

**Construction Industry Council**  
**Construction Industry Training Board**  
**and**  
**Committee on Manpower Training and Development**

Meeting No. 002/12 of the joint meeting of the Construction Industry Training Board and Committee on Manpower Training and Development was held on Tuesday, 6 November 2012 at 9:30 am at Conference Room, CIC Headquarters, 15/F, Allied Kajima Building, 138 Gloucester Road, Wanchai, Hong Kong.

Present :	Ir Wong Wing-hoo, Billy	Chairman	
	Ir Ho Ngai-leung, Albert	Member	
	Mr Li Chi-leung	Member	
	Mr Chow Luen-kiu	Member	
	Ir Enoch Lam	Member	
	Ir Synn Raymond-Cheung	Member	
	Dr Fung King-keung, Michael	Member	
	Mr Choi Wun-hing, Donald	Member	
	Mr Lok Kwei-sang, Tandy	Member	
	Mr Tse Chun-yuen	Member	
	Ir Kwan Po-jen, Helen	Member	
	Mr Ng San-wa, Lawrence	Member	
	Sr Wong Bay	Member	
	Mr Wong Chik-wing	Member	
	Mr Wan Koon-sun	Member	
In Attendance :	Mr Godfrey Leung	Executive Director, CWRA	} only attended agenda item 1
	Ms Margaret Chau	Head of Technical Services, CWRA	
	Mr Michael Lee	Director, Cimigo Ltd	
	Ms Penny Cheung	Assistant Consultant, Cimigo Ltd	
	Ir Lau Chun-kit, Ricky	Principal Assistant Secretary	

	(Works) 6 (Designate), DEVB
Mr Christopher To	Executive Director, CIC
Mr Wong Doon-yee, Charles	Director – Training & Development, CIC
Mr Wong Chi-lap	Senior Manager - Construction Trade Testing, CIC
Mr Chu Yin-lin	Senior Manager – Construction Training, CIC
Mr Cheung Yuk-lung	Senior Manager – Development & Support Services, CIC
Ms Joyce Au	Manager – Board Services, CIC
Mrs Shirley Lam	Senior Officer – Board Services, CIC

Apologies :	Sr Lai Yuk Fai, Stephen	Member
	Ir Wong Tin-cheung, Conrad	Member
	Prof Leung Kin-ying, Christoper	Member
	Ir Chew Tai-chong	Member
	Mr Tse Lai-leung, Jimmy	Member

## **Progress Report**

### **Action**

#### **2.1 Briefing of research report on the survey of construction workers by the consultancy team Cimigo**

- 2.1.1 Chairman welcomed the two representatives from Cimigo Limited to brief Members on the survey of construction workers and its research findings conducted for Construction Workers Registration Authority (CWRA) earlier on. Chairman added

Action

that the data collected by the survey might be useful for the training delivered by CIC.

2.1.2 Highlights of the presentation by Cimigo consultants included:

(i) main purposes of the research

- to study workers' understanding of the registration system and their views towards registration/skills enhancement;
- to understand the actual employment situation and cross-trade working situation of workers; and
- to understand the reasons for lower number of registrations in some trades and explore the ways to attract more registrations for those trades.

The said survey was conducted by phone with more than 3,000 sample interviews and 2,800 of them were from valid registered craftsmen/workers.

(ii) Overview of construction manpower resources – background of newly registered workers

The average age of the responding general workers/craftsmen got registered for less than a year was 39. Half of them were now engaged in civil and building trades while 1/4 of them were in E&M trades. Their reasons of getting registered were mainly: “could not find other jobs” , “a suitable position at the time” and “higher salary” . They worked mainly in logistics and transport, entertainment, catering and hotel industries before registration with a median income of \$10,793.

Overview of construction manpower resources – background of currently registered workers

For the cross-trade working situation reported

Action

by the respondents, over eighty percent was engaged in only one trade, particularly in the group with less experience in the industry. When they gained more experience, a higher percentage of workers simultaneously working in two or more trades was found. On the other hand, over half of the respondents did not have any requisite registration for designated trades and the situation was especially obvious in registered general workers and craftsmen/workers who did not renew their registration. The median monthly income for workers currently working on construction sites was \$13,132.

Overview of construction manpower resources – background of workers who did not renew their registrations

The average age of workers who did not renew their registration was 45 and 62% of them was once registered as general workers. At present, 13% and 10% of them were engaged in civil and building trades and E&M-related trades respectively. Workers who no longer worked in the construction industry and did not renew their registrations accounted for 74%, of which 17% going to logistics and transport industry, 16% looking for employment and 13% doing domestic renovation. Over 40% of them stated the reasons of not renewing registration as: “having changed jobs and don’t want to go back to construction industry” and over 15% as “going to retire/getting old” .

Overview of construction manpower resources – background of respondents who plan to leave / have already left the construction industry

The reasons for planning to leave or having left the industry mainly included:

Action

“underemployment/cannot find work/find a new job (30%)” , “going to retire/getting older (24%)” and , “hard work (22%)” . Only 21% of them expressed the possibility of returning to construction industry, 25% of them were in free state and 54% of them stated that they would not return to construction industry. “Higher salary” would be the key consideration for returning to construction industry (16%).

(iii) Knowledge of the remaining prohibition provisions

59% of the respondents knew about the prohibition provisions. Among the registered skilled workers(provisional), over 70% knew the registration validity period was three years and no renewal was allowed. However, almost half of the respondents did not aware of the requirements for becoming registered skilled/semi-skilled workers. Only 35% knew that a pass in trade test was required and 18% knew that completion of specified training course was required.

(iv) Views of general workers on taking skills enhancement training and registration

Intention of general workers to take skills enhancement training

Out of the registered general workers currently working in the construction industry / general workers who did not get registration renewed, 63% had no plan to take skills enhancement training and the main reasons were: “old age” (36%), “no time” (22%) and “very experienced already so no need to take any training” (15%).

Trade skills which general workers believed they had possessed

Almost 70% registered general workers

Action

believed that they possessed civil and building skills and 30% of them had been working in the industry for 20 years. Whereas, 20% of workers believed that they possessed E&M skills and 60% of them worked in the industry for 10 years or below.

General workers did not think of registering as skilled/semi-skilled workers

16% and 11% of general workers would consider applying for registration at the request of employer or legislation by the Government respectively. On the other hand, 20% workers stated that they would not apply for registration under any situation.

(v) Trades with relatively lower number of registrations

Interest for the trades with relatively lower number of registrations

As of 30 June 2012, there were 11 trades belonged to the trades with relatively low number of registrations. Among which, the top three trades that general workers were mostly interested in were: pipelaying, floor laying and floor laying (timber flooring).

Under what condition workers would opt for trades with relatively lower number of registrations

Among the registered general workers, 14% would consider joining the trades with relatively lower number of registrations under each of the following conditions: at the request of the government or employer, or there was an increase in salary.

Reasons for workers currently working in those trades with relatively lower number of registrations but did not apply for registration

A quarter of respondents replied that they did not apply for registration because of no time

Action

to do it; 17% respondents expressed that they were going to retire/were old; 8% respondents was due to the fee/high fee of trade tests.

(vi) Conclusions and Recommendations

Recommendations made to address the four main issues encountered in implementing the Construction Workers Registration Ordinance:

Age of workers on high side and wastage of talents

- To promote to the younger generation the prospects of construction industry in order to attract more new young entrants.
- To make efforts to implement infrastructure projects by the Hong Kong Government to encourage new joiners to enter the industry, to retain workers in the industry and to attract workers who have left the industry to come back.
- To request the employers to strictly comply with the stipulations in the Ordinance and encourage them to improve the working conditions, working hours and remuneration for workers etc so as to enhance the attractiveness of the industry.

General workers not willing to have skills enhanced/get registered

- To introduce to the workers various trades in which they could apply for registration through a simple and easy way.
- To improve and streamline the trade tests by reducing the waiting time and fees to attract workers.

Trades with relatively lower number of registrations and provisionally registered workers not aware of the requirements for becoming registered skilled/semi-skilled workers

- To better plan the time, venue and fees of

Action

the training courses to attract practitioners with lower academic or technical level or who do not have time to take the courses in a way to enhance the quality of the industry.

- To strengthen the publicity of the Ordinance.

2.1.3 In replying the Chairman, Cimigo consultants expressed that out of the respondents, excluding workers/craftsmen not seeking registration renewal, 29% of registered general workers, 10% of skilled workers and 13% of semi-skilled workers were not working in the construction industry. For registered general workers and skilled workers, there were 76% and 27% of them respectively engaged in designated trades but did not get registered in those trades. Chairman opined that these two percentages could be interpreted as most general workers were indeed undertaking designated trades which had to be performed by registered craftsmen while certain skilled workers already possessed skills other than their registered specialty. It implied that possession of “multi-skills” had already existed and accounted for a certain proportion.

2.1.4 A Member casted doubt over the credibility of the monthly median income (\$13,132) of the respondents as the monthly salary of these construction practitioners was believed to be far beyond this amount according to market intelligence. Cimigo replied that the median income was calculated according to the existing daily salary of a worker times the number of working days in the month. Relevant statistics received were: 28% of responding registered general workers with monthly salary less than \$10,000; 54% between \$10,000 and less than \$20,000; 6% between \$20,000 and less than \$30,000; 2% with \$30,000 or above and around



Action

9% of respondents refused to provide the information. Chairman believed that extra attention should be paid when interpreting the said data on monthly income.

2.1.5 Almost 1/5 of workers who did not renew their registration cards and no longer worked in construction industry had moved to work in logistics and transport industry. Meanwhile, 21% of respondents worked in the logistics and transport industry before joining the construction industry. Therefore, there was a certain level of interflow of workers between these two industries. Chairman considered workers in the aforesaid industry as a possible target group of new entrants in the future.

2.1.6 A Member raised that the representation of the sampling survey on 2,800 registered workers/craftsmen was relatively low when compared with around 290,000 registered practitioners in the industry. However, Cimigo replied that the error rate would be lower than 2% if the sampling number of interviewees was 2,000 or above, and particularly, there was not no need to increase the number of sampling respondents proportionally when the population of the surveying target was large.

2.1.7 Having obtained the consent from CWRA representatives, the Chairman requested the management to circulate the above report to all Members.

**Manager-  
Board  
Services**

(Cimigo Limited and CWRA representatives left the meeting at this juncture.)

2.1.8 DEVB representative expressed that the findings of the survey would be helpful to the future work plan of the Committee, including trainee recruitment, training, trade tests and skills enhancement

Action

courses.

2.1.9 Chairman summed up the discussion on the above presentation:

(i) for the interflow of workers between logistics/transport industry and construction industry, the management had to find out the reasons and submit proposals to purposely address the issues;

**Manager-Special Project**

(ii) the survey was conducted between July and November 2011; many measures, such as increasing subsidy and exempting test fees for three months, were introduced by DEVB and CICTA after that period and such measures were proved effective in achieving certain outcomes;

(iii) the management were requested to retrieve data from CWRA to identify the exact number of registered general workers out of the 60,000 and more practitioners entering the construction sites per day;

**Senior Manager-Development & Support Services**

(iv) general labourers on sites could be classified into two main groups: (i) workers without any skills; (ii) workers who could perform every task of a general labourer on site. This might be reflected from the survey in which 76% of registered general workers were working in designated trades but did not get registered in those trades. Thus, it might be necessary to identify the latter group of labourers in future registration arrangement and give appropriate recognition to their skills.

**2.2 Confirmation of the progress report of the 1st joint meeting of Construction Industry Training Board and Committee on Manpower Training and Development**

Members took note of Paper CIC/CTB&MTD/R/001/12 and confirmed the progress report of 1<sup>st</sup> joint meeting of

Action

CITB and CMTD held on 10 July 2012.

**2.3 Matters arising from the last meeting**

**2.3.1 Agenda item 1.3.5.2 — Simulators and tunnel works**

Director reported that discussions were made with the main contractors of tunnel works and seven tunnel works trades that could be trained under Contractor Cooperative Training Scheme had been identified. Information of simulators of these trades was also collected. The management would draft a paper on the issue for the Board to consider.

**Senior  
Manager-  
Development  
& Support  
Services**

**2.3.2 Agenda item 1.5.3 — Manpower demand survey**

Director reported that the questionnaire and the list of organizations to be interviewed for the regular construction manpower demand survey to be conducted every six months had been drafted and would be circulated to Members in due course. The next round of survey findings could be made available in time for proposing training capacity for phase six of the Enhanced Construction Manpower Training Scheme.

**2.4 Proposal for replacing the name of “Construction Industry Council Training Academy”**

**2.4.1 Members took note of Paper CIC/CTB/P/083/12 and noted that Committee on Administration and Finance had approved that the name of “Construction Industry Council Training Academy” would be replaced by “Construction Industry Council” with effect from 1 January 2013. Revisions to the names of training centres and training grounds accordingly were attached in Annex II of the paper. It was also noted that the management had planned the required follow-up**

Action

actions in relation to the revisions. Since the cards and certificates of skills test were issued under the name of "Construction Industry Council", the name change would have no impact on them.

- 2.4.2 The Committee approved the above proposal of name change and the corresponding revisions to the names of training centres and training grounds.

**2.5 Proposed work plan and financial estimates for Construction Industry Training Board for year 2013**

- 2.5.1 Members took note of Paper CIC/CTB/P/084/12 and noted that the work plan and financial estimates of CITB in 2013 were already approved by the Construction Industry Council due to the earlier meeting date of the Council. Members also noted the regular work tasks of CICTA in 2013, such as the provision of full-time training courses, part-time courses and trade tests and other work tasks including Investing in Construction Manpower Scheme and Contractor Cooperative Training Scheme etc. In addition, the expenditure estimates of "operating four workers registration offices" under regular work tasks would be put under Construction Workers Registration Board (CWRB) in due course after the amalgamation of CIC and CWRA.
- 2.5.2 A Member raised a case in which a number of people intending to apply for the bar bending and fixing course was advised to apply for timber formwork one. Director replied that CICTA received around 500 applications for bar-bending in a few days right after the press conference held by Hong Kong Bar-bending Contractors Association (HKBCA) last month to announce the salary increment for bar benders. All applicants had been allocated to classes but had to wait till March 2013 on account of existing available resources. In order to keep these interested new

Action

entrants to the industry while knowing that there were not many applications for timber formwork, the applicants on the waiting list were then suggested taking the timber formwork training.

- 2.5.3 A Member raised that, under normal circumstances, a person would not be subsidized twice under ECMTS courses but special arrangement could be considered for this individual case. It was proposed to advise applicants on the waiting list to first take the timber formwork course and after graduation could apply for bar-bending course if still interested. The DEVB representative in attendance stated that there was a need to clarify whether a person could be subsidized in taking another course under ECMTS after completing a subsidized course. Another Member expressed that the subsidy allocation of ECMTS was based on the calculation of the estimates of how many new joiners in the industry could be trained by the relevant amount. The proposed measure would create overlapping of resources, which might affect the effectiveness of the scheme, and should be carefully studied.

**DEVB  
representative  
and  
Senior  
Manager-  
Construction  
Training**

- 2.5.4 In response to an enquiry on the work plan of CITB at the committee level, Director stated that it would be submitted to Members for consideration in due course.
- 2.5.5 The Committee accepted the proposed work plan and financial estimates for CITB for year 2013, which had been approved by the CIC.

**Director –  
Training &  
Development**

**2.6 Proposed work plan of construction manpower strategies**

- 2.6.1 Members took note of Paper CIC/CTB/P/085/12 and noted the four main objectives of the work plan of construction manpower strategies set out with Development Bureau, which included:

Action

Forecast of Demand and Supply, Increase of Supply, Reduction in Demand and Matching of Demand and Supply, as well as the strategic items under each objective. It was expected to fully address the problems of ageing and skills mismatch in the construction industry. Members also noted that implementation measures and responsible units for each target strategy were formulated. DEVB also formed various working groups with the relevant committees of CIC and regular meetings would be held to follow up the progress of the tasks.

- 2.6.2 For the long-term strategy Manpower Forecast Model under the item of Forecast of Demand and Supply in the work plan, Chairman proposed that when expanding the composition of Advisory Sub-committee on Construction Industry Council Manpower Forecasting Model in the future, institutions / organizations should be invited as far as possible to nominate their frontline personnel to sit on the sub-committee and the three sectors of civil engineering, E&M engineering and building construction should be equally represented.

- 2.6.3 Member representing DEVB pointed out that the “work plan of construction manpower strategies” required mutual coordination between various committees of CIC and DEVB as some of the tasks had to be carried out by different committees. For the suggestion of having CITB to coordinate the implementation of and follow up the progress of various strategies and reporting to the CIC, it had to be discussed by the CIC first.

**DEVB  
representative/  
Director-  
Training &  
Development**

- 2.6.4 For the manpower survey conducted by Hong Kong Construction Association (HKCA) previously, Chairman stated that when the data, which referred to the number of people working on construction sites and the number of manpower shortage recorded on a specified day, compared

**Senior  
Manager-  
Development**

Action

with the record of CWRA, attention should be paid to the accuracy of the data collected by the survey and the number of workers who had got registered but did not work on sites in each of the trades with manpower shortage.

**& Support  
Services**

**2.7 Proposal for re-structuring Course Advisory Panels in 2013/2014**

2.7.1 Members took note of Paper CIC/CTB/P/086/12 and noted the proposal approved last year for re-structuring Course Advisory Panels in 2013/2014. It included: members were to be nominated by the management and then appointed by CITB for two years with a maximum consecutive term of office for 6 years; the term of office for members of the Advisory Panels would be the same as CITB; and the upper limit of membership of each panel would be 14. To avoid getting beyond the total number of 14 members when proposing representatives from different sectors for the panel, it was recommended not to invite the representative from the category of graduates in the coming term. In addition, a number of revisions were proposed by the management.

2.7.2 A DEVB representative in attendance proposed to make reference to the re-structuring proposal of course advisory panels as approved last year and consider keeping a seat for the category of graduate representative and adding a seat for centre manager on the panels. In addition, the present document suggested the upper and lower limits for each panel which was different from the proposal made last year. However, a Member opined that the limit setting could enhance the flexibility of panel composition. Another Member agreed that a centre manager should serve as a member of the panel to offer views on actual operation.

Action

- 2.7.3 Chairman requested the management to revise the discussion paper according to the decisions made by Members last year and re-submit it by circulation in due course to the Committee for consideration.
- Senior  
Manager-  
Construction  
Training**

**2.8 Consultation paper on Strengths of Hong Kong Construction Industry**

- 2.8.1 Members took note of Paper CIC/CTB/P/087/12 and noted that the Strategic Planning Steering Committee of CIC would draft a report on the strengths of Hong Kong construction industry for overseas promotion. The six committees under CIC had discussed and offered views on this topic last year and were now invited again to share relevant experience to enrich the comments received.

- 2.8.2 Chairman expressed that the things to be promoted in the report had to be clarified first as different items had different selling points. Apart from comparing local construction market with that of mainland China, it should also further extend its scope to cover overseas competitors such as India, Palestine and the Philippines etc. Chairman also highlighted the strengths of the Hong Kong construction industry that both the construction personnel and organizations had worked or operated in open market for a long time, and thus, they could be brought in line with international construction specifications, be familiar with international regulations, maintain the competitiveness and also perform and comply with contractual undertakings. For construction personnel, Chairman hoped that the strengths of Hong Kong construction industry should not be confined to making comparisons with the mainland practitioners. Practitioners in overseas countries should also be considered so as to make an in-depth comparison of the strengths and weaknesses of manpower in different trades.



Action

2.8.3 Executive Director added that a number of overseas countries like Indonesia, India, Singapore and Malaysia paid a visit to Hong Kong in the past with a view to understand the strengths of Hong Kong construction industry. Thus, there was a need to coordinate and provide a comprehensive report detailing the strengths of Hong Kong construction industry. On the other hand, a Member raised that the report could also allow local and overseas practitioners to search for opportunities, and thus, it was necessary to compile the views on the strengths of Hong Kong construction industry.

2.8.4 Chairman pointed out that comments made by this Committee last year focused too much on construction workers but the opportunity of exporting construction workers was not high. In fact, construction manpower also included professional personnel and supervisors, and thus, the focus of the paper should be adjusted accordingly.

**Senior  
Manager-  
Development  
& Support  
Services**

**2.9 Proposed new subsidy for instructors under Contractor Cooperative Training Scheme (CCTS)**

2.9.1 Members took note of Paper CIC/CTB/P/088/12. Chairman and Mr. Mike Wong declared their interests as their organizations had joined the captioned cooperative training scheme before.

2.9.2 Members noted that, as reflected from the industry recently, instructors held responsible for the CCTS spent much time on training and could not take care of other tasks; and the salary of skilled workers in some trades had largely increased and was anticipated to increase more in the coming years. The management thus made two proposals and estimated the costs involved in implementing the proposed revisions. The two proposals both recommended full subsidy to main contractor for

Action

their monitoring of training work with a cap of \$21,500. Apart from that, proposal one recommended using the average monthly salary of the current CICTA instructors as the base; proposal two recommended subsidy based on the average salary of all construction trades recorded by the Census and Statistics Department, i.e. linked with the market rate, as the basis to work out full subsidy to the instructors. Accordingly, training cost per trainee would be increased by 44% and 54% for proposal one and proposal two respectively.

2.9.3 A Member raised that contractors under CCTS provided the required venue and resources for training while taking up relevant administrative fees and materials cost and others. Another Member pointed out that the site environment was far different from the training ground of CICTA, so the instructors had to take up more responsibilities which made the instructor-to-trainee ratio lower than the present ratio at CICTA. In addition, the productivity of a trainee under training was much lower than a trained worker. After discussion, Members agreed to adjust the subsidy under CCTS to reflect the actual expenses involved in the training provided by the contractors. However, another Member suggested, apart from the salary of instructors, other expenses incurred by contractors in participating in the training scheme should also be listed out so that Members could have a better understanding of the training cost of the scheme.

2.9.4 As regards the proposal to be adopted, a Member raised that contractors did bear a certain level of risks and expenses in training new entrants but the scheme was practically effective. After consideration, Members chose proposal two and the new subsidy would be applicable to applications submitted after the approval of

Action

proposal.

- 2.9.5 Regarding the training period of the trades under CCTS was based on the current training period of corresponding short courses, Chairman expressed that comments were received from the industry that there was a need to adjust the training duration of individual trade according to the actual situation. The management were thus requested to review appropriate training periods for different trades under CCTS and submit a paper to the Committee for consideration.

**Senior  
Manager-  
Development  
& Support  
Services**

**2.10 Contractor Cooperative Training Scheme – training proposal of crawler-mounted mobile crane operation (bipartite cooperative training scheme) submitted by Vibro (H.K.) Ltd**

- 2.10.1 Members took note of Paper CIC/CTB/P/089/12 and noted that Vibro (H.K.) Ltd submitted an application in relation to the foundation works of the public rental housing development at Po Heung Street, Tai Po (20100085) for training 10 crawler-mounted mobile crane operators. The training duration was 52 days. However, as this trade had not been included in the ECMTS, the daily trainee allowance would still be based on that of the regular short course, i.e. \$150 per day.
- 2.10.2 Members accepted the proposal of Contractor Cooperative Training Scheme (crawler-mounted mobile crane operation) for the above foundation works as submitted by Vibro (H.K.) Ltd and the total subsidy would be \$294,453.7.
- 2.10.3 Responding to an enquiry raised by the representative of Hong Kong Construction Employees General Union (HKCEGU), the Chairman stated that any institution or organization, which could meet the requirements, would be eligible to apply for the cooperative

Action

training scheme. It was also viewed that the paper should first state whether the application had met the requirements and then followed by recommendations from the management to facilitate the Committee to consider the proposal. Chairman proposed that if the subsidy assessment mechanism of individual trade had been endorsed and the subsequent applications made by the contractor met the prescribed assessment criteria of the relevant trade while the urgent demand for manpower in that trade was confirmed and the subsidy applied for was within limits, the management could streamline the procedures by stating that the application had met the relevant requirements. There was no need to list the details of the scheme again.

**Senior  
Manager-  
Development  
& Support  
Services**

**2.11 Proposal for Contractor Cooperative Training Scheme (Concreting)**

- 2.11.1 Members took note of Paper CIC/CTB/P/090/12 and noted that “Metal Formwork and Concreting Course” had been put under the ECMTS in 2010. When the management discussed the cooperative training scheme with the industry, it was reflected that metal formwork and concreting were two different trades and could not be trained by a single sub-contractor. It was thus proposed to separate the two trades for independent training. Against this background, CICTA proposed a course syllabus for a 23-day concreting course based on the syllabus of the short course “Metal Formwork and Concreting” for the use of Contractor Cooperative Training Scheme. Suitable assessment guidelines, flow chart of issuing subsidy and subsidy assessment mechanism were then recommended. According to the calculation of the relevant subsidy mechanism, the training cost of each concreting trainee would be around \$2,900 (after deducting the daily allowance of \$320).

Action

- 2.11.2 The Committee approved the proposed content of Contractor Cooperative Training Scheme (Concreting). Chairman also requested the management to follow up if the training content of the regular course on Metal Formwork and Concreting could still cater for the practical situations and needs of the industry.
- Senior  
Manager-  
Construction  
Training**
- 2.12 Proposal for organizing a “Conference on Materials, Techniques and Construction Management of Heritage Architecture in Mainland China and Hong Kong”**
- 2.12.1 Members took note of Paper CIC/CTB/P/091/12 and noted the promotion leaflet of the captioned conference distributed in the meeting. It was also noted that Working Group on Heritage Maintenance had accepted the proposal of the conference by circulation of paper in September 2012. The revised total estimated expenditure of the event was around \$95,000.
- 2.12.2 The Committee accepted the proposal for organizing the above conference and the estimated expenditure of \$95,000.
- 2.13 Proposal for running Marble Fixing Course**
- 2.13.1 Members took note of Paper CIC/CTB/P/092/12 and noted that there would be manpower shortage of marble workers according to the construction industry manpower demand forecast and the industry consultation. The current Basic Craft Course on Marble Laying was a two-year full-time course and there were only 20 trainees for each of the year of study. In its meeting in April, the Course Advisory Panel on Marble Laying considered that the number of trainees of Basic Craft course could not satisfy the demand in the industry. Provision of a short course on Marble Laying was thus needed while simultaneously following up the proposal of changing the training

Action

duration of the 2-year course to one year. The proposed short course would last for 97 days with 15 trainee per class and the daily allowance would be \$150 per trainee. The course was proposed to be held at Sheung Shui Training Centre and Kwai Chung Training Centre. Each centre was required to hire an instructor on temporary contract terms for teaching and the salary of the two instructors would account for around \$720,000 with capital expenditure of around \$120,000 per class and other material expenses of around \$60,000.

- 2.13.2 It was also viewed that running the course at Aberdeen Training Centre could be considered to make good use of the marble testing facilities there. If needed, equipment could be added to better augment the utilization of the centre facilities.
- 2.13.3 For the considerable consumption of marble materials in the training of marble workers, some regarded that the expenses on materials incurred by CICTA could be reduced through Contractor Cooperative Training Scheme. A Member expressed that CWRA was now studying the split of marble trade and believed that after it was sub-divided into trade skills, the present proposal of 97-day short course might be made easier for fitting into the contractor cooperative training scheme (marble worker) to be launched in due course. Furthermore, there was a view that the cooperative training scheme could be divided into two phases: basic training at CICTA in the first phase; practical training at contractor's site in the second phase.
- 2.13.4 The Committee agreed to run the short course "Marble Fixing Course" and the hiring of two instructors by temporary contract as well as the related capital expenditure of \$240,000 and an estimated total operating expenses of around \$1.76

**Senior  
Manager-**

Action

million. The management were requested to actively pursue the training of marble workers through cooperative training scheme with contractors.

**Construction  
Training**

**2.14 Proposed revisions to test questions on Communication System Mechanic (Trade Test and Intermediate Trade Test) in E&M trade testing**

2.14.1 Members took note of Paper CIC/CTB/P/093/12 and noted that the revisions were proposed by the working group on communication and building security system trade testing. The revisions to the Trade Test on Communication System Mechanic were mainly made to the contents of individual questions of practical test and written test. Procurement of additional equipment of around \$150,000 was needed. For the revisions to questions of intermediate trade test, it mainly changed the telephone connectors to be used in the practical test and replaced the oral test with multiple-choice written test, which would not involve any extra resources.

2.14.2 The Committee approved the above proposed revisions to the questions of Trade Test and Intermediate Trade Test on Communication System Mechanic. However, the revisions must be aligned with the training being offered by the Vocational Training Council.

**Dr Michael  
Fung**  
  
**Senior  
Manager-  
Construction  
Training**

**2.15 Progress report on Investing in Construction Manpower Project**

2.15.1 Members took note of Paper CIC/CTB/P/094/12 and noted the progress of various items under Investing in Construction Manpower Project as of 30 September 2012. Under ECMTS, the total number of enrolled trainees reached 2,224, slightly lower than the target of 2,380. For Contractor Cooperative Training Scheme, 335 training places

Action

were approved and 134 places pending approval; the current capacity for mandatory cooperative training scheme was 500 but it might be increased to 1,000 in due course. On the other hand, Certificate in Civil Engineering Supervision under Enhanced Construction Supervisor Training Scheme commenced in October 2012 but encountered difficulties in recruiting instructing staff and searching for venue. A university is being approached for suitable teaching staff and the possibility of outsourcing was being explored so as to provide 1,000 training places by end 2014. On the whole, facilities for training workers were sufficient at present. The two parcels of government land to be pursued were tentatively scheduled for civil and building training.

- 2.15.2 For the situation where applications for bar-bending course were far more than those for timber formwork course while salary of skilled carpenters was in fact higher than that of skilled bar-benders, Director believed this might be due to the large-scale publicity conducted by Hong Kong Bar-Bending Contractors Association / union to attract new entrants. Representative from the Hong Kong Construction Employees General Union (HKCEGU) raised that it planned a joint press conference with timber formwork association in mid-December 2012 to promote timber formwork course to the public and hoped that Director could attend and make appeal to the public. Another Member put forward that as there would be more and more people taking the bar-bending course, relevant parties should pay more attention to the safety of these new entrants on construction sites. Director expressed that the association concerned was now discussing the issue with CICTA to offer a one-month introductory course for trainees under Contractor Cooperative Training Scheme (Bar-bending).

**Director-  
Training &  
Development**



Action

- 2.15.3 Another Member pointed out that economic incentive had great impact on attracting new entrants and indicated that training of two trades, i.e. curtain wall installers and lift technicians, needed follow-up actions. Chairman expressed that training for lift technicians had been discussed for some time and CICTA had met with E&M associations and other relevant organizations for several times under the arrangement of DEVB. Owing to the complexity of the issue, discussion was still under way.
- 2.15.4 For the training of curtain wall installers, Members noted that CICTA had held several meetings with Hong Kong Facade Association (HKFA). The syllabus of a short course was drafted for HKFA to consider and quotation was sought from suppliers on the design layout of the training ground as provided by HKFA. As the preliminary quotation was over \$1 million, HKFA was contacted to offer comments on the quotation and ways of reducing the construction costs were being studied.
- 2.15.5 As setting up training facilities would be time consuming, a Member proposed to offer training through Contractor Cooperative Training Scheme. Director stated that CICTA would carry out a two-pronged approach where it would prepare for the training course of curtain wall installers and the introduction of cooperative training scheme with contractors to train the required manpower for the industry. Chairman instructed CICTA to actively push for the provision of the required training to assist the industry in tackling the manpower problem. The management was also requested to draft a progress report on the preparatory work for providing curtain wall installers' training for the information of the Committee by year end.

**Senior  
Manager-  
Construction  
Training**

**2.16 Submission of summary report of first meeting of Sub-committee on Employers Subsidy Scheme in 2012**

Action

2.16.1 Members took note of Paper CIC/CTB/ESS/R/001/12 and noted the highlights discussed in the meeting of sub-committee on 19 July 2012. It included exploring the possibility of spreading 50 days of site practice in different months to let trainees experience site conditions under different types of weather well ahead and CICTA would make adjustments accordingly. Furthermore, the sub-committee also approved that if the daily-paid trainees worked not less than 26 days a month, they could be accepted as eligible for applying for subsidy. In addition, the sub-committee also proposed to increase the subsidy places to 300 in 2012 which involved a total estimated expenditure of around \$8.76 million.

2.16.2 The Committee accepted the above summary report of the first meeting of sub-committee held in 2012.

**2.17 Proposal for establishing a Working Group on RMAA Manpower Research**

2.17.1 Members took note of Paper CIC/MTD/P/019/12 and noted the background information of establishing the working group while its main tasks were reflected in the proposed terms of reference.

2.17.2 For the membership of the group, a Member considered that members of the working group mainly came from trade associations, and thus, proposed to include the Registered Minor Works Contractors (Individual and Authorized Signatory) Employees Association formed by practitioners. Another Member suggested including representatives responsible for design works. Since further study was needed for the organization of small-and-medium-sized design works firms, the working group should be established first

**Senior  
Manager-  
Development  
& Support  
Services**

Action

according to the proposed membership in the paper while other organizations could be invited to join later if circumstances warranted and needed.

- 2.17.3 The Committee approved the establishment of a Working Group on RMAA Manpower Research and the proposed membership.

**2.18 Additional requirements for the enhancement study of Construction Industry Council Manpower Forecasting Model**

- 2.18.1 Members took note of Paper CIC/MTD/P/020/12 and noted the background and content of the proposed additional requirements. The additional requirements included that the consultants of City University of Hong Kong (CityU) to (i) conduct manpower forecast by adopting the estimated expenditure of construction works approved by the CIC; (ii) enhance forecast model of supervisors and conduct manpower forecast according to the 9 generic types of supervisors as required in the original tender while the criteria for categorization of the 9 generic types of supervisors would be provided by the CIC; (iii) attend construction manpower research workshop and make reference to the comments and suggestions from the industry representatives; (iv) revise the schedule of enhancement study according to the first two items of additional requirements. The management would request CityU to consider the relevant requests by making an addendum to the tender.
- 2.18.2 After consideration, the Committee accepted the above additional requirements for the enhancement study of Construction Industry Council Manpower Forecasting Model.

**2.19 Any Other Business**

- 2.19.1 **Circulation result of the proposal for**

Action

**establishing a Working Group on Standardization of Labour Return of Construction Sites**

- 2.19.1.1 Members took note of Paper CIC/MTD/P/018/12, which was circulated before and noted the comments made on the membership of the working group listed in a table.
- 2.19.1.2 It was proposed to include a representative from workers union to reflect views and requests from the workers. Yet, to foster a more effective discussion, the Committee agreed not to invite representatives from labour union at the outset. Moreover, DEVB representative suggested including representative from Hong Kong Federation of Electrical and Mechanical Contractors Limited (HKFEMC) as trades requiring the submission of the form for reporting site labour return also included E&M trades. This proposal was accepted by the Committee.
- 2.19.1.3 Chairman pointed out that the labour return form was submitted by the main contractors to their clients every day and would not affect the operation of their respective sub-contractors. In addition, the labour return form would still be needed to fit in the re-scheduling of trades under the Registration Ordinance in the future. For the arrangement of items in the labour return form, Chairman believed that it should be left to the working group to study and decide.

Action

- 2.19.1.4 A Member raised that HKFEMC and Minor Works Contractor Association (MWC) were equivalent bodies, so HKGBCA representative should be included in the working group. Another Member stated that the proposed membership of the group seemed to be concentrated in the upper management who did not have much information about the details of frontline work.
- 2.19.1.5 Chairman replied that representative of each organization did not just refer to the management; it could be the frontline personnel of the main contractor. For the apparently more representatives from the clients, Chairman pointed out that the labour return was a form which the client requested its main contractor to fill in. The objective of the proposed working group was to standardize contents of the labour return form requested by every client, which must reflect the actual condition in construction site. However, the participation of frontline personnel was also very important. Thus, after consensus was reached by the working group on the standardization of labour return, different organizations would be invited to give views as needed prior to the confirmation of the contents of the form.
- 2.19.1.6 However, a Member believed that sub-contractors should participate in the group at the present stage to provide views on the re-delineation of duties of workers, supervisors and management

Action

personnel in different trades well before the common labour return form was written up for the industry. It would not be proper to consult the sub-contractors who were directly affected after the labour return form was drafted.

2.19.1.7 Chairman expressed that the objective of establishing different working groups under the Committee for specific topics was to seek comments from related persons and it was hoped the working group could have first discussion on the standardization of labour return. Views to be arrived at by the group would then be submitted to the Committee for consideration and at that time Members could then discuss and vote on various items.

2.19.1.8 That Member added the suggestion of including sub-contractors association in the group was made in the belief that the group should include a representative from this area and stated that the sub-contractor association would not insist on participating in every agenda item. In fact, participation in the working group was voluntary work and would not feel offended if not being invited. Views were made just to express that the group should include a representative from the sub-contractor sector. That Member further requested to have his views put on record.

2.19.1.9 The Committee approved the formation of the above working group. As regards the membership, the two representatives from Highways Department and Water Supplies

**Senior  
Manager-  
Development  
& Support  
Services**

Action

Department would be deleted from the first proposal while a representative from HKFEMC would be added.

**2.19.2 Expressing gratitude to leaving CITB Members**

Chairman expressed that the present term of office of the CITB would expire at the end of 2012 and some Members would be leaving. On behalf of the Committee, Chairman thanked the following CITB Members, who would be retiring from office, for their support and participation:

Mr Choi Wun-hing, Donald

Ir Kwan Po-jen, Helen

Mr Chow Luen-kiu

Mr Tse Lai-leung, Jimmy

Ir Enoch Lam

Dr Lo Kin-ki, Edmond (already succeeded by

Dr Fung King-keung, Michael)

**2.20 There being no further business, the meeting was adjourned at 12:50 p.m.**

**CITB & CMTD**

**December 2012**