

30 March 2026

To: All Construction Firms employing Foreign Workers

[From 1 April 2026] Recognising Class 4 Licence in lieu of the SEC(K) requirement for Construction WPH performing Full-time Heavy Vehicle Driver Occupations

1. Currently, all Work Permit holders (WPHs) in the Construction sector have to meet prevailing requirements for Construction WPHs. This includes obtaining the Skills Evaluation Certificate (Knowledge), or SEC(K), in the relevant trades. SEC(K) was implemented to ensure all Construction WPHs are equipped with basic construction skills for deployment to the relevant trades by Construction firms to support project needs.

2. To facilitate the deployment of workers who already have a Class 4 Licence as full-time heavy vehicle drivers in the Construction sector, the Class 4 Licence will be recognised in lieu of the SEC(K) requirement for Construction WPHs in the relevant occupations. This will apply to S Pass holders who are converting to WPHs in the Construction sector, returning workers, and WPHs from other sectors, provided they hold a valid Class 4 Licence recognised by the Traffic Police in Singapore and are performing the following full-time heavy vehicle driver occupations:

S/N	Heavy Vehicle Driver Occupations
1	Lorry Driver
2	Trailer-Truck Driver
3	Heavy Truck Driver

3. Should employers wish to subsequently redeploy workers to perform other construction occupations, they must ensure that the workers have obtained the relevant SEC(K) before doing so, and update workers' occupation via the Work Permit Online Amendment Module in [Work Permit \(WP\) Online](#).

4. This change will take effect from 1 April 2026. Employers should first submit an application to BCA with workers' details and valid Class 4 Licences to be recognised in lieu of the SEC(K) requirements for construction work pass via this link: <https://go.gov.sg/cl4-conversion>. With BCA's approval, employers can then proceed to submit a Work Permit application through the [myMOM Portal](#) and specify the worker's occupation as one of the three full-time heavy vehicle driver occupations.

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FAQs

1. How can my S Pass heavy vehicle driver qualify for higher-skilled (R1) status after converting to a Construction WPH?

BCA will recognise the Class 4 Licence in lieu of the SEC(K) requirements to be eligible to be a construction WPH. This means that the worker will be considered as a Basic-skilled (R2).

The worker can qualify for Higher-skilled (R1) status under the prevailing pathways. Past Construction experience that the worker had accumulated on EP, S Pass and Work Permit, will be counted towards their period of employment (POE) for assessing eligibility for higher-skilled (R1) levy status. All prevailing requirements under the respective pathways (including continuing education and training (CET) requirements where applicable) will continue to apply. ¹ Visit MOM's website for details: <https://www.mom.gov.sg/passes-and-permits/work-permit-for-foreign-worker/sector-specific-rules/higher-skilled-workers-for-construction-sector>.

2. Will BCA recognise the Class 4 Licence in lieu of the SEC(K) requirement for part-time drivers?

This will not apply to part-time drivers (i.e. Construction Worker-cum-driver), as they are still engaged in other Construction trades in the course of their work², and should be equipped with the relevant SEC(K).

When applying to BCA to obtain approval (<https://go.gov.sg/cl4-conversion>), employers will be required to provide proof of the worker's Class 4 Licence as well as a declaration that the S Pass holder being converted to Construction WPH will be performing one of the three full-time heavy vehicle driver occupations.

¹ For example, if the worker is from Malaysia or North Asian sources, holds a valid Class 4 Licence in lieu of SEC(K) and earns a minimum fixed monthly salary of \$1,600 upon converting to Construction WPH, they will be recognised as a Higher-skilled (R1) worker under the Direct R1 pathway requirements. The worker will need to complete CET requirements in order to renew their R1 status, unless they meet the requirements of the other R1 pathways.

² Under prevailing requirements, for part-time drivers, the driving role must only take up a minor part of the worker's productive hours. They cannot drive vehicles requiring Class 4 Licence and above, as those are meant for dedicated full-time drivers.

3. Will the prevailing requirements for full-time heavy vehicle drivers be applicable to Construction WPHs that hold Class 4 Licence in lieu of the SEC(K) requirement?

Companies will still have to meet prevailing Work Permit requirements for the construction sector, including Dependency Ratio Ceiling (DRC) quota, source, quota and levy requirements. All Construction WPHs performing full-time heavy vehicle driver occupations must meet the requirements for full-time drivers stated on MOM's website, including those who hold the Class 4 Licence in lieu of the SEC(K) requirement. Visit MOM's website for details: <https://www.mom.gov.sg/passes-and-permits/work-permit-for-foreign-worker/sector-specific-rules/driving-occupations-in-the-construction-marine-shipyard-and-process-sectors>.