

Construction Industry Council

Construction Industry Training Board

Meeting No. 001/12 of the Construction Industry Training Board was held on 21 February 2012 (Tuesday) at 10:00 am at Conference Room, CIC HQ, 15/F Allied Kajima Building, 138 Gloucester Road, Wanchai, Hong Kong.

Summary notes of the Construction Industry Training Board Meeting No. 001/12:

Agenda Item	Paper	Major Resolutions/ Progress Highlights
1.1	CIC/CTB/R/005/11	Confirmation of Progress Report of the Last Meeting – Members approved the Progress Report of the 5th meeting held on 12 December 2011.
1.2	CIC/CTB/R/005/11	Matters Arising from the Previous Meeting – (i) Silver Card Course (A12) Construction Materials Rigger — Members proposed resorting to training collaboration, under which the theoretical part of the rigger course being offered by a member union of the Hong Kong Construction Industry Employees General Union would be recognized by CICTA which would then provide the practical training. (ii) Maintenance and repair of historical buildings — Members noted that heritage experts from Beijing were invited to Hong Kong for exchange and would come again to train CIC instructors on heritage restoration skills.

Agenda Item	Paper	Major Resolutions/ Progress Highlights
1.3	CIC/CTB/P/017/12	<p>Proposal for integrating Schedule 1 of Construction Workers Registration Ordinance –</p> <p>Members noted the rationale in integrating the 99 trades listed on Schedule 1 of the above Ordinance held by the Development Bureau (DEVB). The proposal mainly sub-divide the trades into modular skills according to the existing division of labour and skills in the industry while the current trade tests would be divided into independent modular trade tests accordingly. The original trade categories would still be kept after sub-dividing them into modular skills to encourage workers, who only mastered some modular skills, to enhance their skills through learning the remaining modular skills to become registered workers of the trade in future. In addition, under two conditions, trade tested craftsmen could carry out tasks of other trades/skills with similar basic skills independently without “instruction / supervision” of relevant craftsmen but could not “instruct/supervise” others to work in trades where they got no registration. These two conditions were: (i) the tasks of those trades/skills mainly involving similar work procedures and basic skills requirements; and (ii) all trades/skills without special high-risk work procedures, i.e. no concern for safety.</p> <p>Views of the Members were summed up as follows:</p> <ul style="list-style-type: none">i) accepted in principle the integration of trade categories in the industry;ii) agreed to allow registered workers of a specific trade to undertake tasks in other trades/skills with similar skills provided that there were objective criteria.. The skills levels of these tasks could be at the level of skilled workers, semi-skilled workers and or helpers. However, the objective

Agenda Item	Paper	Major Resolutions/ Progress Highlights
		<p>criteria would need further discussion; and</p> <p>iii) to predefine some arrangements in the system to encourage workers to pursue multi-skills, in which workers being allowed to take up tasks of similar skills/competence other than their specialized trades would still have the impetus to attempt tests of other trades.</p>
1.4	CIC/CTB/P/018/12	<p>Technical memorandum on exempted construction works –</p> <p>Members noted the proposed areas for exemption to be included in the subsidiary legislation (tentatively named as Technical Memorandum on Exempted Construction Works), which were summed as below:</p> <p>i) urgent construction works within the first 48 hours; and</p> <p>ii) small-scale construction works, including</p> <ul style="list-style-type: none"> • specified works of modest costs; • specified small-scale works; • works involving not more than the specified workload for exemption in relevant trade. <p>Members agreed to put in place an exemption mechanism but the areas for exemption should not be based on the amount of costs of the construction works. In addition, it was opined that the exempted areas should not include all works of modest costs or small-scale works without taking into account safety considerations. Thus, details of the exemption needed to be discussed.</p>

Agenda Item	Paper	Major Resolutions/ Progress Highlights
1.5	CIC/CTB/P/019/12	<p>Proposal on senior construction workers registration arrangement –</p> <p>Members noted the two proposed conditions for senior construction workers to get registered:</p> <ul style="list-style-type: none">(i) workers who have six years’ or above relevant working experience before 29 December 2005, i.e. currently holding qualifications of Registered Skilled Worker (Provisional) under Construction Workers Registration Ordinance, no matter they have registered, registration expired or have never applied for registration etc.;(ii) workers who have less than six years’ relevant working experience before 29 December 2005 and at least 10 years of relevant working experience after the second-phase revised bill approved to become legislation (around the end of 2014). <p>It was proposed that workers who met the above two conditions could directly apply for registration as Registered Skilled Workers but workers who only met the second condition had to pass an assessment interview to be eligible for getting registered.</p> <p>Members agreed to establish a mechanism to enable senior construction workers to get registered and the laying down of two conditions for senior construction workers to directly apply for or to go through an assessment interview before applying for registration as Registered Skilled Workers. However, there were different opinions towards the years of experience stipulated in the second condition.</p>

Agenda Item	Paper	Major Resolutions/ Progress Highlights
1.6	CIC/CTB/P/005/12	Contractor Cooperative Training Scheme — Proposal of Carpentry Cooperative Training Scheme submitted by Gammon Construction Ltd – Members accepted the cooperative training scheme on carpentry submitted by the captioned contractor for a total of 6 trainees. The training period would be 95 days with the first 30 days’ training to be conducted in CICTA and the remaining 65 days’ training in construction sites of the contractor. The total subsidy would amount to \$163,562.5.
1.7	CIC/CTB/P/006/12	Progress Report of “Investing In Construction Manpower” Project – Members noted the progress of implementation of various measures under the above Project. In general, the intakes of the Enhanced Construction Manpower Training Scheme were close to the target of 1,425 places in total set for the 3 rd phase. It was hoped that the applications for three plots of outdoor training grounds and the promotion of the Contractors Cooperative Training Scheme would further boost the training capacities and enrollment figures.
1.8	CIC/CTB/P/007/12	Resources required for Phase 4 of Enhanced Construction Manpower Training Scheme – Members noted that a total of 44 classes providing 830 training places for nine trades would be offered in Phase 4 of the above Scheme and accepted the training resources of HK\$9.94M to be required, which included staff cost of HK\$8.05M,

Agenda Item	Paper	Major Resolutions/ Progress Highlights																														
		consumable materials and tools of HK1.47M, training expenses of HK\$0.32M and capital expenses of HK\$0.1M. The training allowance of HK\$15.43M would be paid by CICTA first and be reimbursed by the government on an actual expenditure basis.																														
1.9	CIC/CTB/P/008/12	<p>Budget estimate for setting up three new outdoor training grounds –</p> <p>Members noted that applications had been made by CICTA to the Lands Department for the use of three plots of land and accepted the courses to be offered, the related manpower requirement and the estimated expenses as follows:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th></th> <th style="text-align: center;">Tung Chau Street, Shamshuiipo</th> <th style="text-align: center;">Siu Lun Street, Tuen Mun</th> <th style="text-align: center;">Yuen Kong Public School, Yuen Long</th> <th style="text-align: center;">Total</th> </tr> </thead> <tbody> <tr> <td>Courses to be offered</td> <td>Formwork / bar-bending 2 classes x 20 persons</td> <td>Formwork / bar-bending 3 classes x 20 persons</td> <td>Levelling 2 classes x 20 persons</td> <td>280 training places</td> </tr> <tr> <td>Total set-up cost</td> <td style="text-align: center;">HK\$0.99M</td> <td style="text-align: center;">HK\$2.04M</td> <td style="text-align: center;">HK\$1.11M</td> <td style="text-align: center;">HK\$4.14M</td> </tr> <tr> <td>Staff establishment</td> <td>2 temporary instructors & 1 labourer</td> <td>3 temporary instructors & 1 labourer</td> <td>2 temporary instructors & 1 labourer</td> <td>7 temporary instructors, 3 labourers and 1 temporary supervising instructor</td> </tr> <tr> <td></td> <td colspan="3" style="text-align: center;">Plus 1 temporary supervising instructor</td> <td></td> </tr> <tr> <td>Operating cost</td> <td style="text-align: center;">HK\$2.22M</td> <td style="text-align: center;">HK\$2.25M</td> <td style="text-align: center;">HK\$1.44M</td> <td style="text-align: center;">HK\$5.91M</td> </tr> </tbody> </table>		Tung Chau Street, Shamshuiipo	Siu Lun Street, Tuen Mun	Yuen Kong Public School, Yuen Long	Total	Courses to be offered	Formwork / bar-bending 2 classes x 20 persons	Formwork / bar-bending 3 classes x 20 persons	Levelling 2 classes x 20 persons	280 training places	Total set-up cost	HK\$0.99M	HK\$2.04M	HK\$1.11M	HK\$4.14M	Staff establishment	2 temporary instructors & 1 labourer	3 temporary instructors & 1 labourer	2 temporary instructors & 1 labourer	7 temporary instructors, 3 labourers and 1 temporary supervising instructor		Plus 1 temporary supervising instructor				Operating cost	HK\$2.22M	HK\$2.25M	HK\$1.44M	HK\$5.91M
	Tung Chau Street, Shamshuiipo	Siu Lun Street, Tuen Mun	Yuen Kong Public School, Yuen Long	Total																												
Courses to be offered	Formwork / bar-bending 2 classes x 20 persons	Formwork / bar-bending 3 classes x 20 persons	Levelling 2 classes x 20 persons	280 training places																												
Total set-up cost	HK\$0.99M	HK\$2.04M	HK\$1.11M	HK\$4.14M																												
Staff establishment	2 temporary instructors & 1 labourer	3 temporary instructors & 1 labourer	2 temporary instructors & 1 labourer	7 temporary instructors, 3 labourers and 1 temporary supervising instructor																												
	Plus 1 temporary supervising instructor																															
Operating cost	HK\$2.22M	HK\$2.25M	HK\$1.44M	HK\$5.91M																												
1.10	CIC/CTB/P/009/12	A proposal to conduct a ‘train-the-trainer’ workshop on vocational Cantonese																														

Agenda Item	Paper	Major Resolutions/ Progress Highlights
		<p>for construction industry –</p> <p>Members agreed to conduct the above workshop for CICTA’s instructors to enable them later to take up the teaching of Vocational Cantonese Course for Construction Industry for ethnic minorities. The workshop would be conducted in part-time mode and the class size would be 20 to 25 persons. As the course was for the training of staff, the total cost of HK\$16,900 would be made out of the Staff Development Scheme.</p>
1.11	CIC/CTB/P/010/12	<p>A proposal to conduct a Quantity Surveying Technician Assistant Course –</p> <p>Members agreed to conduct the above course for adult job seekers who had completed F.5. The training duration of the course with a class size of 20 persons would be 120 days. Two classes would be conducted per training year and the training allowance would be HK\$105 per day. For the course, a temporary quantity surveying lecturer had to be recruited. The staff cost together with the training expenses and training allowance would amount to HK\$1,154,000 for the proposed two classes per year.</p>
1.12	CIC/CTB/P/011/12	<p>A proposal to conduct an evening Computer Aided Drafting Course</p> <p>Members accepted the above course proposal. The total training hours for the course with a class size of 20 persons would be 225 hours and the cost per trainee would amount to about HK\$6,000. In order to attract more applicants, CICTA</p>

Agenda Item	Paper	Major Resolutions/ Progress Highlights
		would subsidize 50% of the cost and every trainee would only be required to pay a course fee of HK\$3,000.
1.13	CIC/CTB/P/012/12	<p>An overview of manpower situation of lift mechanics</p> <p>Members noted the manpower situation of lift mechanics. Although installations of new lift and escalators did not significantly increase in recent years, there were a large number of modernization and hardware enhancement projects underway. In addition, a number of old lifts needed large scale repair or replacement. All these pushed up the demand for lift mechanics.</p> <p>Members also intended to convene a workshop to review the effectiveness of the provision of building, civil and E&M trainings and the related statistics so as to find out the areas needed enhancement and adjustments, in particular the training of construction supervisors. In addition, at the request of the Development Bureau, the manpower demand arising from the Lifts and Escalators Bill being introduced into the Legislative Council would be looked into.</p>
1.14	CIC/CTB/P/013/12	<p>Cost analysis of full-time courses</p> <p>Members noted the cost analysis of full-time courses from 2008 to 2011, during which the total training cost per graduate decreased continuously. However, there</p>

Agenda Item	Paper	Major Resolutions/ Progress Highlights
		was a need to adjust the allocation of direct training expenses, indirect training expenses and overhead expenses.
1.15	CIC/CTB/P/014/12	Fee proposals for skills enhancement courses on carpenter (formwork-civil construction), floor layer (timber flooring), bamboo scaffolder, metal scaffolder and general welder Members agreed that in the specified three months' period the course fee for the above five skills enhancement courses would be waived for publicity purpose. Subject to the responses, fee arrangement would be followed up afterwards.
1.16	CIC/CTB/WGHM/R/002/11 & CIC/CTB/P/015/12	Minutes of 2nd meeting of Working Group on Heritage Maintenance and Report on circulation result of the Sub-committee on Employers Subsidy Scheme – Members accepted the above minutes and report on circulation result of the Working Group and the Sub-committee respectively.