

Immigration Trends Webinar:

Keeping Tabs on Latest Immigration Policies and Requirements in Asia Pacific

March 17, 2021 | 10-11 AM SGT | 1-2pm AEDT



Our Speakers



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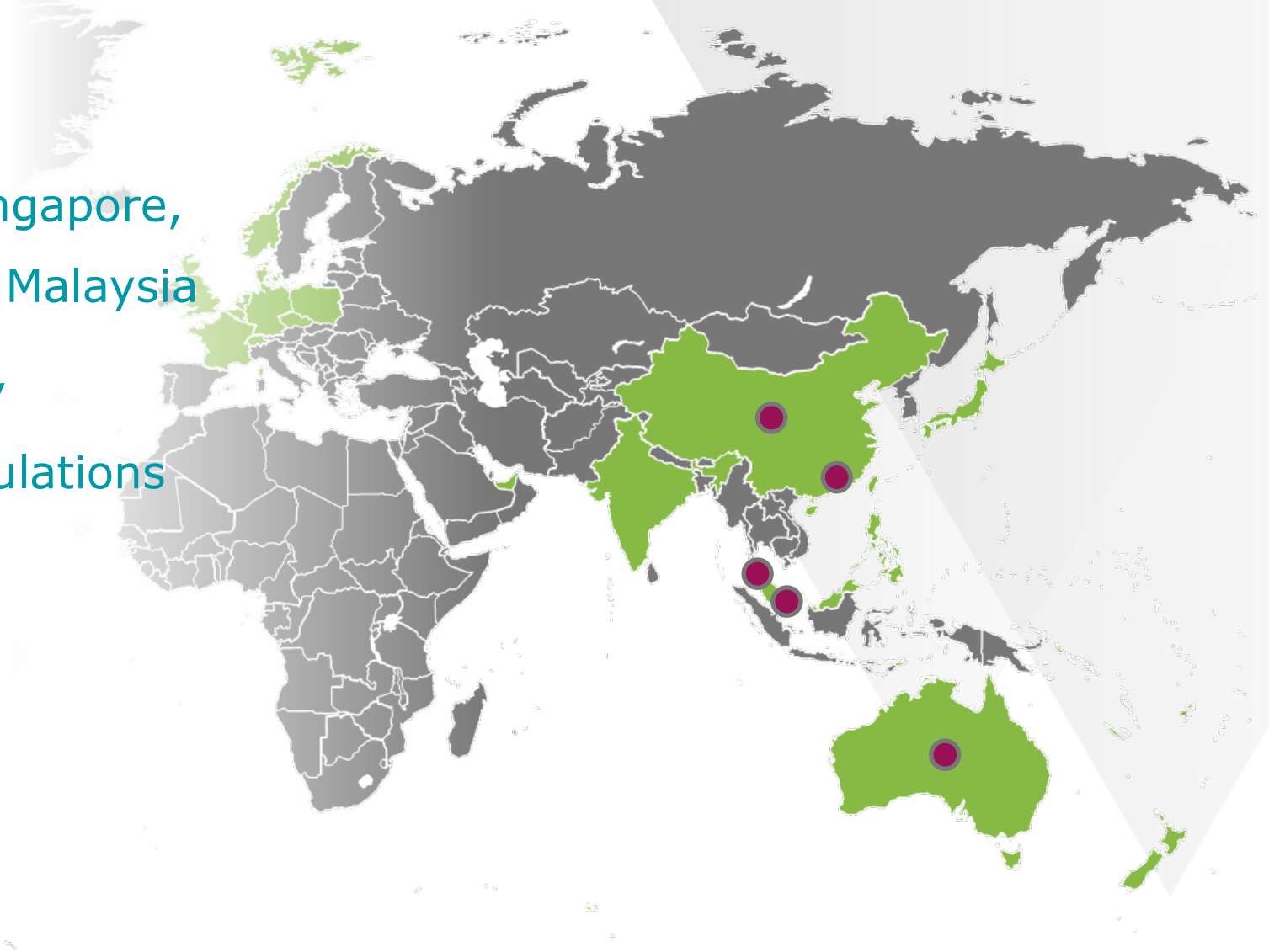
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Today's Agenda

- Location coverage: Australia, Singapore, Hong Kong, Mainland China and Malaysia
- Latest processing updates, entry requirements and enhanced regulations
- Q&A



SIRVA Overview



Global Leader in Immigration, Moving and Relocation Solutions



Flexibility & Customisation

Designing mobility programs and solutions to best meet the specific needs of your business



Integrated Moving

The only globally integrated mobility company, owning both relocation & Allied moving services



Cutting-Edge Technology

Cutting-edge tools and solutions enhance both processes and employee experiences



Global Footprint

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Ownership of the most critical relocation services

Poll Question 1

How has your organisation generally managed international assignments during this global pandemic?

- ☐ New international assignments have been put on hold or cancelled
- ☐ Reduced and limited to critical roles only
- ☐ Proceeding as per usual (to the extent possible) including in country extensions and renewals

Poll Question 2

What is your greatest mobility challenge in 2021?

- ☐ Borders remaining closed
- ☐ Costs
- ☐ Desire of assignees to go on assignment
- ☐ Visa compliance
- ☐ Enhanced regulations (e.g. increased labour market testing requirements)

Poll Question 3

Where your organization has been successful in obtaining an entry approval/travel exemption (where required), how many times did you have to apply?

- ☐ Approved first time
- ☐ Up to 3 applications
- ☐ Up to 5 applications
- ☐ 5 or more applications

Malaysia (West)



Topic	Current information	SIRVA comments
Immigration authorities accepting applications?	<p>Yes – online applications only</p> <p>Generally, walk-ins are not allowed. Prior appointments must be made.</p>	<p>Waiting time for an appointment is approx. 2 months – a Special Pass will likely be required</p> <p>Appointments can only be booked when the assignee has arrived in MY</p>
Current processing times for Employment Pass	Approx. 3 weeks from the date of lodgement of the online application, however this can vary (pre-COVID-19 processing time was approx. 5 -7 working days)	Extended processing times need to be factored in at the planning stage
Can approved pass holders enter the country?	Approved pass holders who are outside of MY do not have an automatic right to enter. They must first obtain entry approval from the Director General of Immigration	Application to be submitted via MYEntry
Is quarantine required?	<p>Yes</p> <p>Where a traveller enters Malaysia without taking a test prior to arrival and undertakes the test upon arrival in Malaysia with a negative result: <i>Quarantine period is 10 days</i></p> <p>Where a traveller enters Malaysia with a negative test result (undertaken within 3 days prior to departure) and undertakes the test upon arrival in Malaysia with a negative result: <i>Quarantine period is 7 days</i></p>	<p>The mandatory quarantine period has been reduced from 14 days</p> <p>Relevant quarantine costs should be paid prior to departure for MY. Payment is to be made via the MySafeTravel website</p> <p>Proof of payment for quarantine cost is required to download the entry approval letter from MyEntry</p>
Enhanced regulations	From 1 January 2021 job vacancies must be advertised via the MYFutureJobs portal for at least 30 days before submitting new Employment Pass applications (unless an exemption applies)	Objective is to prioritise local employees in filling vacancies before allowing foreign workers
Other information	<p>The Malaysian Government requires travellers to complete and send a “Letter of Undertaking and Indemnity” at least 3 days in advance to the nearest Malaysian diplomatic mission to issue a “Notice of Travel” before departure (required for check in)</p> <p>Assignees must download, activate and register via the MySejahtera app. Essential information such as travel details and health declaration must be registered 1 day prior to the journey</p>	There are numerous steps in the Malaysian entry process each with their own processing times – these steps should all be factored into the planning process

Mainland China (Beijing and Shanghai)



Topic	Current information	SIRVA comments
Immigration authorities accepting applications?	Yes – applications being processed	Certain changes have been introduced in the past year to minimize counter submissions
Current processing times for Work and Residence Permit	<p>Beijing (excluding quarantine period):</p> <ul style="list-style-type: none"> • Medical check: Approx. 1 week • Work permit: Approximately 2 weeks from the date of lodgement • Residence permit: Approximately 2 weeks from the date of lodgement <p>Shanghai (excluding quarantine period):</p> <ul style="list-style-type: none"> • Medical check: Approx. 1 week • Work permit: Approx. 2 - 3 weeks from date of lodgement (2 weeks for Category A work permit & 3 weeks for Category B) • Residence permit: Approx. 2 weeks from date of lodgement 	Pre-COVID-19, permit processing times were similar however, the quarantine period now needs to be factored in
Can approved permit holders enter the country?	When applying for an entry visa at the Overseas Chinese Embassy/Consulate, an additional special approval letter (PU letter) is now required as a mandatory supporting document. This letter can be obtained from the local <i>Foreign Affair Offices (FAO)</i> . The letter will only be issued where the assignee's trip is deemed essential to China	Some cities have suspended the issue of PU letters until further notice. It was announced on 15 March 2021, that foreign nationals can apply for an entry visa in some countries without the PU letter if they have received a Chinese made COVID-19 vaccine
Is quarantine required?	<p>Yes</p> <p>Beijing: 14 days hotel quarantine + 7 days home quarantine + 7 days health monitoring</p> <p>Shanghai: 7 days hotel quarantine + 7 days home quarantine</p>	During the 7 days of health monitoring, the assignee cannot join group activities or complete medical check
Enhanced regulations	No additional regulations have been introduced	No labour market testing requirements for Category A and B applications
Other information	<p>From 28 September 2020, foreign nationals holding a valid Chinese residence permit for work, personal matters or reunion can enter China without a new entry visa</p> <p>This does not apply to travellers from UK, France, Belgium, India, Philippines, Bangladesh and Russia</p>	Anyone whose residence permit (in one of the 3 categories listed) expired after 28 March 2020, may apply via the closest Chinese embassy/consulate for the relevant entry visa

Australia



Topic	Current information	SIRVA comments
Immigration authorities accepting applications?	Yes – applications being processed	Additional time may be required during the preparation phase due to delays in obtaining documents/information (e.g., health examination results)
Current processing times for Subclass 482 visa	Processing time for offshore assignee has increased significantly - inwards travel exemption required to prompt decision making	Extended processing times need to be factored in at the planning stage
Can approved temporary visa holders enter the country?	Approved temporary visa holders outside of AU do not have an automatic right to enter. They must first obtain a travel exemption from the Australian Border Force	There are limited grounds for applying a travel exemption
Is quarantine required?	Yes – 14 days upon arrival in Australia From 11:59pm AEDT on 11 March 2021, quarantine-free flights from New Zealand to Australia resumed.	Quarantine costs to be paid by the assignee (costs vary from state to state)
Enhanced regulations	482 Nomination applications lodged on or after 1 October 2020 must include: <ul style="list-style-type: none"> • Evidence of advertising on the Government's Jobactive website; and • At least 2 other advertisements using methods of a national recruitment website, national print media/radio or business website (if an Accredited Sponsor) 	This enhanced labour market testing requirement has spilled over into 186 nomination applications and assessing 'genuine need'. There will be higher scrutiny if similar roles have been stood down, made redundant, or work hours reduced
Other information	Creation of COVID-19 Pandemic Visa Pathway Global Talent Independent Program: Streamlined visa pathway for highly skilled professionals to work and live permanently in AU	Created under the Temporary Activity (Subclass 408) visa. Dubbed the 'visa of last resort' Places have been tripled in a bid to support AU's post-COVID-19 recovery and boost local jobs

Singapore



Topic	Current information	SIRVA comments
Immigration authorities accepting applications?	Yes – applications being processed	Processing for offshore applications has resumed
Current processing times for Employment Pass	Approx. 3 weeks from the date of lodgement, however this can vary	Pre-COVID-19 processing times were similar
Can approved pass holders enter the country?	<p>Approved pass holders outside of SG do not have an automatic right to enter. They must first obtain entry approval from the Ministry of Manpower (MOM)</p> <p>Travellers departed from, transited through or visited the UK or South Africa in the last 14 days are not allowed entry until further notice</p>	From 15 March 2021, companies can apply for entry approval using the SafeTravel portal under the Work Pass Holder General Lane. You will receive an outcome instantly.
Is quarantine required?	<p>Generally, yes – quarantine requirements (referred to as Stay Home Notice (SHN)) will vary according to the assignee's travel history in the last 14 days</p> <p>All incoming travellers including Singapore Citizens or Permanent Residents are required to pay for their stay at dedicated SHN facilities</p>	<p>Singapore has taken a risk-based approach</p> <p>https://safetravel.ica.gov.sg/wph/owph-additional-responsibilities</p>
Enhanced regulations	<p>From 23 December 2020, all work pass holders, excluding foreign domestic workers, are required to update the MOM on their new residential address or mobile number within 5 days of any change</p> <p>Fair Consideration Framework (FCF): From 1 October 2020, two new requirements were introduced</p> <p>Higher salary requirements for EP applications and Financial Services sector</p>	<p>Penalties for non-compliance may include revocation of work passes and suspension of work pass privileges</p> <p>More stringent assessment of applications by the MOM particularly regarding salary requirement</p>
Other information	<p>For all (new and existing) Work Permit, Training Work Permit and S Pass holders entering SG from 1 January 2021, employers must buy medical insurance with a coverage of at least SGD\$10,000 for medical expenses if pass holder develops COVID-19 symptoms or test positive within 14 days of arrival. Insurance must be purchased before assignees' arrival in SG.</p> <p>From 1 May 2021, all Dependant Pass (DP) holders will need an applicable work pass (e.g. EP, S Pass or Work Permit) to work in SG instead a Letter of Consent (LOC).</p>	<p>All other pass holders (e.g. EP holders or dependants) are encouraged to buy medical insurance with the appropriate coverage before entering SG</p> <p>Existing DP LOC holders can continue working until expiry of their LOC</p>

Hong Kong



Topic	Current information	SIRVA comments
Immigration authorities accepting applications?	Yes – applications being processed. Immigration Department resumed full public services on 18 February 2021	Applications for renewal applications can only be submitted 1 month prior to the expiry date (3 months pre-COVID-19)
Current processing times for Employment Visa	Approx. 4 - 6 weeks from the date of lodgement, however this can vary	Pre-COVID-19 processing times were similar
Can approved Employment Visa holders enter the country?	Approved Employment Visa holders can enter HK provided they have not spent more than 2 hours in the past 21 days in the any of the following locations: <ul style="list-style-type: none"> • United Kingdom • South Africa • Brazil • Ireland 	No prior entry approval is needed
Is quarantine required?	Yes – all persons arriving at HK (airport or land boundary control points) who have been outside of China in the last 21 days have to undergo compulsory quarantine for 21 days in designated quarantine hotels	The Government fully implemented the Designated Quarantine Hotel Scheme on 22 December 2020. An additional 36 designated quarantine hotels were introduced, providing about 10,000 rooms
Enhanced regulations	Labour market testing: No strict requirement to advertise position but the Immigration Department has the discretion to request justification for hiring a foreigner	Employers should have a strong business case for selecting a foreign worker to fill the position
Other information	Processing of renewals: In the past, assignees are required to be physically present in HK both at the time of application and collection of the relevant visa labels. Now, for those whose limit of stay is about to expire (within 4 weeks) or has been expired for less than 12 months, they may submit a duly completed application form together with the required supporting documents and a letter stating the details of their inability to return to HK for renewal processing and confirmation of return within 6 months	It is unclear how this may impact future applications for those who have renewed their visa under this new policy at this stage (e.g., permanent residence)

A close-up photograph of a silver pen writing the words "Thank you!" in a dark blue, cursive script on a white piece of paper. The paper is slightly angled, and a green surface is visible in the background. The text is written diagonally across the frame.

Thank you!

Questions

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