

**Construction Industry Council**

**Construction Industry Training Board**

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Meeting No. 010/15 of the Construction Industry Training Board (CITB) was held on Friday, 20 November 2015 at 3:35 p.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
	Prof CHIANG Yat-hung	Member
	Sr CHONG Wing-hong, Benjamin	Member
	Ir HO Ngai-leung, Albert	Member
	Mr NG Kwok-kwan	Member
	Mr SZE Kyran	Member
	Mr TSE Chun-yuen	Member
	Ir SYNN Raymond-cheung	Member
	Mr CHOW Wing-hang, Dominic	On behalf of Mr LAM Kai-chung, Albert
	Mr WONG Ka-chung	On behalf of Mr LEUNG Yuk-keung
In Attendance:	Mr LOK Kwei-sang, Tandy	Chairman of Task Force on Training
	Dr HO Wai-wah	Member of Task Force on Sub-contractor Cooperative Training, On-the-job Training, E&M Training and Subsidy Scheme
	Ir WU Kwok-yuen, Jacky	Ch AS (Works) 6, DEVB
	Ir CHENG Kam-pong, Patrick	On behalf of AS (Works Policies) 9, DEVB
	Ir Dr Christopher TO	Executive Director, CIC
	Mr Ivan KO	Senior Manager - Training & Development, CIC
	Ir CHU Yin-lin	Senior Manager - Training & Development, CIC
	Ir Victor WONG	Senior Manager - Training & Development, CIC
	Ir Davis LIU	Senior Manager - Special Projects, CIC
	Mr Jimmy LEUNG	Manager - Training & Development (Acting), CIC
	Ms Jamie CHAI	Manager - Trainees Career Support, CIC
	Ms Priscilla TAM	Manager - Training & Development, CIC
	Ms Formula CHEN	Assistant Manager - Board Services, CIC
	Mrs Shirley LAM	Senior Officer - Board Services, CIC
Apologies:	Ms CHENG Sau-kuen	Member
	Mr LAI Sai-hong	Member

	Mr LAM Ping-hong, Robert	Member
	Mr FU Chin-shing, Ivan	Member of Task Force on Trade Testing
Presenter:	Ir FOK Ka-lai	Engineer, Water Supplies Department (Matters Arising from the Last Meeting Item 10.1.1)
	Ir Julian LEE	Senior Manager - Research & Development, CIC (Agenda Item 10.2)
	Dr James WONG	Assistant Manager - Research & Development, CIC (Agenda Item 10.2)
	Dr Thomas TONG	Chief Research Consultant, CIC (Agenda Item 10.2)

### **Progress Report**

#### **Action**

(Water Supplies Department had assigned a representative to attend the meeting of CITB to answer directly the questions from Members regarding the supplementary information to Waterworks Regulations and colleagues of Research and Development of CIC would give a presentation on “Report on Construction Industry Council Manpower Forecasting Model (Workers) in 2015”. As such, agenda items of the meeting would be re-arranged to bring forward the discussion of these two items.)

#### **10.1 Matters arising from the last meeting**

10.1.1 Agenda Item 9.2.6– A representative from Water Supplies Department to address Members’ concerns on Waterworks Regulations

10.1.1.1 Ir FOK Ka-lai, representative from Water Supplies Department (WSD), briefly recapped the reply of WSD given on 31 August 2015 in response to media enquiries on Circular Letter No. 4/2015 – Soldering for Copper Pipe Connections.

10.1.1.2 A Member stated that workers with

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qualifications obtained from CIC as skilled workers in plumbing were capable of carrying out soldering of pipes. However, under the relevant regulations, a licensed plumber was required to be present on the scene when the works involved soldering of copper pipes even though it was not related to the installation of fresh water pipes or it was just an alteration of a minor nature like connecting the pipes of a washing machine or moving a wash basin to another place. Otherwise, the concerned works could not be carried out.

10.1.1.3 The WSD representative agreed that skilled workers in plumbing were capable of carrying out soldering of pipes. However, under the laws, a licensed plumber must be held responsible for the waterworks and must play a part in the supervisory work as currently required. Nevertheless, it did not mean that a licensed plumber had to be physically present throughout the process.

10.1.1.4 That Member quoted an example of large-scale building construction works. He raised that if there were many skilled workers in plumbing carrying out the works in a building at the same time while there was only one licensed plumber employed by the contractor, should a licensed plumber be stationed full-time on site under such circumstance? He also said that there could be different interpretations to the word “supervision”.

10.1.1.5 Chairman stated that since a licensed plumber could be assisted by workers in carrying out the works with reference to the further clarification made by the

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WSD representative regarding the related regulations, workers with qualifications as skilled workers in plumbing could carry out the work of soldering. For the words “to assist”, it could have a broader meaning. There should be a mechanism for specifying the supervisory role of a licensed plumber but a licensed plumber must bear the ultimate responsibility for the concerned works. As regards the way of fulfilling an effective supervisory role under the mechanism and whether on-site supervision was essentially required, it could have a broader interpretation.

10.1.1.6 The representative of WSD continued to say that the regulations did not require a licensed plumber to station full-time on site to supervise the work of soldering but adequate supervision on the scene must be ensured.

10.1.1.7 A task force chairman attending the meeting said that seven professional bodies of waterworks had signed a charter a day before to enhance supervision of the works. Yet, there were only a few thousands of licensed plumbers at present and it was worrying that there were not many licensed workers still in practice. For construction projects of a larger scale, there should be no problem in employing licensed plumbers to supervise the works. However, it would be difficult for small-scale projects or projects on alterations of domestic pipes to comply with the regulations if the work was still strictly required to be conducted by a licensed plumber.

10.1.1.8 The representative of WSD stated that

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there were around 3,000 licensed plumbers in Hong Kong according to the existing data and half of them were active licensed plumbers. The Circular issued by WSD in response to “lead soldering incident” was to inform the industry that the legislations had certain requirements on ensuring safe water supplies, which included the requirement of using lead-free solders for soldering. With reference to the requirements of relevant legislations, project owners must employ licensed plumbers to conduct the works regardless of the scale of the construction projects so as to ensure the safety of water supplies to inside service. In addition, WSD had communicated with professional bodies of waterworks regarding Circular No. 4/2015 and the industry understood the situations and requirements.

- 10.1.1.9 A task force member attending the meeting asked about the minimum frequency required for a licensed plumber to carry out supervision work that whether it would be once per month or it was a must to be physically present on site for supervision during critical stages of the works. The representative of WSD stated that the scale of projects and number of licensed plumbers had once been assessed. Yet, the complexity and the management requirements of projects were different. It would be difficult to specify the frequency of supervision on site by a licensed plumber. The most important thing was that there should be adequate supervision. The representative personally opined that if a licensed plumber had never been to the site for supervision, it would be difficult to

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ensure the working procedures on the spot were in compliance with the legal requirements. In actual practice, licensed plumbers might need to rely on other means to ensure the aptness of the working procedures.

10.1.1.10 A Member enquired why a skilled worker in plumbing had to be supervised by a licensed plumber for carrying out the works if they had similar level of trade skills in soldering. The representative of WSD responded that a licensed plumber was required to perform the duties stipulated in the Waterworks Regulations. She reiterated WSD did recognize the fact that a skilled worker in plumbing could carry out the work of soldering but cautiousness was required in carrying out the task. Thus, as regards the soldering work, WSD would like to spell out clearly that a licensed plumber had to be employed for all soldering processes regardless of the scale of the plumbing projects.

10.1.1.11 A Member proposed WSD to refer to the existing practice of Buildings Department in determining the grading of Technically Competent Person (TCP) and the minimum frequency level of site inspection so as to determine the minimum level of frequency for a licensed plumber to carry out supervision work on site. The representative of WSD responded that WSD had collected some data, which was now being analyzed. Yet, it would take the relevant practices of other departments for reference as well.

10.1.1.12 Chairman stated that taking photographs on construction sites and filling in

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records were also part of the supervisory duties. The representative of WSD said that supervisory duties were to be performed in person on site under normal circumstances but it could be supplemented by documents and reports. If a licensed plumber could perform the required supervisory duties through documentation during the process of supervision, his supervisory role was believed to be adequately performed.

10.1.1.13 Chairman opined that the relevant regulations had allowed room for performing the duties by a licensed plumber, which included supervising on construction sites and using documents and reports as evidence. The representative of WSD continued that during the supervisory process, many documents such as purchase orders of materials would be submitted to a licensed plumber for review. A licensed plumber might verify whether the materials complied with the requirements through these purchase orders. In addition, the licensed plumbers might also find out whether the workers did use the materials as stated in the purchase orders through the documents, invoices and photographs taken on the spot. With these, the licensed plumber would be regarded as having performed his supervisory role.

10.1.1.14 A Member still felt uneasy about the definition of “supervision” and worried that a licensed plumber, who had never been to the site for inspection, might not be accepted as having performed the supervisory role even if there were documents as evidence. In addition, even if a licensed plumber was only required to carry out site inspection

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once, the demand for licensed plumbers in the industry was still unimaginable in the light of various sizes of projects that involved soldering. Moreover, it would be another difficulty to define “adequate supervision”. Without clear guidelines, the person-in-charge of different sites would have different interpretations. He worried that there might be wrong interpretation.

- 10.1.1.15 The representative of WSD stated that government departments would review relevant legislations from time to time. A committee and a task force set up by the HKSAR Government were now conducting the investigations. WSD would consider the recommendations made by the committee and task force in revising the legislations. Chairman hoped that WSD could reflect the aforementioned concerns and views of Members to relevant committee/task force and hoped that clear guidelines on “adequate supervision” could be laid down for the industry. CIC was more concerned if skilled workers in plumbing could undertake the work of soldering and today’s meeting had largely addressed the concerns of Members. For the supervisory role of a licensed plumber and how to fulfill such role, we would leave these to the government departments and the committee/task force on investigation to follow up and discuss. On behalf of CITB, Chairman thanked the representative of WSD for attending the meeting and answering questions from Members.

(Ir FOK Ka-lai, representative of WSD, left the meeting at this juncture.)



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10.1.1.16 Ir CHU Yin-lin, Senior Manager, reported that the management held a sharing session on 16 November 2015 with WSD, Housing Department, Development Bureau, VTC and several professional bodies of waterworks. Circular Letter No. 4/2015 issued by WSD and relevant news articles were mentioned in the session. All participants believed that a large number of workers would be needed to assist in waterworks and the manpower demand would become more tense. It was necessary to speed up the training and follow up the employment arrangement between employers and CIC graduates in order to enhance the retention rate of graduates. In addition, participants also asked the Housing Department about the schedule on replacing the pipes for 11 public housing estates that had excessive lead in drinking water.

10.1.1.17 Member representing DEVB pointed out that there were some training places for plumbing workers not yet filled up, which included the training places of related cooperative training schemes. Although the Housing Department had not come up with a timetable to change the pipes in question of the 11 public estates with excessive lead in drinking water, the sharing session had made two proposals for follow-up. That included attracting new comers through industry demand to ease the tight manpower resources in the industry; and reviewing incentive measures such as whether the training allowance of trainees was enough. That Member hoped the management could submit a proposal on the said two means for discussion in the next meeting.

**Ir CHU Yin-lin**  
**Senior**  
**Manager**

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10.1.1.18 A Member said that since workers who obtained qualifications from CIC as skilled workers in plumbing could carry out waterworks, it was now the right time to seek, under the current regulations by the laws, a change of responsibility for some parts of works originally carried out by licensed plumbers to skilled workers in plumbing. Ir CHU Yin-lin, Senior Manager, said that to obtain the professional qualification as a licensed plumber, a practitioner must first take the Craft Certificate in Plumbing and Pipefitting. After passing the test and having possessed the required relevant working experience, the practitioner could apply for the 39-hour short course on Certificate in Plumbing Services (Hong Kong) and then apply for registration as a licensed plumber with WSD if a pass was obtained. The said course included a 5-hour trade test. In the previous sharing session, the management had discussed with representatives of VTC on granting exemption from taking the said trade test for workers who had obtained qualifications as skilled workers in plumbing.

10.1.1.19 That Member remarked that the discussion with VTC only covered the short courses that could assist skilled workers in plumbing in becoming licensed plumbers. The present proposal was to strive for the execution and supervision of some works like minor works by skilled workers in plumbing. Participating Members opined that such proposal would involve amendments to legislations. Chairman stated that deliberation should first be conducted within CIC, including relevant course

**Ir Davis LIU**  
**Senior**  
**Manager**

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advisory panels and task forces, and a consensus should be reached before pursuing with WSD.

10.1.1.20 A task force chairman attending the meeting pointed out that works on water supplies could make reference to the practices of handling different grades of electrical works by different licenses of electrician. Waterworks could be categorized. As such, the works that must be supervised by licensed plumbers and the works that could be carried out by skilled workers in plumbing without the on-site supervision by licensed plumbers could be determined. Chairman concurred with the view. He recommended that the works which could be independently conducted by skilled workers in plumbing be first identified and reflected to WSD together with relevant data as reference for the review of the legislations in the future.

**Ir Davis LIU  
Senior  
Manager**

**10.2 Report on Construction Industry Council Manpower Forecasting Model (Workers) in 2015 (for discussion)**

- 10.2.1 Members took note of Paper CIC/CTB/P/100/15 and noted the presentation given by Ir Julian LEE and Dr James WONG who were responsible for the above report.
- 10.2.2 A Member said that the latest construction expenditure forecast had significant impact on manpower demand forecast. When forecasting construction expenditure, the impact of rate hike cycle and other economic data needed to be considered. Yet, the construction expenditure forecast used by the current model projected a stable growth in the coming ten years. It was concerned that new comers joining the industry in the early stage through increasing the number of training places would be affected if there was an

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economic downturn.

- 10.2.3 Chairman also opined that it was necessary to understand the trend and the range of drop of private construction expenditure in times of economic slowdown or downturn. A sensitivity analysis would be needed, which could then be used by CIC for planning the training work and served as a reference for relevant government departments to formulate corresponding measures.
- 10.2.4 Dr Thomas TONG, Chief Research Consultant of CIC, pointed out that in 2008 the forecasting model had analyzed the correlation between construction expenditure in private sector and local GDP. Under normal circumstances, construction expenditure in private sector would decrease when GDP dropped. Yet, it would be rebounded in a few years usually.
- 10.2.5 Chairman was concerned if the Government could roll out enough construction projects to maintain the employment opportunities of construction workers when the construction expenditure dropped. Members agreed to conduct a sensitivity study in the coming year to explore the effects of a change in economic data such as an increase in interest rate or slowdown of economic growth. Chairman continued that the study could be presented as an attachment.
- 10.2.6 Members then went on discussing the construction expenditure forecast. It was pointed out that supply of land and housing was relatively low from 2003 to 2008, which caused the current construction expenditure forecast to lag behind. A Member raised that there were delays in large-scale infrastructure projects like Express Rail Link and Hong Kong – Zhuhai – Macao Bridge, which caused an increase in construction cost. The construction expenditure forecast adopted by the model had to consider the effect of over-expenditure due to the delays in infrastructure projects, i.e. the increase in price in

**Ir Julian LEE**  
**Senior**  
**Manager**

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construction expenditure. Some parts of which would have no linear relation with the demand of manpower resources.

- 10.2.7 Chairman highlighted that the situations of lag time could not be reflected by the model. Member representing DEVB further explained the formula for working out the labour multiplier. The latest amount of expenditure of public projects was used for the calculation of the expenditure of construction projects and the works of civil engineering were further divided into large-scale works and minor works. Yet, in reply to the comment just made by a Member, the amount of a surge in cost at the later stage due to delays of projects would be further taken out to generate a more accurate labour multiplier.

**Ir Julian LEE**  
**Senior**  
**Manager**

- 10.2.8 Members endorsed the manpower forecast results of construction workers by CIC Manpower Forecasting Model in 2015.

**10.3 Confirmation of Progress Report of the last meeting**

Members took note of Paper CIC/CTB/R/009/15 and confirmed the Progress Report of the 9th meeting held on 27 October 2015.

**10.1 Matters arising from the last meeting (Continued)**

- 10.1.2 Agenda Item 9.2.4—To set up a working group for the review of plant operation

Mr Ivan KO, Senior Manager, reported that the management had invited Members by email to join the Working Group on Machineries & Crane Operation, which would work with the Committee on Construction Safety and Labour Department to holistically review the related safety certificates, operations, training and tests.

- 10.1.3 Agenda Item 9.2.10 — To split two skills enhancement courses

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Mr Ivan KO, Senior Manager, reported that the management had discussed with the representatives of labour unions to split the two skills enhancement courses in Bricklaying & Plastering and in Bricklaying & Tiling under Advanced Construction Manpower Training Scheme - Pilot Scheme into three separate skills enhancement courses in Bricklaying, in Plastering and in Tiling. Proposal for the split of courses would be submitted to CITB for approval in due course.

**Ir CHU Yin-lin**  
**Senior**  
**Manager**

- 10.1.4 Agenda Item 9.3.3 – Report on benchmarks of efficiency for full-time courses

Members noted that the management would use the number of graduates as the standard base when calculating employment rate and retention rate for full-time courses in the future. Report on benchmarks of efficiency would also list the figures of other discussed benchmarks so that Members could get a whole picture of the review.

- 10.1.5 Agenda Item 9.5.3 – New design for Trade Testing Certificate

Members noted that Information Technology Department was now studying the feasibility of different options to list all the qualifications of skills tests obtained by the card holder in one card. In addition, Trade Testing Centre would highlight “skilled worker” clearly in the A4-sized trade testing certificate for easy identification.

- 10.1.6 Agenda Items 9.7.4 to 9.7.9 – Summary report of 5<sup>th</sup> meetings of Task Force on Trade Testing in 2015

Mr Ivan KO, Senior Manager, reported that the management needed to collect more data to work out the new target number of trade tests. As regards the proposal of adjusting the target

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number of workers of the two routes, i.e. either through the senior workers registration arrangement or through taking the trade tests, according to the data collected by the outreach teams on the number and age distribution of these workers on sites, the management needed more data to come up with a reasonable proposal.

**Mr Ivan KO**  
**Senior**  
**Manager**

As regards the proposal of formulating marketing strategies to appeal for workers engaged in repair and maintenance works to apply for trade tests and the proposal of enhancing promotion and finding out other tasks that could be carried out by outreach teams to avoid the likelihood of having the number of applications being lagged behind the target number, the management had forwarded the proposals to Construction Workers Registration Secretariat for follow up. In addition, Trade Testing Centre, as planned, had recruited additional staff and continued to enhance the testing venues in order to cope with the possible crowds of applicants.

- 10.1.7 Agenda Item 9.8.5 – Summary report of 4th meeting of Steering Group on Implementation of CWRO Amendments in 2015

Members noted that Task Force on Trade Testing would follow up the relatively low pass rate recorded by individual trade tests for construction craftsmen in the next meeting.

- 10.1.8 Agenda Item 9.9.2 – Visit of Division Head of Personnel Department of Ministry of Housing and Urban-Rural Development of the People's Republic of China

Members noted that Division Head of Personnel Department of Ministry of Housing and Urban-Rural Development of the People's Republic of China (MOHURD) would visit Hong Kong from 10 to 12 December 2015. Tentative programme included meetings with DEVB and

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CIC as well as visits to the training venues and facilities at CIC. Upon confirmation of the programme, the Secretariat would invite Members to join the event by email.

10.1.9 Agenda Item 9.9.4 – Skills Enhancement Courses under Advanced Construction Manpower Training Scheme (ACMTS)

Members noted that the management had informed relevant labour unions that CIC would first pay half of the operating costs to the course providers upon commencement of the skills enhancements course and then pay the remaining half after the end of the course. The revised flow chart on procedures for payment of training subsidy and bonus for trainees was tabled at the meeting. In addition, Hong Kong Confederation of Trade Unions had been notified that they could run the skills enhancement course on “Electrical Wireman”.

10.1.10 Agenda Item 9.9.5 – Construction Industry Cooperative Training Scheme (Labour Union) – Pilot Scheme

Mr Ivan KO, Senior Manager, reported that the management had discussed with the related labour union whether the captioned pilot scheme would be continued in the coming year. The adjustment of trainer’s salary and the provision of classes for Nepalese were also discussed. A proposal would be submitted in due course to CITB for consideration.

**Ir CHU Yin-lin**  
**Senior**  
**Manager**

**10.4 Report on benchmarks of efficiency for cooperative training schemes (retention rate) (for discussion)**

10.4.1 Members took note of paper CIC/CTB/P/101/15. Members also noted the data of cooperative training schemes from 1 January 2015 to 31 May 2015 and from 1 January 2014 to 31 December 2014 as well as the related retention rates. The



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follow-up actions taken by CIC for improving the retention rate were also noted. In the meeting jointly held by the relevant task forces a few days before, it was opined that as more than 20% of trainees could not be contacted, there was a need to enhance the liaison to follow up the employment situations of graduates.

- 10.4.2 Chairman added that there was a large percentage difference between the retention rate after graduation (including graduates who could not be contacted) and the retention rate after graduation (deducting graduates who could not be contacted). The situation was unsatisfactory and would lessen the usefulness of these data. Therefore, it was hoped that the management could enhance liaison with graduates and improve the relevant data as well as take better follow-up actions.

**Ir CHU Yin-lin  
Senior  
Manager  
and  
Manager-  
Trainees  
Career Support**

- 10.4.3 A Member believed that most of the graduates who could not be contacted were still working in the industry, and thus, the situation was not pessimistic. Another view was that there were more than 470 trainees completed cooperative training schemes from January to May 2015, which was a respectable training outcome. It was suggested that liaison should be enhanced between CIC and graduates such as organizing more gatherings or providing some welfare arrangements. Other CIC training courses could also be promoted in these events.

**10.5 Report on review of Subcontractor (Concreting) Cooperative Training Scheme – Pilot Scheme (for discussion)**

- 10.5.1 Members took note of Paper CIC/CTB/P/102/15 and noted the background of the captioned review. Members also noted that the management had used four benchmarks of efficiency, namely application rate, enrollment rate, drop-out rate and overall pass rate, to evaluate and analyze the above pilot scheme. It was also noted that the enrollment figures for CIC short courses on concreting were

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low but there was a considerable shortage of manpower in the industry.

- 10.5.2 Members accepted the review of the captioned pilot scheme and agreed to add the concreting trade into the Subcontractor Cooperative Training Scheme, which included the continuation of recruitment at job fair in November 2015 and the provision of training. Regular review would also be conducted using the benchmarks of efficiency for cooperative training schemes. The newly-established course advisory panel on concreting would also give advice for the review of courses on concreting.

**10.6 “VTC Diploma of Vocational Education Programme Subsidy Scheme – Technician” in 2015/2016 – Subsidy for Mandatory Basic Safety Training Course (for discussion)**

Members took note of Paper CIC/CTB/P/103/15 and approved subsidizing 331 trainees, who had reached the age of 18 at the specified date under “VTC Diploma of Vocational Education Programme – Technician” in the year 2015/2016, to take the CIC Mandatory Basic Safety Training Course, and the total amount of subsidy was \$46,340.

**10.7 Report on review of On-the-job Training Scheme in 2015 and the proposed revisions (for discussion)**

- 10.7.1 Members took note of Paper CIC/CTB/P/104/15 and noted the review report on On-the-job Training Scheme in 2015. Since participating employers intended to withdraw from the scheme and apply for Advanced Construction Manpower Training Scheme (ACMTS), the management proposed the arrangement for conversion and the calculation method for working out the amount of subsidy.
- 10.7.2 Chairman stated that On-the-job Training Scheme (OJTS) had fulfilled its historic mission to a certain extent. The newly-launched ACMTS in September could provide better progression pathways for trainees with semi-skilled qualifications. In addition, since the launch of On-the-job Training

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Scheme in August 2013, the accumulated number of people, who had been successfully approved to join the Scheme but withdrew afterwards, was over one-third. Thus, the arrangement for conversion was proposed at this stage. Regarding the overall review and continuation of OJTS, it would be considered together with the review of all cooperative training schemes.

10.7.3 Members accepted the captioned review report and the proposal of conversion.

**10.8 Review on the existing provision of safety training and forecast on the demand for safety training in the future (for discussion)**

10.8.1 Chairman stated that Zone B at Sha Tin Training Ground, which was proposed for setting up a new safety training centre, had to be returned to the HKSAR Government in October 2018 as mentioned in Paper CIC/CTB/P/105/15. After deducting the time for tender and construction, the time available for using the venue might be less than two years. Yet, the costs for construction and operation were considerable. Chairman thus did not intend to discuss the proposal.

10.8.2 Member representing DEVB greatly supported the proposed safety training in the future, in particular the provision of more non-Cantonese safety training courses to ethnic minorities. For the location of venues, it could consider to fully utilize the existing venues and facilities to carry out the work if it was not cost-effective to set up a new training centre. The management were also requested to find a suitable venue.

**10.9 Any Other Business**

10.9.1 Table on estimated waiting time for full-time adult short courses

10.9.1.1 Members noted the table on estimated waiting time for full-time adult short

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courses as of 30 October 2015, which was tabled at the meeting. Members also noted the waiting times for two types of courses in trade skills and in technician level were both less than six months. Under the category of plant operation courses, the waiting queue for the course on bulldozers and loaders had not yet been cut-off but the waiting time tended to go beyond six months when compiling the timetable. The management would closely monitor and stop accepting applications, if necessary. For the other five plant operation courses, applications for four courses were still in suspension while the course on compactor operation would soon be changed to part-time study mode. The management had taken all possible measures to conduct more classes.

- 10.9.1.2 For plant operation courses which had been closed for application, Chairman requested the management to try setting a target on waiting time for internal reference, such as nine months or one year. Various measures should be tried to achieve the internal target and to let Members know the estimated target on the waiting time for plant operation courses.

**Ir CHU Yin-lin**  
**Senior**  
**Manager**

- 10.9.2 Table on registered trade workers through registrations for senior workers and passing of trade tests

- 10.9.2.1 Members noted the table on registered trade workers through registrations for senior workers and passing of trade tests as of 31 October 2015. Since the waiting time for all trade tests was within two months, there was no need to submit the summary table on waiting time for trade tests. Mr Ivan KO, Senior Manager,

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reported that the actual number of workers applied for senior workers registration arrangement and for trade tests in October 2015 on a single-month basis were higher than those in the previous month and demonstrated a constantly upward trend. Out of which, there were 400 more applicants for trade tests when compared with that in September, reaching 1,767 applicants. The accumulated actual figures for the two routes recorded 3,000 more people than the accumulated target number, which totalled to around 28,300.

10.9.2.2 Chairman supplemented that according to the observation of outreach teams, age did have an effect on workers in choosing the route to become registered trade workers. The management were now using the existing data of registered workers and the statistical method to forecast the number of workers who would apply for senior workers registration arrangement or for trade tests respectively. The data would then be reported to CITB after compilation.

10.9.2.3 Member representing DEVB stated that the management were requested to pay more attention to those trades which received fewer applications, for which liaison with contractors and subcontractors should be enhanced accordingly. It was hoped that more means could be employed to help boost the applications for these trades.

10.9.3 Advanced Construction Manpower Training Scheme – Pilot Scheme

Members noted the statistics of the captioned scheme (from 1 September to 18 November 2015) as tabled at the meeting. There were 170

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applications for Structured On-the-job training and 66 applications for Skills Enhancement Courses. In addition, the management had enhanced the promotion of the captioned pilot scheme to construction companies and trade associations/labour unions. The response was satisfactory.

**10.9.4 Review of cooperative training schemes**

Chairman stated that cooperative training schemes had been implemented for several years and applications received in the year were few. Thus, it was the right time for an overall review. Chairman requested the management to invite relevant CITB Members, including representatives from contractors, subcontractors and labour unions, by email after drafting the framework of revision. A brainstorming session on the framework should first be held to make the proposal closer to the needs of industry stakeholders. Upon compiling the views, the proposal would be submitted to CITB for discussion.

**Ir CHU Yin-lin  
Senior  
Manager**

**10.9.5 Lunch with Chairman**

Mr Ivan KO, Senior Manager, said that the terms of office of Chairman would be completed by end of December 2015. To express gratitude to Members for their support in the past two years, Chairman would like to invite all Members to a lunch on 21 December 2015. The Secretariat would send out the invitation by email in due course.

(Post-meeting note: The lunch was scheduled for 21 December 2015 (Monday) at 12:30 pm at B1/F, Lao Shang Hai Restaurant, Novotel Century Hong Kong Hotel in Wanchai.)

**10.10 Tentative date of the next Meeting 011/15**

The next meeting was scheduled for 15 December 2015 (Tuesday) at 9 a.m. at Meeting Room 1, Construction Industry Council Headquarters, 15/F Allied Kajima Building, 138 Gloucester Road, Wan Chai, Hong Kong.

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There being no other business, the meeting was adjourned at 5:45 pm.

**CIC Secretariat  
November 2015**