

Construction Industry Council

Construction Industry Training Board

The 5th Meeting of the Construction Industry Training Board was held on Monday, 12 December 2011 at 10:00 am in Conference Room, CIC Headquarters, 15/F Allied Kajima Building, 138 Gloucester Road, Wanchai.

- Present :
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|--------------------------|-----------------------------|
| Ir Wong Wing Hoo, Billy | Chairman |
| Ir Ho Ngai Leung, Albert | |
| Mr Li Chi Leung | |
| Mr Chow Luen Kiu | |
| Mr Synn Raymond-Cheung | |
| Mr Choi Wun Hing, Donald | |
| Ir Kelvin Lo | (Representing Mr Enoch Lam) |
| Mr Lok Kwei Sang, Tandy | |
| Mr Tse Chun Yuen | |
| Mr Tse Lai Leung, Jimmy | |
| Ir Kwan Po Jen, Helen | |
- In attendance :
- | | |
|--------------------|---------------------------|
| Mr Charles Wong | Director (Training), CIC |
| Mr Wong Chi Lap | Senior Manager (ST), CIC |
| Mr Chu Yin Lin | Senior Manager (CT), CIC |
| Mr Cheung Yuk Lung | Senior Manager (DSS), CIC |
| Mrs Shirley Lam | Assistant Secretary, CITB |
- Apologies :
- | | |
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| Dr Lo Kin Ki, Edmond | |
| Mr Lai Yuk Fai, Stephen | |

Progress Report

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5.1 Confirmation of the progress report of the 4th meeting held in 2011

Members took note of Paper CIC/CTB/R/004/11 and confirmed the progress report of the 4th meeting held on 19

September 2011.

5.2 Matters arising from the last meeting

- 5.2.1 Agenda item 4.2.2—Relocation of three training grounds and establishment of training ground in Tai Po

Director (Training) reported that the Electrical and Mechanical Services Department was still assessing the Quantitative Risk Assessment as submitted by CICTA in relation to the captioned issue. Results were expected to be released by the end of this year. Meanwhile, lobbying was being carried out by CICTA and the proposal on the use of land in Tai Po was expected to be submitted for discussion in the Tai Po District Council in January 2012.

- 5.2.2 Agenda item 4.2.7—Maintenance and repair of historical buildings

Director (Training) reported that the Working Group on Heritage Maintenance had their study tour to Beijing from 19th to 22nd October. A meeting would be held in mid-December to discuss the follow-up actions of the visit.

- 5.2.3 Agenda item 4.2.8—Monthly schedule of trade tests conducted by trade testing personnel

Senior manager (ST) reported that the waiting time for taking a trade test on ground investigation still exceeded three months. It was hoped that the waiting time could be shorter after the two part-time test invigilators reported duty in this month. For deployment of staff, cleaning and restoring test stations would be handled by general labourer in future. Among those Instructor's Assistants with trade test qualifications, only one of them was holding the qualification of relevant

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trade under Enhanced Construction Manpower Training Scheme. CICTA now considered providing training for suitable Instructor's Assistants to obtain the required qualifications and prepared them for teaching in future. CICTA would draft the staff deployment schedule and submit to the Committee for consideration, and thus, had withdrawn the relevant agenda item.

5.2.4 Agenda item 4.5—Arranging assessment for site surveying course

Director (Training) reported that the Hong Kong Institute of Surveyors and relevant contractors were consulted on the proposal of arranging appropriate assessment for site surveying course but consensus had not yet been reached. However, CICTA had drafted the related assessment proposal and would submit to relevant Course Advisory Panel for discussion. There were two courses without corresponding trade tests, namely Tower Crane (Erecting, Dismantling, Telescoping & Climbing) Worker's Assistant Course (天秤裝拆助理班) and Repair and Maintenance in Building Works Course (屋宇維修保養班), and they had their own set of course assessment.

**Senior
Manager
(CT)**

5.2.5 Agenda item 4.7—Report on reviewing Course Advisory Panels and Proposal

Members noted preparation for the next Course Advisory Panel (2013-2014) formation would be made in mid-2012.

5.2.6 Agenda item 4.8.2—Discussion on safety courses

Members noted that the content of Silver Course was of practical needs and could not be trimmed down. Furthermore, it was necessary for the course to include a session on risk identification and CICTA would consult the industry for comments.

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Member representing Hong Kong Construction Industry Employees General Union (HKCIEGU) expressed that complaints had been received from a member union under HKCIEGU that the part-time rigger course it had offered for years and trained more than two thousand people would not be recognized by the industry. Instead, the industry would only recognize the Silver Card Course (A12) on Construction Materials Rigger offered by CICTA. If it was the case, the said union would not participate in any publicity activities jointly held by the Occupational Safety and Health Council and Labour Department in future. After getting an initial understanding of the issue, the Committee instructed the management to take follow-up actions and to top up the training course offered by HKCIEGU if deemed appropriate.

**Senior
Manager
(ST)**

5.3 Work Trades Contractor Cooperative Training Scheme – Proposal of Leveller Training Scheme submitted by Yau Lee Construction Company Limited (pilot scheme)

Members took note of Paper CIC/CTB/P/059/11 and noted that the said scheme would be offered jointly by a main contractor Yau Lee Construction Company Limited and CICTA. The number of trainees to be trained was 20 while the number of trainers would be 5. The training period was 90 days, same as the period of leveller training offered at CICTA. For the daily training cost per leveller trainee, it was similar to that of the bar bending and fixing trainees with 97 days of training but slightly higher than the carpenter trainees with 65 days of training.

After discussion, Members approved the submission by Yau Lee on leveller cooperative training scheme with a total subsidy of \$634,650. However, the main contractor must ensure the payment to trainees in compliance with the current guidelines on basic entry point of Apprentice Subsidy Scheme or meet the current minimum wage requirement in that particular trade. Applicants of future

**Senior
Manager**

Action

cooperative training scheme also needed to provide the monthly salary of the trainees (employees) for reference and must meet the minimum wage requirement in that particular trade.

(DSS)

(Post-meeting notes : Yau Lee Construction planned to offer each trainee (employee) a monthly salary of \$4,000. Together with the subsidy of \$5,000 under Enhanced Construction Manpower Training Scheme, a trainee would receive \$9,000 in total. For trainee (employee) who had completed the training, Yau Lee also promised a monthly salary of around \$13,000, which was higher than the current entry level of around \$9,000 for levellers.)

5.4 Work Trades Contractor Cooperative Training Scheme – Proposal of Work Trade (Formwork) Cooperative Training Scheme submitted by Gammon Construction Limited

Members took note of Paper CIC/CTB/P/060/11 and noted that a tripartite cooperation among Gammon Construction Limited, its trade sub-contractor and CICTA would be formed to train formwork trainees. The number of trainees would be 10 while the number of trainers would be 4. The training period would be 95 days with the first 30 days' training to be conducted at CICTA while the remaining 65 days' training would be given at the site of the contractor. The daily training cost per formwork trainee would be lower than that of bar bending and fixing trainee.

The Committee approved the submission by Gammon Construction Limited on Formwork Cooperative Training Scheme and the total subsidy would be \$272,604.5.

**Senior
Manager
(DSS)**

5.5 Proposal of running “Elementary Cantonese Course in Construction Industry for Minorities”

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Members took note of Paper CIC/CTB/P/061/11. As the training direction of the course had to be adjusted to a “train-the-trainer” approach, the current document needed to be withdrawn. The revised course proposal would be submitted as soon as possible to the Committee for consideration by circulation.

**Senior
Manager
(CT)**

5.6 Proposal of running “Appreciation Course on Conservation of Built Heritage (Brickwall, Plastering and Tiles)”

Members took note of Paper CIC/CTB/P/062/11 and noted that the said course proposal was approved by the Working Group on Heritage Maintenance and an introduction of wall tile cleansing was included in the course content accordingly. The total hours of training were 18 and the targeted trainees were people holding trade test qualifications in bricklaying, plastering and tiling. There would be 15 persons in each class and the tuition fee per trainee would be \$360.

Regarding the trainer’s qualifications, the Committee proposed to first understand the role of built heritage conservation consultants in conserving the Central Police Station. If it was deemed appropriate, they could be invited to send a representative to assess the content of the said course; or recognize the qualifications of the prospective instructing staff of the course. Apart from that, experts from Guangdong, who had forged connections with CICTA, could also be invited to Hong Kong to assess the skill levels of the instructors and the content of the course.

**Senior
Manager
(CT)**

The Committee approved the running of “Appreciation Course on Conservation of Built Heritage (Brickwall, Plastering and Tiles)” and requested the management to follow up the above comments.

**Senior
Manager
(CT)**

Regarding the unsatisfactory recruitment results of the 24-day “Conservation of Built Heritage (Advancement Course in Wet Trades)”, the Committee related it to the lack

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of demand in the industry at that time. However, with more conservation work in built heritage, the demand for manpower would push the demand for training in this area. Therefore, the date for reintroducing the advanced course should be aligned with the progress of conservation projects.

**Senior
Manager
(CT)**

(Mr Jimmy Tse left the meeting at this juncture.)

5.7 Proposal of establishing three outdoor training grounds

Members took note of Paper CIC/CTB/P/063/11 and noted that the establishment of three outdoor training grounds was expected to yield a total of 140 training capacities to reduce the waiting time for courses under Enhanced Construction Manpower Training Scheme.

The Committee agreed to file in applications for the three plots of land respectively at Tung Chau Street in Shamshuipo, Siu Lun Street in Tuen Mun and Yuen Kong Public School in Yuen Long to establish outdoor training grounds.

**Senior
Manager
(CT)**

(Ir Helen Kwan joined the meeting at this juncture.)

5.8 Running of Skills Enhancement Courses in Carpenter (Formwork - Civil Construction), Floor Layer (Timber Flooring), Bamboo Scaffolder, Metal Scaffolder and General Welder

Members took note of Paper CIC/CTB/P/064/11, contents of the captioned five skills enhancement courses and the supplementary information on the tuition fee per trainee as tabled in the meeting.

In reply to an enquiry of whether the subsidy of \$1,000 given to every applicant for Skills Enhancement Course be extended from using trade as the basis of calculation to using module, Member representing DEVB said that there was a need to check the criteria of giving out the said

**DEVB
Representative**

Action

subsidy. If the subsidy was given out on the basis of module, it might lead to another question on why some trades could be sub-divided into several modules and be subsidized. The Committee would decide after the subsidy criteria were clarified by the Development Bureau.

(Post-meeting notes : Member representing DEVB replied that the paper on Investing in Construction Manpower submitted to the Legislative Council last year stated: to offer new Skills Enhancement Course free of charge for particular trade and facilitate the workers to join the trade test; it was expected that around \$1,000 would be given to every worker attending the course. In this regard, the subsidy should be calculated on the basis of a course instead of a module.)

Furthermore, the Committee believed that the staff costs of the five enhancement courses as listed in the supplementary sheet belonged to recurrent expenditure, and thus, there should not be great difference among the courses. The management were requested to recalculate the costs of those five courses and submit to the Committee for consideration by circulation in a later stage.

**Senior
Manager
(ST)**

Member representing DEVB expressed that some trades were facing severe manpower shortages and some of these trades were quite similar like the formwork and joinery trades. Thus, it would be easier for workers to take up similar trades. In this regards, an enquiry was raised on whether the requirement of having at least four years of relevant experience in taking the trade test could be reduced so as to encourage the workers to get higher recognized qualification to increase mobility. After discussion, it was agreed that workers were allowed to take the relevant trade test if they had attained intermediate trade test certificate with one year of post-qualification working experience.

**Senior
Manager
(ST)**

Action

5.9 Review on the feasibility of deployment of instructing staff

This agenda item was withdrawn.

5.10 Proposal on demands for various training courses

Members took note of Paper CIC/CTB/P/066/11 and noted the demand for various training courses.

As regards the views that there was great manpower demand for lift installation in buildings, the Committee proposed referring the views to VTC, which offered relevant training, and requested the management to report the progress in due course.

**Senior
Manager
(CT)**

Moreover, the Committee agreed that there was quite a shortage of quantity surveying technicians and computer-aided draftsmen. Thus, the proposal of running “Quantity Surveying Technician Assistant Course” as an adult short course was accepted and the management could start drafting the details of the course.

**Senior
Manager
(CT)**

In response to the high demand for Computer Aided Drafting Course, the Committee agreed to run additional daytime short courses and offer evening classes as well. However, there were many organizations offering similar courses in the market. To avoid contravention of the proposed Competition Law, legal advice should be sought to clarify whether the statutory function of Construction Industry Council would be in conflict with the Competition Law. This would also serve as the guidelines for running training courses in the future.

**Senior
Manager
(CT)**

With the revision of the law, it was expected that the demand for curtain wall installers would increase. A course proposal was thus required to be prepared in advance for the launch in due course.

**Senior
Manager
(CT)**

Hong Kong and Kowloon Scaffolders General Merchants

Action

Association and Hong Kong Tower Crane Engineering Association wrote to request respectively the inclusion of the trades on scaffolding and the erection and dismantling of tower crane into the Enhanced Construction Manpower Training Scheme (Enhanced Training Scheme). As it was expected that demand for scaffolders would increase and there was difficulty in recruiting trainees for the relevant course by CICTA, the Committee would consider including the scaffolding trade under the Enhanced Training Scheme and the additional classes would be considered after the current training capacities were used up.

**Senior
Manager
(CT)**

According to the information provided by the Hong Kong Tower Crane Engineering Association, there were about 150 practitioners engaging in erecting and dismantling of tower crane but the average age of practitioners was relatively high, reaching 55 years old. It was therefore agreed that the trade of erecting and dismantling of tower crane was to be included in the Enhanced Training Scheme to increase the attractiveness of the course for more recruits.

**Senior
Manager
(CT)**

5.11 Submission of minutes of 1st meeting of Working Group on Heritage Maintenance

Members took note of Paper CIC/CTB/WGHM/R/001/11 and noted the follow-up actions subsequent to the meeting. The Committee accepted the minutes of the said meeting.

5.12 Submission of minutes of 1st meeting of Board of Studies on Construction Safety Courses

Members took note of Paper CIC/CTB/BOSSC/R/001/11 and accepted the minutes of the said meeting.

5.13 Submission of Trade Test Appeal Mechanism and Complaint Handling Procedures

Members took note of Paper CIC/CTB/P/067/11 and noted the background and content of the Trade Test Appeal Mechanism and Complaint Handling Procedures. The Committee accepted the proposal.

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The Committee also agreed to the views that the general assessment criteria should be posted in the test station and candidates should be notified. For the low passing rate in plumbing test, the crux of the matter might be related to the testing time. The relevant Course Advisory Panel was requested to review the test and consider whether it was necessary to lengthen the testing time.

**Senior
Manager
(ST)**

5.14 Industry Consultation Paper on Review of Schedule 1 of Construction Workers Registration Ordinance

Members took note of Paper CIC/CTB/P/068/11 (Revised) and noted the background of the captioned consultation paper, proposed combination/sub-division of individual trades as listed in Schedule 1 of the Ordinance, as well as the draft reply prepared by the management.

After discussion, the following views were made :

- i) the proposed sub-divided trades lacked the requirement of skill levels and work descriptions, and did not list in details whether the trade would be classified as trade for trade test, for intermediate trade test or for both. Typical examples were timber formwork and formwork stripping sub-divided from carpentry ;
- ii) after the sub-division of individual trades, workers, who held trade test qualification in one area, would be allowed to carry out independently other similar work without instruction and supervision. The most typical example was Trade No. 64 "Painter and Decorator" and the Committee was with much reservation in this aspect ;
- iii) sub-dividing the trades was basically against the "multi-skills" direction advocated by the industry ;
- iv) the Development Bureau was now reviewing the integration of different trades listed in Schedule 1 of the Ordinance and the Committee should wait for the completion of the review for further discussion ; and

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- v) any revision would have great implications, which would not only affect the workers who had obtained relevant trade test qualifications, but also require the CICTA to make corresponding revisions in the contents of its course and related trade tests.

In short, regarding the proposals on the review of sub-dividing individual trades, the Committee had great reservations and proposed to study the grouping and articulation of the trades, which was believed to be more acceptable to the industry and society.

(Mr Donald Choi left the meeting at this juncture.)

5.15 Discussion on Construction Workers Registration Ordinance – consultation on proposed amendments to qualifications for registration of electrical and mechanical (E&M) trades

Members took note of Paper CIC/CTB/P/069/11 and noted the major amendments proposed by Construction Workers Registration Authority (CWRA) including a more clear-cut handling of the requirements for two trades and the addition of Construction Industry Council and Construction Industry Training Authority as recognized institutions. The Committee accepted the proposed revisions to the requirements for registration of E&M trades as proposed by the CWRA.

**Senior
Manager
(CT)**

5.16 Approval of appointment of a marketing consultancy company to formulate and implement the advertising and publicity strategies of full-time courses in 2012

Members took note of Paper CIC/CTB/P/070/11 and noted that both open tender and direct invitation to consultancy companies were adopted in the tendering exercise. Two tenders were received finally and the Technical Assessment Panel opined that the advertisement theme and concept proposed by World Sky Advertising & Production

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Company was better than the other one and would be more attractive to the young people. Since the tender price from the two companies did not differ much and both were below the upper ceiling of \$3.6M, the Technical Assessment Panel recommended World Sky Advertising & Production Company as the marketing consultant of the present tender of advertising and publicity strategies. The Committee accepted the recommendation and the total contract amount of \$ 3,561,700.

5.17 Any Other Business

5.17.1 Beneficiary of the CICTA Sports Day

Members noted the proposal of “5th CICTA Sports Day cum Fun Day as Fund-raising Event” as submitted in the meeting and approved that all proceeds raised would be donated to the Community Chest of Hong Kong.

5.17.2 Training cost per graduate

Members noted that the management would compile the training cost per graduate for Committee’s consideration through circulation for later submission to the Construction Industry Council.

**Senior
Manager
(CT)/
Senior
Manager
(ST)**

5.17.3 Tentative dates of meetings for 2012

Members noted the tentative dates of meetings for 2012 as proposed in the meeting, i.e. 21st February, 10th May, 2nd August and 7th November at 10 a.m.

All to Note

5.18 There being no further business, the meeting was adjourned at 12:30 p.m.

**CITB Secretariat
December 2011**