

Construction Industry Council

Construction Industry Training Board

Meeting No. 001/13 of the Construction Industry Training Board (CITB) was held on Tuesday, 19 February 2013 at 9:30 a.m. at Conference Room, CIC Headquarters, 15/F, Allied Kajima Building, 138 Gloucester Road, Wanchai, Hong Kong

Summary notes of the Construction Industry Training Board (CITB) Meeting No. 001/13:

Agenda Item	Paper	Major Resolutions/Progress Highlights
1.2	CIC/CTB&MTD/R/002/12	Confirmation of the Progress Report of the Previous Meeting Members of the Construction Industry Training Board confirmed the revised Progress Report of the 2 nd Joint Meeting of CITB and CMTD held on 6 November 2012.
1.3	CIC/CTB&MTD/R/002/12	Matters arising from the last meeting (i) Revamp of training courses and trade tests —— Course Advisory Panels of the last term had discussed the revamp of courses and trade tests. Comments made were proposed to be considered in the next meeting for the follow-up by the Panels of the new term. (ii) Construction Manpower Forecasting Enhancement Study —— Single tender was used last year to invite CityU consultancy team to submit tender for the above

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		<p>study. As the principal consultant in the team was sick, to avoid affecting the progress of the study, the Committee agreed to follow up the recruitment of the key person involved in the study and the development of the forecast model to conduct the enhancement study as an employee of CIC.</p>
1.4	CIC/CTB/P/009/13 (for discussion)	<p>Putting the working groups of CMTD under CITB</p> <p>Members accepted the proposal for revising the terms of reference for CITB through taking up the two functions of CMTD and putting four working groups of CMTD under its administration, pushing up the number of working groups under CITB to a total of seven. In the meantime, eight members of CMTD in 2012 were invited to become the Co-opted Members at CITB. Membership list is given in the Appendix.</p>
1.5	CIC/CTB/P/010/12 (for discussion)	<p>Membership of the working groups under CITB and invitation to Members for joining the working groups</p> <p>Members approved the following proposals:</p> <ul style="list-style-type: none"> i) to dissolve “Steering Group on Consultancy Study of Definition and Scope of Duties of Site Supervision Personnel of the Construction”; ii) to revise the terms of reference of four working groups and the membership of three working groups under

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		CITB; iii) to invite Members to join at least one working group under CITB.								
1.6	(information sheet was provided at the meeting for discussion)	<p>“On-the-job training subsidy” scheme</p> <p>The Committee agreed:</p> <p>i) to provide 6,000 places for the proposed “on-the-job training subsidy scheme” to cover the trades included under Enhanced Construction Manpower Training Scheme (ECMTS).</p> <p>ii) to adopt the three-tier subsidy arrangement that the training subsidy was calculated according to the actual salary of a trainee:</p> <table data-bbox="1227 973 1899 1173" style="margin-left: 40px;"> <thead> <tr> <th style="text-align: left;"><u>Daily wage of trainee</u></th> <th style="text-align: left;"><u>Monthly training subsidy to be received by employer</u></th> </tr> </thead> <tbody> <tr> <td>above \$1,000</td> <td>\$6,000</td> </tr> <tr> <td>\$800 - \$1,000</td> <td>\$5,000</td> </tr> <tr> <td>below \$800</td> <td>\$4,000</td> </tr> </tbody> </table> <p>50% of the subsidy would be given to the employer within six months from the date he/she employed a graduate trainee, who had passed the intermediate trade test. The remaining 50% subsidy would be given out as a one-off subsidy after the employer had continued to employ that trainee for 12 months. The arrangement for</p>	<u>Daily wage of trainee</u>	<u>Monthly training subsidy to be received by employer</u>	above \$1,000	\$6,000	\$800 - \$1,000	\$5,000	below \$800	\$4,000
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		<p>employment and renewal during that period would be coordinated among the three parties: trade unions/associations, employers and CIC.</p> <p>iii) to take 20 working days as one month for the purpose of calculation.</p> <p>For the financial estimates, the Committee recommended preparing estimates on expenditure respectively for the original proposed three-tier subsidy scheme and the newly proposed scheme (in which the daily wage of trainee indicator was revised to \$700-\$1,000 at the second tier and below \$700 at the third tier respectively) for the consideration by Committee on Administration and Finance.</p>
1.7	CIC/CTB/P/019/13 (for discussion)	<p>Contractor Cooperative Training Scheme – E&M trades</p> <p>The Committee accepted the two proposed strategies to tackle the labour shortage in E&M trades. The first one was to subsidize the first year trainee admitted to DVE course at Youth College, VTC; the second one was to include E&M trades (including escalator and lift) in the Contractor Cooperative Training Scheme. The total estimate of expenditure for the two strategies in 2013 and 2014 was around \$147,937,760.</p>

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1.8	CIC/CTB/P/022/13 (for discussion)	<p>Sub-contractor Cooperative Training Scheme</p> <p>The Committee supported “Sub-contractor Cooperative Training Scheme” in principle. The training period of the relevant scheme was around 6 months with the subsidy period also capped at six months. The Scheme would deliver a mixed mode of training under which a trainee would first receive training on basic techniques and safety at CIC or an outsourced training institution before getting practical training at suitable construction site arranged by his/her employer (member of the association of sub-contractors). Under this Scheme, sub-contractor’s associations would take over the monitoring role and duties from the main contractor. The following six trades would first be covered by the Scheme: bar bending and fixing, bricklaying, plastering and tiling, erecting and dismantling of tower crane, painting, timber formwork, marble installation and polishing. A total of 2,000 places would be offered and the total expenditure for a year would be around \$200 million. If the Government reimbursed the trainee allowance (\$320 daily) to CIC, the expenditure could be reduced to \$100 million.</p>
1.9	CIC/CTB/P/012/13 (for discussion)	<p>List of members nominated by CITB for Course Advisory Panels in 2013/2014</p> <p>Members approved the following suggestions for the membership of course advisory panel:</p>

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		<ul style="list-style-type: none"> i. to include representatives from Hong Kong Institute of Clerks of Works and/or The Institute of Clerks of Works and Construction Inspectorate (Hong Kong) according to the actual situation; ii. to include representatives from the clients; iii. to include representative from Hong Kong Institute of Architects in the “Course Advisory Panel on Construction Supervisors/ Technicians”; and iv. Hong Kong Construction Employees General Union to replace its member groups to join the “Course Advisory Panel on Mechanical Repairing” and “Course Advisory Panel on Mechanical Operation”. <p>Members who were invited to join the course advisory panels shall all be the frontline personnel with first-hand knowledge on the required trade skills and techniques in the industry.</p>
1.12	CIC/CTB/P/015/13 (for discussion)	<p>Proposal for running “Curtain wall and aluminum window fixing course”</p> <p>The Committee accepted the proposal for running the captioned short course and the required financial estimates. The whole course would last for 107 training days with 15 people per class and each trainee would get a daily allowance of \$150. There would be four classes offering a</p>

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		total of 60 places in a year with the overall expenditure of around \$1.08 million.
1.13	CIC/CTB/P/017/13 (for discussion)	<p>Adjusting terms of “Voluntary Contractor Cooperative Training Scheme” to align with “Mandatory Contractor Cooperative Training Scheme”</p> <p>The Committee accepted the proposal of adjusting the trainee allowance and requirements for instructing staff under Voluntary CCTS to align with those of the mandatory CCTS but the passing rate of trainees would be revised from the original proposal of 75% to 80%.</p>
1.14	CIC/CTB/P/018/13 (for discussion)	<p>Contractor (drainlayer) Cooperative Training Scheme</p> <p>The Committee accepted the trade of drainlayer to be included under CCTS. It also accepted the proposed Contractor (drainlayer) Cooperative Training Scheme, its subsidy mechanism and the estimated cost per trainee.</p>
1.15	CIC/CTB/P/020/13、 CIC/CTB/P/021/13、 CIC/CTB/P/023/13、 CIC/CTB/P/024/13、 CIC/CTB/P/025/13、 CIC/CTB/P/026/13、 CIC/CTB/P/027/13 and CIC/CTB/P/028/13	<p>Individual scheme contents under Contractor Cooperative Training Scheme (CCTS) and Sub-contractor Cooperative Training Scheme (SCTS)</p> <p>Members approved the training contents, subsidy mechanisms and financial estimates of the following training schemes:</p>

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	(for discussion)	<ul style="list-style-type: none"> i. CCTS – E&M trade (Air-conditioning – cold water and drainage system, Air-conditioning and ventilation system – air duct system, Air-conditioning – thermal system) ii. CCTS – E&M trade (Escalator installation and maintenance, Lift installation and maintenance) iii. SCTS (bar bending and fixing) iv. SCTS (timber formwork) v. SCTS (painting) vi. SCTS (bricklaying, plastering and tiling) vii. SCTS (marble laying and polishing) viii. SCTS (erecting and dismantling of tower crane)
1.16	CIC/CTB/P/011/13 (for discussion)	<p>Hong Kong’s Construction Industry Vision 2020</p> <p>A Member who also represented HKCA was invited to propose actions that could be taken by CIC, in particular concrete suggestions and expectations on the scope of work of CITB in relation to the contents of the captioned publication in the next meeting.</p>
1.17	CIC/CTB/P/014/13 (for information)	<p>Progress report on “Investing in Construction Manpower Project”</p>

CIC/CMT/P/019/13
(for discussion)

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		Members noted the progress of various items of the captioned project as of 15 January 2013.

Co-opted Members of CITB:

1. Ir CHEW Tai-chong
2. Mr CHOW Luen Kiu
3. Prof LEUNG Kin-ying, Christopher
4. Mr NG San-wa, Lawrence
5. Mr WAN Koon-sun, MH
6. Sr WONG Bay
7. Mr WONG Chik-wing
8. Ir WONG Tin-cheung, Conrad

(The above 8 persons who were members of the dissolved Committee on Manpower Training and Development had accepted the invitation from CITB.)