



NADIA MOYNIHAN

Achieving Compliance with Employment of the Foreign Manpower Act



29 August 2025, Friday
09:30 – 12.00 (Online Training via Zoom)

How does Singapore’s business landscape rely on its foreign workforce, and how is this governed by the Employment of Foreign Manpower Act (EFMA)? What recent updates from the Ministry of Manpower will impact the hiring and management of Employment Pass (EP) and S Pass holders, including the new salary thresholds introduced in September 2022 and the COMPASS framework effective in 2023?

How should employers adapt their medical insurance coverage for migrant workers? Join this webinar to gain essential insights on navigating these important regulatory changes.

This workshop will address key compliance challenges and critical issues:



What steps should be taken if an employee is injured while performing their duties at work?

Key Considerations: How to ensure the employee receives medical care and report the injury to the Ministry of Manpower (MOM) under the Work Injury Compensation Act (WICA)?

- How do you determine if the injury qualifies for compensation?
- What are the employer’s responsibilities for medical expenses and compensation?
- How to communicate with the injured employee and their family?



Am I required to cover my foreign employee’s repatriation costs after termination?

Key Considerations: Under the Employment of Foreign Manpower Act (EFMA), employers may need to cover repatriation costs in specific circumstances.

- Does voluntary resignation affect repatriation costs?
- How does responsibility vary by nationality or contract terms?
- What steps ensure compliance with repatriation requirements?



Can my foreign employee work remotely outside of Singapore, and what are the legal considerations?

Key Considerations: Impact on Employment Pass (EP) or S Pass holders, and restrictions under Singapore’s employment laws.

- How does remote work affect tax obligations?
- Do you need approval from the Ministry of Manpower?
- How does this affect EP or S Pass renewals?



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Regular Rate : S\$ 238
Early Bird : S\$ 190.40
Buddy Rate : S\$ 336

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Course Outline

Introduction

- Overview of the EFMA: Key objectives and regulatory framework

Work Pass System

- Types of work passes and eligibility criteria
- Work pass requirements for overseas workers

Employer Compliance & Responsibilities

- Compliance obligations under the EFMA
- Legislative updates and their impact

Managing Foreign Manpower

- Best practices for effective workforce management
- Engaging non-operational foreign employees abroad
- Post-pandemic remote work: Benefits and considerations

Contractual and Legal Considerations

- Contract types: Service contracts vs. contracts for service
- Tax implications: Obligations and compliance

Conclusion & Q&A



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About Me

QUALIFICATIONS / ADMISSIONS

- LLB (Hons), National University of Singapore
- Advocate & Solicitor of the Supreme Court of Singapore

MEMBERSHIPS / APPOINTMENTS

- The Law Society of Singapore
- The Singapore Academy of Law
- Irish Chamber of Commerce, Singapore



Nadia Moynihan

Nadia's practice represents a broad cross-section of the kind of legal services that most businesses and individuals typically need, regardless of industry sector or client profile, focusing on dispute resolution.

Admitted to practice in Singapore, England and Wales, New York, and Ireland, she regularly advises corporate and private clients on schemes of arrangement, bankruptcy proceedings, trade disputes, employment disputes, and a wide array of other contractual and tortious claims, from fraud to defamation. Her litigation practice draws upon her experience representing clients in complex multi-jurisdictional cases involving the misappropriation of funds and shareholder disputes. She has also represented numerous employers and employees in claims relating to wrongful dismissal, breach of employment contracts, and harassment in the workplace. She has significant experience handling highly contentious cases of all kinds, from State Courts to the Court of Appeal level.

Nadia's non-contentious practice includes drafting various commercial agreements, such as shareholders' and distribution agreements, as well as personal legal instruments, such as wills, lasting powers of attorney, and deed polls.