



Hiring a PLOC Holder: Notify MOM Before Work Starts

Description

Before a PLOC holder starts work, the employer must notify MOM. When the employment ends, the employer must notify MOM within seven days of the last day. The PLOC and valid LTVP or LTVP+ should be checked together, and professional licensing requirements remain separate.

The practical task is to verify the PLOC and complete the start and end notifications at the correct times. A sound decision separates the controlling condition from convenience, then records the evidence before money, travel, work or a deadline makes the choice harder to reverse.

Put the steps in order

1. **PLOC and LTVP are valid:** Submit the employer start notification before day one.
2. **The role needs a professional licence:** Obtain that separate authorisation before practice.
3. **The LTVP is expiring soon:** Resolve pass continuity before relying on the PLOC.
4. **Employment ends:** Submit the end notification within seven days.

Verify both documents

[MOM taking up employment on a PLOC](#) states the controlling point used here: Employers must notify MOM before a PLOC holder starts and within seven days after the last day of work. The PLOC works with a valid LTVP or LTVP+, not as a free-standing identity document. Check names, pass numbers and expiry dates together.

For verify both documents, this becomes consequential when “PLOC and LTVP are valid” applies. The next move is to submit the employer start notification before day one, but only after the underlying condition has been verified and dated.

Notify before starting

Payroll setup or a signed contract does not replace the MOM notification. Put the notification receipt in the onboarding gate.

For notify before starting, record the result as confirmed, pending or not applicable. If it is still pending, do not let a convenient assumption close the gap; identify the person or service that can resolve it and the last safe time to ask.

Check restricted work

Some occupations have statutory registration or licensing requirements beyond the PLOC. Ask the professional regulator before assigning duties.

For check restricted work, this becomes consequential when “The LTVP is expiring soon” applies. The next move is to resolve pass continuity before relying on the PLOC, but only after the underlying condition has been verified and dated.

Control role changes

[MOM PLOC key facts](#) states the controlling point used here: PLOC eligibility, validity and work conditions depend on the holder’s LTVP or LTVP+ and current pass status. A material change in work or employer facts should not be assumed covered indefinitely. Recheck MOM guidance when the role changes.

For control role changes, record the result as confirmed, pending or not applicable. If it is still pending, do not let a convenient assumption close the gap; identify the person or service that can resolve it and the last safe time to ask.

Track the last day

The seven-day end-notification clock follows the actual final day. Record it in HR and compliance calendars.

For track the last day, this becomes consequential when “PLOC and LTVP are valid” applies. The next move is to submit the employer start notification before day one, but only after the underlying condition has been verified and dated.

Keep proof

A clean file should show the passes checked, notification dates and employment period. Retain acknowledgements with the contract and exit record.

For keep proof, record the result as confirmed, pending or not applicable. If it is still pending, do not let a convenient assumption close the gap; identify the person or service that can resolve it and the last safe time to ask.

A two-gate PLOC onboarding control for pass validity and pre-start notice

Start with Verify both documents, then test Notify before starting and Check restricted work. Show the input, the condition applied and the resulting action in separate columns. If a number is calculated, retain the arithmetic; if a route is selected, retain the branch that ruled out the alternative.

Input or condition	Evidence to keep	Decision it changes
PLOC and LTVP are valid	Check names, pass numbers and expiry dates together.	Submit the employer start notification before day one
The role needs a professional licence	Put the notification receipt in the onboarding gate.	Obtain that separate authorisation before practice
The LTVP is expiring soon	Ask the professional regulator before assigning duties.	Resolve pass continuity before relying on the PLOC

A seven-day offboarding countdown tied to the employee's actual last day

Use Control role changes, Track the last day and Keep proof as the verification pass. Check the live condition, note the time checked and keep the response or document that supports the conclusion. Unknowns remain visible until resolved; they should not be replaced by a guessed price, deadline, eligibility result, service level or operating detail.

Worked example

A company signs a contract on Monday for work to begin the next Monday. HR verifies the PLOC and LTVP+ expiry dates, checks whether the role needs separate registration and submits the MOM notice before the first day. Six months later, the employee leaves on Friday, so the company starts the seven-day end-notification clock from that Friday rather than the payroll close date.

The example is a calculation or decision model, not a guarantee. Change one material input at a time, preserve the original inputs and recheck the live authority or operator page before relying on the result.

Before you commit

1. Submit the employer start notification before day one.
2. Obtain that separate authorisation before practice.
3. Resolve pass continuity before relying on the PLOC.
4. Submit the end notification within seven days.
5. Save the date and evidence used for every material condition.
6. Stop and ask the controlling authority, operator or qualified professional if a disputed fact changes the outcome.

Build the compliance record around the legal entity, triggering event, effective date, responsible officer, filing channel and acknowledgement. That sequence exposes a missing approval or access role before it becomes a late or incorrect submission.

Limits

PLOC status, pass validity and occupation-specific requirements can change. MOM and the relevant professional regulator control.

For an adjacent live guide, see [Primary Care Plan 2027: What Employers Must Recheck](#). If the next decision shifts to a second practical issue, [Migrant Worker Security Bond: Complete the S\\$5,000 Arrival Check](#) provides the relevant progression without duplicating this primary intent.

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