

Construction Industry Council

Construction Industry Training Board

Meeting No. 009/15 of the Construction Industry Training Board (CITB) was held on Tuesday, 27 October 2015 at 10:30 a.m. at Conference Room, CIC Headquarters, 15/F, Allied Kajima Building, 138 Gloucester Road, Wanchai, Hong Kong.

Present:	Ir Dr PANG Yat-bond, Derrick	Chairman
	Mr CHAN Pat-kan	Member
	Ms CHENG Sau-kuen	Member
	Prof CHIANG Yat-hung	Member
	Sr CHONG Wing-hong, Benjamin	Member
	Mr NG Kwok-kwan	Member
	Mr SZE Kyran	Member
	Mr TSE Chun-yuen	Member
	Ir SYNN Raymond-cheung	Member
	Mr LAM Kai-chung, Albert	Member
	Mr LEUNG Yuk-keung	Member
In Attendance:	Mr LOK Kwei-sang, Tandy	Chairman of Task Force on Training
	Mr FU Chin-shing, Ivan	Member of Task Force on Trade Testing
	Dr HO Wai-wah	Member of Task Force on Sub-contractor Cooperative Training, On-the-job Training, E&M Training and Subsidy Scheme
	Ir WU Kwok-yuen, Jacky	Ch AS (Works) 6, DEVB
	Ir CHENG Kam-pong, Patrick	On behalf of AS (Works Policies) 9, DEVB
	Mr YUM Kok-keung	Dep Ch Occupational Safety Offr(Training), LD
	Ir Dr Christopher TO	Executive Director, CIC
	Mr Ivan KO	Senior Manager - Training & Development, CIC
	Ir CHU Yin-lin	Senior Manager - Training & Development, CIC
	Ir Victor WONG	Senior Manager - Training & Development, CIC
	Ir Davis LIU	Senior Manager - Special Projects, CIC
	Mr Jimmy LEUNG	Manager - Training & Development (Acting), CIC

Ms Jamie CHAI	Manager - Trainees Career Support, CIC
Ms Priscilla TAM	Manager - Training & Development, CIC
Ms Formula CHEN	Assistant Manager - Board Services, CIC
Mrs Shirley LAM	Senior Officer - Board Services, CIC

Apologies:	Ir HO Ngai-leung, Albert	Member
	Mr LAI Sai-hong	Member
	Mr LAM Ping-hong, Robert	Member

Progress Report

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9.1 Confirmation of Progress Report of the last meeting

Members took note of Paper CIC/CTB/R/008/15 and confirmed the Progress Report of the 8th meeting held on 23 September 2015.

9.2 Matters arising from the last meeting

9.2.1 Agenda Item 8.2.5–Analysis of relative coefficients of survey on employers and trainees

Mr Ivan KO, Senior Manager, reported that Trainee Career Support Team was now conducting a new round of survey on employers and trainees. The Team would discuss with the newly appointed consultant about a more effective way in presenting the analysis of relative coefficients of the survey.

9.2.2 Agenda Item 8.2.6–Procedures of tender assessment

Mr Ivan KO, Senior Manager, reported that Procurement Department of CIC had adopted a set of more detailed and objective assessment criteria with reference to comments from various parties. The updated version of Procurement Manual was

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expected to be available by the end of 2015. The revised assessment criteria could be provided for Members' perusal, if necessary.

- 9.2.3 Agenda Items 8.3.7 and 8.3.9–Cessation of tests on multi-media self-learning packages for Mandatory Basic Safety Training Course (Construction Work) and Mandatory Basic Safety Training Revalidation Course (Construction Work)

Members noted the tabled documents on the calculation of hiring two additional instructors due to cessation of the captioned tests and the analysis of income and expenditure for courses projected from the estimated additional number of intakes and cost. Mr Ivan KO, Senior Manager, said that the analysis of the income and expenditure of the part-time courses was completed and would first be submitted to Task Force on Training for discussion to set the course fees that could achieve an overall break-even to cater for the long-term development of CIC. Furthermore, as there was a need for the conduct of more Green Card courses, CIC had submitted applications to the Labour Department for additional classrooms which added up to a total of 7 additional classrooms at Kwai Chung Training Centre, Resource Centre and ZCB. Thanks to the support of Labour Department, the request for two additional classrooms at Kwai Chung Training Centre was approved within a short period of time, which largely enhanced the capacity of CIC in handling applications of Green Card courses. In addition, the management would correct the name of the Member, who was a representative from Labour Department, in the remarks of the agenda item.

- 9.2.4 Agenda Item 8.6.3–Report on the results of mobile crane operator test

Chairman of CITB stated that it was proposed in the last meeting Committee on Construction Safety, Labour Department and CITB should work

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together to holistically review the related safety certificates, operations, training and tests for machineries and crane operators. Since each party had to send a representative to join the proposed task group, the management would later invite interested Members by email to serve on the board.

**Ir Victor
WONG
Senior
Manager**

9.2.5 Agenda Item 8.7.1–Skills Enhancement Courses for Ethnic Minorities – Pilot Scheme

Members noted that the management had consulted the Plumbing Association if they would fully support the plumbing courses under the captioned pilot scheme. However, there was no comment from the Association, which only requested CIC to provide the finalized training syllabus for reference.

9.2.6 Agenda Item 8.7.2–Soldering of water pipes and licensed plumbers

Members noted that Development Bureau had provided supplementary information for questions regarding if semi-skilled workers and skilled workers could carry out soldering of water pipes; if the work was required to be carried out under supervision of a licensed plumber; and if enough licensed plumbers were there to supervise all the work.

A Member stated that most of the current licensed plumbers were only responsible for supervision or were close to the age of retirement. Only a limited number of plumbers would carry out the work personally. According to the Waterworks Regulations, apart from alternations or repair works of a minor nature, the construction or installation of inside service shall be carried out by a licensed plumber. However, in reality, there would be many sites in operation simultaneously under a contractor. The few licensed plumbers employed under the contractor could not go to different sites to supervise and conduct the work

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personally at the same time. Members also had different interpretations of the provision that a licensed plumber could be assisted by workers in carrying out the works if necessary as stated in the supplementary information. Chairman opined that there was grey area in that provision and it should be further clarified with Water Supplies Department.

Chairman of Task Force on Training attending the meeting expressed that the circular of Water Supplies Department had specified that all connection of copper pipes through soldering must be carried out by a licensed plumber. He also said that workers who had obtained qualifications from CIC as skilled workers in plumbing should be capable of carrying out the relevant works. Thus, it was hoped that replacement of licensed plumbers by skilled workers in plumbing could be strived for.

Member representing Development Bureau responded that it would be more appropriate for Water Supplies Department to answer the questions directly since there were different interpretations towards the supplementary information provided by them.

A task force member attending the meeting stated that he was a member of the newly-established Advisory Board on Licensing of Plumbers. The Advisory Board would review the licensing system and would be open to any discussion with the aim to improve the situations in the industry. It was believed that the issue of setting certain limits could be handled flexibly. He, personally, was willing to act as a bridge for communication between CIC and the Advisory Board and forward the views of CIC to the Advisory Board. That included striving for larger scope of work to be taken up by skilled workers under Waterworks Ordinance since soldering was not required to be tested in a licensed plumber's certificate. Furthermore, clarification of whether waterworks

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had to be carried out under the supervision of a licensed plumber was needed. A Member pointed out that the scope of training for plumbing provided by CIC was extensive and even a licensed plumber might not know some procedures of soldering.

Chairman summarized the views of Members, of which the industry worried that there might not be enough licensed plumbers to carry out waterworks and hoped to clarify to what extent the works must be carried out under the supervision of a licensed plumber. Chairman requested the concerned member attending the meeting to reflect the views and follow up on the matter. Water Supplies Department would be invited through Development Bureau to attend CITB's meeting, if deemed necessary.

**Mr FU
Chin-shing,
Ivan
Member of
Task Force
on Trade
Testing**

- 9.2.7 Agenda Items 8.8.2 and 8.9.2—Report on benchmarks of efficiency for full-time courses (drop-out rate and overall pass rate)

Mr Ivan KO, Senior Manager, said that as the drop-out rate of basic craft courses was relatively high and a proposal was made by Members to organize pre-training classes, the management would organize a pre-training class of one to two days in early August 2016 after a certain number of trainees were recruited for the basic craft courses. Trainees would be allowed to experience different trades to facilitate them to decide the trade of training to be pursued in mid-August. Members also noted that training centres now gave an introduction of the characteristics of different trades in the first week of training and trainees could decide if they wanted to change to another trade during this period of time.

Since the drop-out rate of Painting trade had been higher, Members proposed to discuss the starting salary and remuneration of painters with Hong Kong Painting Contractors Association. Mr Ivan KO, Senior Manager, reported that a meeting was

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held on 12 October 2015 between the management and the Association. The Association stated in the meeting that salary and remuneration could not be adjusted substantially but the Association would annually adjust the salary and remuneration, with the level of increment of around 6% to 7%. Individual workers with outstanding performance could have additional salary adjustment one to two times in a year, depending on individual performance. For addressing the drop-out rate, the Association said that it would emphasize quality rather than quantity when recruiting new trainees for cooperative training schemes to improve the situation of dropping out. Regarding the pre-training, CIC would closely work with the Association to commence training within one month after recruitment of trainees to avoid dropping out due to long time of waiting.

9.2.8 Agenda Item 8.11.3–Summary report of 4th meeting of Task Force on Training in 2015

Members noted that the management had contacted Tai Po District Council, indigenous village representatives of Yue Kok Village and chairman of Owners' Corporation of Riviera Lodge regarding the concern of residents in the vicinity that erection of one more tower crane at Tai Po Training Ground would affect the view of landscape. However, the parties concerned had expressed their opposition. The management still tried their best to take photographs at nearby residence and hoped to allay the worries of the residents through displaying photographs taken on the spot. In addition, the management, through the Tai Po District Officer, would have a first meeting with representatives of residents. The people concerned would be convinced to understand the needs of the construction industry and change their stand. Responding to Chairman's enquiry about the chance of success for the lobbying and the timetable, Ir CHU Yin-lin, Senior Manager, said that it was now the time for District Council Election and the lobbying would only be stepped

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up in two to three months' time after the election by end of the year. Together with the photographs taken on the spot which portrayed no effect on the view of landscape, it was believed that residents could accept the erection of one more tower crane at Tai Po Training Ground.

9.2.9 Agenda Item 8.12.2–Summary report of 4th meeting of Task Force on Trade Testing in 2015

Mr Ivan KO, Senior Manager, reported that the management would forward the test questions of trades with relatively low pass rate to course advisory panels for review according to the comments of Task Force on Trade Testing. Eleven trades were selected in the first stage. At the same time, Trade Testing Centre would cooperate with Information Technology Department to launch an e-learning platform and some video clips would be produced to show the proceeding and the requirements of tests so that candidates could make better preparations. Chairman of Task Force on Trade Testing added that the Task Force proposed to forward the test questions of relevant trades to course advisory panels for perusal and for review on whether the test questions were in alignment with the actual work processes. If the two were aligned, supplementary courses would be proposed to assist those who failed the tests to familiarize with the necessary skills.

As regards there was no significant increase in the figures of trade tests in recent months, the Task Force worried that it might affect the testing capacity for the coming year. Mr Ivan KO, Senior Manager, responded that the management would continue to collect more data and pay close attention to the trend.

9.2.10 Agenda Item 8.13–Summary report of the 4th Joint meeting of Task Force on Contractor Cooperative Training and Apprenticeship Scheme and Task Force on Sub-contractor Cooperative Training, On-the-job Training, E&M Training and

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Subsidy Scheme

Members noted the training statistics for Advanced Construction Manpower Training Scheme - Pilot Scheme (from 1 September 2015 to 19 October 2015) as tabled at the meeting. There were 170 applications received for Structured On-the-job Training Courses while there were 24 applications received for Skills Enhancement Courses. A Member representing labour union stated that his labour union had already recruited a certain number of trainees for two skills enhancement courses in Bricklaying and Plastering as well as Bricklaying and Tiling. Yet, the two courses required applicants to possess qualifications of intermediate trade test in the two relevant trades and they had to take the two relevant trade tests for construction craftsmen upon completion of the courses, so workers with qualifications of intermediate trade test in only one trade could not apply. Therefore, it was proposed to split the two courses into three separate skills enhancement courses for Bricklaying, for Plastering and for Tiling. Ir CHU Yin-lin, Senior Manager, said that initially these courses were proposed on the basis of the current courses but amendments could now be made due to the market need.

**Ir CHU
Yin-lin
Senior
Manager**

In relation to the proposed adjustment of strategy due to the unsatisfactory application rate for cooperative training schemes, the management was now seeking the views of the industry stakeholders.

9.3 Report on benchmarks of efficiency for full-time courses (employment rate and retention rate in the industry) (for discussion)

- 9.3.1 Members took note of Paper CIC/CTB/P/094/15 and noted the figures of five types of full-time courses for the periods of graduation from 1 January 2015 to 31 May 2015 and from 1 January 2014 to 31 December 2014. Relevant employment

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rates and retention rates in the industry were also noted. Members noted as well the follow-up actions taken by CIC for the improvement of the employment rate and the retention rate.

- 9.3.2 A Member questioned that the definition for the number of graduates, which served as denominator in the formulas in calculating the employment rate and the retention rate in the industry, was different, so it was not easy to grasp the employment rate and the retention rate worked out. Chairman responded that it was agreed to deduct the number of trainees, who could not be contacted or failed intermediate trade tests or did not need career support at the moment, from the number of graduates under the formula of calculating the employment rate when the formula was finalized by CITB earlier. The purpose of which was to identify the number of graduates, who were in line with the said definition and could find job within one month. Thus, it was not meant to overstate the employment rate. A task force member attending the meeting stated that, from the perspective of statistics, it would be easier to understand the result if the denominator of the two formulas remained unchanged. Since the benchmarks of efficiency were to improve the work of training, it would be better to further refine the said benchmarks.

- 9.3.3 Chairman requested the management to review the calculation for these two benchmarks to enhance consistency. A task force member attending the meeting said that there were only figures for two benchmarks of efficiency stated in paper each time. If figures in other aspects could be provided at the same time, the report would be more comprehensive and could enhance its acceptability. Chairman stated that each benchmark of efficiency involved a lot of figures, so CITB agreed previously to review the efficiency of courses and cooperative training schemes by two benchmarks each time during the early stage when the benchmarks were set. To

**Ir CHU
Yin-lin
Senior
Manager**

**Ir CHU
Yin-lin
Senior**

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facilitate Members to get a whole picture of the review, it was proposed to list figures of the discussed benchmarks in future reports in addition to the required figures for two benchmarks.

**Manager and
Mr Jimmy
Leung
Manager
(Acting)**

9.4 Proposal of purchasing two new excavators and the tender documents (for discussion)

9.4.1 Members took note of Paper CIC/CTB/P/095/15 and accepted the proposal of purchasing two new excavators and the related tender documents.

9.4.2 Member representing Labour Department stated that the technical specification in the tender document were fairly comprehensive. Particularly, it required the control panel to be equipped with roll-over protection structure as well as driving alert and rear-view mirrors. All these were specially designed to address accidents arising from operating excavators on sites. That Member was glad that CIC had included the said specifications in the tender document.

9.5 New design for Trade Testing Certificate (for reference)

9.5.1 Members took note of Paper CIC/CTB/P/096/15 and noted the background of revising the design for trade testing card and issuing a A4-sized certificate. The features of the new design were also noted and the new design had been accepted by Task Force on Trade Testing. Members also noted that CIC had no plan of replacing the old cards at this stage.

9.5.2 A Member concerned that the back of the card might not have enough space to list all the trade certificates obtained by the holder. Mr Ivan KO, Senior Manager, said that the back of the card could list at most ten trade certificates. Yet, a Member pointed out that the titles of E&M trades were long and some workers might possess more than ten trade certificates. Chairman suggested considering the use of trade codes. A task force chairman attending the meeting pointed out that unlike the Construction Workers Registration Card the trade

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testing card only listed the certificates of trade tests. Furthermore, there would only be a very small number of workers who could get more than ten trade certificates. Another Member suggested issuing one more card if the space was not enough.

- 9.5.3 Chairman requested the management to follow up the comments of Members. It was hoped that all trade certificates obtained by a worker could be listed on one card for convenience. In response to the proposal made by a Member, “skilled worker” would be highlighted clearly in the A4-sized trade testing certificate for easy identification.

Mr Ivan KO
Senior
Manager

9.6 Summary report of 5th meeting of Task Force on Training in 2015 (for reference)

- 9.6.1 Members took note of Paper CIC/CTB/P/097/15 and noted the summary report of 5th meeting of the captioned task force. Members also noted the table on estimated waiting time for full-time adult short courses as of 30 September 2015, which was tabled at the meeting.
- 9.6.2 Ir CHU Yin-lin, Senior Manager, reported that when the highlights of discussion by course advisory panels were submitted to Task Force on Training, the Task Force opined that proposals made by course advisory panels in the future should be supported by data, logical justifications and long-term planning rather than just based on personal views or experience. The management would convey the request of the Task Force to course advisory panels.
- 9.6.3 Members noted that the waiting times for two types of courses in trade skills and in technician level were both less than six months. Applications for some courses under the category of plant operation were still suspended. Actions taken to cut short the waiting time were also noted.
- 9.6.4 Chairman showed a newspaper clipping of the date of meeting with the headline “**建造業冇課賣 基建鬧人**”

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手荒’ (literally translated as “lack of construction training courses leads to manpower shortage for infrastructure projects”), which would be circulated after the meeting for Members’ information. It was reported that a number of large-scale infrastructure projects would enter the construction phase in the coming years but there was acute shortage of operators for large-scale construction plants. The training of large-scale plant operators was mostly provided by CIC but now the waiting time for admission ranged from two to five years. A legislator from labour sector urged the Government to allocate additional resources to help solve the problem. Chairman stated that CIC could not provide enough training places to meet the demands of the industry at the moment due to the issues of safety and the constraints of spatial and machinery resources. A Member suggested using the news report to urge the related government departments to approve as soon as possible the erection of one more tower crane at Tai Po Training Ground to increase training capacity.

9.7 Summary report of 5th meeting of Task Force on Trade Testing in 2015 (for reference)

- 9.7.1 Members took note of Paper CIC/CTB/P/098/15 and noted the summary report of 5th meeting of the captioned task force. Members also noted the table on registered trade workers through registrations for senior workers and passing of trade tests as of 30 September 2015, which was tabled at the meeting. Moreover, the waiting time for all trade tests was within two months, and thus, the management did not submit the summary table on waiting time for trade test.
- 9.7.2 Chairman of Task Force on Trade Testing stated that there was still no significant increase in the applications for trade tests and promotion might need to be strengthened. For workers over 30 years old, they would mainly become skilled workers through registrations for senior workers. Yet, the number of registered workers aged 30 or below

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accounted for a small proportion of the total number of registrations. This phenomenon might affect the number of applications in the future.

9.7.3 Mr Ivan KO, Senior Manager, said that the outreach teams played a significant role in promoting senior workers registration arrangement and trade tests. The management also monitored closely the ratio of applications through the two routes. In addition, Trade Testing Centre had strengthened the promotion to ethnic minorities. A staff member of ethnic minority origin was hired to assist in contacting and communicating with relevant ethnic groups in the community. Promotional leaflets in various ethnic languages were also produced for distribution. The management would further expand the scope of promotion, such as placing more advertisements in newspapers and erecting large promotional billboards near MTR stations, where many workers passed by.

9.7.4 A Member pointed out that the number of workers, who would apply for trade tests, could be projected from the number of workers holding qualifications of intermediate trade tests currently but without ten years of working experience. Mr Ivan KO, Senior Manager, said that a rough estimate of 20% out of the registered general workers fit in the definition and the absolute value of percentage of such would be provided in the next meeting.

**Mr Ivan KO
Senior
Manager**

9.7.5 A task force member attending the meeting said that attention should be paid to workers engaged in repair and maintenance work. They accounted for a large group of workers. Even though they might not meet the requirements for registration for senior workers, it was proposed to formulate strategies to appeal to them to submit applications for trade tests.

**Mr Ivan KO
Senior
Manager**

9.7.6 Mr Ivan KO, Senior Manager, pointed out that as shown in Table 1 on the total number of workers through registrations for senior workers and trade tests, the actual accumulated figures had increased and demonstrated a trend of going beyond the

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accumulated target since August 2015. Currently, applications for trade tests maintained a stable growth with around 1,300 to 1,400 applicants per month, which was close to the target number. Earlier it was estimated that there would be around 80,000 people applied for registered trade workers through registrations for senior workers and trade tests, and these two routes of application would be mutually influential and compensative. Yet, the preliminary observation of the effect of age by the outreach teams at the moment was unexpected.

- 9.7.7 Chairman requested the management to follow up the effect of age on the number of applications and to attract workers engaged in repair and maintenance work to apply for trade tests. He also requested the management to adjust the target numbers through the two routes based on the latest data on the number of workers, who were eligible for registration for senior workers or had to take trade tests, and the age distribution as collected from each construction site by the outreach teams.

Mr Ivan KO
Senior
Manager

- 9.7.8 A Member pointed out that as workers aged 30 or above would mostly become registered skilled workers through registrations for senior workers, the management was proposed to focus on workers in the age group of 18-30. It was believed that workers who intended to become registered skilled workers through registrations for senior workers would mostly submit their applications during the early stage of such arrangement of registration. Thus, there would be more applications for trade tests in the later stage of registration. A task force member attending the meeting also highlighted that Workers Registration Office had estimated a sudden sharp fall in the number of applicants for skilled workers through registrations for senior workers while the number of applicants for trade tests would subsequently soar. By that time, Trade Testing Centre would have a heavy workload. Yet, a Member raised that registered general workers could still carry out skilled tasks on sites under the instruction and supervision of relevant registered

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skilled workers even after the implementation of the provision of “designated workers for designated skills”. Therefore, there might not be an urgent need for registered general workers to apply for trade tests, so the queue for trade tests might not occur in the later stage of registration.

(Mr TSE Chun-yuen left the meeting at this juncture.)

- 9.7.9 To conclude, Chairman stated that the current target number of applications for trade tests as given in the table was close to the actual number of applications received but he worried that the number of applications might still lag behind. The management needed to strengthen promotion and to follow up on other possible work that could be carried out by the outreach teams as well as to review the target number of applications.

Mr Ivan KO
Senior
Manager

9.8 Summary report of 4th meeting of Steering Group on Implementation of CWRO Amendments in 2015 (for reference)

- 9.8.1 Members took note of Paper CIC/CTB/P/099/15 and noted the summary report of 4th meeting of the captioned steering group. Members noted that to cater for the implementation of “designated workers for designated skills”, the Steering Group would seek approval from CIC for the expansion of its terms of reference to assess overseas trade tests or qualifications. It would also explore relevant issues regarding imported labour in Hong Kong. In addition, CITB had to follow up on the low pass rate in trade tests.
- 9.8.2 A Member stated that the relatively low pass rate in trade test for construction craftsmen was mainly due to the misalignment between the content of some of the test questions and the actual conditions in the field. It required candidates to possess full set of trade skills but there were individual working procedures that would not be executed by skilled workers in real practice. An example of cutting of

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air duct was quoted. That Member also said that intermediate trade tests had been modified with reference to the comments of the industry so that the test questions were close to the actual site practice. For the contents of trade test for construction craftsmen, it was believed that longer time was needed to communicate and discuss with industry stakeholders in order to take out those working procedures which would not be carried out on sites.

9.8.3 A task force member attending the meeting stated that Chairman might need to give instructions on how to handle the matter. He said that Task Force on Trade Testing had invited representatives from course advisory panels to attend a meeting but no breakthrough was made in the discussion. He believed that it was not a matter to be solved easily in a short time. Another task force member attending the meeting said that it was once pointed out that some questions were outdated but it was never easy to conduct a one-off reform. CIC might consider offering more than one set of trade test questions for candidates to choose; or adding advanced questions on top of the existing questions which had been used for years.

9.8.4 Chairman of Task Force on Trade Testing stated that representatives assigned by his labour union to serve on the course advisory panel or steering group had kept proposing the revision of test questions to meet the actual trade and site requirements so as to assist workers to pass the tests and become skilled workers. Unnecessary or outdated working procedures should be taken out from the test questions. These were also the future directions for Task Force on Trade Testing.

9.8.5 Chairman opined that the foremost thing was to lay down an overarching principle for the issue, i.e. there was a need to ensure the alignment of the testing with the actual work processes on sites. For other additional skills, it could consider providing additional tests to certify more extensive scope of

Task Force on

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skills for achieving the qualification of skilled masters. Chairman also stated that all reforms had to be carried out in an orderly manner and hoped that the related task force could take follow-up actions in that direction. **Trade Testing**

9.9 Any Other Business

- 9.9.1 To explore registration for workers engaged in horticulture or arboriculture trades

Mr Ivan KO, Senior Manager, said that a Member proposed earlier to discuss the registration of workers engaged in horticulture and arboriculture trades. The management had passed the said proposal to the Secretariat of Construction Workers Registration Board and it would be followed up in the next meeting of the Board.

- 9.9.2 Visit of Division Head of Personnel Department of Ministry of Housing and Urban-Rural Development of the People's Republic of China.

Mr Ivan KO, Senior Manager, reported that Deputy Counsel-Division Head of Department of Personnel of the Ministry of Housing and Urban-Rural Development of People's Republic of China (MOHURD) would visit Hong Kong in late November 2015. The Deputy Counsel hoped to know more about the training of construction workers in Hong Kong and would pay a visit to Construction Industry Council. The Secretariat would later provide the programme of the visit for Members' information and invite interested Members to join. **Secretariat**

- 9.9.3 Reform on safety training

A Member representing Labour Department stated that the two fatal industrial accidents just happened over the past week involved working at height for erecting and dismantling of scaffolding. In fact, Labour Department had actively discussed with CIC and Occupational Safety and Health Council

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about the reform on courses of Green Card and Safety Supervisor since last year in order to enhance the practicability of the training contents and teaching methods. The practical training periods targeted at the risks of working at height like the training of proper use of fall arrestor would be increased. Labour Department thanked Executive Director of CIC, who fully supported the reform of these courses in the meetings held earlier. He also hoped that the training courses could help change the mindset of workers and enable them to properly use the safety equipment as well as build a culture of safety on construction sites.

9.9.4 Skills Enhancement Courses under Advanced Construction Manpower Training Scheme (ACMTS)

Mr Jimmy LEUNG, Manager (Acting) reported that a labour union offering skills enhancement courses proposed that CIC should first pay half of the operating costs to the course providers upon commencement of the course and then pay the remaining half after the end of the course. In addition, Hong Kong Confederation of Trade Unions (HKCTU) requested to add a skills enhancement course on “Electrical Wireman”. Members agreed to the requests.

**Mr Jimmy
LEUNG
Manager
(Acting)**

9.9.5 Construction Industry Cooperative Training Scheme (Labour Union) – Pilot Scheme

A Member representing a labour union asked whether the captioned scheme would be continued in 2016 and also asked about the salary adjustment of instructors and the offer of training courses for Nepalese. Chairman instructed that the details of arrangement would be followed up by the management and would be submitted to CITB for approval when the proposal was finalized.

**Mr Jimmy
LEUNG
Manager
(Acting)**

9.10 Tentative date of the next Meeting 010/15

The next meeting was scheduled for 20 November 2015

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(Friday) at 3:30 p.m. at Meeting Room 1, Construction Industry Council Headquarters, 15/F Allied Kajima Building, 138 Gloucester Road, Wan Chai, Hong Kong.

There being no other business, the meeting was adjourned at 12:30 pm.

**CIC Secretariat
October 2015**