SA has the processes to ensure **sustainable manpower**, i.e. progressive employment practices for retention of existing workforce and attract newcomers into the industry.
### E.13. SA has the processes to ensure sustainable manpower

#### Area of Audit
- At least 3 progressive employment practices

#### Mode of Audit
- Documentation submission
- Deployment site interview

#### Examples of progressive employment practices
- **Reward / retention practices**
  - Bonuses / Awards / Incentives
- **Employment practices, entitlements and benefits over and above those stipulated in the EA and/or PWM**
  - Higher payment rates for work done on RD or PH
  - Higher number of paid leave entitlements
  - Paying a basic salary that is equal to or above the recommended PWM wage of the following year
For more information on the checklists, please visit: