

MOM Takes Firm Enforcement Action Against False Declarations in Work Pass Applications

16 October 2026 Foreign manpower

The Ministry of Manpower (MOM) takes a serious view of false declarations in work pass applications and will take firm enforcement action against those who flout the law.

Seven Employers and an Administrative Assistant Charged for False Declarations of CPF contributions

2. On 8 October 2026, seven employers and an administrative assistant were charged for falsely declaring that Central Provident Fund (CPF) contributions made by their companies were for their local employees, when these locals did not actually work for the companies (i.e. "phantom workers"). The alleged false declarations were made to obtain Work Passes (legally, these are offences under the Employment of Foreign Manpower Act 1990 (EFMA)).

3. One of the employers was also charged with allegedly obstructing an employment inspector by directing an individual to sign backdated and falsified employment documents, thereby providing false information about the individual's employment status.

4. In addition, administrative financial penalties will be imposed on three phantom workers for fraudulently receiving CPF contributions despite not working for these companies. In doing so, they abetted these companies in inflating their foreign worker quota.

5. The details of the charges against the seven employers and administrative assistant are set out in the Annex below.

MOM charges seven employers over CPF paid to phantom workers, and warns those who accept it

Description

Accepting CPF contributions from a company you do not work for can amount to abetting work pass fraud, an offence that carries a fine of up to S\$20,000, up to two years in jail, or both. The [Ministry of Manpower](#) set out the warning on Friday, 16 October, after charging seven employers and an administrative assistant over CPF paid to phantom workers.

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Seven Employers and an Administrative Assistant Charged with False Declarations of CPF contributions

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4 In addition, administrative financial penalties will be imposed on the phantom workers for fraudulently receiving CPF contributions despite not working for the companies. In doing so, they abetted these companies in inflating their worker quota.

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MOM's release on the phantom-worker charges, issued 16 October 2026. Photo: MOM

The charges were filed on 8 October under the Employment of Foreign Manpower Act. The employers are accused of declaring that CPF contributions went to local employees who never worked for their companies, so that the paper headcount of locals would raise the number of work passes the firms could obtain.

The companies and the charges

The seven employers are directors or owners of Harvest Ecotech, Blue Sky Builder, Anchang, Advanced Coretrades, Wang Da Construction, Urban Builders and He Jian Construction. The administrative assistant is from He Jian. Each faces one charge of making false declarations in work pass applications.

The director of Harvest Ecotech faces a second charge of obstructing an employment inspector, by allegedly getting an individual to sign backdated and falsified employment documents that misstated that person's job status.

Three of the phantom workers will pay administrative financial penalties for taking CPF contributions from companies they did not work for. In taking the money, they abetted the firms in inflating their foreign worker quotas.

A separate salary case

In a second case, two individuals who ran an Ayurvedic centre were found guilty of false salary declarations for two Employment Pass holders. The pass holders were declared at S\$5,100 and S\$7,350 a month and paid between S\$800 and S\$2,300.

On those figures, even the top of the pay range is 45 per cent of the lower declared salary. The pair will be sentenced at a later date.

What the law allows

A false declaration in a work pass application carries a fine of up to S\$20,000, a jail term of up to two years, or both. The same penalties apply to anyone who hands over their personal particulars so that a company can make fraudulent CPF contributions in their name. Obstructing an investigation carries the same maximum.

MOM has stepped up investigations into suspected cases, from CPF paid to phantom workers to false declarations of salaries or employment details in work pass applications.

Penalties for Making False Declarations in Work Pass Application Obstructing Investigations

7 Under the EFMA, making false declarations in work pass application carries a fine of up to \$20,000, an imprisonment term of up to two years, or both. Employers and individuals who provide their personal particulars to facilitate fraudulent CPF contributions for companies for the purpose of inflating their foreign worker quotas are prosecuted and face the same penalties. MOM may also bar entities convicted of such offences from employing foreign workers. Obstructing investigations carries a fine of up to \$20,000, an imprisonment term of up to two years, or both.

Advisory to Employers, Employment Agencies, and Members of Public

8 MOM reminds all employers and employment agencies that work pass application is a serious offence under the EFMA. Unlawful practices include making false contributions to phantom workers to inflate foreign worker quotas and providing false declarations of salaries or employment information in work pass application. MOM has stepped up investigations into suspected cases and taken enforcement actions against errant parties.

9 Members of the public should not accept CPF contributions from employers they are not working for, as doing so may constitute abetment of false declarations or offences or abetment of the prescribed infringement of inflating a foreign worker quota. Anyone aware of such activities, or who knows of persons or entities that may have contravened the EFMA, is encouraged to report the matter to the "Report an Infringement" eService. All information provided will be kept confidential.

False declarations carry a fine of up to S\$20,000, two years' jail, or both. Photo: MOM

MOM can also bar convicted employers and individuals from hiring foreign workers. Suspected cases can be reported through MOM's Report an Infringement eService, and the ministry keeps the informant's details confidential.

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