

Construction Industry Council

Committee on Repair, Maintenance, Alteration and Addition

Meeting No. 001/25 of the Committee on Repair, Maintenance, Alteration and Addition (Com-RMAA) was held on Thursday, 6 February 2025 at 2:30pm at Board Room, 29/F, Tower 2, Enterprise Square Five (MegaBox), 38 Wang Chiu Road, Kowloon Bay.

Present	Eddie LAM	(ELM)	Chairperson
	Susanne WONG*	(WHWS)	Principal Assistant Secretary (Works) 1, Development Bureau
	KAN Wai-chi	(CKN)	Deputy Chief Occupational Safety Officer (Operations Division) (Hong Kong and Islands Region), Labour Department
	Joe LAM	(JLm)	Chief Engineer / General Engineering Services, Electrical & Mechanical Services Department
	Tom CHAN	(TmC)	
	CHAN Kim-kwong*	(KKCN)	
	CHEUNG Wing-ho	(WhC)	
	Penny CHUN*	(PyCn)	
	Christopher CHUNG*	(CCG)	
	Ellis IP	(EIp)	
	Lewis LAM	(LLM)	
	Louis LEE*	(LMHL)	
	Julian NG	(JNCW)	
	Diana PANG*	(DiP)	
	Daniel PONG	(DPG)	
	Ringo SHEA	(RSh)	
	Alfred TANG	(AdT)	
	Kenneth TANG*	(TwL)	
	YU Kam-hung	(KHY)	
In Attendance	Alfred CHAN*	(AdCn)	Chief Assistant Secretary (Works) 6, Development Bureau
	Winnie HO*	(WHWY)	Assistant Secretary (Works Policies 1) 2, Development

		Bureau
Albert CHENG	(CTN)	Executive Director, Construction Industry Council
LEE Oi-yen	(OYL)	Assistant Director – Registration Services, Construction Industry Council
Timothy LEUNG	(TLG)	General Manager – Industry Development, Construction Industry Council
Patrick LIN	(PLN)	Deputy Principal – Kwai Chung Campus, Hong Kong Institute of Construction
Robert LAU	(WFL)	Manager – Trade Testing, Hong Kong Institute of Construction
Nathaniel WOO	(NJW)	Manager – Industry Development, Construction Industry Council
Michael YEUNG	(MIY)	Manager – Industry Development, Construction Industry Council
Chivas CHEUNG	(CvC)	Assistant Manager – Industry Development, Construction Industry Council
Amy LEE	(AyLe)	Assistant Manager – Career Support Services, Hong Kong Institute of Construction
David LEUNG	(DdLg)	Assistant Manager – Collaboration Scheme, Construction Industry Council
Joyce LEUNG	(KYLg)	Senior Officer II – Industry Development, Construction Industry Council

Apologies : Patrick HO (PaH)
Andrew LEE (ALEE)

* Attended the meeting online via Microsoft Teams

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Prior to commencement of the Meeting, the Chairperson reminded Members to declare any actual or potential conflict of interest with item(s) to be discussed at the meeting. No declaration was received during the meeting.

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1.1 Safety Moment

TLG had shown and explained to Members the emergency evacuation route and fire assembly point of the meeting venue.

1. Message from CIC Chairman – Life-saving tips
Dynamic risk assessment and onsite briefing must be conducted before works commence. If there is any changes to the onsite environment or work procedures, the works must be suspended immediately.
2. Key safety promotional events
Event 1: Construction Safety Webinar – Bamboo Scaffolding Safety and Code of Practice on 13 February 2025
Event 2: CIC Master Class in Safety Leadership Culture on 18 March 2025

1.2 Confirmation of Minutes of the Previous Meeting

Members took note of the paper CIC/RMAA/M/004/24 and confirmed the minutes of the Meeting No. 004/24.

1.3 Matters Arising from the Last Meeting

There were no matters arising from the last meeting.

1.4 Progress Update on Sub-committees

The Chairperson invited the Chairperson of each Sub-committee to brief Members on the Paper CIC/RMAA/P/001/25 regarding the progress update on the Sub-committees.

Sub-committee on Worker Training

AdT briefed Members on the progress update of the Sub-committee on Worker Training.

PLN briefed Members regarding the full-time Certificate Programmes in RMAA. As the Building Construction programme had started a new class in early December

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2024, the number of applicants had reduced accordingly. Another new class had been scheduled for 3 March, with 10 applications received so far. The annual intake target for the Building Construction programme was 85 students (i.e. 5 classes per year) while that for the Electrical & Mechanical programme was 51 students (i.e. 3 classes per year).

The number of graduates and students from the two Certificate Programmes in RMAA (full-time) and their employment status were as follows:

Programmes	Number of Graduates (as at 15 January)	Number of Students	Number of Applicants (as at 15 January)
Building Construction	211	46	6
Collaborative Training Scheme (Building Construction)	123	37	3
Electrical & Mechanical	74	34	0
Collaborative Training Scheme (Electrical & Mechanical)	74	52	2

Programmes (as at 31 December)	Number of Employment	Employment Rate
Building Construction	137/206	67%
Collaborative Training Scheme (Building Construction)	N/A	N/A
Electrical & Mechanical	54/74	73%
Collaborative Training Scheme (Electrical & Mechanical)	N/A	N/A

The Chairperson opined that the number of RMAA graduates was insufficient and that it was hard for

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graduates to receive industry recognition. Promotional efforts had to be stepped up to attract applications, especially for the Collaborative Training Schemes. AdT stated that the Government's works contracts now required the engagement of RMAA graduates, enabling industry practitioners to learn more about the programmes. New top-up programmes for Intermediate Tradesman were underway, with more applications anticipated.

PLN briefed Members that the total number of participants in the Intermediate Tradesman Collaborative Training Scheme (ITCTS) had reached 286. The number of students taking the RMAA Works (Building Construction) and RMAA Works (Electrical & Mechanical) courses were 37 and 52 respectively. 7% of the students had participated in the works of Architectural Services Department (ArchSD), 68% had participated in the works of the Housing Department, and 25% had participated in private works.

The part-time Certificate Programmes in RMAA mainly serve in-service workers who might switch jobs or acquire another work trade upon completion of the programme. The Building Construction and Electrical & Mechanical programmes each had seven modules. Students could select the appropriate modules based on their own schedules.

AdT pointed out that applications for part-time programmes were relatively fewer; however, the Air Conditioning & Refrigeration (System Control) module had received 15 applications. He enquired whether the Electrical & Mechanical work trades were more popular than those of Building Construction. PLN replied that students had more time for classes before and after the New Year holidays. Therefore, the number of applications for the Air Conditioning module had increased. He opined that the popularity of both programmes was roughly the same.

AdT enquired whether part-time programmes would be terminated to re-allocate resources to the more popular

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top-up programmes for Intermediate Tradesman. PLN mentioned that the target students for part-time programmes and the top-up programmes for Intermediate Tradesman were different. He hoped that part-time programmes could be continued, with students graduating within 3 years. Although there were no graduates yet, a student from the Electrical & Mechanical programme, who possessed the Semi-Skilled Worker qualification, had completed 3 modules and received exemptions from 2 modules. He still had 2 more modules to complete the Certificate Programme in RMAA, and would likely finish all the modules for graduation in 2025. The Chairperson opined that part-time programme offered flexibility. However, our target students might not be aware of such flexibility and did not sign up. He opined that part-time programmes were worth running.

PLN briefed Members regarding the curriculum of the top-up programmes in RMAA. HKIC would roll out top-up programmes in March, helping Building Construction graduates become Semi-Skilled Painters and Decorators, and Electrical & Mechanical graduates become Semi-Skilled Electrical Wireman. The proposed duration would be 50 hours for a class size of 60 students. The curriculum would run under the Hong Kong Qualifications Framework. AdT noted that the 50 class hours had taken into consideration the learning capabilities and exam preparation abilities of students. Upon the launch of the programmes, a review could be conducted to see if there was any room for reducing the class hours to attract more applications. PLN stated that after several top-up programmes were rolled out, if the passing rate for Intermediate Trade Tests was satisfactory, the number of class hours could be considered for reduction.

NJW briefed Members regarding the status of the Government's works contracts in engaging graduates from the RMAA programmes. ArchSD commenced 4 works projects in 2024. Since then, the Secretariat had been following up on the engagement of graduates, which was found to be unsatisfactory. To assist contractors in recruiting Building Construction graduates, a

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Recruitment Day for Government contract works was organized at Kwai Chung Campus on 2 December 2024. Among the 6 contractors invited, 3 participated. A total of 12 Building Construction graduates-to-be attended the Recruitment Day. Five of them received offers, but all turned them down mainly due to work location or salary.

Another Recruitment Day for Government contract works was organized at Sheung Shui Campus on 20 January 2025. A total of 33 Building Construction graduates-to-be and 5 contractors participated in the Recruitment Day. A total of 29 graduates-to-be attended the interviews and 17 were initially selected, pending official confirmation from the contractors.

Another Recruitment Day for Government contract works was scheduled at Kwai Chung Campus on 14 February 2025 for 17 Electrical & Mechanical graduates-to-be.

NJW briefed Members that the Hospital Authority had awarded two term contracts for minor works on 1 December 2024 (Kowloon East Cluster and Kowloon Central Cluster), and two term contracts for minor works on 1 January 2025 (Hong Kong East Cluster and Hong Kong West Cluster). Each contract specified contractors to recruit 2 graduates from the Certificate Programme in RMAA (Building Construction) for bricklaying, plastering, plumbing, tiling and concrete repairing (spalling concrete), as well as 1 graduate from the Certificate Programme in RMAA (Electrical & Mechanical) for electrical wiring.

The Hong Kong Housing Authority (HKHA) would launch 3 contracts for building minor maintenance works in the first quarter of 2025, each specifying that contractors recruit 1 graduate from the Certificate Programme in RMAA (Building Construction). The tender would specify that the Building Construction graduate could assist in bricklaying, plastering, plumbing, tiling, concrete repairing (spalling concrete) and painting. HKHA planned to launch term contracts for its electrical & mechanical maintenance works in the second quarter of 2025.

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The Electrical and Mechanical Services Department (EMSD) had awarded 3 term contracts, each specifying that contractors recruit 1 Electrical & Mechanical graduate. EMSD allowed the graduates to engage in electrical wiring, control panel assembly, air conditioning and refrigeration (electrical control), and air conditioning and refrigeration (system control).

A Recruitment Day for property management companies was held at the Labour Department's (LD) Construction Industry Recruitment Centre in Kwun Tong on 13 December 2024. Those employed would participate in the ITCTS. A total of 6 property management companies and 33 job seekers participated in 68 interviews during the day. Among them, 22 job seekers were initially selected by the property management companies, with 6 entering the second round of interviews and 5 receiving offers.

Sub-committee on Promotion and Education

EIp briefed Members on the progress update of the Sub-committee on Promotion and Education.

Seven Continuing Professional Development (CPD) programmes were completed in 2024. A webinar on Bamboo Scaffolding Safety was jointly organized with the Property Management Services Authority (PMSA) and the LD on 13 November. The webinar introduced LD's Code of Practice for Bamboo Scaffolding Safety, which took effect on 19 October, PMSA's Code of Conduct on Handling Scaffolding Works and truss-out scaffolder safety training. Another webinar, titled Introduction to the Exhibits at RMAA Corner, was held on 10 December. Featuring the RMAA Corner and exhibits, and promoting the RMAA Corner guided tours, the webinar attracted 1,179 online participations.

NJW briefed Members on three thematic directions for CPD programmes for 2025. The first direction was Building Rehabilitation: in view of the increasing demand for building rehabilitation, it was suggested to invite representatives from the Urban Renewal Authority (URA) to introduce the building rehabilitation

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market and works to the public and contractors. The second direction was Professionalism: CIC had set 2025 as the Year of Professionalism. It was suggested to invite the Independent Commission Against Corruption (ICAC) to share integrity management practices, and promote integrity within the RMAA sector. The third direction was Safety: to continue promoting safety management within the RMAA sector and enhancing safety awareness.

Two promotional videos, each 2 – 3 minutes in length, were under production, featuring the Smart Site Safety System (4S) and the Construction Innovation and Technology Fund (CITF), and the Spalling of Concrete and Mandatory Building Inspection Scheme. The storyboards for both videos were initially completed, with expected distribution to the public by late March.

The Chairman's Lunch — CIC Outstanding Contractor Award: Insights and Visions of the Winners was successfully held in hybrid mode on 10 January 2025. The luncheon had invited Mr. Tommy PONG and Mr. Willy TAO, representatives of the award-winning companies, to share their operational experiences and visions for the industry. Following the keynote speeches, AdT chaired a forum where guest speakers Mr. NG Chi-chiu, LMHL and EIp discussed the market conditions and development of the local RMAA sector.

To assist those interested in joining the RMAA sector in learning more about the industry, the Sub-committee on Promotion and Education planned to publish an interview about the RMAA sector in a recruitment magazine in March – April. The interview would invite Cheung Hing Construction Co., Ltd., the award winner of the CIC Outstanding Contractor Award, to share their joy in winning the award and the development in the RMAA sector, hoping to attract readers to participate in the Recruitment Day for property management companies in April.

Members of the Tuen Mun, Yau Tsim Mong, and Sai Kung District Councils had learned more about the contents of the RMAA Corner through its guided tour,

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and distributed the related information to relevant parties. To step up promotional efforts, the Sub-committee on Promotion and Education planned to organize outreach activities to promote the RMAA Corner and RMAA information to the public this year. The Chairperson opined that the outreach activities should be promoted among the public. EIp stated that the Sub-committee would discuss and identify budget-friendly venues with higher traffic for the outreach activities.

Sub-committee on Standardisation

NJW briefed Members on the progress update of the Sub-committee on Standardisation.

To assist graduates from the Certificate Programmes in RMAA to partake in the work requirements of the List of Class III Minor Works Items, HKIC offered top-up programmes to help graduates achieve the qualification of Intermediate Tradesman. Since the Buildings Department (BD) requires Registered Minor Works Contractors (Individual) to possess four years of relevant work experience, HKIC would continue to identify graduates with work experience and assist them in obtaining registration qualification from BD first.

CCG stated that as BD's proposed amendments to the Buildings Ordinance involved minor works, we should review the top-up programmes for graduates to partake in the work requirements of Minor Works Items. Under the current framework, we should assist graduates who possessed the qualification of Intermediate Tradesman and four years of work experience in obtaining the qualification of Registered Minor Works Contractors (Individual) from BD.

NJW reported to Members that the production of the "Alert on Truss-out Bamboo Scaffolding Safety" was completed and the leaflet was uploaded to the CIC website. The Alert guided relevant stakeholders to take note of good practices, including employing qualified contractors, offering advance notification for truss-out bamboo scaffolds, using personal protective equipment /

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fall arresting systems, prohibiting unauthorized dismantling of the putlogs, taking precautions for adverse weather, etc.

The “Smart Site Safety System for RMAA Works and Construction Innovation and Technology Fund” leaflet had been completed, covering five Smart Site Safety System (4S) products commonly used in the RMAA sector, the 4S Labelling Scheme and CITF funding. A total of 1,500 leaflets were distributed to PMSA, Home Affairs Enquiry Centres, URA, Federation of Hong Kong Property Management Industry (FHKPMI), Hong Kong Association of Property Management Companies Limited and Hong Kong Institute of Housing.

The initial draft of the “Safety Issues for Working-Above-Ground and Working-At-Height” leaflet was completed, and passed to a design house for design revision. A cartoon-style presentation was adopted to draw attention and promote safety issues for working-above-ground and working-at-height among the public. The production was expected to be completed in February, after which the leaflets would be distributed to the public and FHKPMI.

Regarding the proposed themes and potential partner organizations for the 2025 booklets or leaflets, the theme of the first leaflet was planned to be safety at work in confined spaces, which was due to the revised “Code of Practice for Safety and Health at Work in Confined Spaces” by the LD in 2024 and the fatal incidents during the year. Separately, market demand for building rehabilitation had increased. A leaflet would be prepared, in collaboration with the URA, to introduce the building rehabilitation market to contractors or promote the use of building rehabilitation standard contracts among owners.

The Chairperson enquired whether there would be any leaflets on safety at electrical works. CCG replied that electrical works was one of the proposed themes. Upon completion of the leaflet on safety at work in confined spaces, they would also consider producing leaflets on electrical works and demolition works.

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OYL briefed Members on the addition of “Truss-out Scaffolding” as a designated trade. The Registered Specialist Trade Contractors (RSTC) added “Truss-out Scaffolding” as a designated trade on 1 January 2025. The “Truss-out Scaffolding” designated trade required truss-out scaffolding contractors to achieve the registration standards of the six core elements. In addition, they should also be accredited as OSH Star Enterprises, and secured Employees' Compensation Insurance for workers erecting, dismantling and using truss-out bamboo scaffoldings. To assist contractors securing the insurance, truss-out scaffolding contractors who had joined the Registered Specialist Trade Contractors Scheme (RSTCS) and OSH Star Enterprise Scheme would enjoy privileged discounts in taking out Employees' Compensation Insurance. A total of 40 truss-out bamboo scaffolding contractors were now OSH Star Enterprises.

NJW briefed Members on the proposed amendments to the Buildings Ordinance by the Development Bureau (DEVB), which mainly covered speeding up building inspection and repair, rationalising the policy on handling unauthorised building works, and enhancing building safety. To explain the proposed amendments to the Ordinance to the Construction Industry Council Members and the Committee, BD would organize a briefing session with livestreaming on 19 February. To prepare for the briefing session, Members could provide their opinions to the Secretariat in writing by 21 February, after which the Secretariat would submit the related opinions to DEVB. The Chairperson suggested reviewing the impact of the proposed amendments to the Ordinance on the RMAA sector, such as safety and training directions, and making the necessary adjustments to avoid non-compliance with the Ordinance.

Sub-committee on Supervision Matters

KHY briefed Members on the progress update of the Sub-committee on Supervision Matters.

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Among the six collaboration items proposed during the regular meeting between the Sub-committee on Supervision Matters and PMSA, four had been completed. Items in progress included the “Green Card Check” pilot scheme, and the promotion of RMAA Recruitment Day among property management companies.

NJW briefed Members on the “Green Card Check” pilot scheme. Before the RMAA works commence, owners or tenants should submit their applications, along with relevant works arrangements and documentations, as well as workers’ Green Card information, to property management companies. On the day of the works, workers should present their Green Cards to property management companies for registration purpose. If workers failed to present their Green Cards, property management practitioners should inform the owners and act according to established procedures. The “Green Card Check” pilot scheme aimed to ensure workers had acquired basic safety training, enhance the safety awareness of owners, and avoid illegal labour.

Regarding the “Green Card Check” pilot scheme in collaboration with Kai Shing Management Services Limited (Kai Shing), the initial plan covered 75 projects, including housing estates, shopping malls and commercial buildings. Following two months of communication with tenants and internal training, the project would start its trial run in February. An initial review would be conducted in March - April. Upon completion of the pilot scheme in collaboration with Kai Shing, CIC would identify other property management companies to test run the “Green Card Check” pilot scheme. When the project reached a certain level of maturity, CIC would collaborate with PMSA to promote the “Green Card Check” best practices to the property management sector.

The Chairperson suggested enhancing the safety awareness of owners, such as preparing leaflets for owners to understand their responsibilities. NJW replied that they had collaborated with Kai Shing on the production of leaflets, which would be distributed at the

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locations of the trial run projects and to their owners. The Secretariat would also prepare posters and videos to promote checking workers' Green Cards among owners and the property management sector. KKC� expressed his support for enhancing the safety awareness of owners, and stated that owners should engage insured companies to conduct private works.

LLM supplemented that, regarding the pilot project, Kai Shing had issued notice to owners and tenants detailing the requirements of the Ordinance and explained the reasons for taking up the pilot project to the Owners' Corporation. In addition, staff training had been provided, such as the addition of Green Card templates in the registration guidelines for management offices to enhance the awareness of registrants and staff. Frontline staff had upgraded their monitoring skills, e.g. staying alert to the expiry of Green Cards, etc. LLM opined that "Green Card Check", the pilot scheme in collaboration with the CIC, had effectively helped property management companies to adjust their checks and make them more systematic. It was hoped that the systematic procedures and methods would also benefit other companies in the implementation of the "Green Card Check".

NJW reported to Members on the number of participating companies for the Construction Industry Integrity Charter 2.0. The number of subscribed construction companies and consulting firms reached 512 in September, 47 of which were RMAA companies. The number reached 531 in December, 50 of which were RMAA companies.

The distribution of registered companies that had subscribed to the Construction Industry Integrity Charter 2.0 were as follows:

Distribution of Registered Company (as at December 2024)	Construction Industry Integrity Charter 2.0	
	Number of Companies	Percentage
Specialist Trade Contractor	34	6

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Subcontractor	173	33
Specialist Trade Contractor and Subcontractor	117	110
Others	207	206

The distribution of scope of work of companies that had subscribed to the Construction Industry Integrity Charter 2.0 were as follows:

Scope of Work of Company (as at December 2024)	Construction Industry Integrity Charter 2.0	
	Number of Companies	Percentage
Building Maintenance	5	1
Renovation and Fitting-Out Works	22	4
Building Maintenance & Renovation and Fitting-Out Works	23	4
Others	481	91

NJW reported to Members that the final report of the RMAA consultancy study was approved by Members in December. The consultant was making minor revisions based on comments from the LD. The revised final report would be submitted to the LD and DEVB for approval by circulation. The Chairperson suggested that the approved final report be submitted to the Council for approval, with its mode of distribution to be discussed by the Council accordingly.

The application figures for Advanced Level Truss-out Scaffolder Safety Training and Intermediate Level Truss-out Scaffolder Safety Training were as follows:

As at 17 January 2025	No. of Applicants	Passing Rate		No. of Waiting
		First Time	Retake	
Advanced Level Truss-out	1156	463	155	54

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Scaffolder Safety Training (TOS)				
Intermediate Level Truss-out Scaffolder Safety Training (IOS)	379	114	31	70
Total	1535	577	186	124

WFL stated that 763 workers had obtained the Safety Training Certificates. Given that there were about 900 to 1,000 bamboo scaffolders in the industry, the number of applicants for Safety Training Certificates had started to slow down. Those who failed the exam were mainly attributable to safety issues encountered when erecting the scaffolds. Applicants were recommended to take a three-day course – Certificate in Safety Enhancement for Erecting and Dismantling "Truss-out Bamboo Scaffolds".

1.5 Merger of the Sub-committee on Standardisation and Sub-committee on Supervision Matters

NJW briefed Members on the merger of the Sub-committee on Standardisation and the Sub-committee on Supervision Matters. Since the work of the Sub-committee on Standardisation and the Sub-committee on Supervision Matters would cross-reference each other's proposals, a merger was recommended to facilitate effective interaction and collaboration, as well as to enhance efficiency for improved decision-making quality. It was recommended that the Sub-committee on Standardisation and the Sub-committee on Supervision Matters be dissolved and replaced by the Sub-committee on Standardisation and Supervision Matters following the next meeting of the Committee on Repair, Maintenance, Alteration and Addition. The size, Chairperson and Members of the merged Sub-committee would be arranged upon the approval of the proposal. The arrangements would be distributed to Members for approval by email.

Members agreed and approved the merger of the Sub-committee on Standardisation and the Sub-committee on

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Supervision Matters.

1.6 Any Other Business

Nil.

1.7 Next Meeting

The next meeting was scheduled for 15 May 2025 (Thursday) at 2:30pm at Board Room, 29/F, Tower 2, Enterprise Square Five (MegaBox), 38 Wang Chiu Road, Kowloon Bay. **All to Note**

There being no other business, the meeting was adjourned at 4pm.

**CIC Secretariat
February 2025**