

Construction Industry Council

6th Progress Report of
Committee on Manpower Training and Development

Purpose

This paper sets out the main points discussed at the 6th Meeting of the Committee on Manpower Training and Development held on 19 August 2008. The record of attendance is given at Annex A.

Issues Discussed

2. Members discussed the following items –

3rd Summary Report of the Steering Group on Manpower Research

3. The Committee noted that the research team had presented to the Working Group the inception report, results of the literature review, and also compiled the list of industry leaders to be interviewed and the draft of questionnaires and the list of projects to be covered. As regards the trade classification of workers to be adopted in the Manpower Research, it was proposed that the classification stipulated in Schedule 1 of the Construction Workers Registration Ordinance would be used basically, whereas on top the classification of workers who performed their job in office as classified by DEVB would be used too.

4. The Committee also offered the following advice for CPS to consider when collecting data:

- i) manpower demand forecast should be presented on annual basis;
- ii) there should be a proper mix of civil and building projects implemented in the past and future to be covered because the number of workers to be engaged by these 2 kinds of projects differs;
- iii) CPS should focus on the objective to formulate industry-wide training policies by creating a forecast model based on the research findings of supply and demand.

Progress Report of the Study on Development Strategy for Professional Resources of Hong Kong's Construction and Related Engineering Services Sector

5. The Committee noted that that the consultant had prepared a working paper on the proposed strategies and implementation plans for the consideration of the Advisory Group at its third meeting scheduled for 27 August 2008. Based on the data available, it was revealed that the 10 professional disciplines under study were found to have different degrees of manpower shortage and measures to address the shortage would be looked into. A consultation with the industry would be conducted before deciding on the implementation plans of the agreed strategies.

Work Plan for producing the Code of Conduct for Construction Personnel

6. The Committee noted the background for producing the code of conduct for construction personnel and the proposed work plan. It was opined that the code of conduct should focus on the expected behaviour of individual construction personnel instead of any organizations/companies, which might already have their own set of house rules to adhere to. However, reference could be made to the code of conduct already developed by construction related bodies and government departments.

7. The Committee also remarked that views from the ICAC should be sought in drawing up the code of conduct for construction personnel. It was agreed that the code of conduct should be concise and general. It was also proposed that civilized behaviour should be embedded in the proposed code of conduct. The final draft would be submitted in February 2009 after consultation with stakeholders of the construction industry.

Further Actions

8. The following further actions were agreed –
- (a) CICTA to relay the comments made by the Committee on the Manpower Research for the Construction Industry of Hong Kong to the CPS and to ensure the proper delivery of the project objectives;
 - (b) DEVB would update the Committee of the progress of the consultancy study on Development Strategy for Professional

Resources of Hong Kong's Construction and Related Engineering Services Sector in due course; and

- (c) the management to draft the Code of Conduct for Construction Personnel according to the advice given by the Committee.

CMTD Secretariat
August 2008

Committee on Manpower Training and Development
6th Meeting held on 19 August 2008 at 2:30 p.m.
in Room 1804, Murray Building

Record of attendance

Present

Ir Billy W.H. WONG	Chairman
Ir Francis S.Y. BONG	
Mr. CHOI Chun-wa	
Mr. NG Koon-kwan	
Mr. TSE Chun-yuen	
Mr. Enoch T.S. LAM, JP	Acting Permanent Secretary for Development (Works)
Ir Paul K.L. CHONG	The Hong Kong Federation of Electrical and Mechanical Contractors
Mr. CHOW Luen-kiu	Hong Kong Construction Industry Employees' General Union
Mr. FAN Yiu-cheung	Union of Hong Kong Electrical Engineering Assistants
Ir Stephen W.K. LEE	Hong Kong Construction Association
Ir Jimmy L.L. TSE	Hong Kong Construction Association
Mr. Joseph C.K. TSIEH	Hong Kong Marble & Granite Merchants Association

Government Representatives

Ir Jimmy P.M. CHAN	Chief Assistant Secretary (Works)6, Development Bureau
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Apologies

Ir Peter K.K. LEE

Mr. WAN Koon-sun

Ir C.K. MAK

Mr. Donald W.H. CHOI

Permanent Secretary for Development (Works)

The Hong Kong Institute of Architects

In Attendance

CIC Secretariat

Mr. Charles D.Y. WONG

Executive Director (Acting)
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