

ANNEX A

**REVISED MAXIMUM PERIOD OF EMPLOYMENT FOR R1 WPHS IN THE
CONSTRUCTION, MARINE AND PROCESS SECTORS**

Category of WPH	Maximum Period of Employment ¹ (POE)	
	Current	With effect from 1 May 2014
R1 WPHs from Non-Traditional Source (NTS) & People's Republic of China (PRC)	18	22
R1 WPHs from Malaysia and North Asian Sources (NAS)	Up to age 60	No change

¹ The maximum POE for R1 PRC Manufacturing and Services WPHs will remain at 18 years.