

Construction Industry Council

Construction Workers Registration Board

Meeting No. 004/21 of the Construction Workers Registration Board (CWRB) was held on 24 November 2021 (Wednesday) at 2:30pm at Board Room, 4/F, Hong Kong Institute of Construction (Kowloon Bay Campus), 44 Tai Yip Street, Kowloon Bay.

Summary Notes of the CWRB Meeting No. 004/21:

Agenda Item	Paper	Major Resolutions/Progress Highlights
4.1	CIC/CRB/M/003/21	Confirmation of the Minutes of the Previous Meeting Members confirmed the minutes of Meeting No. 003/21.
4.2		Matters Arising from the Previous Meeting Members took note of the progress on the matters arising from the previous meeting.
4.3	Brainstorming Session	
4.3.1		Briefing of Training Strategy of Hong Kong Institute of Construction (HKIC) Assistant Director - Student & Curriculum Development of HKIC briefed Members on HKIC's Training Strategy. Highlights were as follows: (a) the class schedule of Full-time Short Courses was made more compact so as to increase training places; (b) HKIC continuously conducted visits to secondary schools with promotion of Full-time Certificate in Construction and Full-time Diploma in Construction Courses to principals, teachers and students. The number of students enrolled at HKIC increased 40% in 2021 compared with that in 2020; (c) HKIC courses were associated with a clear articulation to nurture students to become specialist trade management staff or construction site supervisors;

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		<p>(d) HKIC contacted HKIC alumni who had left the construction industry and encouraged them to return to the industry; and</p> <p>(e) HKIC collaborated with university to organise practical degree programme to enhance public image of construction industry.</p> <p>Members took note of HKIC’s training strategy and exchanged views on attracting young generation and people who wished to change their career to join construction industry. Highlights were as follows:</p> <p>(a) HKIC continuously enhances course design and builds up professional image of graduates;</p> <p>(b) salary ranges for different trade divisions and the salary increment from job promotion should be publicised;</p> <p>(c) employment of HKIC graduates in public and private works contracts should be explored; and</p> <p>(d) publicity of learning pathway of construction industry and the merits as construction practitioners could be enhanced.</p>
4.3.2	CIC/CRB/P/018/21 (for information)	<p>Upskilling Registered Construction Workers</p> <p>Members exchanged views on promotion strategy of upskilling registered construction workers. Highlights were as follows:</p> <p>(a) Members concurred that registered skilled workers were generally equipped with better skills and safety awareness. The recent surge in construction works resulted in tension in the supply of registered skilled workers;</p> <p>(b) the key to successfully alter the culture of having insignificant difference in salaries between registered general workers and registered skilled workers was to adopt standard salary scale by developers, consultants, contractors, registered specialist trade contractors and subcontractors. Otherwise the registered general workers would lack incentives to upskill to skilled workers;</p>

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		<p>(c) Members agreed that the award scheme would create atmosphere to encourage workers to upskill by enrolling trade testing;</p> <p>(d) Members took note of the strategic direction of new promotional videos and upskilling seminars; and</p> <p>(e) CWRB would explore feasibility to impose additional condition of worker registration to enhance workers' safety awareness and intention of upskilling.</p>
4.3.3	CIC/CRB/P/019/21 (for information)	<p>Job Title of the Construction Industry</p> <p>Members brainstormed to improve the job title of the construction industry to attract the industry newcomers. Members agreed the title “Skilled worker” was less attractive to the youth to join the construction industry while the title “Technician” could effectively reflect professionalism of the trade division by adopting technologies and deploying skills involved in the trade division. CWRB would explore whether the title “Technician” was in conflict with other commonly used titles in the market.</p>
4.4	CIC/CRB/P/020/21 (for approval)	<p>Report of Sub-committee on Workers Development and Welfare Meeting No. 002/21</p> <p>(a) Members took note of Construction Workers Festival (CWF) 2021 with the theme of professional development and healthy life. The following events were successfully completed.</p> <p style="padding-left: 40px;">(i) Three webinars were held at night for workers and family members with features of:</p> <ul style="list-style-type: none"> ● “Road To Construction Professional” introducing “Designated Workers for Designated Skills” (“DWDS”) and Trade Testing; ● Epidemic Prevention by Chinese Medicine; and ● Healthy Diet for Construction Workers introducing weight reducing measures and healthy diet selection. <p style="padding-left: 40px;">(ii) A series of delightful crossover events between CWF and Construction Month were organised during weekends in November 2021 at CIC–Zero Carbon Park and CIC Service Centres (Kowloon Bay), including:</p>

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		<ul style="list-style-type: none"> ● Seminars on “Eye Protection” and “Pain Management and Physiotherapy” introducing common symptoms and precautions; ● Construction Industry Exhibition Hub guided tours; ● Outdoor Low-Carbon movie nights; and ● Territory-wide Physical Fitness Survey for the Community where participants were tested under different fitness items to obtain a fitness report upon completion and understand his/her own fitness conditions. <p>(b) Members approved the 2022 gift items offered to workers. Gift items included pockets for Workers Registration Card and Green Card, red packets, throat lozenges, Pocari Sweat drink powder, etc.</p>
4.5	CIC/CRB/P/021/21 (for information)	<p>Report of Workers Registration Office</p> <p>(a) As of 31 October 2021, the total number of workers with valid registration was 582,439, comprising 206,502 registered skilled workers, 34,463 registered semi-skilled workers and 341,474 registered general workers.</p> <p>(b) Award ceremony for the Scholarship for Family Members of Registered Construction Workers was successfully held. CIC invited stakeholders of construction industry for the first time for sponsorship. Eight Registered Specialist Trade Contractors and construction companies rendered their support with the total sponsorship amount of HK\$150,000. A record high of total 39 awards with over HK\$300,000 scholarships were awarded to the families of construction workers who achieved outstanding results in the 2021 Hong Kong Diploma of Secondary Education Examination.</p>
4.6	CIC/CRB/P/022/21 (for information)	<p>Report of Inspection and Enforcement</p> <p>(a) From January to October in 2021, a total of 1,276 construction sites and 12,611 workers registration cards were inspected. A total of 2,059 workers’ daily attendance records were checked. Figures met the scheduled target.</p>

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		(b) From January to October in 2021, a total of 215 summonses were issued. (c) From January to October in 2021, a total of 20 seminars on “DWDS” and “Construction Workers Registration System” were held. A total of 303 industry practitioners attended.
4.7	CIC/CRB/P/023/21 (for information)	CWRB Meeting Schedule for Year 2022 Members noted the meeting schedule.
4.8	AOB	CWRB Chairperson and Members thanked Chairman of the CIC, who would retire from the post on 31 January 2022, for his dedication and leadership to workers development and welfare.

Remarks: The mentioned papers discussed at the CWRB and/or the full Minutes can be made available to Council Members from the CIC Secretariat upon request.