

Construction Industry Council

Construction Industry Training Board

Meeting No. 002/15 of the Construction Industry Training Board (CITB) was held on Tuesday, 10 February 2015 at 11:00 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
	Ir HO Ngai-leung, Albert	Member
	Mr LAI Sai-hong	Member
	Mr LAM Ping-hong, Robert	Member
	Mr NG Kwok-kwan	Member
	Ir SYNN Raymond-cheung	Member
	Mr SZE Kyran	Member
	Mr TSE Chun-yuen	Member
	Mr CHOW Wing Hang, Dominic	Representing Member Mr LAM Kai-chung, Albert
In Attendance:	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
	Mr LOK Kwei-sang, Tandy	Chairman of Task Force on Training
	Ir LAU Chun Kit	Ch AS (Works) 6
	Mr LAM Shing-tim	AS (Works Policies) 9
	Ir Christopher TO	Executive Director, CIC
	Ir Alex LEUNG	Director - Training & Development, CIC
	Ir CHU Yin-lin	Senior Manager - Construction Training, CIC
	Mr Ivan KO	Senior Manager - Construction Trade Testing, CIC

Mr CHEUNG Yuk-lung	Senior Manager - Development & Support Services, CIC
Dr Thomas TONG	Chief Research Consultant, CIC
Mr Jimmy LEUNG	Manager - Development & Support Services, CIC (Acting)
Ms Joyce AU	Manager - Board Services, CIC
Ms Formula CHEN	Assistant Manager - Board Services, CIC

Apologies : Mr LEUNG Yuk-keung Member

Progress Report

Action

2.1 Confirmation of Progress Report of the last meeting

Members took note of Paper CIC/CTB/R/001/15 and confirmed the Progress Report of the 1st meeting held on 13 January 2015.

2.2 Matters arising from the last meeting

2.2.1 Agenda item 1.2.14—Arrangement for outsourcing certification test on excavator operation

Members noted that the management had contacted the organizations that were approved by Labour Department to provide the certification test on operation of excavator to discuss the feasible ways of narrowing the gap of the charged fees. Yet, it was unsuccessful. The management would continue to consider other measures of increasing the number of cooperative training places for excavator operation.

2.2.2 Agenda item 1.2.15—Integrating the benchmarks for effectiveness of cooperative training schemes and CIC courses

Members noted that a joint meeting was held between “Task Force on Contractor Cooperative

Action

Training and Apprenticeship Scheme” and “Task Force on Sub-contractor Cooperative Training, On-the-job Training, E&M Training and Subsidy Scheme” on 22 January. A discussion about the captioned matter was held and some comments were made. The management would revise the paper accordingly and submit it to CITB for discussion in March.

**Director-
Training &
Development**

- 2.2.3 Agenda item 1.2.17—Supplementary documents for Sub-contractor (Concreting) Cooperative Training Scheme – Pilot Scheme

Members noted that the Secretariat had circulated the supplementary documents on the latest arrangement for early stage training of the captioned pilot scheme and its estimated expenditure to CITB for approval on 3 February 2015. Members would be informed of the circulation result after receiving the required number of replies.

(Post-meeting notes : The above paper was approved and Members were informed of the circulation result on 11 February 2015.)

- 2.2.4 Agenda item 14.4—Further reducing the waiting time for Mobile Crane Operation Course

Members noted that Task Force on Training was now exploring the possibility of cooperative training with the industry through “mentorship” to further increase the number of training places of the above course.

- 2.2.5 Agenda item 1.4.13—Longer waiting time for plant operation course in general

Members noted that in response to the above situation Task Force on Training had agreed to split up the Mobile Crane Operation Course in the meeting held in late January so as to increase the number of training places. The related proposal

Action

would also be submitted to CITB for consideration in due course. The management would continue to explore other measures of reducing further the waiting time of plant operation courses.

- 2.2.6 Agenda item 1.5.4—An overall review of the demand for resources for trade testing ; Agenda item 1.9—Impact of the CWRO Amendments on trade tests, the overall response plan and the publicity proposals (revised)

The captioned matters would be followed up under Agenda item 2.8.

- 2.2.7 Agenda item 1.8.2—Update of CICMF Model to reflect the situation where the allocation of funds to many infrastructure projects had been delayed

Members noted that the CIC Research Group was now waiting for Focus Group on Projected Construction Expenditure to provide the projected construction expenditure covering the situation where the allocation of funds to many infrastructure projects had been delayed. The updated projection was expected in February. Meanwhile, the Research Group collected the data of registered workers and the latest data of internal training at CIC as of end 2014 to update the part of supply in the model.

2.3 Integration of professional development and progression pathways for construction practitioners and the future development for training by CIC (for discussion)

- 2.3.1 Members took note of Paper CIC/CTB/P/009/15 and noted the professional development and progression pathways for construction practitioners who started their career after leaving Secondary Three or as semi-skilled workers as well as the route for those who started their career after leaving Secondary Six.

- 2.3.2 A Member suggested estimating the number of years required for moving from T1 Technically **Manager-Board**

Action

Services

Competent Person to T2 and T3 levels in the route for professional development and progression pathways portrayed for practitioners who started their career after leaving Secondary Three or as semi-skilled workers.

- 2.3.3 A Member representing DEVB stated that the part on construction industry in the recent Policy Address not only mentioned the continuous support to Construction Industry Council (CIC) to enhance the training of skilled workers but also put the enhancement of professional development and progression pathways for construction practitioners as one of the targets. Nowadays, every young person was expected to have professional development. If the building and civil engineering sector could set up systematic on-the-job training and progression pathways, it could help attract young people to join the construction industry. Therefore, DEVB strongly supported the establishment of respective professional development and progression pathways. For the “Construction Master Craftsman Recognition System”, that Member opined that relevant overseas experience could be taken for reference, for example, the apprenticeship system in Germany. Yet, the local conditions should be considered. In addition, the awarding organizations and the details of the advantages that a practitioner could have after obtaining the recognition should be explored. That Member also pointed out that under the flow chart for the professional development and progression pathways for practitioners with attainment of Secondary Six, a trainee who had completed Secondary Six and joined the Enhanced Construction Supervisor / Technician Training Scheme was not required to join the Yi Jin Programme provided that he/she had obtained three subjects with Level 2 in the Diploma of Secondary Education. Thus, the learning pathways in question should be revised. Moreover, that Member would like to know the timetable on introducing the part-time day-release DVE courses (non-PPE disciplines), which were proposed to be discussed with VTC, under the flow

Action

chart for the professional development and progression pathways for practitioners with the attainment of Secondary Three or qualification as semi-skilled workers.

**Senior
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Manager –
Board Services**

- 2.3.4 A member of a task force attending the meeting stated that at present there were more than 20,000 practitioners, who had completed T1 course, in the industry. Many of them hoped that CIC could provide Chinese classes for T2 and T3 courses, which were not yet available in the market, for further study. Moreover, the Construction Supervisor/Technician Training Programme had been offered for many years with good reputation in the industry. That Member proposed to slightly adjust the contents of the said course to meet the qualification of an equivalent T1 course or get exemption from taking some modules of a T1 course. In such a way, trainees upon completion of the Construction Supervisor / Technician Training Programme did not need to take the same training contents or modules again. Furthermore, that Member hoped to explore the CIC courses that could be accepted in the course list under the Qualifications Framework.

**Senior
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**Senior
Manager –
Construction
Training**

**Manager –
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- 2.3.5 A Member raised that the courses and related advanced courses currently offered at VTC were incessantly articulated. Thus, it was hoped that CIC could take reference of it and provide advanced courses incessantly for trainees of full-time Basic Craft Courses. This could prevent practitioners, who would like to pursue further study, from losing their interest when waiting for the courses at the next stage.

**Senior
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- 2.3.6 Chairman requested the management to follow up the comments of Members and report in due course.

2.4 Lists of membership for course advisory panels for 2015/2016 and proposed list of substitute organizations (for discussion)

Action

- 2.4.1 Members took note of Paper CIC/CTB/P/010/15 and noted the list of 160 members and the proposed list of 21 unfilled places for course advisory panels in 2015/2016.
- 2.4.2 A Member representing Hong Kong Construction Industry Employees General Union (HKCIEGU) said that the period for making nomination by the invited organizations was insufficient such that nominations from individual trades could not be approved on time under the internal nomination procedures of respective organizations and had to be submitted at a later stage. As regards there were two unfilled places from HKCIEGU and another labour union was proposed to be invited to nominate representatives as replacements, that Member clarified that HKCIEGU had already submitted nominations for course advisory panels in the said two trades and hoped that CIC could accept the nominations. In addition, that Member questioned why HKCIEGU was not invited for the Course Advisory Panel on Electrical Installation and wished to know the criteria for the number of representatives from labour unions in a course advisory panel as determined by CIC.
- 2.4.3 Senior Manager-Construction Training said in the invitation list for course advisory panels in 2015-2016 approved earlier by CITB, the proposed number of representatives from labour unions in a course advisory panel was “no more than two”. The Course Advisory Panel on Electrical Installation was proposed to invite Hong Kong and Kowloon Electrical Engineering and Appliances Trade Workers Union (“Workers Union”) and Construction Site Workers General Union (“General Union”) for nomination. If any one of the above unions did not nominate a representative to the panel, HKCIEGU would nominate an extra representative as replacement.
- 2.4.4 That Member representing HKCIEGU said that HKCIEGU had over 24,000 members and around a thousand of them engaged in plumbing and electrical work. From the number of workers or the

**Senior
Manager –
Construction
Training**

Action

coverage, HKCA should have the primary right of nomination rather than acting as a back-up.

- 2.4.5 Director pointed out that the composition of course advisory panels would be reviewed regularly. He proposed to consult earlier when preparing the lists of membership for course advisory panels in the next term and make necessary revisions according to the actual situations.
- 2.4.6 A member of a task force attending the meeting said that the Plumbing Technology Student Association (“PTSA”) and his Workers Union both subordinated to the Federation of Hong Kong and Kowloon Labour Unions. There were more members served as registered plumbers in PTSA than those under the Institute of Plumbing and Heating Engineering. Thus, CITB was suggested to consider inviting PTSA for nomination to Course Advisory Panel on Plumbing & Pipe-fitting in the future.
- 2.4.7 The Member representing HKCIEGU also said that it had been expressed clearly that the main duty of course advisory panels was to make recommendations regarding the training of craftsmen in the industry. However, the number of representatives for workers in course advisory panels was insufficient. Thus, he had requested for an increase in the number of nominees from HKCIEGU in every course advisory panel.
- 2.4.8 Chairman stated that composition of course advisory panels should be handled reasonably and he would follow up with the management to ensure there were sufficient representatives from labour unions in the panels. Comments raised by Members regarding the formation of the panels in this term would also be taken into account as far as possible. In fact, the main purpose of setting up course advisory panels was to seek advice from relevant parties in the industry in relation to the training of respective trades. The active participation and enthusiastic expression of views from the industry would definitely help the

Action

**Senior
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Construction
Training**

enhancement of training. Chairman instructed the management to re-compile the suggestions in the paper.

2.5 Re-allocating the remaining quota and budget from “Diploma in Vocational Education (DVE) Programme – Craftsman” to subsidize trainees of other related programmes at VTC (for discussion)

2.5.1 Members took note of Paper CIC/CTB/P/011/15 and noted the background and contents of the captioned proposal. Students of Vocational Training Council (VTC), who completed the apprenticeship training after finishing the Telecommunications and Surveillance Technology Programme, could be registered as Building Security System Mechanic and Communication System Mechanic under Construction Workers Registration Ordinance. The said proposal was also approved in the joint meeting of the related task forces on 22 January 2015.

2.5.2 After consideration, Members approved using the remaining 79 subsidized places under Diploma in Vocational Education (DVE) Programme – Craftsman and the related budget to subsidize the Telecommunications and Surveillance Technology Programme of VTC. The original total number of training places and the total estimated expenditure would remain unchanged, i.e. respectively 684 places and \$21 million more. The proposal would come into effect on 1 March 2015.

2.6 Proposed revision to the ratio of trainer to trainee for Contractor Cooperative Training Scheme – Surveying and Setting-out (Levelling) submitted by Leighton – Chun Wo Joint Venture (for discussion)

2.6.1 Members took note of Paper CIC/CTB/P/012/15 and noted the background of the captioned proposal and the revised ratio of trainer to trainee. Since Chairman of CITB had an interest in the joint venture requesting for the revision, Chairman declared in advance and would not participate in the related discussion.

- 2.6.2 A Member representing DEVB said that it was reasonable to adjust the ratio of trainer to trainee based on the actual situations. He also suggested that CIC could consider streamlining the application procedures for revising the trainer to trainee ratio, for example, the application would be approved and recorded by relevant department, and would only be submitted to CITB for consideration, if necessary. It was believed that this could enhance administrative efficiency and also encourage contractors to enhance the effectiveness of training.
- 2.6.3 A Member representing a labour union asked whether the proposed revision involved early stage training. He pointed out that the original ratio of 1:4 intended to provide guidance to a trainee in the form of mentorship. However, the revised ratio of 1:11 was like classroom training at school. He wondered if this implied that other organizations could replace CIC in providing early stage training and the training work of CIC would be dwindled gradually and all the training would be outsourced while CIC would only play the role of monitoring.
- 2.6.4 Director clarified that the reason for launching cooperative training schemes was due to the severe shortage of manpower in the construction industry. While CIC put efforts in increasing internal training capacity, it was hoped that more manpower could be trained for the industry through the launch of cooperative training schemes with industry stakeholders. The training of Contractor Cooperative Training Scheme was provided by participating contractors at the specified venue in their sites. Yet, the arrangement for training including the ratio of trainer to trainee had to be approved by CIC. In addition, CIC had no plan for stopping the provision of training.
- 2.6.5 As regards the question of whether any organizations could undertake CIC courses,

Action

Chairman stated that as the question was not related to the approval of the agenda item, he could give his views. He pointed out that there was a specific mode of cooperation for the cooperative training schemes but different approaches could be taken under different circumstances and situations. At present, there was a serious manpower shortage in the construction industry, CIC certainly hoped to attract more contractors to join the cooperative training schemes and the training arrangement could be adjusted according to circumstances.

2.6.6 The Member representing the union raised that his union was approached recently by CIC staff who expressed that there was a plan to cancel the early stage training of the new cooperative training scheme.

2.6.7 A Member representing DEVB indicated that cooperative training schemes had been implemented for several years and were not meant to replace the role of CIC in the provision of training. In fact, CIC had increased the number of training places for full-time courses to more than 8,700 within the year. On the other hand, the Government proposed to earmark \$100 million to CIC for training workers to the level of skilled workers. Thus, the training provided by CIC would keep on increasing. The present cooperative training schemes had their own strengths, in particular the contracts of public works requiring contractors to join cooperative training schemes, and hire a certain number of workers and provide the necessary training. The industry was now facing problems of ageing of workers, succession gap and lack of craftsmen and the like. The cooperative training schemes could allow trainees to learn on the job and accumulate valuable practical site experience. Participating contractors were responsible for arranging suitable site training to match with the needs of on-the-job training on sites for individual trades.

Action

- 2.6.8 Director supplemented that CIC would review the training arrangement of cooperative training schemes regularly. Application for any adjustment of the training arrangement would be submitted to CITB for consideration. It would also monitor the effectiveness of training of individual contractors after revision was made to the ratio of trainer to trainee.
- 2.6.9 A Member representing Hong Kong Construction Sub-Contractors Association (HKCSA) expressed that he had not heard of any news regarding the cancellation of early stage training. Another Member opined that it was just a conversation between two organizations on one occasion, discussion on the early stage training should be ended. Senior Manager – Development and Support clarified that the proposed revision in the Paper did not refer to the early stage training. Trainees of the scheme could take the Intermediate Trade Tests directly to obtain the qualification of semi-skilled workers right after completion of the training.
- 2.6.10 Members approved the proposed revision to the ratio of trainer to trainee for Contractor Cooperative Training Scheme – Surveying and Setting-out (Levelling) submitted by Leighton – Chun Wo Joint Venture.

2.7 Progress of Initiatives on Investing in Construction Manpower and proposed follow-up actions (as of 31 December 2014) (for discussion)

- 2.7.1 Members took note of Paper CIC/CTB/P/013/15 and noted the background and progress of the captioned project as well as the proposals of flexible allocation of funds for effectively using the funding of \$300 million that was earmarked by the Government.
- 2.7.2 After consideration, Members approved the following proposals:
- (i) all the allowances and training expenses for

Action

courses commenced under cooperative training schemes on or after 1 February 2015 would be covered by CIC in full such that the remaining fund of Enhanced Construction Manpower Training Scheme (ECMTS) could be fully used by CIC to train an extra of 1,300 more graduates ;

- (ii) subsidy to course fees for Senior Construction Workers Trade Management Course, Specified Training Course and Skills Enhancement Course that commenced on or after 1 February 2015 would be provided by CIC. The subsidy to trade test fees drawn from the funding of \$300 million earmarked by the Government would also be ceased from 1 April 2015. The remaining amount of the Government's funds would be used to subsidize ECMTS courses. These two measures could train an extra of about 340 graduates;
- (iii) when the funding for ECMTS used up, CIC would cease to use the name of ECMTS. Training would then continue to be provided by CIC full-time short courses and various cooperative training schemes. The trainee allowance would remain as \$8,000 per month and would be reviewed in early 2016. Short courses would be divided into the following two categories based on the level of allowance :

<u>Type of course</u>	<u>Allowance</u>
Full-time Short Course-regular	\$150 daily
Full-time Short Course- trades with manpower shortage	\$320 daily (the monthly allowance would be around \$8,000 using 25 days per month as the calculation basis)

2.8 Impact of the CWRO Amendments on trades tests, the overall response plan and the publicity proposals (Second Revision) (for discussion)

- 2.8.1 Members took note of Paper CIC/CTB/P/014/15 (Revised) tabled in the meeting. It was also noted that the management had drafted a response plan

Action

and publicity proposal in relation to the estimated upper limit and lower limit for the increase in the demand for trade tests which might be caused by the new arrangement of “designated workers for designated trades” under CWRO. The incentive schemes on encouraging early application for trade tests were revised based on the comments received in the last meeting, which included three different options of incentives or test fee rebate. Each option would be further divided into with or without quota and the respective financial estimates involved for each option were also listed. In the paper, a scenario without incentive options, in which the registered general workers would not apply for trade test in an orderly manner and would rush to take the tests in the few months before the enactment of “designated workers for designated trades”, was projected. The entailed manpower, cost of construction and expected reaction time additionally required as well as the difficulties in recruiting test invigilators to cope with the crowds of applicants were then given.

2.8.2 Chairman of Task Force on Trade Testing said that the paper was discussed in the meeting of the task force and a consensus was reached on two points of view. According to the current staff establishment, Trade Testing Centre could conduct around 18,000 tests per year. Yet, the paper only proposed recruiting 20 more staff to cope with the increase in testing capacity. The task force doubted about this manpower arrangement but it still hoped that CITB could endorse the relevant paper and start the recruitment procedures as soon as possible to cope with the anticipated surge in the applications for trade tests. Furthermore, the task force hoped that CITB could review each arrangement from time to time after endorsement of the paper. CIC and the task force would also monitor closely the progress of the arrangements.

2.8.3 A Member representing DEVB expressed that the Government had announced 1 April 2015 as

Action

the day on which the captioned ordinance amendment would come into operation. Thus, CITB was advised to make decision as soon as possible in order to start the preparation. That Member also pointed out that the option with larger amount of incentives would be more attractive to workers. For the quota requirement, he had no comment but he agreed that CIC had to monitor closely the progress of the arrangements.

2.8.4 A member of a task force attending the meeting showed his support for the prompt approval of the captioned proposal so that the management could have time to seek more resources for further action.

2.8.5 As regards the options for selection, Chairman opined that Option 1 offered larger amount of monetary incentives which would be more attractive to workers. Other Members seconded the opinion. The chairman of Task Force on Trade Testing pointed out that the task force also tended to accept the no-quota option, i.e. Option 1(b). As long as a candidate submitted his / her application within 4 months starting from the date of promotion, CIC could know the situation of application in advance and take the necessary action.

2.8.6 Members unanimously approved the incentive option without quota, Option 1(b), and its estimated expenditure. Members also agreed to the recruitment of manpower in stages and the related expenses according to the lower limit (59,000 man-time) and upper limit (77,000 man-time) as estimated for the testing capacity in 2015 and 2016.

2.9 Benchmarks for cost-effectiveness of full-time courses and cooperative training schemes and preliminary statistics (for discussion)

The captioned agenda item (Paper CIC/CTB/P/015/15) was withdrawn.

2.10 Verbal Report by Task Force on Training

2.10.1 Mr LOK Kwei-sang, chairman of the captioned task force, reported that the first meeting of the task force was held on 27 January 2015. It discussed the proposals of introducing the construction industry to ethnic minorities and increasing the number of training places for plant operation. It also accepted the key reports submitted by 17 course advisory panels in the second meeting of 2014. In addition, it accepted 3 proposals that would be submitted to CITB for consideration in due course, which included proposal of splitting up Metal Formwork and Concreting Course, proposal of splitting up Mobile Crane Operation Course and the proposal of publicity for courses targeted at ethnic minorities. Furthermore, the Task Force had reservation towards the setting up of enrollment deposit for full-time courses and proposed to select one or two courses for trial run.

2.10.2 As regards the “Table on estimated waiting time for full-time adult short courses” as of 20 January 2015 tabled in the meeting, Chairman pointed out that the plant operation courses listed in the table had been temporarily closed for application but the latest date of commencement for some courses still scheduled for 2016 to 2018. Although the increase in training capacity was restricted by factors like venue, machinery and safety, the management were still requested to consider thoroughly specific measures for improvement. Senior Manager-Construction Training said that discussion with Hong Kong Construction Association (HKCA) would be continued in relation to the use of mentorship in providing operative training under cooperative training schemes, i.e. one master, one apprentice and one set of machinery. Efforts would be made to seek the acceptance of Labour Department of this arrangement. Moreover, Chairman requested the management to follow up the waiting time of Certificate in Civil Engineering Supervision and Site Surveying under Enhanced Construction

**Senior
Manager –
Construction
Training**

**Senior
Manager –
Construction**

Supervisor / Technician Training Scheme.

Training

2.11 Verbal report by Task Force on Trade Testing

2.11.1 Mr NG Kwok-kwan, chairman of the captioned task force, reported that the first meeting of the task force was held on 30 January 2015. The topics of discussion included: the proposed revision to contents of the trade test on Window Frame Installer; proposal of adding trade tests of “False Ceiling Worker” and “Partition (Metal Frame) Worker”; review on the requirements for applying for the test on Excavator Operation; proposed additional test contents newly added in response to CWRO Amendments; proposed additional test questions for Cable Jointer (Power) (Low Voltage) and Overhead Linesman; and the proposal discussed under item 2.8.

2.11.2 For the “Summary table on waiting time for trade tests” (as of 31 December 2014) (calculation re-defined version) tabled in the meeting, chairman of the task force said that there was no update of the table. The date and information listed in the table were the same as those submitted in the last meeting. A few adjustments were made due to the absence of candidates but it did not affect the overall waiting time.

2.12 Verbal Report by Task Force on Contractor Cooperative Training and Apprenticeship Scheme

Ir SYNN Raymond-cheung, chairman of the captioned task force, reported that a joint meeting with Task Force on Sub-contractor Cooperative Training, On-the-job Training, E&M Training and Subsidy Scheme was held on 22 January 2015. It mainly discussed the proposal of Construction Industry Subsidy Training Scheme (CISTS), which would be submitted to CITB for consideration after revision, and the follow-up report on the starting salary for trainees who had completed the first year of “Diploma in Vocational Education (DVE) Programme – Craftsman” in 2013/2014 and signed a contract of apprenticeship. It was noted that the said trainees could have a monthly salary of \$11,000 on average for the first year. Monthly allowance

from the Government would be increased year by year. Together with the possible annual salary increment by the employer, the income would be agreeable. It was thus believed that trainees would be willing to stay on the job and complete the apprenticeship training.

2.13 Verbal report by Task Force on Sub-contractor Cooperative Training, On-the-job Training, E&M Training and Subsidy Scheme

For the above joint meeting, Chairman added that the captioned task force also discussed the benchmarks for effectiveness of cooperative training schemes and the related paper would be submitted in the next meeting.

2.14 Any Other Business

2.14.1 20% discount for members of Hong Kong Construction Industry Employees General Union (HKCIEGU) and its member groups to take trade tests

2.14.1.1 A Member representing the captioned union said that HKCIEGU would write to CIC every year to request a 20% discount for members referred by HKCIEGU or its member groups to take the trade tests. This year, HKCIEGU had written to CIC in early January as usual but only an interim reply was received.

2.14.1.2 Director replied that CIC was now reviewing the concessionary measure and would give an official reply as soon as possible.

2.14.1.3 That Member opined that it was understandable for CIC to review such concessionary measure but it should keep offering the discount until the review was completed and a decision was made, and afterwards, a change could then be made to the long-established measure. It should

Action

not, on the contrary, cease offering the 20% discount without prior notice as this would seriously affect the operation of HKCIEGU and the intention of their members to apply for trade tests.

2.14.1.4 Director said that CIC, as a statutory body for the industry, had to enhance its governance through review and audit. It hoped to standardize the measure of fee discount through the present review and legal advice had been sought. After establishing the appropriate vetting mechanism, CIC would reply soonest possible all organizations which had made the request.

2.14.1.5 Chairman opined that the affected organizations should be notified in advance before suspending any measure to avoid affecting the operation of these organizations. Director said that communication with affected organizations would be enhanced in the future. Chairman also suggested the management to follow up measures of assistance to workers who were affected during this period owing to the communication problem.

(Post-meeting notes : CIC had replied the concerned unions in mid-February 2015 that members referred by them could continue to enjoy a 20% discount when applying for trade tests.)

2.14.2 Trades under Enhanced Construction Manpower Training Scheme (ECMTS)

Director said that the review report conducted half-yearly on ECMTS would be submitted in the

next meeting.

2.14.3 Construction Manpower Seminar 2015

Director reported that CIC would organize the captioned conference on 30 March 2015 and invite all Members to attend.

2.15 Tentative date of the next meeting

The next meeting was scheduled for 17 March 2015 (Tuesday) at 9:30 a.m. at Meeting Room 1, Construction Industry Council Headquarters, 15/F Allied Kajima Building, 138 Gloucester Road, Wan Chai, Hong Kong. However, the date might be changed due to the need to discuss the funding of \$100 million earmarked by the Government to enhance the training of workers to the level of skilled workers. The secretariat would inform all Members in advance.

There being no other business, the meeting was adjourned at 12:25 p.m.

**CIC Secretariat
February 2015**