

CEI Exam — Portable Study Guide

Dense, printable cheat sheet for the Singapore **Certificate of Employment Intermediaries (CEI)** exam. Topics marked **(KAH)** are tested only in the CEI (KAH) paper.

Exam Format

- **CEI (Basic)** — for EA personnel doing EA work. **CEI (KAH)** — for Key Appointment Holders (directors, CEO/CFO/COO, partners, sole proprietors, MDs) and other owners.
- **Computer-based test (CBT)**; multiple-choice; **results released immediately** at MOM-approved test centres.
- Paper structure: CEI (KAH) = 2 hrs (45 + 30 + 5 case-study MCQ); CEI (Basic) = 1h15 (30 + 15 + 5).
- **No cap on re-test attempts.** If you fail, you must re-complete training before re-sitting.
- Select Licence EAP need **NOT** be certified (but must register). All Comprehensive-licence EAP + ALL KAHs must be certified.

★ CURRENT FIGURES AS AT JAN 2026 (most-changed values — memorise first)

Area	Current value	Was
CPF Ordinary Wage ceiling	\$8,000/month	\$7,400
CPF senior rate >55–60	34% (16% + 18%)	31% / “32.5%” wrong
CPF senior rate >60–65	25% (12.5% + 12.5%)	22% / “23.5%” wrong
WICA death (1 Nov 2025)	\$102,000 – \$328,000	\$76k–\$225k
WICA permanent incapacity (×100% PI)	\$116,000 – \$346,000	\$97k–\$289k
WICA medical expenses cap	\$53,000	\$45,000
EFMA foreign-worker medical insurance	≥ \$60,000/yr	\$15,000
EP qualifying salary (from 1 Jan 2025)	\$5,600 general / \$6,200 financial	\$5,000 / \$5,500
S Pass qualifying salary (from 1 Sep 2025)	\$3,300 general / \$3,800 financial	\$3,150 / \$3,650
S Pass levy (from Sep 2025)	\$650/month all sectors	\$550 / \$650 tiers
COMPASS	pass mark 40 pts ; exempt if salary ≥ \$22,500	—

1. Employment Agencies Regulatory Framework (EARF)

EARF implemented **1 Apr 2011** = Licence framework + Certification/registration + Security deposit. Underlying law: **EAA** (Act), **EAR** (Rules), **EALC** (Licence Conditions). Mnemonic for licence-condition duties: **EALC**.

Item	Value
Licence validity	3 years
Application fee (new/renewal)	\$400
Licence fee (on issuance)	\$100
EAP registration fee	\$160 per person
Late renewal fee	\$100
Renewal lead time / notice of expiry	3 months before / notice sent 4 months before
Renew after expiry	within 1 month (else apply for NEW licence)
SBBG tenure / discharge	3.5 years / returned 6 months after licence ends
Submit SBBG	after IPA (within 4 weeks)
Dormant → suspension/revocation	6 months continuous, no placement
Notification before suspension	14 days ; appeal to Minister within 14 days (final)
Record retention	3 years from WP application/renewal
De-register EAP	within 3 working days of ceasing
Inspector arrest (unlicensed EAP, no warrant)	≤ 48 hours

Licence types (4): Comprehensive (All) = any worker incl. MDW · Comprehensive (non-MDW) = locals + migrants except MDW · Comprehensive (Local) = locals only · **Select Licence = workers earning > \$4,500/month only.**

Security Deposit (range \$20K–\$60K): new EA → **\$60K** (CL) / **\$20K** (SL). CL with ≤3 DP & <200 WP/SP placements → **\$20K**; ≥200 → **\$40K**.

Fee cap to WORKERS: = 1 month's salary per year of pass, **max 2 months**. Salary = basic + fixed allowance. **NO cap on employer fees.** No fee before placement; no registration fee to workers. Refund ≥ **50%** if employment ends within **6 months** (not if worker absconds/requests it), within **7 working days** or before repatriation.

Demerit Points (DP) — 12-month validity each

DP	Consequence
4	Min SD raised to \$40,000
8	Min SD raised to \$60,000 (no forfeiture yet)
12	\$10,000 forfeited + top up to \$60K + surveillance + ALL KAHs re-take CEI (KAH) + WP/EP Online suspended
18	Additional \$15,000 forfeited + surveillance
24	Licence suspended / revoked

Offence quick-table (EAA)

Offence	Section	1st conviction
Operating EA without licence	s.6	≤ \$80,000 &/or 2 yrs
Help unlicensed/suspended EA; breach suspension	s.31 / s.12	≤ \$80,000 &/or 2 yrs
Forge/alter/sell registration card	s.13(1)	≤ \$15,000 &/or 12 mths
False info to Commissioner	s.29	≤ \$15,000 &/or 12 mths
Breach of licence conditions	s.33(5)	≤ \$5,000 &/or 6 mths
Overcharging worker	s.33(1)	≤ \$5,000
Engaging unlicensed agent (employer)	s.30	≤ \$5,000 per worker
Instigating non-employment of jobseeker	s.33(3)	≤ \$2,000
Registration card not per specs	s.13(3)	≤ \$1,000

Watch-outs: - **Forging a registration card = \$15K / 12 mths**, NOT the \$80K unlicensed penalty. - **Forfeiture starts at 12 DP** (\$10K), not at 8. At 8 DP the only consequence is min SD \$60K. - **Minister** appoints the Commissioner & hears appeals; **Commissioner** reinstates a suspended licence. - Undischarged bankrupt / dishonesty conviction disqualifies **KAH only**; human trafficking & revoked-EA management disqualify **both** KAH and ordinary EAP.

2. Employment Act (EA)

Sets MINIMUM employment terms. Covers all employees on a **contract of service** (local + foreign). **PMEs covered by core provisions since 1 Apr 2019** but NOT by Part IV. Excluded entirely: seafarers, domestic workers, statutory-board/civil servants.

Item	Value
Part IV — workman (basic/month)	≤ \$4,500
Part IV — non-workman (basic/month)	≤ \$2,600
Part-time threshold	< 35 hrs/week
Normal hours	44 hrs/week ; 8 hrs/day (>5-day wk) or 9 hrs/day (≤5-day wk); daily max 12 hrs
OT rate / cap	1.5× hourly basic ; max 72 OT hrs/month
OT hourly formula (monthly-rated)	$(12 \times \text{monthly basic}) \div (52 \times 44)$
Salary payment	within 7 days of period end; OT within 14 days
Rest day	1/week , whole day, unpaid
Public holidays	11/year
Deduction caps	25% per item; 50% total/period
Annual leave	7 days (Yr 1) → 14 days (Yr 8+); need ≥ 3 months' service
Sick leave	14 outpatient / 60 hospitalisation (60 INCLUDES the 14)
Maternity	16 wks GPML (SC child) / 12 wks EA (non-SC; 8 paid + 4 unpaid)
Paternity (GPPL)	4 weeks (births from 1 Jan 2024)
Childcare	6 days (SC child < 7) / 2 days (non-SC or SC 7–12)
Shared Parental Leave	6 wks (births Apr 2025–Mar 2026) / 10 wks (from Apr 2026)
Notice (default)	1 day (<26 wks) / 1 wk (26 wks–<2 yr) / 2 wks (2–<5 yr) / 4 wks (≥5 yr)
Retrenchment	benefit eligibility ≥ 2 yrs ; notify MOM if 5+ retrenched in 6 months
Retirement / re-employment	63 / 68
KETs / pay slips	issue within 14 days / with payment (or 3 working days)

Incomplete month: (Monthly GROSS ÷ total **working** days in month) × days worked.

Claims: TADM mediation FIRST → **ECT**. Wrongful dismissal: file within **1 month**. ECT cap **\$20,000** (\$30,000 if union/TMF). Salary claims within **1 year** (6 months post-employment).

Watch-outs: - Workman cap is the **higher** (\$4,500); non-workman lower (\$2,600). Use **basic salary only**. - PMEs get **no** Part IV (OT/rest day/hours) regardless of salary. - No **dollar** cap on OT pay — the cap is on **hours** (72/month). - Hospitalisation 60 days **includes** the 14 outpatient (not 74).

Note: The EA's enforcement is largely **administrative** (pay-slip/KET/record failures) + civil claims; do **not** attach EAA/EFMA dollar fines to EA questions.

3. EFMA — Employment of Foreign Manpower Act

Governs hiring/managing foreign employees. Levy + quota (DRC) + \$5,000 security bond + ≥\$60K medical insurance apply to **Work Permit + S Pass only** — **NOT EP-tier passes**. Transactions via **WPOL**. Mnemonic: **"I Work Knowing Not All's Easy."**

Work-pass table (current)

Pass	Min salary (fixed/mth)	Levy	Quota
Employment Pass (EP)	\$5,600 gen / \$6,200 financial (1 Jan 2025)	No	No quota; COMPASS unless $\geq$ \$22,500
S Pass	\$3,300 gen / \$3,800 financial (1 Sep 2025)	\$650/mth	Yes — sub-DRC
Work Permit (Migrant Worker)	No min	Yes (sector)	Yes — sector DRC
Work Permit (MDW)	No min	\$300 concession / \$450	1 per household
PEP	$\geq$ \$22,500	No	No
ONE Pass	$\geq$ \$30,000	No	No

NOT work passes: Dependant's Pass (DP), LTVP, Social Visit Pass, Special Pass.

Item	Value
Medical insurance (FWMI)	$\geq$ \$60,000/yr (from 1 Jul 2023). Co-payment above first \$15,000 = insurer 75% / employer 25%
Security bond	\$5,000 per non-Malaysian WP/SP (none for Malaysians or EP)
COMPASS (EP only)	pass mark 40 pts ; exempt if salary $\geq$ \$22,500 . 4 criteria (0/10/20 each) + 2 bonus (SOL, SEP)
DRC (foreigner share)	Services 35% · Manufacturing 60% (1:1.5) · Marine 77.8% · Construction/Process 83.3%
Return work pass	within 7 days of cancellation/expiry
IPA to worker	in full $\geq$ 3 days before departure
DP/LTVP sponsorship	EP/SP salary $\geq$ \$6,000 (parents only if > \$12,000)

Offence quick-table (EFMA)

Section	Offence	1st conviction
S5(1)	Illegal employment of foreign employee	\$5,000–\$30,000 &/or 12 mths
S5(2)	Foreigner working without valid pass	$\leq$ \$20,000 &/or 2 yrs
S22(1)(d)	Employer false info on work-pass app	$\leq$ \$20,000 &/or 2 yrs
S22(1)(f)	Uses/possesses forged work pass	$\leq$ \$30,000 &/or 2 yrs
S22A(1)	Kickbacks (payment for employment)	$\leq$ \$30,000 &/or 12 mths
S25(2)	Breach of pass conditions (e.g. recover levy from worker)	$\leq$ \$10,000 (admin)
S25(4)	Recovering employment cost from worker	$\leq$ \$20,000 (admin)

Watch-outs: - “\$15,000” has two roles: it was the **old** insurance minimum AND is now the **co-payment threshold** (above first \$15K, employer 25% / insurer 75%). - **Salary alone $\neq$ EP approval** — must also score $\geq$ 40 COMPASS. - **DP holders (post-1 May 2021) need their OWN work pass** to work — LOC abolished for DP employees (kept only for qualifying DP business owners). LTVP/LTVP+ still use LOC. - **Levy cannot be passed to the worker.**

4. WICA — Work Injury Compensation Act

No-fault, low-cost alternative to common law (**must elect ONE — no double recovery**). Covers all employees on contract of service / apprenticeship **regardless of salary**. NOT covered: independent contractors, MDWs (use medical + personal-accident insurance), uniformed personnel (SAF/SPF/SCDF/CNB/SPS). Mnemonic: **“Real Injuries Call for Compensation”** → Reporting, Insurance, Cooperate, Compensation.

Compensation limits (wef 1 Nov 2025)

Limit	Current value
Death	\$102,000 – \$328,000
Permanent Incapacity (×100% PI)	\$116,000 – \$346,000
Medical expenses cap	\$53,000 (or 1 yr from accident, whichever first)
Total (100%) PI uplift	+25% (cost of care)

- **PI formula:** AME × Age Multiplying Factor × %PI (capped in band × %PI).
- **Death formula:** AME × Age Multiplying Factor (absolute min/max, not pro-rated).
- **Medical leave wages:** first **14 outpatient / 60 hospitalisation** days = **100% AME** (74 days total); thereafter $\frac{2}{3}$ **AME** up to 1 year. No CPF on these wages.

Process item	Value
Compulsory insurance	ALL manual workers (any salary) + non-manual earning ≤ \$2,600/mth
Report accident	within 10 days (all work-related MC/light duties, since 1 Sep 2020 — no day threshold)
Object to NOC	within 14 days
Pay after NOC (no objection)	within 21 days
Withdraw to common law	anytime before NOC / 14 days (no objection) / 28 days (with objection)
Occupational disease window	12 months post-employment (silicosis/asbestosis: 3 years)

Offence quick-table (WICA)

Offence	Section	1st conviction
Fail to maintain WICA insurance	s.23(3)	≤ \$10,000 &/or 12 mths
Fail to pay compensation as ordered	s.24(2)	≤ \$10,000 &/or 12 mths
Fail to notify reportable accident	s.23(1)	≤ \$5,000
Deduct from salary to cover insurance	s.23(4)	≤ \$5,000 &/or 6 mths
False info / obstruction	s.35	≤ \$5,000 &/or 6 mths

Watch-outs: - **Coverage ≠ insurance.** A non-manual worker on > \$2,600 is still **covered** (can claim) — only mandatory **insurance** is optional for them. - **+25% uplift applies only to 100% (total) PI.** - Reporting threshold **abolished** (1 Sep 2020) — report all, regardless of MC days. - Illegal salary-deduction penalty = **\$5K / 6 mths** (s.23(4)); the \$10K/12-mths penalty is **failure to insure** (s.23(3)).

5. CPF — Central Provident Fund Act

Payable for **SC and SPR** on contract of service. **NOT for foreigners** (WP/SP/EP) — starts only on date SPR status granted.

Contribution rates (1 Jan 2026, SC / 3rd-year SPR)

Age band	Employer	Employee	Total
55 & below	17%	20%	37%
> 55–60	16%	18%	34%
> 60–65	12.5%	12.5%	25%
> 65–70	9%	7.5%	16.5%
> 70	7.5%	5%	12.5%

Item	Value
Monthly OW ceiling	\$8,000
Annual CPF / AW ceiling	\$102,000
AW ceiling formula	\$102,000 – Total OW (capped at \$8,000/mth) for the year
Annual contribution limit	\$37,740
Late-payment interest	1.5%/month (min \$5), rounds down
Due date / enforcement	last day of wage month / 14th of following month
Wage banding	≤\$50 nil · \$50–\$500 employer-only · \$500–\$750 graduated · >\$750 full

Watch-outs: - **Senior rates: 34% (>55–60), 25% (>60–65)** — NOT 32.5% / 23.5% (outdated). - **PR seaman** → **no CPF** (unlike PR employees generally); SC seaman exempt only on Swedish/Norwegian/Danish-EAC terms. - OW ceiling is **per employer**, not aggregated. Employee (not employer) may apply to cap own share. - 55+ allocation = OA/RA/MA (Special Account closed).

6. Immigration Act

Administered by **ICA** (under MHA) — governs the right to **enter/remain** (EFMA = right to **work**). Caning never imposed on females or males over 50.

Overstay (s.15(1)) — most-tested

Duration	Penalty
≤ 90 days	Fine ≤ \$4,000 &/or jail ≤ 6 mths (no caning)
> 90 days	Jail up to 6 mths + caning ≥ 3 strokes (in lieu, fine ≤ \$6,000)

Offence quick-table

Section	Offence	1st conviction
s.6(1)	Illegal entry	Jail 6 mths–2 yrs + caning ≥ 3 strokes
s.57(1)(d)	Harbouring offender	Jail 6 mths–2 yrs + fine ≤ \$6,000 per offender
s.57(1)(e)	Employing offenders	Jail 6 mths–2 yrs + fine ≤ \$6,000; caning if > 5 offenders
s.57A(1)	Occupier allowing offenders at workplace	\$15,000–\$30,000 per offender or jail ≤ 12 mths

Watch-outs: - Overstay jail is “**up to 6 months**”, never a 6-month minimum — even above 90 days. The 6m–2yr range belongs to illegal entry / harbouring / employing. - 90-day line is the **caning trigger**; must **exceed** 90 (exactly 90 = no caning). - Caning for employing/harbouring needs **> 5 offenders**; single offender = no caning. - s.57A(2): if an offender is found at a workplace, occupier is **presumed** to have known — burden shifts to occupier.

7. TAFEP / Fair Employment

TAFEP = Tripartite Alliance for Fair and Progressive Employment Practices (MOM + NTUC + SNEF). **TGFEP** = guidelines (code of practice, NOT legislation). **FCF** = Fair Consideration Framework (fair-hiring/advertising regime).

Item	Value
MCF advertising duration (before EP/SP application)	≥ 14 calendar days
Post-expiry filing window	within 3 months
Major-change re-advertise	another 14 days
Salary range in ad	max ≤ 1.5–2× the minimum
FCF exemption — salary	fixed monthly ≥ \$22,500
FCF exemption — firm size	< 10 employees
FCF exemption — other	ICT (WTO GATS); ≤ 1-month contingency; no new vacancy (conversion/renewal)
EA fair-recruitment conditions	effective 1 Oct 2020 (MDW placements exempt)

7 protected grounds (TGFEF): Age, Race, Gender, Religion, Marital status, Family responsibilities, Disability.

Consequences of breach: Employer → curtailment of work-pass privileges. EA → demerit points; licence suspension/revocation; work-pass curtailment.

Watch-outs: - **< 10 employees** is exempt; a firm with 10/15/45 is **NOT**. Salary ≥ \$22,500 exempt; \$20,000/\$21,000 must advertise. - **“Client asked me to” is not a defence** — EA is independently liable. - A criterion is acceptable only if it relates to **ability to do the job**; state the reason for any genuine requirement (e.g. language, physical load, religious function). - TGFEF = guidelines → **administrative** consequences, not criminal prosecution under a discrimination statute.

8. PDPA — Personal Data Protection Act

PDPA 2012 regulates **collection, use, disclosure and care** of personal data. SG PDPA does **NOT** define a special “sensitive data” category. The CEI slides teach **9 Data Protection Obligations** (live PDPA has 10–11).

Item	Value
Obligations — CEI course	9 (live PDPA: 10, +Portability pending = 11)
Notifiable breach — scale	≥ 500 individuals OR significant harm
Notify PDPC	within 3 calendar days of assessing notifiable
Max penalty (turnover > \$10M)	\$1M OR 10% SG turnover, whichever higher
Max penalty (turnover ≤ \$10M)	\$1M
DNC check validity	30 days
Spam Control — UNSUB honoured	within 10 business days
Spam — marketing blackout	10pm–9am (permissible 9am–10pm)
Deceased — obligations continue	up to 10 years after death
NRIC restriction effective	1 Sep 2019

Consent NOT needed (7): enforcement/investigation · publicly available · life-and-death · debt recovery · Business Contact Information (BCI) · evaluative · household/family.

Watch-outs: - Breach 3-day clock starts at **assessment**, not the breach event. - Penalty is **whichever is HIGHER** (not lower); small firms cap at \$1M flat. - Deceased individuals are still “individuals.” - A **data intermediary** processes on another’s behalf but **excludes an employee** of that organisation.

9. PHTA — Prevention of Human Trafficking Act (General)

Passed Nov 2014, **in force 1 Mar 2015**. Covers trafficking for sexual exploitation / forced labour / organ removal. Lead investigator = **SPF** (powers shared with MOM, ICA, MOH). Mnemonic: **“TROV — Trafficking Rings Obstruct Victims.”**

3-element definition (adults): ACT (recruit/transport/transfer/harbour/receive) + **MEANS** (force, coercion, abduction, fraud, abuse of power/vulnerability, payment for consent) + **PURPOSE** (exploitation). **Consent is irrelevant**. For a **child (<18)**, **MEANS is NOT required** — only Act + Purpose.

Offence quick-table

Offence	Section	1st conviction	2nd
T Trafficking in persons	S3	≤ \$100k + 10 yrs + caning ≤ 6 strokes	\$150k / 15 yrs / 9 strokes
Abet/conspire/attempt	S5	same as S3	same (+enhanced)
R Receiving payment from exploitation	S6	≤ \$100k + 10 yrs + ≤ 6 strokes	\$150k / 15 yrs / 9 strokes
O Obstructing officers	S17	≤ \$10k + 12 mths	—
Providing false info	S20	≤ \$10k + 12 mths	—
V Publishing victim's identity	S18	≤ \$5k + 3 yrs	—

EA duties: confirm worker placed in the right job; adopt responsible recruitment; **report sex/labour TIP to SPF/MOM**; monitor welfare in first months. **Knowingly ignoring TIP indicators = abetment (S5).**

Watch-outs: - **Consent is irrelevant; MEANS not needed for under-18s.** - Trafficking ≠ migrant smuggling (smuggling is consensual; trafficking = exploitation). - PHTA caning ≤ 6 strokes (1st) — **don't import** the Immigration “min 3 strokes” figure. - Documented passport safekeeping at the worker's request (accessible anytime) is **not** an offence.

10. Business Organisations (KAH)

All businesses register with **ACRA**; an EA must register a legal entity **before** applying to MOM for the licence.

Entity	Owners	Separate legal entity?	Liability	Statute
Sole Proprietorship	1	No	Unlimited	BNRA 2014
Partnership (general)	2–20 (>20 → company)	No	Unlimited	BNRA 2014
Limited Partnership (LP)	≥2 (≥1 GP + ≥1 LP)	No	GP unlimited; LP up to contribution	LP Act 2008
LLP	≥2 (no max)	Yes	Limited	LLP Act 2005
Company (Pte Ltd ≤50 / Public >50)	1–50 / >50	Yes	Limited	Companies Act 1967

Item	Value
Registration fee	\$100 (SP/Partnership/LP/LLP) · \$300 (Company)
Name approval fee	\$15 (SP/Partnership, non-refundable)
Min age to be owner	18
Approval time	~ 15 minutes (else 2 weeks–2 months)
Fail to register (BNRA)	≤ \$5,000 &/or 12 mths

Watch-outs: - **LP is NOT a separate legal entity** (despite “Limited”); **LLP IS**. Only LLP + Company have separate legal personality and perpetual succession. - LLP partner still liable for **own** wrongful acts, and up to amount agreed to contribute. - **Shareholders own, directors manage** a company. - “>20 partners → must incorporate as a company” (not “convert to LLP”). - LLP/Company taxed differently: company pays corporate tax (dividends untaxed); SP/Partnership/LP/**LLP** taxed as partnership (owners pay personal tax). - EA licence transferable **only** for sole prop/partnership — not company/LLP.

11. Contract Law (KAH)

Singapore follows English common law + Misrepresentation Act, UCTA, Contracts (Rights of Third Parties) Act, Frustrated Contracts Act. **Age of majority = 18.**

6 essential elements: Offer · Acceptance · Consideration · Intention to create legal relations · Capacity · Legality. (Plus practical: certainty of terms.)

Concept	Rule
Offer vs invitation to treat	Ads, displays, job postings = invitations to treat ; applicant makes the offer
Counter-offer	Kills the original offer
Postal rule	Acceptance complete when posted
Consideration	Must be sufficient, not adequate ; past consideration is not good; bare promise not binding unless a deed
Capacity	Minor = under 18 (lacks capacity, except necessities); drunk/unsound = voidable if known
Condition vs warranty	Condition (root) → terminate + damages; warranty (minor) → damages only

Void vs Voidable (heavily tested): - **VOID:** Mistake · Illegality - **VOIDABLE:** Misrepresentation · Duress · Undue influence · Unconscionability

Misrepresentation (false statement of fact + reliance): Fraudulent → rescission + deceit damages · Negligent → rescission + Misrep Act damages · Innocent → **rescission only**.

Discharge: Performance · Agreement · Breach · Frustration.

Remedies: Damages (mitigation + remoteness) · Specific performance (not for personal-service contracts) · Injunction · Rescission · Rectification · Quantum meruit.

Watch-outs: - Misrepresented contract is **voidable**, NOT void. - Inadequacy of consideration is **NOT** a ground to terminate. - A clause charging an over-cap EA fee is **illegal and void** even if signed. - Privity: only parties can sue (exception: Contracts (Rights of Third Parties) Act).

12. Competition Act (KAH)

Enforced by **CCCS** (Competition and Consumer Commission of Singapore; formerly CCS) — a statutory board under **MTI**.

The 3 prohibitions

Section	Prohibits	Label
s.34	Anti-competitive agreements / concerted practices	Collusion (≥2 parties)
s.47	Abuse of a dominant position	Dominance (one firm)
s.54	Mergers that substantially lessen competition	M&A

Item	Value
Max financial penalty	10% of Singapore turnover × per year of infringement × max 3 years (intentional/negligent)
s.34 void-agreement commencement	1 Jan 2006
s.63	Compel documents/info (+ interviews)
s.64	Inspect premises — with/without notice, no warrant
s.65	Search — court warrant required

Watch-outs: - **34 = collusion** · **47 = dominance** · **54 = mergers**. A merger is never s.34; a single dominant firm acting alone is never s.34. - Penalty = **10% SINGAPORE turnover** (not global), capped at **3 years** even for longer cartels. - s.64 needs **no** warrant; only s.65 search needs one. - Private action only **after** CCCS determines infringement AND appeals exhausted. - **Bid-rigging** is a hardcore **s.34** offence.

★ Penalties at a Glance (consolidated — 1st conviction)

Offence	Act / Section	1st-conviction penalty
Operating EA without licence	EAA s.6	≤ \$80,000 &/or 2 yrs
Forge/alter EA registration card	EAA s.13(1)	≤ \$15,000 &/or 12 mths
False info to Commissioner (EA)	EAA s.29	≤ \$15,000 &/or 12 mths
Overcharging worker (EA)	EAA s.33(1)	≤ \$5,000
Engaging unlicensed agent (employer)	EAA s.30	≤ \$5,000 per worker
Illegal employment of foreigner	EFMA s.5(1)	\$5,000–\$30,000 &/or 12 mths
Foreigner working without pass	EFMA s.5(2)	≤ \$20,000 &/or 2 yrs
Kickbacks for employment	EFMA s.22A(1)	≤ \$30,000 &/or 12 mths
Using/possessing forged work pass	EFMA s.22(1)(f)	≤ \$30,000 &/or 2 yrs
Recover employment cost from worker	EFMA s.25(4)	≤ \$20,000
Illegal entry	Immigration s.6(1)	Jail 6 mths–2 yrs + caning ≥ 3 strokes
Overstay > 90 days	Immigration s.15(1)	Jail ≤ 6 mths + caning ≥ 3 strokes
Harbouring immigration offender	Immigration s.57(1)(d)	Jail 6 mths–2 yrs + ≤ \$6,000/offender
Allowing offenders at workplace	Immigration s.57A(1)	\$15,000–\$30,000 per offender
Fail to maintain WICA insurance	WICA s.23(3)	≤ \$10,000 &/or 12 mths
Fail to pay WICA compensation	WICA s.24(2)	≤ \$10,000 &/or 12 mths
Fail to report accident (WICA)	WICA s.23(1)	≤ \$5,000
Trafficking in persons	PHTA s.3	≤ \$100,000 + 10 yrs + caning ≤ 6 strokes
Receiving payment from exploitation	PHTA s.6	≤ \$100,000 + 10 yrs + caning ≤ 6 strokes
Publishing trafficked victim's identity	PHTA s.18	≤ \$5,000 + 3 yrs
Anti-competitive breach (KAH)	Competition s.34/47/54	10% SG turnover × per yr × max 3 yrs
Fail to register business (KAH)	BNRA 2014	≤ \$5,000 &/or 12 mths

Unofficial study aid — verify against current MOM/EAB materials.