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Members noted the results of additional surveys of 3,000 registered general workers to find out whether they were carrying out jobs of a general worker or that of a skilled worker and 1,500 registered skilled workers to find out the percentage of time they were working on sites. Members also noted that the consultant was revising the draft Final Report, which would then be submitted and considered at the meeting of the Steering Group on Manpower Research on 23 October 2009 prior to its submission to CMTD for endorsement.

1.2.2 Agenda item 1.4 Variation No. 3 on the Additional Study on Mobility of Construction Personnel across Building Works, Civil Works and Decoration/Renovation Works

Members noted that the report of the Variation No. 3 would be submitted to the Committee together with the other two Variation reports in November 2009 as scheduled. After the Committee's consideration, the reports would be presented to CIC for endorsement.

1.2.3 Agenda item 1.5 Code of Conduct for Personnel in the Construction Industry

Members noted that consultation with industry stakeholders on the draft code had been completed and that most of the respondents expressed support. The proposed amendments of the draft code would be discussed under agenda item 1.4 of this meeting.

1.2.4 Agenda item 1.6 Tender for consultancy study of definition and scope of duties of site supervisors

Members noted that CICTA had reviewed the 2-year Construction Supervisor/ Technician Programme and would examine the feasibility to collaborate with contractors for

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providing on-the-job training to the trainees. Members also noted that an introduction of the Specified Supervisors Course (專項監工) had also been included in the CITB work plan for next year. Details on the tender for consultancy study of definition and scope of duties of site supervisors would be discussed under agenda item 1.5 of this meeting.

1.2.5 Agenda item 1.7 Proposal of giving support to students of the Christian Zheng Sheng College

Director (Training) reported that visit to CICTA's training centres would be arranged for students of the Christian Zheng Sheng College pending confirmation by the College. CICTA had also contacted the Hong Kong Construction Association to explore the possibility to provide similar service to those schools with students in need. In this regard, a new Fringe Youth Training Scheme had been proposed in the CITB work plan for the year 2010, which was subsequently accepted.

1.3 The Work Plan for the Year 2010

1.3.1 Members noted the work plan for the year 2010 as set out in paper CIC/MTD/P/008/09. As regards the consultancy study on the development strategy for construction professional resources, Members noted that the study was expected to be completed by end of this year and its Final Report would be submitted to the Committee by then. The government representative supplemented that the study revealed that some professional disciplines would suffer from manpower shortage in 2013/2014. Hence, a strategy would be formulated to develop the local construction professional resources, in particular the quality of the professionals.

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- 1.3.2 As regards the Manpower Research for the construction industry of Hong Kong, Members pointed out that the proposed work plan for the year 2010 lacked the implementation of strategic follow-up actions to be formulated, based on the findings of the manpower research. CICTA would revise the work plan accordingly. As for the development strategy for construction professional resources, CMTD would have to discuss and identify the way forward in the work plan after receiving the final report. CICTA
- 1.3.3 As regards the work plan for the Code of Conduct for Construction Personnel, Members considered that the three stages proposed in the 3-year communication and inculcation plan was conceptually sound, but the discreteness of the 3 stages of “Awareness”, “Buy-in and Inculcation” and “Living the Code” would have flaws in execution for this case. Members worried that it might give public a mis-perception that a “grace period” was allowed for the implementation of the code. After deliberation, CICTA was requested to re-consider the plan and provide a more detailed proposal on the promotional activities for Members’ consideration. CICTA
- 1.4 **The Revised Code of Conduct for Personnel in the Construction Industry**
- 1.4.1 Members took note of Paper CIC/MTD/P/009/09 and the revised code of conduct for personnel in the construction industry. As regards the code under “Professionalism & Integrity”, Members recommended to adopt the original wording for the second bullet as “Be alert. Declare and avoid any conflicts of interests”. Members also recommended CICTA to re-consider the revised wording of the third bullet. CICTA

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1.4.2 Subject to the above proposed amendments, the revised code of conduct for construction personnel was endorsed. Members noted that the approved code would then be sent for further refinement by a professor of the Chinese University of Hong Kong.

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1.5 Consultancy Study of the Definition and Scope of Duties of Site Supervisors for the Construction Industry

1.5.1 Members noted that subsequent to the approval of the funding of the consultancy, CICTA had sent out invitations to tender in September 2009, and a briefing session for the interested tenderers was arranged afterwards. A total of 5 tenders were received by the deadline of 6 October 2009. Members also noted that the assessment panel, comprising Ir Jimmy Tse, Mr. Donald Choi, Mr. Charles Wong and Mr. C.L. Wong, would meet in October 2009 to discuss and assess the tenders. Assuming that a consultant would be appointed in November this year, the consultancy study was expected to be completed by mid-2010.

1.6 Further actions to be taken by CICTA are as follows:

- (a) To submit the revised final report of the Manpower Research and the reports of the 3 variation tasks.
- (b) To revise the work plan for the year 2010 according to Members' comments.
- (c) To amend the revised code of conduct for construction personnel and send it to the Chinese University of Hong Kong for further refinement.

1.7 There being no further business, the meeting was adjourned at 11:00 am.