



April 2023



Singapore

Budget Highlights for 2023

Singapore 2023 Budget Statement was delivered in Parliament on 14 February 2023.

Below are the highlights for the same:

Employment Support

- There is an increase in Progressive Wage Credit Scheme fund for lower-wage workers, the said changes are:
 - 1) Wages up to 2,500 SGD: increase from 50% to 75%
 - 2) Wages above 2,500 SGD and up to 3,000 SGD: increase from 30% to 45%
- The government has also extended the Senior Employment Credit and Part-time Re-employment Grant for senior workers till 2025.
- The Employment Credit is enhanced to encourage employment of persons with disabilities.
- The department also planning to introduce Uplifting Employment Credit to encourage employment of ex-offenders.

Government-paid Paternity Leave and Unpaid Infant Care Leave

- The government has increased the leave period to four weeks (earlier the same was 2 weeks) for eligible working fathers of Singaporean children born on or after 1 January 2024. The extra two weeks will be given on a voluntary basis.
- The unpaid infant care leave has also been increased to 12 days (currently its six days) per year for eligible working parents of Singaporean children aged under two years.

CPF Changes

- The government has Increased minimum CPF monthly pay-outs for seniors on Retirement Sum Scheme to 350 SGD
- The CPF monthly salary ceiling has been increased from 6,000 SGD to 8,000 SGD by 2026

The full 2023 Budget Statement can be found at the website of Budget 2023: <https://www.mof.gov.sg/singaporebudget/budget-2023/budget-statement>

SEA Quarterly Chronicles

Payroll & Compliance

New Visa Policy introduced: Overseas Networks and Expertise Pass

The Ministry of Manpower (MOM) in March 2023, launched a new work visa in Singapore called the Overseas Networks and Expertise Pass (ONE Pass Singapore). It is a personalised pass for top talent across all sectors, including in business, arts and culture, sports, as well as academia and research. It allows eligible applicants to concurrently start, operate and work for multiple companies in Singapore at any one time.

The new application under this policy are effectively open from **1 January 2023**.

To read further details of eligibility and process to apply, please refer the official notification:

<https://www.mom.gov.sg/passes-and-permits/overseas-networks-expertise-pass>

Philippines

Philhealth Rate Increase is on Hold for 2023

Philhealth earlier has announced that the premium rate would be increased from 4% to 4.5% and Salary ceiling limit would be shifted from PHP 80,000 to PHP 90,000 from January 2023.

As per the latest press release, these increases have been suspended and put on hold.

To read further please refer to twitter page: PIA - PhilHealth Official Statement on Premium Increase suspension <https://pia.gov.ph/press-releases/2023/01/06/philhealth-official-statement-on-premium-increase-suspension>

Clarification on Penalty for PERA

Early withdrawal is the withdrawal which is not within the circumstances enumerated in Section 10(B), Revenue Regulations (RR) No. 17-2011. Any such early withdrawal penalty (EWP) would be penalized. The penalty would be calculated at the rate of 20% on the gross income earned by the Personal Equity and Retirement Account (PERA) for the entire duration and the 5% tax credit availed.

Please note: Unqualified early withdrawal, the withdrawal of a sub-account will result in the automatic termination of all other sub-accounts.

To read further please refer the official notification: https://www.bir.gov.ph/images/bir_files/internal_communications_2/RMCs/2023%20RMCs/RMC%20No.%204-2023.pdf