



CIC Outstanding Contractor Award 2021

Marking Scheme

CORPORATE INNOVATION (25 marks)

1.1 Describe the Company's culture which embraces change and innovation to continuously enhance its operations

	Criteria	Assessment	Max marks
1.1.1	Policy on innovation	Comprehensiveness of policies to promote innovation and technologies with a view to enhancing built quality, efficiency and environmental performance	12
1.1.2	Senior management involvement	Evidence of active involvement of senior management to embrace technologies	
1.1.3	Staff buy-in	Evidence of staff buy-in of the Company's vision	
1.1.4	Resource allocation	Resource allocated to R&D or sourcing of innovative solutions with consideration of the company scale	
1.1.5	Process re-engineering	Evidence of willingness to change from traditional construction methods, processes or system that would drive the application of technologies	
1.1.6	Other aspects to be demonstrated	Any other aspects considered commendable by the Judging Panel (e.g. participation in MiC Resource Centre, Construction Innovation and Technology Application Centre (CITAC) i-Club, DfMA Alliance, Construction Innovation and Technology Fund (CITF), innovation seminars or technical workshops, etc.)	

1.2 Provide examples of innovation or new technologies implemented in the course of the Company's operation

	Criteria	Assessment	Max marks
1.2.1	Innovations or new technologies implemented on construction projects or internal operations	Significance of the innovation	7
		Ingenuity of the innovation	
		Pioneer / early adopter	
		Self-developed	
1.2.2	Unsuccessful case with lessons learnt	Evidence of lessons learnt from failed deployment of innovation and new technologies	



CIC Outstanding Contractor Award 2021 Marking Scheme

1.3 Provide a quantitative assessment of how the adoption of innovation or new technologies has improved the Company's performance

	Criteria	Assessment	Max marks
1.3.1	Labour reduction, process time reduction, financial saving, carbon emission reduction, safety improvement, quality improvement	Minor improvement: up to 10% Moderate improvement: up to 20% Significant improvement: up to 30%	3

1.4 List of awards and recognition received relating to innovation

	Criteria	Assessment	Max marks
1.4.1	International award	Each international award from a recognised organisation	3
1.4.2	Local award	Each local award from a recognised organization (e.g. CIC Construction Innovation Award, BIM Award, etc.)	

PROFESSIONALISATION (25 marks)

2.1 Describe the Company's initiatives to nurture professionalism within the organisation

	Criteria	Assessment	Max marks
2.1.1	Staff development scheme	Provide in-house training Provide financial assistance and / or time-off for outside training	5
2.1.2	Support for continuous professional development	Provide financial assistance Provide time-off	
2.1.3	Structured professional training	Provide structured training (e.g. HKIE Scheme A)	
2.1.4	Other aspects to be demonstrated	Any other aspects considered commendable by the Judging Panel (e.g. participation in Leadership Summit, Construction Safety Week, Young Construction Conference, etc.)	



CIC Outstanding Contractor Award 2021

Marking Scheme

2.2 Staff professional qualification (% of permanent staff)

	Criteria	Assessment	Max marks
2.2.1	Construction professional (e.g. HKIE, HKIS)	15 / 30 percentage point above the submission median	4
2.2.2	Registered Safety Auditor	15 / 30 percentage point above the submission median	
2.2.3	CIC-Certified BIM Manager	15 / 30 percentage point above the submission median	
2.2.4	CIC-Certified BIM Coordinator	15 percentage point above the submission median	
2.2.5	Other professional (e.g. lawyer, accountant)	15 percentage point above the submission median	

2.3 Describe how the Company conducts its operations with professionalism

	Criteria	Assessment	Max marks
2.3.1	Policies and practices on project management	Comprehensiveness of the respective policies and effectiveness in the related aspects (e.g. adopt relevant standards, guidelines and reference materials of CIC, engage Registered Specialist Trade Contractors and Registered Subcontractors of CIC etc.)	11
2.3.2	Policies and practices on procurement / cost control / inventory control		
2.3.3	Policies and practices on safety management		
2.3.4	Policies and practices on quality management		
2.3.5	Policies and practices on subcontractor management		
2.3.6	Policies and practices on proactive risk and dispute management		
2.3.7	Policies and practices on stakeholder management		
2.3.8	Policies and practices on BIM standards		
2.3.9	Other aspects to be demonstrated	Any other aspects considered commendable by the Judging Panel	

2.4 Describe how the Company has contributed to elevating the professionalism of the local construction industry

	Criteria	Assessment	Max marks
2.4.1	Introduction of overseas best practices	Each example of introduction of best practices from overseas	3
2.4.2	Knowledge sharing	Each example of knowledge sharing with the local industry	



CIC Outstanding Contractor Award 2021 Marking Scheme

2.5 Describe how the Company has contributed to elevating the professionalism of the local construction industry

	Criteria	Assessment	Max marks
2.5.1	International award	Each international award from a recognised organisation	2
2.5.2	Local award	Each local award from a recognised organisation	

REVITALISATION (25 marks)

3.1 Describe the Company's initiatives to reinvigorate the appeal to young and energetic talents of pursuing a career in the construction industry

	Criteria	Assessment	Max marks
3.1.1	Company image	General perception of the Company's image	10
3.1.2	Liaison with the education sector	Evidence of reaching out to secondary schools and universities in attracting young people to the construction industry	
3.1.3	Construction site modernisation	Evidence of effort in creating a workplace that appeals to young people	
3.1.4	People investment	Monthly wage for workers, staff welfare, safety culture	
3.1.5	Support construction industry collaborative training schemes (CICTS) and other mentorship programme	Provision of structured on-the-job training	
3.1.6	Other aspects to be demonstrated	Any other aspects considered commendable by the Judging Panel	

3.2 Age profile (% of permanent staff)

	Criteria	Assessment	Max marks
3.2.1	Below the age of 40	15 percentage point above the submission median	5
3.2.2	In a managerial position below the age of 40	15 / 30 percentage point above the submission median	
3.2.3	In a directorate position below the age of 40	15 / 30 percentage point above the submission median	



CIC Outstanding Contractor Award 2021

Marking Scheme

3.3 Describe the Company's initiatives to empower young construction practitioners

	Criteria	Assessment	Max marks
3.3.1	Leadership, exchange or attachment programme	Provision of relevant programmes and participation of young employees	10
3.3.2	Overseas technical visit	Organised visits and participation of young employees	
3.3.3	Career pathway	Evidence of a clearly defined career pathway within the Company and success stories	
3.3.4	Accomplishments led by young employees	Significance of the accomplishments	
3.3.5	Other aspects to be demonstrated	Any other aspects considered commendable by the Judging Panel	

ENVIRONMENTAL, SOCIAL AND GOVERNANCE (25 marks)

4.1 Describe the Company's initiatives to mitigate the environmental impact of its operations

	Criteria	Assessment	Max marks
4.1.1	Policies and measures to mitigate environmental impact	Existence of environmental policies beyond legal minimum requirements Evidence of how environmental impact is mitigated (e.g. participation in the CIC Green Product Certification Scheme, Carbon Assessment Tool, etc.)	7
4.1.2	Other aspects to be demonstrated	Any other aspects considered commendable by the Judging Panel	



CIC Outstanding Contractor Award 2021

Marking Scheme

4.2 Describe how the Company has given back to the community

	Criteria	Assessment	Max marks
4.2.1	Details of charity work	Contribution towards charity (financial / resources) with consideration of the company scale (e.g. participation in Construction Industry Sports and Volunteering Programme activities)	8
4.2.2	Details of workers welfare	Evidence of workers welfare	
4.2.3	Details of employee welfare	Evidence of employee welfare	
4.2.4	Details of services for the community	Evidence of community liaison work	
4.2.5	Other aspects to be demonstrated	Any other aspects considered commendable by the Judging Panel	

4.3 Describe how the Company ensures effective corporate governance of the organisation

	Criteria	Assessment	Max marks
4.3.1	Governance structure	Evidence of director supervision and control of the Company, risk assessment and mitigation measures.	8
4.3.2	Checks and balances	Existence of policies to ensure proper checks and balances are maintained for the Company's operations	
		Evidence of staff awareness of the policies	
4.3.3	Continuous review and improvement	Evidence of a system to enable continuous improvement of the organisation's corporate governance performance	
4.3.4	Integrity	Existence of an integrity management system	
		Comprehensiveness of the integrity management system	
4.3.5	Other aspects to be demonstrated	Any other aspects considered commendable by the Judging Panel	



CIC Outstanding Contractor Award 2021

Marking Scheme

4.4 List of awards and recognitions received related to Environmental, Social and Governance

	Criteria	Assessment	Max marks
4.4.1	International award	Each international award from a recognised organisation	2
4.4.2	Local award	Each local award from a recognised organisation (e.g. CIC Sustainable Construction Award)	

4.5 List of convictions

	Criteria	Assessment	Max marks
4.5.1	Significant conviction	Each conviction resulting in suspension of tendering / registration / other disciplinary action or sanction	-10
		Each conviction involving a fatal accident	
4.5.2	Minor conviction	Each conviction other than significant conviction reported	