

SINP Job Application Terms and Conditions

Updated April 2026

By submitting this Employer Position Assessment (EPA), you are agreeing to the Terms and Conditions outlined below.

By submitting this form, I/we understand and attest that:

- I am the owner of the business (the "Business"), or an employee with a confirmed hiring authority within the Business, or a licensed immigration recruiter hired by the Business as per [The Immigration Services Act \(ISA\)](#), or someone providing the Business with recruitment services that is exempted from licensing under ISA.
- All the information that is provided by the Business to the Government of Saskatchewan is, and will continue to be, complete and accurate.
- All persons who receive job offers have been assessed by the Business to ensure the applicant(s) have the language abilities, skills and work experience to perform the duties of the job they are offered, to a level satisfactory to the Business.
- The Business may be contacted directly by the Government of Saskatchewan during the assessment of the job for verification and/or additional information.
- The Business must continue to meet the requirements for the Certificate of Registration at the time of the Employer Position Assessment submission and until the Business's commitment to the foreign worker is complete, the foreign worker becomes a permanent resident or their employment with the Business ceases.
- The Employer Position Assessment may be rejected if a discrepancy is found in any information provided by the Business.
- I/we have read and understand [the requirements for employers](#) and understand that to obtain approval, all jobs submitted must meet these requirements.

- The Business has demonstrated an immediate need for the position and requires it to be filled within three months of the Employer Position Assessment submission date.
- The Business needs to hire the foreign national for a current employment vacancy.
- I/we understand that the employee must meet minimum requirements. If the worker who is recruited meets the Saskatchewan Immigrant Nominee Program's (SINP) [criteria for applicants](#), they will be approved and issued a nomination for permanent residency. saskatchewan.ca
- The employee/nominee that the Business is hiring must begin working for the Business within 90 calendar days of receiving their work permit. If the nominee does not have a valid work permit, or requires a work permit extension, the Business must pay a federal [Employer Compliance Fee](#) (\$230) to Immigration, Refugees and Citizenship Canada (IRCC) through the [Employer Portal](#). This will enable the nominee to obtain a work permit or to extend their current work permit. Following payment of the Employer Compliance Fee, the nominee must apply for a work permit no later than 90 calendar days after nomination by the SINP. I/we understand that the nomination may be revoked if the nominee does not apply for a work permit within 90 calendar days after nomination by the SINP, or if the nominee does not arrive in Saskatchewan and begin working for the Business within 90 calendar days of the work permit being issued by IRCC. Once a nomination is revoked, it cannot be reinstated and the employee will not be eligible to apply for permanent residency using a SINP nomination certificate, which may also impact their work permit eligibility or status.
- The Business is aware of its responsibilities under The Saskatchewan Employment Act ("SEA") and ISA.
- The employment of the nominee does not conflict with any existing bargaining agreements, the settlement of any labour dispute or the employment of a person involved in such a dispute.
- The Business has disclosed and provided copies of all contracts and offers of employment that the Business requires employees to sign prior to and while employed with the Business and that all contracts comply with all laws of Saskatchewan and Canada.
- The Business will maintain all employment records for a minimum of five years.

- Until the Business's commitment to the foreign worker is complete, the foreign worker becomes a permanent resident or their employment with the Business ceases, the Business will maintain the employment conditions approved by the Ministry of Immigration and Career Training in the Employer Position Assessment ("EPA").
 - The hours of work, job duties and skill level of the job cannot change without prior approval by the Recruitment Services Unit of Ministry of Immigration and Career Training. Only full-time (30 or more hours per week), permanent positions are eligible. saskatchewan.ca
 - The wage can increase but it cannot be decreased. It must match or be greater than the wages and benefits outlined in the Employer Position Assessment. As per criterion, to be approved by the SINP, the wage must meet the median wage for that occupation or it must be equal to those the Business does or would pay to Canadians or permanent residents with similar skills and experience as demonstrated by verifiable documentation.
 - The employee must work at the location on the EPA. The location cannot change without prior approval by the Recruitment Services Unit of the Ministry of Immigration and Career Training.
- The Business must contact the Program Compliance Branch of the Ministry of Immigration and Career Training within 15 calendar days if there is a change to the operation of the Business including but not limited to a closure or change in ownership.
- The Business must notify the Recruitment Services Unit of the Ministry of Immigration and Career Training within 15 calendar days if there is a change to the information submitted in the form, which may affect the foreign worker's application for permanent residency. This includes, but is not limited to:
 - Conditions stated on the EPA (hours of work, duties, location, wage change resulting in a lower than approved wage)
 - A change to the conditions of the employee's employment (i.e., termination, resignation, layoff, hours reduced).
 By submitting this application for an Employer Position Assessment, I hereby give an undertaking to the Government of Saskatchewan that I will comply with the conditions set out in the Employer Position Assessment until the nominee leaves the Business or obtains permanent residency status, whichever comes first.