

**Construction Industry Council**

**Construction Industry Training Board**

---

The 1st Meeting of the Construction Industry Training Board was held on Tuesday, 21 February 2012 at 10:00 am in Conference Room, CIC Headquarters, 15/F Allied Kajima Building, 138 Gloucester Road, Wanchai.

Present :	Ir Wong Wing-hoo, Billy	Chairman
	Mr Choi Wun-hing, Donald	
	Mr Chow Luen-kiu	
	Ir Kwan Po-jen, Helen	
	Mr Lai Yuk-fai, Stephen	
	Ir Lam Tin-sing, Enoch	
	Mr Li Chi-leung	
	Dr Lo Kin-ki, Edmond	
	Mr Lok Kwei-sang, Tandy	
	Ir Synn Raymond-cheung	
	Mr Tse Chun-yuen	
	Mr Tse Lai-leung, Jimmy	
In attendance :	Ir Lo Kwok-wah, Kelvin	Principal Assistant Secretary (Works) 6. DEVB
	Ir Lau Chun-kit	Principal Assistant Secretary (Works) 6 (Designate), DEVB
	Ir Ngai Hon-wah	Assistant Secretary (Works Policies) 8, DEVB
	Mr Leung King-kwok, Godfrey	Executive Director, Construction Workers Registration Authority
	Mr Charles Wong	Director – Training & Development, CIC
	Mr Wong Chi-lap	Senior Manager - Construction Trade Testing, CIC
	Mr Chu Yin-lin	Senior Manager – Construction Training, CIC

} Only attended  
agenda items  
1.3 to 1.5

Mr Cheung Yuk-lung	Senior Manager – Development & Support Services, CIC
Ms Joyce Au	Manager – Board Services
Mrs Shirley Lam	Senior Officer – Board Services

Apologies : Ir Ho Ngai-leung, Albert

## **Progress Report**

### **Action**

#### **1.1 Confirmation of the progress report of the 5<sup>th</sup> meeting held in 2011**

Members took note of Paper CIC/CTB/R/005/11 and confirmed the progress report of the 5<sup>th</sup> meeting held on 12 December 2011.

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

##### **1.2.1 Agenda item 5.2.6 –Silver Card Course (A12) Construction Materials Rigger**

Members noted that the course content of the part-time rigger course offered by a member union of Hong Kong Construction Employees General Union (HKCIEGU) was similar to the theory part, which accounted for one day, of the 2-day Silver Card Course (A12) offered by CICTA. However, that part-time rigger course did not provide practical training. Therefore, a cooperative training approach could be considered that the theory part would be recognized by CICTA while CICTA would then provide the practical training. Members supported the above proposal and the existing 3-year validity of Silver Card and the requirements needed for renewal would continue to apply in the proposed cooperative training arrangement.

##### **1.2.2 Agenda item 5.6 – Assessing the skills level of instructors for conservation of built heritage**

Action

Members noted that CICTA had written to invite the heritage experts from Beijing for an exchange in Hong Kong. These experts were also invited to teach the CICTA's instructors about heritage conservation skills afterwards and assess their skills level to ensure their capabilities to deliver the relevant courses.

For the 24-day "Conservation of Built Heritage (Advancement course in Wet Trades)", it would be reorganized into modules and the training arrangement of the course would be submitted to the Working Group for discussion later.

1.2.3 Agenda item 5.10 – Demand for curtain wall installers

Members noted that CICTA had discussed with Hong Kong Facade Association (HKFA) and reached initial consensus of the development direction, including the provision of an intermediate trade test in addition to the existing trade test of curtain wall installers. It was also agreed to design a short course for curtain wall installers (at intermediate level), and enhance the training of the module of aluminum windows installation in the Metal Works course; the relevant course outline was being drafted. HKFA preferred to train for the industry under the Contractor Cooperative Training Scheme.

1.2.4 Agenda item 5.13 - Submission of Trade Test Appeal Mechanism and Complaint Handling Procedures

Concerning the suggestion of extending the testing time for plumber trade test, CICTA would discuss in the next meeting of related Course Advisory Panel.

Action

**1.3 Proposal for integrating Schedule 1 of Construction Workers Registration Ordinance**

1.3.1 Member representing the Development Bureau (DEVB) briefed the Committee on the background information and consultation arrangement of the proposed amendments to complement the introduction of 2<sup>nd</sup> Phase Prohibitions of the Construction Workers Registration Ordinance (the Ordinance). The Construction Industry Training Board was the first institution to be consulted. DEVB planned to consult the industry associations, labour unions, sub-contractor associations and the like in the coming months to collect views to refine the revision of the Ordinance. It was expected to draft the amendments to the Ordinance earlier next year.

1.3.2 Member in attendance from DEVB made a powerpoint presentation on the difficulties to be encountered when implementing the second-phase prohibitions of the above Ordinance. To address the difficulties, DEVB, Construction Workers Registration Authority (CWRA), CICTA, related trade unions and labour unions met a number of times and proposed amendments to the three areas of the Ordinance, which were given in Papers CIC/CTB/P/017/12 to CIC/CTB/P/019/12. These included (i) integrating the trades listed in Schedule 1 of the Ordinance; (ii) revising the Ordinance to cover the proposed exemption of emergency works and small-scale construction works; and (iii) registration arrangement for senior construction workers.

1.3.3 As regards Paper CIC/CTB/P/017/12, Members noted the principles held by DEVB and CWRA in discussing the integration of 99 trades listed in Schedule 1 of the above Ordinance: to be in line

Action

with the actual division of labour of the industry; to allow workers to make a living through skills acquired; to ensure a stable manpower supply; and to nurture a team of multi-skilled construction practitioners. The proposed was mainly made according to the existing division of labour and the classifications were made by trades and by the agreed modular skills. The current trade tests would be divided into independent modular trade tests accordingly, letting the workers obtain the qualification of skilled or semi-skilled workers through taking relevant modular trade tests. It could thus avoid affecting the earnings of some workers who could not register as skilled workers for their trades when the second-phase prohibitions implemented, and also maintain a stable supply of skilled workers in the market. Meanwhile, the original trade categories would still be kept after sub-dividing the trades/skills to encourage workers, who only mastered some modular skills, to learn the remaining modular skills for advancement to become registered workers of the trade in future.

Under two conditions, craftsmen with trade test qualifications could carry out tasks of other trades/skills with similar basic skills independently without “instruction / supervision” of relevant craftsmen but could not “instruct/supervise” others to work in trades where they got no registration. These two conditions were: (i) the tasks of those trades/skills mainly involving similar work procedures and basic skills requirements; and (ii) all trades/skills without special high-risk work procedures, i.e. no safety concern. This arrangement would enable workers to have the opportunities to acquire more skills and allow these workers to carry out work without the instruction and supervision of skilled/semi-skilled workers. The productivity of the skilled/semi-skilled

Action

workers would be tapped to enhance construction efficiency. The training courses and trade tests would be reviewed if the proposed principles were accepted by the industry.

- 1.3.4 Members also noted that there were 7 trades to be sub-divided by trade/skills under the integration proposal, including Waterproofing Worker, Grouting Worker, Carpenter (Formwork - Building Construction), Carpenter (Formwork - Civil Construction), Joiner, Marble Worker and Painter and Decorator; and only Bricklaying, Plastering and Tiles was the newly added trade for integration, trades/skills to be composed of included bricklaying, tiling, plastering, floor-plastering, wall-tiling, porcelain-tiling and mosaic-tiling.
- 1.3.5 The Chairman agreed with the importance of implementing the second-phase prohibitions. Apart from enhancing the construction quality, the implementation could also solve the existing problem of compiling statistics of construction manpower. Since many registered General Workers carried out work specified for skilled or semi-skilled workers when they worked at a construction site, the significance of worker registration was reduced and compilation of statistics became difficult. With the implementation of second-phase prohibitions, the quality of construction and protection of workers would be enhanced, and clear manpower strategy and training data could be provided. In addition, there were a large number of trades at present. It was not appropriate to divide further and there was a need for integration. Details of integration, however, would need further examination.
- 1.3.6 As regards the proposal of allowing craftsmen to cross-practice in trades/skills with similar skills, there were views that more job opportunities would

Action

be provided but maintaining the quality of construction was of equal importance. As employers generally rely on the information on the registration card to identify the skills of the workers, the Construction Workers Registration Authority is very important in gate-keeping. Since there might be different views towards the arrangement, an objective and scientific measuring standard had to be developed. There were sub-contractors acting as gate-keepers currently but one of the reasons of implementing workers registration was that the skills of workers could be directly identified by the employers through registration system instead of relying on people connections.

**DEVB  
Representative**

1.3.7 Member representing DEVB stated that the purpose of this consultation was to listen to the views of Members regarding the proposed amendments to the Ordinance. If Members agreed to the principle of allowing craftsmen of individual trades to perform tasks of other trades/skills with similar skills level, the details of the proposal would be discussed further when consulting related trade associations/ sub-contractors/labour unions. The related training courses and trade tests would be reviewed to meet the proposed modular approach.

1.3.8 A Member stated that the above proposal did not cover E&M trades, which actually consisted of trades that could be arranged in that way. DEVB representative expressed that it would consult Hong Kong Federation of Electrical and Mechanical Contractors Limited and other relevant bodies later and was open to any opinions and would go into in-depth discussion where permitted by the concerned E&M ordinances.

**DEVB  
Representative**

1.3.9 Another Member pointed out that some workers had passed the trade test of individual trades but

Action

could only be helpers in trades with similar skills. In this aspect, there were views that, to achieve the ultimate aim of “multi-skills”, it was necessary to consider some predefined arrangements in the proposal to encourage workers to learn other trades/skills with similar skills after obtaining the trade test qualification of one trade. It was further opined that a timeframe should be specified in making amendments to the Ordinance to encourage workers to learn other similar trades/skills and also apply for formal registration for the trades other than their specialized ones within a specified period. Otherwise, the workers might not have the impetus to formally get recognition for their skills when the Ordinance allowed workers with trade test qualification in particular trades to work in other trades/skills with similar skills level.

**DEVB  
Representative**

1.3.10 The Chairman summarized the views of the Members as follows:

- (i) agreed in principle the integration of trade/skills categories as proposed in Schedule 1 of the Ordinance;
- (ii) subject to the determination of objective standards, registered workers of individual trades could be allowed to perform tasks in other trades/skills with similar skills, but the objective standards were to be discussed; and
- (iii) to predefine some arrangements in the system to encourage workers to pursue in the direction of “multi-skills”, and motivate workers to take tests of other trades while they were allowed to work in trades/skills other than their specialized ones.

**DEVB  
Representative**

**DEVB  
Representative**

1.3.11 DEVB representative expressed that Members were welcome to reflect to the Secretariat if they had other comments in relation to the proposed

**All**



Action

integration details. The Chairman added that Members could also discuss the issue in the next meeting.

**1.4 Technical memorandum on exempted construction works**

1.4.1 DEVB representative pointed out that the saving of life and protection of property were of top priority in emergency. In this situation, the urgent needs could not be met if insisting on sending skilled/semi-skilled workers to carry out emergency works in order to comply with the requirements of the prohibitions of the Ordinance. In addition, workers performing minor works (including fringe works or small-scale maintenance works) which might involve several specified trades but of simple work procedures might not attain sufficient skills levels to get the qualification of skilled/semi-skilled workers of the specified trades. Thus, these workers might face the problem of being unable to get registered when 2<sup>nd</sup> phase prohibitions were implemented. In view of this, the introduction of subsidiary legislation to exempt emergency construction works and small-scale construction works was proposed (tentatively named as Technical Memorandum on Exempted Construction Works). Details were given in Paper CIC/CTB/P/018/12 and the proposed exemption areas were listed as follows:

- (i) emergency construction works within the first 48 hours; and
- (ii) small-scale construction works, including
  - specified minor works;
  - specified small-scale works
  - works involving not more than the specified workload in relevant trade.

1.4.2 As regards the proposal of excerpting urgent construction works within the first 48 hours,

Action

Member representing the Labour Department pointed out that personal safety of the rescue workers should be considered even in the case of emergency. In the example of manhole incident, there were cases in the past that even rescue personnel had accidents. In addition, there were other emergency incidents involving electricity and external wall. Thus, there was a need to handle the safety aspects with care. A Member proposed to include “under non-dangerous circumstances” as one of the pre-conditions.

**DEVB  
representative**

In response to the suggestion of adding a precondition “only under non-dangerous circumstances” into the first exempted area, DEVB representative clarified that it had already stated in the first draft of the Technical Memorandum that all trades, which were restricted by safety concerns, by particular legislations or by specified registration requirements, would not be exempted. In addition, the proposed exemptions were only applicable to the Ordinance whereas other legislations or Construction Safety Regulations (e.g. Electricity Regulations, Factories and Industrial Undertakings (Confined Space) Regulation) and the like still had to be complied with. Therefore, the said pre-condition in fact had been included in the proposal.

- 1.4.3 For the second proposed exempted area about specified minor works, the Chairman opined that exemption should not be based on the costs of the construction works and quoted installation and demolition of canopies and some structural-related high risk construction works as examples. Another Member agreed that in principle there should be an exemption mechanism because in reality there were cases that works were not required to be done by registered workers. However, it could not include all minor works or small-scale works in the

Action

exemption areas in general terms. Safety rules should be considered. If some works or tasks involve special skills or affect the safety of workers, they could not be exempted no matter how small the costs of the works. A detailed study on the criteria of possible exemption areas was thus required.

In response to the above views, DEVB representative reiterated that DEVB had discussed with the main labour unions and trade associations in the industry when drafting the Technical Memorandum on Exempted Construction Works. The safety concerns were well considered. Thus, trades not exempted were listed in detail in the Technical Memorandum, which included those trades subject to other legislations (e.g. electric assemblers), trades requiring special registration requirements (e.g. structural steel welders), and trades with safety concerns (e.g. dismantlers (illegal construction works)). In Section 1.3.2 of the Technical Memorandum, 72 out of the 99 trades listed in Schedule 1 of the Ordinance would not be exempted.

- 1.4.4 The Chairman summed up the views of the Members that an exemption mechanism was needed. DEVB was requested to develop a clear exemption mechanism so that people could easily distinguish exempted and non-exempted trades and related construction works/tasks. **DEVB representative**

**1.5 Proposal on senior construction workers registration arrangement**

- 1.5.1 DEVB representative continued to present the proposed arrangements in Paper CIC/CTB/P/019/12 for letting those senior construction workers who had not obtained registration qualification to apply for registration

Action

as skilled workers. The two proposed conditions included:

- (A) workers who have six years or above relevant working experience before 29 December 2005, i.e. currently holding qualifications eligible for applying for registration as provisionally registered skilled workers under Construction Workers Registration Ordinance, no matter they have registered, registration expired or have never applied for registration etc.;
- (B) workers who have at least 10 years of relevant working experience when the second-phase revised bill passed to become legislation (around the end of 2014).

The proposed registration arrangements for senior construction workers were:

**Category 1 Senior Construction Workers:-**

It was proposed that workers who met the above two conditions could directly apply for registration as skilled workers.

**Category 2 Senior Construction Workers:-**

It was proposed that workers who met condition (B) but not condition (A) had to pass an assessment interview to be eligible for applying for registration as skilled workers.

- 1.5.2 Members noted that the above was a one-off arrangement. Members also noted that the registered skilled workers (provisional) were around 15,000 according to the figures from Construction Workers Registration Authority but data on workers who had not registered as provisional skilled workers were not available. Regarding condition (B) of Category 1 Senior Construction Workers, some Members believed

**DEVB**  
representative

Action

that requiring the workers to accumulate at least 10 years of relevant working experience when the revised bill was approved to become legislation (around the end of 2014) should be extended to 15 years to ensure this category of workers worked continuously during the period from 2006 to 2014.

- 1.5.3 The Chairman summed up the views of Members that they all agreed to establish a mechanism for the above two categories of senior construction workers to directly apply for or after passing an assessment interview to obtain the eligibility for getting registered as skilled workers. However, there were different opinions towards the years of experience stated in condition (B) of Category 1 Senior Construction Workers and this matter would be discussed in later meetings.

**DEVB**  
representative

(Mr TSE Lai-leung left the meeting at this juncture. Ir NGAI Hon-wah, DEVB representative and Mr LEUNG King-kwok, Executive Director of CWRA, also left the meeting after the discussion of the above three items.)

**1.6 Contractor Cooperative Training Scheme – Proposal of (Formwork) Cooperative Training Scheme submitted by Gammon Construction Limited**

Members took note of Paper CIC/CTB/P/005/12 and noted that the proposed would be in a tripartite cooperation among main contractor Gammon Construction Limited, Gammon's sub-contractor and CICTA to train 6 trainees in Formwork with 2 trainers. The training period would be 95 days with the first 30 days' training to be conducted by CICTA while the remaining 65 days' training would be given at the site of the contractor. Gammon would pay around \$11,000 (including \$5,000 allowance provided by CIC) monthly to each trainee during the training period and would employ the trainees at a monthly salary of not less than \$10,000 after the training.

Action

As the training proposal of Formwork had been endorsed previously and the present training contents and ratio of trainers to trainees met the requirements of the previous proposal, the Committee approved the formwork training cooperative scheme by Gammon regarding the Widening Project of Tolo Highway/Fanling Highway. A total subsidy amount of \$ 163,562.5 was approved.

SM-DSS

**1.7 Progress report on Investing in Construction Manpower project**

Members took note of Paper CIC/CTB/P/006/12 and noted the progress of various measures in the above Project. Generally, student enrollment for Enhanced Construction Manpower Training Scheme in the first three phases was close to the target intakes of 1,425. The applications for three outdoor training grounds in process and the promotion of Contractor Cooperative Training Scheme would further increase the training capacities and enrollment numbers. To encourage applications for “Senior Construction Workers Trade Management Course”, trade tests, specified courses and skills enhancement courses, CICTA stated that it might be necessary to enhance the incentives to attract more workers. In general, Enhanced Construction Manpower Training Scheme had met its target.

**1.8 Proposal on training resources for targets of Phase 4 of Enhanced Construction Manpower Training Scheme**

Members took note of Paper CIC/CTB/P/007/12 and noted that Phase 4 of the captioned scheme would provide a total of 44 classes in nine trades with a total of 830 training places. It would require 31 instructors and 10 labourers. After deducting the existing 28 full-time and temporary instructors, 3 trainers would still be required to be employed by temporary contracts in the trades, namely, timber formwork, drainlaying and site surveying. The training capacities of 830 in Phase 4 needed training resources of a total of \$9.94M, including staff costs of \$8.05M, consumable materials and tools of \$1.47M,

**Action**

training expenses of \$0.32M and capital expenses of \$0.1M. Training subsidy for Phase 4 would be \$15.43M which would be first paid by CICTA and then reimbursed by the government on an actual expenditure basis.

Members accepted the proposal on training resources for targets of Phase 4 of Enhanced Construction Manpower Training Scheme.

**SM-CT**

**1.9 Proposal on the budget of establishing three new outdoor training grounds**

Members took note of Paper CIC/CTB/P/008/12 and noted that CICTA had submitted the application for land use of the three plots of land to the Lands Department. The courses to be provided, staff involved and expenses estimated for the proposed training grounds were as follows:

	Tung Chau Street, Shamshuipo	Siu Lun Street, Tuen Mun	Yuen Kong Public School, Yuen Long	Total
Proposed courses	Carpenter (Formwork)/ Bar Bender and Fixer 2 classes x 20 persons	Carpenter (Formwork) / Bar Bender and Fixer 3 classes x 20 persons	Leveller 2 classes x 20 persons	280 capacities
Total budget for set-up	\$0.99M	\$2.04M	\$1.11M	\$4.14M
Staff Establishment	2 temporary instructor, 1 labourer	3 temporary instructors, 1 labourer	2 temporary instructors, 1 labourer	7 temporary instructors, 3 labourers, 1 supervising instructor
	one supervising instructor	additional instructor	temporary	
Operating expenses	\$2.22M	\$2.25M	\$1.44M	\$5.91M

After the establishment of the three training grounds, together with the conversion of certain training grounds under CICTA, the annual training capacity for Enhanced Construction Manpower Training Scheme (ECMTS) would

Action

be increased to around 1,500. Simultaneously, the voluntary and mandatory Contractor Cooperative Training Scheme would each tentatively provide 500 training capacities in 2012. A total of around 2,500 capacities could be offered annually.

DEVB representative stated that labour demand was higher in some trades such as bar bending and fixing, timber formwork, leveling and surveying etc., when compared with trades of metal and drainlaying. In addition, there was a need to address the backlog of applications of the ECMTS. The proposed number of training targets was based on the manpower demand of existing construction projects. However, it was expected that the expenditure for public works in the coming years would be reaching more than \$70 billion which would be more than that of \$62 billion this year. In view of this, the government earmarked \$220M in its 2012/13 Budget to enhance manpower training in construction industry. More people might be attracted to join the industry and further increase the demand for training. Therefore, CICTA was expected to evaluate the required training capacities and locations. Meanwhile, DEVB would continue to search for suitable training grounds so that CICTA could apply for use immediately when needed. As such, the proposal of stopping to find other training grounds should be deleted from the Paper to allow more flexibility in expanding spatial resources.

Members agreed with the views of DEVB and approved the proposal on the budget of establishing three new outdoor training grounds.

SM-CT

**1.10 Proposal of running workshops for trainers on vocational Cantonese for construction industry**

Members took note of Paper CIC/CTB/P/009/12 and noted that CICTA had adjusted the training approach of the course according to the comments from the Committee. Instructors would be trained to understand and consolidate the



Action

knowledge of basic Cantonese phonetics (*pinyin*) in order to teach the minorities who would soon study the Vocational Cantonese Course in Construction Industry. The workshops would be conducted part-time in the evening with 20 to 25 people per class. Course contents included class assessments, assignments and end-of-term assessment. As the purpose of the course was to train the staff, it was thus recommended the CIC Staff Development Scheme pay for the course expenditure, a total of \$16,900.

Members accepted the captioned proposal and recommended allocating additional resources to employ the language lecturer of the workshop as inspection officer after the training, and assess relevant instructor to see whether their teaching abilities and performance could meet the standard in their first stage of teaching.

SM-CT

**1.11 Proposal of running “Quantity Surveying Technician Assistant Course”**

Members took note of Paper CIC/CTB/P/010/12 and noted the purpose of running the said course. Targeted trainees would be adult job seekers with Secondary Five qualification. Training period would be 120 days with 20 people per class. There would be two classes per year and the trainee allowance would be \$105 daily. CICTA would need to employ an additional temporary quantity surveying lecturer. Annual expenditure for the two classes was estimated to be \$1,154,000 after taking into account the staff cost, training expenses and trainee allowance,

The Committee accepted the proposal of running the above course. However, the management was requested to conduct a comprehensive review on age requirement for enrollment in adult full-time course to take care of applications from people under 18 years old. Concerning entrance to a site as required in some courses, the management would enquire the Labour Department whether it would be a must to be 18 years old in order to enter a site.

SM-CT

Action

**1.12 Proposal of running evening “AutoCAD Drafting Course”**

Members took note of Paper CIC/CTB/P/011/12 and noted that the above evening course would only focus on teaching the application of AutoCAD. There would be 20 people per class and total course hours would be 225. The cost per trainee would be \$6000. To attract more people to join the industry, it was proposed that CICTA would subsidize 50% of the cost and the trainee would only require paying \$3,000 for tuition. Members also noted that CICTA had sought legal advice and the running of this course would not be in conflict with the Competition Law under drafting. The Committee approved the proposal of running the above evening course.

**SM-CT**

**1.13 Manpower situation on lift mechanics**

Members took note of Paper CIC/CTB/P/012/12 and noted the manpower situation on lift mechanics. Vocational Training Council (VTC) also provided information regarding the shortage of lift mechanics and pointed out that installation of new lifts and escalator works had no significant increase recently but there were a large number of modernization and hardware enhancement projects in progress, together with large-scale repair or replacement works of some old lifts, the demand for relevant mechanics increased. VTC offered Diploma in Vocational Education and Craft Certificate courses in lifts and escalators. About 50 graduates in 2011 worked in the industry but the vacancies accumulated in recent years could not be filled fully according to Lift & Escalator Contractors Association. The trade was in need of around 200 graduates, which showed the difference between supply and demand of manpower.

Member representing VTC added that VTC would offer 75 training places annually for the field. In 2011/12 academic year, it received 87 applications and admitted 66 suitable

Action

applicants, yet, only 61 trainees turned up when the course commenced. The phenomenon of surplus places was also common in other engineering subjects for Secondary Three or Four school leavers. The Member continued that society and education system nowadays encouraged students to go for universities which created a gap in the basic level. VTC was now considering follow up actions with DEVB and CICTA to attract more new entrants.

Director – T&D expressed that DEVB had raised to CICTA that, apart from lift mechanics, there were several other engineering trades in short of manpower according to the construction manpower consultancy study conducted by the CityU Professional Services Consultancy Ltd. Therefore, a discussion would be made with related parties later on extending the scope of Enhanced Construction Manpower Training Scheme to cover E&M trades with high manpower demand and review corresponding trade tests.

**D-T&D**

Chairman expressed that Build-up Training Programme was implemented to address the supply of manpower at basic level. However, with the commencement of infrastructure projects and the growing number of frontline workers, the number of supervisors should also be increased accordingly. Thus, a workshop would be called for later to review the efficiency of existing training and corresponding statistics and explore the areas to be enhanced and adjusted, especially training of supervisors. Moreover, other than the main civil and building training, E&M training would also be taken care of. VTC was welcome to send representatives to attend and contribute to the topic together.

Member representing DEVB indicated that the government had submitted the Lifts and Escalators Bill to the Legislative Council and it was expected to be passed within the year. Some Members of the relevant Bill Committee were concerned about the human resources situation of lifts and escalators and reflected the views from the industry that the actual manpower supply was insufficient and there were problems of ageing and wastage of manpower. Thus, some

Action

measures in reply to this situation were needed. In addition, if the relevant Bill was passed and implemented, the government would become stricter in the requirement of relevant workers and contractors might need to employ additional eligible workers. If contractors could not recruit enough manpower from the market, that would become a big problem. Therefore, DEVB would very much like to invite VTC and relevant institutions in the industry to explore together about the above issue and the training of supervisors. Chairman requested the Director – T&D make the necessary arrangement.

**D-T&D**

**1.14 Cost analysis of full-time courses**

Members took note of Paper CIC/CTB/P/013/12 and noted the cost analysis of full-time courses offered by CICTA in 2008 to 2011. The total training cost per graduate was decreased from about \$91,000 in 2009 to around \$80,000 in 2012. After deducting other expenses and depreciation, the cost per graduate was around \$59,000 and about one-third of it was non-direct training expenses and indirect expenses, the remaining was then the direct training expenses. The Chairman requested all Members to consider carefully the data of the paper to ensure the training expenses were worth spending, especially whether the allocation of expenditure was appropriate. Furthermore, the paper would be submitted to Committee on Administration and Finance for discussion.

DEVB representative pointed out that as the data was based on the actual costs, it was necessary to consider deducting the factor of inflation.

**1.15 Fee Proposals for Skills Enhancement Courses on Carpenter (Formwork - Civil Construction), Floor Layer (Timber Flooring), Bamboo Scaffolder, Metal Scaffolder and General Welder**

Members took note of Paper CIC/CTB/P/014/12 and noted that DEVB would issue \$1,000 subsidy per trade. As such,

Action

the management had rewritten the fee proposals for the above five skills enhancement courses and the staff costs would be included in the course expenses according to the current practice.

Members agreed with the Chairman's proposal of waiving the fees for people who applied for the above five courses within a specified three-month period. It was believed that it could help promote the courses. The fee arrangement after the waiving would depend on the response. DEVB representative indicated that a maximum of \$1,000 for each course (per trade) would be reimbursed to CICTA no matter the courses were charged or not.

**SM-CTT**

**1.16 Minutes of 2<sup>nd</sup> meeting of Working Group on Heritage Maintenance**

Members took note of Paper CIC/CTB/WGHM/R/002/11 and accepted the minutes of the said meeting.

**1.17 Report on decision made by Sub-committee on Employers Subsidy Scheme through circulation of papers**

Members took note of Paper CIC/CTB/P/015/12 and accepted the above report.

**1.18 Proposal of running 2012 Construction Skills Masters cum New Talents Competition**

Since the expenditure for the above competition required re-calculation, this agenda item was withdrawn at the moment.

**1.19 There being no further business, the meeting was adjourned at 12:35 p.m.**

**CITB Secretariat  
March 2012**

