

Construction Industry Council

**8th Progress Report of
Committee on Manpower Training and Development**

Purpose

This paper sets out the main points discussed at the 8th Meeting of the Committee on Manpower Training and Development held on 23 December 2008. The record of attendance is given at Annex A.

Progress on Matters Arising from 7th Meeting on 16 October 2008

2. Members noted that the number of professional/technical staff to be required for the new railway projects mentioned in the brief report presented by the Mass Transit Railway Corporation Ltd had taken into consideration the likely number of imported professional staff. Thus, the number of professional/technical staff given in the report represented the demand for local staff.

3. In view of the relatively large number of trades in the construction industry, Members opined that grouping of the trades into several main categories would help the parties concerned to coordinate the types of training needed to meet the demand of different categories of workers. Members also discussed the skills required for the construction workers in the ten major infra-structure projects and minor works projects to be undertaken by the Government. The infrastructure projects would increase the demand for civil workers while the minor works projects would boost the job opportunities of decoration/ renovation workers. To enhance the employability of workers for the jobs to be created by these projects, some Members were of the view that workers had to be equipped with multi-skills. Apart from actively following up the collaboration training scheme with major contractors for civil workers, the Construction Industry Council Training Academy was advised to provide apposite training according to the needs of minor works projects to enable workers to learn the required skills. In addition, categorization of trades under the construction workers registration system and the sub-contracting system of the industry were also deliberated. It was concluded that there was a need to separating workers' skills from trades and to understand the preference of workers so as to enhance the skills and as a result their employability in the construction industry.

Issues Discussed

4. Members discussed the following items –

Summary Report of 3rd Meeting of Steering Group on Manpower Research (Paper MTD/019)

5. The Committee noted that the above research was progressing smoothly but there were two tasks lagging behind schedule, i.e. the interviews with stakeholders and industry leaders; and the collection of daily reports and deployment records from works projects. CityU Professional Services Ltd (CPS) had presented the prototype of the Macro Demand Model and the Steering Group had emphasized the need to develop a reusable manpower model. CityU was also requested to list out the assumptions for data inputs and the sensitivities that might affect the forecast of the model. It was expected that CityU would submit the Interim Report in February 2009.

6. The Committee noted that due to the need to carry out the re-phrased tasks descriptions under clauses of the Project Brief about the “Construction Personnel Mobility”, “Career Transition Pathways” and the “Key Factors affecting construction personnel choosing to work in or leave the construction industry”, Variation No. 1 involving an additional fee of \$350,000 and an additional time of 3 months had been submitted by CPS and was accepted by the Steering Group. It was opined that the addition of the two re-phrased tasks would make the research more complete. In addition, it was considered worthwhile to carry out the research as the Construction Industry Council could get the first-hand information about the construction industry through the said research.

7. The Committee also noted that the Steering Group had considered and accepted the Revised Variation No.2 on the study of “Off-site Technicians” involving an additional fee of \$238,900 and an additional time of 3 months submitted by CPS.

8. Having learnt the reasons for making the two variations to the coverage of the research and the work to be covered at the additional cost of about HK\$600,000, the Committee endorsed the recommendations made by the Steering Group to carry out the additional work as given in the two variations. The Committee also agreed

to submit the additional research fee proposal for the consideration of the Committee on Administration and Finance of CIC.

First Draft of Codes of Conduct for Construction Personnel (Paper MTD/020)

9. The Committee noted the progress made towards the preparation of the draft codes of conduct for construction personnel. It was also noted that the first draft, which proposed six core values to be upheld by the construction personnel, had been drawn up and intended to serve as a guideline for all sectors of the industry to formulate their own codes of practice.

10. The Committee after discussion considered that the target group of the draft codes of conduct was not clear enough and it was necessary to clearly re-define the target group of the proposed codes of conduct. After that the codes could be drawn up. There was also a need to spell out in more details the rational behind the introduction of the codes. In addition, the degree of acceptance of the intended target group had to be assessed and corresponding constraints on the behaviour of construction personnel had to be proposed as well.

Review of the need for mandatory registration scheme for site supervisors (Paper MTD/021)

11. The Committee noted that a section of the Report of the Construction Industry Review Committee (CIRC Report) had put forward a recommendation to review the need for introduction of a mandatory site supervisor registration scheme. The Construction Industry Council was entrusted to follow up the review, which was included in the work plan of the Committee on Manpower Training and Development in early 2008. The Committee also noted that three trade organizations had recently written to CIC urging the early introduction of the scheme. The management proposed to first form a cross-sector working group to review the need for a mandatory registration scheme for site supervisors.

12. The Committee pointed out that as the construction industry did not have a clear definition of site supervisors and their scope of work, it was necessary for Members to first discuss this aspect and lay down a framework for the review. It would be pre-mature to form the proposed working group before the target group and the scope of the review were clearly defined. Members also pointed out that the CIRC Report only recommended to review the need for a mandatory registration

scheme for site supervisors and in-depth study into this necessity was warranted before making any decision. In addition, the said issue could only be considered upon the availability of substantial information and data like the number of site supervisors, their roles and job descriptions. Thus, there was a need to study the definition of site supervisors before embarking on the review.

13. After deliberation, the Committee agreed to appoint an outside consultant to study the definition of site supervisors and their scope of duties. The basis of the review had to be formed first and industry consultation would be conducted at a later stage. The Committee requested the management to draft and circulate the brief for the consultancy study for Members' consideration. It was also proposed that invitation to tender for the consultancy study should be extended to construction industry-related consultancy firms, in addition to the universities so as to get more industry-specific data.

Further actions

14. The following further actions were agreed –

- (a) the Committee accepted the recommendations made by the Steering Group on Manpower Research to conduct the study in relation to the “Construction Personnel Mobility”, “Career Transition Pathways” and the “Key Factors affecting construction personnel choosing to work in or leave the construction industry” as listed in Variation No. 1 and the study of “Off-site Technicians” listed in Revised Variation No.2; and agreed to submit the additional fee proposal of about \$600,000 for the consideration of the Committee on Administration and Finance of CIC;
- (b) to clearly re-define the target group of the proposed codes of conduct and based on the intended target group to draw up the codes and spell out the rationale behind the codes; and
- (c) to appoint an outside consultant to study the definition of site supervisors and their scope of work; the management to draft and circulate the brief for the consultancy study for Members' consideration.

Date of next meeting

15. The next meeting would be held on 12 March 2009, subject to confirmation.
16. There being no further business, the meeting concluded at 11:45 a.m.

**CMTD Secretariat
January 2009**

**Committee on Manpower Training and Development
8th Meeting held on 23 December 2008 at 10:00 a.m.
in Conference Room, 7/F, Construction Industry Council Training Academy**

Record of Attendance

Present

| | |
|-----------------------|-------------------------------------------------------------------|
| Ir Billy W.H. Wong | Chairman |
| Ir Francis S.Y. Bong | |
| Ir Peter K.K. Lee | |
| Ir C.K. Mak | Permanent Secretary for Development (Works) |
| Ir Paul K.L. Chong | The Hong Kong Federation of Electrical and Mechanical Contractors |
| Mr. Donald W.H. Choi | The Hong Kong Institute of Architects |
| Mr. FAN Yiu-cheung | Union of Hong Kong Electrical Engineering Assistants |
| Mr. Joseph C.K. Tsieh | Hong Kong Marble & Granite Merchants Association |

Government Representatives

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| Mr. Chan Shiu-on | Assistant Director (Tech), Highways Department |
| Ir Jimmy P.M. Chan | Chief Assistant Secretary (Works)6, Development Bureau |

Absent with Apologies

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| Mr. CHOI Chun-wa | |
| Mr. TSE Chun-yuen | |
| Mr. WAN Koon-sun | |
| Mr. NG Koon-kwan | |
| Ir Stephen W.K. Lee | Hong Kong Construction Association |
| Mr. Jimmy L.L. Tse | Hong Kong Construction Association |
| Mr. CHOW Luen-kiu | Hong Kong Construction Industry Employees' General Union |

In Attendance

CIC Secretariat

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|------------------------|-----------------------------------------------------------------------|
| Ir Christopher To | Executive Director Construction Industry Council |
| Mr. Charles D.Y. Wong | Director (Training) Construction Industry Council |
| Mrs. Sophie S.Y. Leung | Secretary Committee on Manpower Training and Development |
| Mrs. Shirley Y.Y. Lam | Assistant Secretary Committee on Manpower Training and Development |