

EA Alert Dated: 11 December 2019

EA Alert (15/2019): Amendments to EALCs from 11 Dec 2019

Dear Key Appointment Holders and EA Personnel,

We would like to inform **all Employment Agencies (EAs)** on the revisions to the Employment Agencies Licence Conditions (EALCs).

FOR FDW-PLACING EAs:

2. The following table outlines the key changes to the EALCs that will impact **FDW-placing EAs**.

Revised Licence Conditions		When will this take effect?
Annex B (related to EALC #7)	Update on the verification checks that EA must perform when placing FDWs	Immediate
EALC #17 & Annex F	New EALC on personal information of FDWs that can be publicly disclosed	1 July 2020

The new EALC #17 stipulates what personal information of FDWs can be displayed publicly (termed as “white-listed biodata fields”) and will take effect on 1 July 2020. Any other information pertaining to the FDW, should be shared directly with the employer, or via restricted access to your EA’s website or electronic platform. For more details on this new EALC, please refer to the set of [Frequently Asked Questions \(FAQs\)](#).

FOR ALL EAs:

3. We have also made some editorial amendments to the EALCs, and to clarify on certain terminologies used.

Terminology	What has been changed / added?	What does this mean?
“Applicant”	<i>Change (underlined): Any person who, <u>for the purposes of seeking employment</u>, engages the services of the licensee to perform any work or activity for or in connection with the employment of persons</i>	Previously, the definition of ‘applicant’ referred to both the prospective employer and jobseeker, whilst ‘applicant for FDW / foreign employee’ referred specifically to the prospective employer. To avoid confusion, we have changed the term ‘applicant’ to refer specifically to jobseekers who have engaged an EA to look for employment.
“Employer”	<i>New addition: (c) any person who, directly or through another person, for the purposes of seeking or engaging an employee, engages the services of the licensee to perform any work or activity for or in connection with the employment of persons</i>	The term “employer” is better defined, in that, it includes prospective employers who have engaged an EA for or in connection with the employment of persons.

4. The revised EALCs, are available on MOM’s website: <https://www.mom.gov.sg/employment-agencies/key-facts>.

5. If you have any further questions, or require further clarifications, you can write in to us at MOM_FMMD@mom.gov.sg.

Yours sincerely

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