

2 December 2024



EA Alert: Do not collect agency fees upfront from jobseekers

Dear Key Appointment Holders and Employment Agency (EA) Personnel,

MOM has suspended the licences of two EAs - Global Recruiters Pte Ltd and SDI Global Private Limited - under section 10(1)(a) of the Employment Agencies Act for collecting fees before employing jobseekers. [Press Release at go.gov.sg/ea-fees]

EAs are reminded that:

- Agency fees can only be collected after a jobseeker is successfully placed in employment and after they have obtained the work visa from the hiring country.
- Fees charged should be pro-rated based on the period of the work visa and must not exceed 2 months of the workers' salaries.
- Payments for pre-employment related costs (e.g. visa application) should be made directly by the jobseekers to the foreign authorities. If not, receipts for such costs should be retained by the agency for records.
- These rules apply to EAs operating in Singapore, for both local and overseas job placements.

EAs should not act in a manner that is detrimental to the interests of employers and jobseekers.

MOM will not hesitate to take enforcement action against non-compliant EAs.

Thank you.

Yours sincerely,
Liang Yahui
Director (Operations & Licensing)
Foreign Manpower Management Division