EOR Clarity Checklist

Should you consider an Employer of Record (EOR) solution? Use this to decide.

1. When to Consider EOR

- ☐ You've hit your S-Pass quota and can't hire the talent you need.
- ☐ EP approvals are getting rejected or delayed.
- ☐ You want to hire regional or remote talent without opening an entity.
- ☐ You need to scale fast, without HR and legal overhead.
- ☐ You're spending more time on compliance than growth.

2. Cost Comparison: Work Pass (EP - S-Pass) vs EOR

- ☐ Have you calculated the total cost of hiring (levies, insurance, admin)?
- ☐ Have you factored in the time and cost of pass processing delays or rejections?
- ☐ Do you know the EOR monthly cost vs traditional hiring?
- ☐ Is the EOR model cheaper for your current hiring needs?

(Tip: EOR is often 20–40% cheaper when you include hidden costs of full-time hires.)

3. Compliance & Risk

☐ Are you aware of the penalties for non-compliance or illegal hiring?

☐ Does your EOR provider guarantee compliance with local labour laws?

☐ Do they provide proper contracts, CPF/Tax filings, and insurance?

☐ Can you access and audit employment records if needed?

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4. EOR Provider Fit

☐ Are they responsive and transparent in communication?

☐ Do they allow you to manage the employee directly?

☐ Are there hidden onboarding or exit fees?

☐ Do they offer flexibility for scaling up/down easily?

☐ Can they customise based on your industry or team needs?

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5. Red Flags to Watch Out For

☐ Overly cheap pricing that sounds too good to be true.

☐ No clarity on who's the legal employer.

☐ Lack of local presence or support.

☐ Delays in salary payments to your team.

☐ One-size-fits-all contracts with no flexibility.

💡 Final Thought:

If you ticked more than **5 items** in this list—it's worth seriously exploring EOR as your next strategic move.

More Info: https://www.recruitmentcentral.co