



Action

**held in 2012**

Members took note of Paper CIC/CTB/R/001/12 and confirmed the progress report of the 1<sup>st</sup> meeting held on 21 February 2012.

**2.2 Matters arising from the last meeting**

2.2.1 Agenda items 1.3, 1.4 and 1.5 – Proposal for integrating Schedule 1 of Construction Workers Registration Ordinance, Technical Memorandum on Exemption of Construction Works and Proposal on senior construction workers registration arrangement.

Members noted that the management would consolidate the comments received on the above three areas and pass to the Development Bureau for consideration.

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T&D**

Member representing the Development Bureau expressed that a consultation paper in relation to the above matters had been drafted and would pass to the Secretariat in due course for distributing to CITB members. It was added that industry stakeholders had made many comments during the consultation, which should be grouped. It was thus hoped that the key industry stakeholders including CITB would each assign a representative to join the working group, which was formed to handle the consultation matters, to discuss how to carry out the suggestions. The main duties of the working group members included summing up comments received to arrive at a final proposal. After that, a legal drafting would be conducted by the Government and adjustments might be made to individual suggestions during the drafting process. In such case, members of the working group had to report to the organization the adjustments made and reflect its feedback to the working group as well.

**TASEC**

Chairman suggested that, regarding the above invitation, Members would be consulted by

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circulation to nominate one representative to join the working group.

- 2.2.2 Agenda item 1.9 – Proposed budget of establishing three new outdoor training grounds

Members noted that two lots of land had been approved and relevant short-term tenancies would be submitted under a later agenda item. The Committee thanked the assistance of Development Bureau concerning the application for land use.

- 2.2.3 Agenda item 1.11 – Proposal of running Quantity Surveying Technician Assistant Course

Members noted that people under 18 years old could also apply for the captioned course.

- 2.2.4 Agenda item 1.13 – Manpower situation on lift mechanics

Director reported that a discussion paper on tackling E&M manpower shortage had been drafted and would be submitted to Committee on Manpower Training and Development for consideration the next day. Members were briefed about the contents of the paper, including a meeting was held with Hong Kong Federation of Electrical and Mechanical Contractors Limited (HKFEMC), Development Bureau, Electrical and Mechanical Services Department (EMSD), Vocational Training Council (VTC) and The Lift and Escalator Contractors Association (LECA) to discuss measures to tackle E&M manpower shortage. In addition, a survey was now being conducted by CWRA in trades, where the number of inactive workers was more than the estimated number of workers in shortage, to find out the reasons why the registered E&M workers did not work in the industry and factors that could attract them back to work etc. For E&M trades with fewer number of inactive workers such as Refrigeration /Air-conditioning/Ventilation Mechanic, measures

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like participating in Contractor Cooperative Training Scheme, offering modular training courses by VTC and studying the possibilities of modularizing individual trade tests would be undertaken to attract new entrants joining and inactive workers coming back. Furthermore, LECA was now discussing with VTC and Employees Retraining Board the running of a short course and the feasibility of joining Contractor Cooperative Training Scheme. Chairman requested the management to follow up modularizing the two trades of lift and escalator as soon as possible.

- 2.2.5 Agenda item 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 noted that the discussion paper of the above would be withdrawn.

**2.3 Proposed capacity, schedule and trainee allowances of Basic Craft (BC) Courses and Construction Supervisor/Technician (CST) Programme in 2012/2013**

Members took note of Paper CIC/CTB/P/030/12 in relation to training targets of BC courses and CST programme in 2012/2013.

As the training capacities of CST Programme in 2011/2012 were all filled, some viewed that training capacity in the coming year should be adjusted upward accordingly to cope with the demand. If no additional capacities could be offered because of insufficient spatial resources and immediate launch of Supervisor Assistant course, the Committee should discuss the matters. There were other views that apart from implementing various training schemes to cope with the demand arising from infrastructure works, a balance between offering long-term and short-term training should also be maintained to ensure a stable manpower supply in the industry. In addition, the number of trainees progressing to Year Two was far less

**Senior  
Manager –  
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than that in Year One, so Members believed that it was time to review the training period of Basic Craft courses, including the adoption of the mode of Contractor Cooperative Training Scheme in Year Two training of Basic Craft course and the new supervisor course. This arrangement not only equipped trainees with the required on-the-job training but also provided them with salaries.

For trainee allowance, a Member asked about the reason behind the trainee allowance of BC course being lower than that of CST programme, and expressed that there was a need for a review. Another Member opined that hot courses generally had no problem in student recruitment and allowance might be used to attract applicants for unpopular courses. Since, for many years, the number of trainees admitted for BC course only accounted for 78% of its capacity, increasing the allowance could be considered to enhance attractiveness of the course.

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Manager –  
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After discussion, Members agreed that the trainee allowance for BC course and CST programme should be the same. Since there were no Secondary Five school leavers for recruitment in 2011 with the implementation of New Academic Structure, and admission rate of CST programme was very satisfactory these years, the management were requested to submit to the Committee for approval the re-estimation of the training capacities of BC course and CST programme in 2012/13 and annual expenditure estimates of total trainee allowances.

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**2.4 Proposed Capacity and schedule of part-time courses in 2012/13 training year**

Members took note of Paper CIC/CTB/P/031/12 and noted that capacity of part-time courses was proposed to be increased from 62,294 in 2011/12 to 64,932 in 2012/13.

The management were requested to list in table the capacity and admission rate in 2011/12 training year, and the proposed addition/reduction in the number of capacity in 2012/13 with reasons, as well as the impact of development in the construction industry on the demand for capacity. The revised paper was to be submitted again to the Committee

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for approval.

**2.5 Proposal for running Vocational Cantonese Course for Construction Industry**

Members took note of Paper CIC/CTB/P/032/12 and noted that the captioned course would be taught by instructors who had completed Vocational Cantonese Trainer Workshop with the assistance of a South Asian translator. The total training hours of the course would be 60 with 20 people per class. Tin Shui Wai Training Centre was initially proposed as the training venue and eight classes were proposed. Under cost-recovery basis, the net fee for each trainee would be around \$2,490. However, it was proposed that no fees would be charged to encourage the minorities to actively join and complete the course. A trainee had to pay \$500 as tuition fees when admitted but it would be refunded upon course completion.

The Committee approved the captioned course and accepted the relevant expenditure estimates. However, it was pointed out that as the trainers of the course were CICTA instructors, it did not involve additional trainer fees. The management were requested to list the overall estimates and actual estimates when working out similar course estimates in future. In addition, the course should not be taught at Tin Shui Wai Training Centre only but be flexible in course venues. The class timetable had to be convenient to the trainees. It was proposed to contact New Home Association for recruitment of South Asian translator and it could also help recruit the target trainees through its networks.

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**2.6 Proposal of sub-contracting Skills Enhancement Courses on Carpenter (Formwork – Civil Construction), Floor Layer (Timber Flooring), Bamboo Scaffolder, Metal Scaffolder and General Welder**

Members noted that Paper CIC/CTB/P/033/12 was withdrawn and no discussion was needed.

**2.7 Proposal for splitting up “Bricklaying, Plastering and Tiling” course into “Bricklaying and Plastering” course**

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**and “Bricklaying and Tiling” course**

Members took note of Paper CIC/CTB/P/034/12 and noted that the drop-out rate for “Bricklaying, Plastering and Tiling” course was higher than other trades, thought to be due to its relatively longer training period (135-day training) and tougher working environment. Thus, it was proposed to split up the course into a 94-day “Bricklaying and Plastering” course and a 97-day “Bricklaying and Tiling” course starting from 2012/13 training year. This served to respond to the serious manpower shortage in bricklaying as raised by the Association of Plastering Sub-Contractors Limited. The relevant proposal had been accepted by Course Advisory Panel on Bricklaying, Plastering and Tiling. The Committee approved the proposal of splitting up the course.

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Responding to the enquiry on the mechanism of including trades in the Enhanced Construction Manpower Training Scheme (ECMTS), Director stated that the criteria set out earlier included trades facing ageing problem, higher manpower demand or difficulty in recruitment. Furthermore, every selected trade had to be submitted to CITB for endorsement. Moreover, those trades, where CICTA could not provide plant equipment or training grounds, such as tunnel workers, training would be offered through Contractor Cooperative Training Scheme.

Chairman believed that a procedural manual on the relevant mechanism should be drafted and listed the criteria of inclusion or withdrawal of individual trades under ECMTS, related review arrangement and procedures of submitting the proposal on inclusion or withdrawal to CITB for endorsement. Chairman requested the management to submit the said manual by circulation in due course for consideration.

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Regarding the way to assess the seriousness of manpower shortage in particular trade as raised by the industry, Chairman stated that it was necessary to develop a set of objective indexes such as employment situation of graduates, number of relevant openings offered by the industry, the time required for recruiting a graduate and

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whether the relevant vacancies offering reasonable salary etc. so as to determine whether to put that trade under ECMTS.

**2.8 Proposal for splitting up “Earth Moving Machine Operation” course into “Excavator Operation” course and “Bulldozer and Loader Operations” course**

Members took note of Paper CIC/CTB/P/035/12 and noted that there was a high demand for excavator operators while demand for bulldozer or loader operators was relatively lower. Agreeing to the comments from course advisory panel on construction plant operation, Members allowed the reinstatement of the exiting 80-day “Earth Moving Machine Operation” to its original format of two separate courses, i.e. 50-day “Excavator Operation” course and 32-day “Bulldozer and Loader Operations” course respectively, allowing CICTA to centralize resources to facilitate training of the excavator operators.

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**2.9 Proposal for increasing training allowance and Graduation Incentive Allowance under Enhanced Construction Manpower Training Scheme (ECMTS)**

Members took note of Paper CIC/CTB/P/036/12 and noted that Development Bureau had applied to the Legislative Council for additional funds allocation to increase the monthly training allowance of \$5,000 to \$8,000 under ECMTS. Out of the additional \$3,000 allowance, \$1,000 would be added to the existing monthly allowance while the remaining \$2,000 would be served as Graduation Incentive Allowance for trainees who have passed the intermediate trade test (subsidized to take the test for a maximum of two times). It intended to reduce the drop-out rates of ECMTS and encourage trainees to pass the intermediate trade test. The Development Bureau would reimburse in full the subsidies to CIC in due course. Members accepted the said proposal.

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**2.10 Proposed revisions to the contents and admission criteria of the one-day Construction Training Course for Construction Workers of Specified Trade (Silver Card Course)**



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Members took note of Paper CIC/CTB/P/037/12 and noted that Board of Studies on Construction Safety Courses had accepted the nine revisions made to the contents of the one-day Silver Card Course and cancellation of the pre-requisite admission criteria that an applicant must have already obtained a valid Green Card. The Committee agreed to accept the proposal but recommended that any future revisions should be presented in a table, listing the difference in content before and after revisions made for easy comparison.

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Moreover, a Member suggested subsidizing workers to apply for Silver Card course. Chairman expressed that there were organizations subsidizing their employees to study Silver Card course at present. Thus, encouraging industry employers to provide relevant subsidy for their employees would be the priority task of the Committee.

**2.11 Proposal for exempting the fees of taking intermediate trade test for registered general workers for three months**

Members took note of Paper CIC/CTB/P/038/12 and noted that CIC would pay full subsidy (i.e. the present fee of \$150) to workers taking intermediate trade test, regardless of their test results, if they filed in their applications between June and August 2012 after the discussion with DEVB, which served to encourage registered general workers to enhance their skills through obtaining the qualification of intermediate trade test.

While accepting the proposal, Members also opined that the fee exemption should be extended to include workers taking construction trade test. Apart from notifying workers through SMS, it was suggested that relevant posters be posted at construction sites to promote the event widely. Hong Kong Construction Employees General Union was requested to disseminate the news to its member workers.

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Manager –  
CTT**

**Mr. Chow  
Luen-kiu**

**2.12 Report on the 220 million earmarked by the Government for Investing in Construction Manpower Project**

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Members took note of Paper CIC/CTB/P/039/12. It was also noted that further to \$100 million allocation to enhance construction manpower training and re-training in 2010/11, the Government earmarked \$220 million in 2012/13 to double the training capacity of Enhanced Construction Manpower Training Scheme to 6,000. If some trades required longer time of training, the training period could extend to around 5 months and the training allowance would be increased to \$8,000. Simultaneously, training capacity of Enhanced Construction Supervisor/Technician Training Scheme would be increased from 600 to 1,000 with training period being extended to 15 months and daily training allowance be increased from \$150 to \$180 (classroom training) / \$250 (site training).

On behalf of CITB, Chairman thanked the Government for its support. The management were requested to promptly and actively discuss with industry clients like Airport Authority, Drainage Services Department and Housing Department etc to develop a comprehensive and long-term training strategy and plan according to the proposed timetable of launching new construction works and the related manpower involved, the data obtained from CWRA and the report of manpower forecast completed by the consultant. It was also requested to estimate the resources, equipment and venue to be required, closely follow up the progress of related works and timely adjust the training scheme to meet the needs of the time. Chairman requested the management to submit the relevant strategic plan in the next meeting. Member representing Development Bureau welcomed the proposal of formulating relevant strategies which could prevent employers from using labour shortage as an excuse to import foreign workers. In addition, DEVB representative expressed that DEVB could assist in collecting works information and data.

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Manager –  
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**2.13 Event Proposal for 2012 Construction Skills Masters cum New Talent Competition**

Members took note of Paper CIC/CTB/P/040/12 and noted the contents of the proposal, mainly included that the event would be held on 17 and 18 November 2012 at urban native woodland of Zero Carbon Building, CIC. The Competition

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would be composed of Construction Skills Masters competition and New Talent competition. Winner of New Talent would represent Hong Kong to take part in WordSkills Competition 2013. The estimated expenditure of the whole event was \$2.77 million with \$1.13 million to be sought from industry sponsorship. After deducting the previously endorsed estimated expenditure of \$500,000, CIC still needed to allocate an additional \$1.14 million. The Committee accepted the competition proposal and its estimated expenditure.

Due to limited places, it was proposed to select the competitors by drawing lots. Apart from being nominated by employer, a competitor could also join in his/her personal capacity. Winner of Masters with marks meeting the specified result of the host could be employed by the CIC as Instructor to enhance the attractiveness of the event.

**Manager –  
TRCS**

**2.14 Proposal for purchasing a new bulldozer**

Members took note of Paper CIC/CTB/P/041/12 and noted the background and arrangement of open tender for purchasing a new bulldozer.

The document proposed replacing design of Euro II diesel with a more environmental-friendly Euro III diesel. Some viewed that there still existed bulldozers engineered by Euro II diesel in the industry and some of these suppliers were good at making the equipment and had received good reputation. Furthermore, the new bulldozer was meant for training purpose. Thus, it was proposed that in the technical assessment of the tender, a lower mark was to be assigned to bulldozer engineered by Euro II diesel than Euro III diesel to avoid excluding models that were still in use in the industry with good functions. Moreover, the Committee proposed adjusting the assessment criteria of technical assessment and relevant marks allocation. The original proposed criterion of organizational structure of the tendering company would be deleted and its marks would be allocated equally to two other criteria: (i) resume of staff maintaining that model of bulldozer in the tendering company; and (ii) service pledge for supplying parts and period of maintenance.

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Finally, if the operator model stated in the tender could pass in the technical assessment, final decision should be made based on the quotation of that type of operator model. If the tender could not pass in the technical assessment, the price tender of that tendering company would not be opened and considered.

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**2.15 Short-term tenancy for outdoor training ground at Tung Chau Street (No. KX2869) and short-term tenancy for outdoor training ground at Siu Lun Street (No. MX12002)**

Members took note of Papers CIC/CTB/P/042/12 and CIC/CTB/P/044/12. It was also noted that the Lands Department approved the short-term tenancies of the captioned two lots of outdoor training grounds on 27 April and 14 May 2012 respectively.

Although the relevant short-term tenancies were standard Government tenancies, Members still requested the management to submit the said tenancies to CIC legal advisor for vetting. If they were found to be legally acceptable, they could be submitted to Committee on Administration and Finance for approval and signed by CIC Council members.

**Senior  
Manager –  
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On behalf of the Committee, Chairman thanked the Development Bureau for assisting in matters related to finding and endorsing the use of land.

**2.16 Progress report on Investing in Construction Manpower Project**

Members took note of Paper CIC/CTB/P/043/12 and noted the progress of the various measures under the captioned project. For ECMTS, if the funds were allocated as scheduled, training capacities from phase one to four reached a total of 2,255. Admission target was met but the drop-out rate was around 16%. Therefore, the DEVB would increase training allowance to \$8,000 to reduce drop-out. Further to \$220 million earmarked by the Government, training capacity of the said scheme was increased to 6,000.

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CICTA would adjust in due course the capacities of the remaining period of phase IV and subsequent terms to meet the new capacity target. Concerning Senior Construction Workers Trade Management course, response was unsatisfactory. There was a need to strengthen its publicity. Under Construction Supervisor/Technician Training Scheme, the proposed new course with 9-month theory teaching and 6-month on-the-job training was expected to be launched in September 2012. As for the fee subsidies for trade tests, specified training courses and skills enhancement courses, some of the planned subsidy quota would be given to trade tests since enrollment for specified training courses was much less than expected. Members also noted the measures taken by CICTA to reduce waiting time and increase training capacities, including the co-running of Contractor Cooperative Training Scheme and ECMTS, and the applications made to the Government for establishing five new outdoor training grounds as well as alterations to existing training centres and facilities etc.

Chairman remarked that CICTA had implemented the above schemes for a period of time and should give an initial account of the effectiveness of related work, for example, whether the average age in a particular trade was lowered.

**2.17 Any Other Business**

**2.17.1 Tunnelling and Underground Construction Academy in the United Kingdom**

Members noted the information sheet about the captioned Academy distributed in the meeting. It was also noted that CIC had discussed in its previous meeting about the simulated tunnels and relevant training provided by that Academy. A Vice-President from Hong Kong Construction Association, in a subsequent email, suggested CICTA consider establishing similar simulated tunnels for training on the additional plot of land it applied to the Government for the purpose of training.

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The Committee stated that it was necessary to evaluate the cost-effectiveness of these training facilities and actual market needs. The management were thus requested to first collect data on the tunnel works to be undertaken in the coming five to ten years and made a forecast of the demand for tunnel workers as well as projecting the training capacity of tunnel workers to be offered by Contractor Cooperative Training Scheme. Apart from that, the management were also needed to estimate the required spatial resources, related expenditure and resources related to future repair and maintenance regarding the establishment of simulated tunnels. The estimates were to be submitted to the Committee to consider whether the proposal was cost-effective.

**Senior  
Manager -  
D&SS**

**2.17.2 Thankful for the support of the Development Bureau**

As no meeting would be held before the new term of office in the Government, the Committee would like to take this opportunity to thank DEVB especially the Secretary for Development for her continual support in the projects of CITB, such as assisting in the application for land use for training purpose and also proposing to the Government to allocate funds for training and re-training. The Secretary also showed her support in the events of CIC by personally participating in many of them. In this connection, all Members would like to express their sincere gratitude to DEVB and the Secretary and requested the representative of DEVB to pass the message.

**Representative  
of DEVB**

**2.18 There being no further business, the meeting was adjourned at 12:10 p.m.**

**CITB Secretariat  
May 2012**