singapore need you to maintain a minimum balance in your account at all times. These minimum balances vary from bank to bank. Make sure you check this detail before opening the account.



Top banks in Singapore can be found [here](#).



Healthcare

Frequently mentioned by former and current expats in Singapore is the high quality of life they enjoy in the city. The Singapore government takes pride in its health care system that has won accolades all over the world. A report from 2000 released by the [World Health Organization](#)(WHO) on the overall health system performances of 191 countries saw the country in sixth place, while the United Kingdom ranked 18th and the US was in 37th place. The latest analysis from [Bloomberg](#) in [September 2018](#) shows Singapore in second place after Hong Kong, with an average life expectancy of 82.7 years.

Boasting state-of-the-art facilities, the country currently has 5,607 public and private medical care establishments as of September 2018 overseen by the Singapore [Ministry of Health](#) (MOH) according to the Singapore Department of Statistics, comprising more than 18 hospitals, over 3,000 Western clinics, 790 non-Western clinics and an additional 1,660 offering dental and other health services. Many of its premier institutions take the lead in medical research and maintain partnerships with renowned medical centers all over the world. This has resulted in an increasing number of international visitors seeking medical

services at many of Singapore's internationally-accredited hospitals.

The current network of healthcare services includes nine private hospitals which include Mount Elizabeth Hospital, Gleneagles Hospital, Farrer Park Hospital, Raffles Hospital, and Camden Medical Centre. There are also eight public hospitals, among them Singapore General Hospital, Changi General Hospital, Tan Tock Seng Hospital, and Ng Teng Fong General Hospital. The Institute of Mental Health provides psychiatric care and there are also nine specialty centers for cancer, skin, neuroscience, eyes, cardiac health, and dental care.

At the frontline of primary health care are the over 2,000 private and 200 public polyclinics as of 2017 with general practitioners providing outpatient care. These polyclinics provide at least 80 percent of Singapore residents' primary medical care. If your Singapore relocation package includes local health insurance plans from your employer, visits to private clinics for minor ailments may be covered by this. Make sure to ask your company prior to your move about any such coverage for you and your dependents.



Education

National curriculum schools

These schools provide curriculum, values and culture aligned with a specific nationality.

Among them are Dulwich College and Tanglin Trust, which offer the UK National Curriculum; Singapore American School, which focuses on the American curriculum; and Lycee Francais, which offers the French Baccalaureate.

Benefits:

- A smooth transition back into your home country's education system
- A "little slice of home" in Singapore
- Your child to attend a university back home

International schools

These schools have no dominant culture or nationality group, and best support highly-mobile expatriate families.

One such institution is GEMS World Academy Singapore, which offers both the International Baccalaureate (IB) programme, and Cambridge

International Examinations (IGCSE).

Benefits:

- Excellent learning opportunities for access to universities worldwide
- Diverse and extensive language programmes, as well as commitment to community and service
- Curriculum development that allows students to join part-way through, and to easily exit into any other educational programme
- A balanced education (schools like GEMS World Academy sends graduates directly into Ivy League universities) through its arts, sports and academics-based teaching methods)



Local Singapore schools

Putting expatriate children through the local education system has been the popular choice for the past years, given the hike in education costs in Singapore, and a slump in employee packages for expatriates.

Benefits:

- An excellent bilingual programme (Chinese and English)
- A focus on Mathematics and Science
- Your child to master content and retention skills
- To stay in Singapore and aren't too fussed about transferability of qualifications

Blended schools

Examples of these include the Canadian International School and Australian International School, which combine national and international programmes.

Benefits:

- A school that conducts "dual programmes"
- More options as you're unsure which educational system is better for your child



Places in prestigious local schools are usually impossible to get. Also, the very important Primary School Leaving Examination (PSLE), taken at age 12, is a source of much angst among parents and students alike.



Working culture

Regular business hours

9am - 6pm

Public holidays

- Good Friday
- Chinese New Year
- New Year's day
- Labor day
- Vesak day
- National day
- Hari Raya Puasa
- Hari Raya Hajo
- Deepavali
- Christmas day

Greeting

Most greetings are met with a light handshake although you might find that not all women wish to shake hands with men. If they cross their hands in front of their chests then the protocol is to shake your head slightly in acknowledgement.

When you are addressing a Chinese individual, you should use their title which is followed by their surname. A Malay or Indian person might introduce themselves by using their first name first and then following it with their professional title.

Singaporeans like to bargain and, as such, negotiations can be quite slow. It is essential not to lose patience when working out the details of a business arrangement. When a business deal is closed, the exchanging of small gifts is appropriate. Usually, this will be done in a group setting. However, Singapore government officials may not receive gifts.



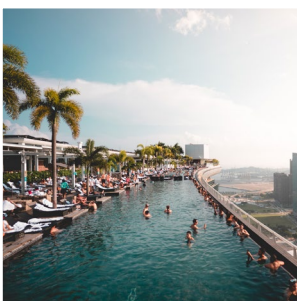
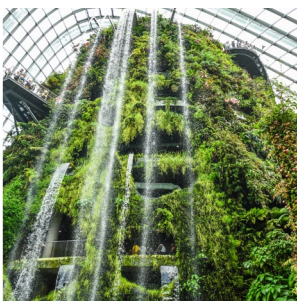
Internet and mobile service provider

Major internet service providers in Singapore



Major mobile service providers in Singapore





Things to do

Sightseeing

- Gardens by The Bay
- Singapore Botanic Garden
- Singapore Zoo
- National Orchid Garden
- Cloud Forest
- Marina Bay Sands Skypark

Food

- Bak Kut Teh
- Wanton Mee

- Fried Carrot Cake

- Dim Sum

- Kaya Toast & Soft Boiled Eggs

Nearby Places

- Desaru

- Bintan

- Bali

- Cameron Highlands

- Krabi



Sports and social clubs

Singapore has no shortage of social and sporting clubs. Whether you're looking for a super-sized swimming pool for the nippers to practice their butterfly, need a course for your weekly golf fix, or are looking for somewhere to take clients to quaff whisky, our round-up of Singapore's finest club memberships has got it covered.

Sporting, leisure and social clubs:

- Singapore Polo Club
- Hollandse Club
- ONE°15 Marina Club
- The Japanese Association Singapore
- Laguna National Golf and Country Club
- China Club
- Raffles Country Club
- Singapore Island Country Club
- Raffles Town Club
- The American Club Singapore
- The British Club
- Singapore Cricket Club
- The Tanglin Club



Relocating your pets

Singapore is a country well-known for having very strict rules about many things. Pet importation is one of them. If you're planning a move to Singapore and wish to take your four-legged family with you (and what pet owner doesn't want that?), here is what you will need to move your pet to Singapore:

- Import permit
- Quarantine reservations – the required minimum is 10 days
- ISO-compliant microchip
- Rabies vaccinations
- Rabies antibody test
- Valid annual vaccinations at least 14 days old but not more than 1 year old
- Deworming and anti-flea and tick treatments shortly before travel
- International health certificate – this requires a physical exam by an accredited or USDA vet
- Singapore-specific health certificate
- USDA endorsement



You can get a better idea of exactly what is needed and the timing issues using this pet import calculator on the Singapore Agri-Food & Veterinary Authority's website

Useful contacts

Attraction in Singapore
[Singapore Tourism Board](#)

Central Provident Fund
[Central Provident Fund Board \(CPF\)](#)

Education
[Ministry of Education \(MOE\)](#)

Employment Pass
[Ministry of Manpower \(MOM\)](#)

Healthcare
[Ministry of Health \(MOH\)](#)

Ambulance
995

Fire Brigade
995

Police
999

Call Assistance
(international)
104

Call Assistance (local)
100

Immigration Matters
[Immigration and Checkpoints Authority \(ICA\)](#)

National Service
[Central Manpower Base \(CMPB\)](#)

News
[The Straits Times Business Times](#)

Pets
[Society for the Prevention of Cruelty to Animals \(SPCA\)](#)

Call Assistance (postal enquiry)
1605

Call Assistance (time)
1711

Non-emergency
Ambulance
1777

Pet Ambulance and Transport
6552 2222

Public Housing
[Housing & Development Board \(HDB\)](#)

Taxation
[Inland Revenue Authority of Singapore \(IRAS\)](#)

Transportation
[Land Transportation Authority \(LTA\)](#)

Samaritans of Singapore (SOS)
1800 221 4444

Utilities Supply
1800 2222 333

Water Supply
1800 736 2055

Piped Gas Supply
1800 736 2080

Electric Supply
1800 235 6841



Selby Jennings is a leading specialist recruiter for banking and financial services. For more than 15 years, we have given clients and candidates peace of mind that the recruitment process is in expert hands. Today, we provide permanent, contract, multi-hire recruitment from our offices all over the world through a model of long-term partnership and thorough understanding of our verticals.

Selby Jennings is part of the Phaidon International group.

www.selbyjennings.sg

Registration number: 201314810G

License number: 16S8194