

**Construction Industry Council (CIC)**  
**1<sup>st</sup> Progress Report of Committee on**  
**Manpower Training and Development**

**Purpose**

— This paper sets out the main points discussed at the 1st Meeting of the Committee on Manpower Training and Development held on 31 May 2007. The record of attendance is at Annex A.

**Issues Discussed**

**A. Terms of Reference and Membership**

— 2. Members agreed the terms of reference and composition for the Committee at Annex B. They agreed that co-opted members would be invited by the Committee to attend its meetings on a need basis on specific items to supplement members with their experience and professional expertise in their relevant areas. The Committee could consider co-opting other suitable persons as necessary in future. Government representatives would be invited to attend the meetings regularly, namely Miss Janet Wong, Mr Jack Chan, and Mr David Tong of ETWB and Mr C K Au of Buildings Department. The Committee would also invite representatives of Labour Department (LD), Housing Department (HD), Electrical and Mechanical Services Department (EMSD), CITA, and VTC to attend its meetings as necessary.

3. Apart from the immediate task of overseeing the amalgamation with CITA, the Committee should also focus on the broader scope of issues falling under its terms of reference relating to manpower planning and development for construction industry.

## **B. Priority Tasks**

4. Members agreed to pursue the priority tasks at Annex C. They expressed views on the following issues.

5. To capitalize on the opportunities arising from CEPA and the economic developments in the Mainland and Macau, the manpower development for construction industry should be discussed in a timely manner and other relevant matters could also be raised for discussion in due course, e.g. support for local construction personnel working outside Hong Kong.

6. On the potential impact of the new secondary school education system (i.e. 3+3+4) on CITA, the difficulties in recruiting Form 6 graduates to join the construction training programmes would likely disrupt our continuous manpower supply. This problem should therefore be addressed with some priority.

7. With the implementation of the construction workers registration schemes, relevant database on the local construction workforce could be developed to enable effective monitoring of the dynamic changes in its profile and size. An objective analysis on the manpower supply and demand should be conducted to provide a sound basis for mapping out future manpower plans. The Construction Workers Registration Authority (CWRA) would be requested to provide some preliminary analysis of the latest profile of our workforce. Some preliminary comparisons could also be made between the CWRA data and the relevant statistical analysis compiled by the Census and Statistics Department. CITA or its committee(s) concerned would also be invited to provide relevant data on their training programmes and trainees for consideration.

8. On matters relating to the amalgamation with CITA, the Liaison Groups would have the primary responsibility for monitoring the amalgamation whilst the Committee would oversee the overall manpower planning of the construction industry at the professional, supervisory and craftsman levels respectively, including the roles and functions of CITA. The proposed participation by CITA staff in the discussion of the Liaison

Group or the Committee was discussed and most members agreed that the transitional arrangements for the amalgamation were mostly administrative and logistic in nature and would not have direct impact on the interests of CITA staff. To alleviate CITA staff's anxiety over the amalgamation exercise and their concerns on the preparatory work to be undertaken by the Liaison Groups, the CIC members involved, in particular those members who were trade union representatives, could serve as an effective channel of communication and help assure CITA staff of CIC's commitment of a smooth transfer of staff to CIC.

9. While the CITA Board or the future CITB under CIC would oversee the day to day operation, the Committee would welcome training policy related proposals from CITA staff.

10. Members were also briefed by the Secretariat on the initial plan for July to September, including the proposed briefing for the CITA Board, the preparation of action programme by CITA, further consultation and discussion sessions with CITA staff, the proposed setting up of an amalgamation team, briefing for the LegCo Panel, as well as miscellaneous legislative and logistics matters. Details of the matters concerned would be discussed at the first meeting of the Liaison Group on Amalgamation at board level (CIC side) to be held on 11 June 2007.

### **Any other business**

11. The Committee agreed that the discussion at the meeting would be recorded as a progress report for submission to the CIC for its information.

### **Further Actions**

12. The following further actions were agreed –

- (i) Subject to endorsement of the membership of the Committee by CIC, persons nominated as co-opted members and representatives of LD, HD, EMSD, CITA and VTC would be invited to join the Committee and attend future meetings on a need basis;

- (ii) The Secretariat would request CWRA to provide relevant data of the construction workforce for comparison and manpower planning purposes ; and
- (iii) The Secretariat would request CITA to provide background information on their training programmes and trainees for reference.

**CIC Secretariat**  
**June 2007**

**Committee on Manpower Training and Development**  
**1<sup>st</sup> Meeting held on 31 May 2007 at 4:00 p.m.**  
**in Conference Room 1201, Murray Building**

**Present**

Mr Billy Wong	Chairman
Mr Francis Bong	
Mr CHOI Chun-wa	
Mr Peter Lee	
Mr POON Man-hon	
Mr TSE Chun-yuen	
Mr WAN Koon-sun	
Mr C K Mak	Permanent Secretary for the Environment, Transport and Works (Works)

**In Attendance**

Miss Janet Wong	Deputy Secretary for the Environment, Transport and Works (Works)1
Mr Jack Chan	Principal Assistant Secretary for the Environment, Transport and Works (Works) 1
Mr David Tong	Principal Assistant Secretary for the Environment, Transport and Works (Works) 4
Mr K H Tao	Chief Assistant Secretary for the Environment, Transport and Works (Works) 1
Ms Cindy Kwan	Assistance Secretary for the Environment, Transport and Works (Policy & Development)

**Committee on Manpower Training and Development**

**Chairman** - Mr Billy Wong

**Members**

- CIC Members
  - Mr Francis Bong
  - Mr CHOI Chun-wa
  - Mr Peter Lee
  - Mr POON Man-hon
  - Mr TSE Chun-yuen
  - Mr WAN Koon-sun
  - Permanent Secretary for the Environment, Transport and Works (Works)
  
- Co-opted Members
  - Mr Paul Chong - The Hong Kong Federation of Electrical and Mechanical Contractors Ltd
  - Mr Chow Luen Kiu - Hong Kong Construction Industry Employees' General Union
  - Mr Choi Wun Hing, Donald - The Hong Kong Institute of Architects
  - Mr Ng Koon Kwan - Hong Kong Construction Site Workers General Union
  - Mr Joseph Tsieh - Hong Kong Marble & Granite Merchants Association – Vice Chairman
  - Mr Fan Yiu Cheung - Union of Hong Kong Electrical Engineering Assistants
  - Mr Stephen Lee - Shui On Construction Co Ltd, HKCA – Vice-President (2007-2009), Building Committee – Chairman (2007-2009)
  - Mr Jimmy Tse - Kim Hung Construction & Engineering Co. Ltd.
  
- Government Representatives
  - Miss Janet Wong - Environment, Transport and Works Bureau
  - Mr Jack Chan - Environment, Transport and Works Bureau
  - Mr David Tong - Environment, Transport and Works Bureau
  - Mr C K Au - Buildings Department

## **Terms of Reference**

1. To advise on matters arising from the amalgamation between CIC and CITA.
2. To advise on manpower planning and development for construction personnel at professional, supervisory and craftsman levels.
3. To foster an ethical culture

**Committee on Manpower Training and Development**  
**Priority Tasks**

<b>Priority</b>	<b>Issue</b>	<b>Background</b>	<b>Follow Up Actions</b>
High	1. Amalgamation between CIC and CITA	The CIC Ordinance has provided for the eventual amalgamation of CIC and CITA so as to implement CIRC's vision of CIC guiding the operation of CITA and pooling of industry levies to fund the operation of CIC as well as other activities that will benefit the industry at large. Given that the amalgamation will require detailed planning and intensive preparation, CIC and CITA had agreed to set up liaison groups respectively at board level and working level to co-ordinate the logistical arrangements. The liaison group at board level will consist of chairmen of CIC committees and CITA committees. The liaison groups at working level will consist of paid staff from both sides but CIC and CITA members will be welcomed to join.	<ul style="list-style-type: none"><li>• The Committee to oversee the amalgamation process.</li></ul>
High	2. Manpower development for capitalizing on the opportunities arising from CEPA and the development in the Mainland and Macau	The booms in investment in buildings and infrastructures in the Mainland and Macau have generated opportunities for export of Hong Kong's construction services. CEPA also facilitates easier entry into the Mainland market by Hong Kong-based construction service providers. The construction industry should capitalize on these opportunities through appropriate manpower development to equip construction personnel with the skills and qualifications required by the markets in the Mainland and Macau.	<ul style="list-style-type: none"><li>• The Committee to devise an appropriate manpower development strategy.</li></ul>



Medium	3. Long term direction of CITA in the light of 3+3+4	At present, Secondary 5 school leavers are the main source of students for CITA. However, Hong Kong will move from seven years of secondary education with the two senior years available to one third of the Secondary 5 graduates to six years of secondary education with near universal participation. CIC may need to determine the long term direction for developing training courses to suit the profile of a new generation of students educated under the future system.	<ul style="list-style-type: none"> <li>The Committee to consider the long term direction</li> </ul>
Medium	4. CIRC recommendation 8 – Codes of conduct for construction personnel	As the promulgation and enforcement of codes of conduct may need statutory backing, the recommendation will be taken up by CIC.	<ul style="list-style-type: none"> <li>The Committee to consider drawing up the codes of conduct.</li> </ul>
Medium	5. CIRC Recommendation 50 – Review of the need for mandatory registration scheme for site supervisors	As mandatory registration may require statutory backing, this recommendation will be taken up by CIC.	<ul style="list-style-type: none"> <li>The Committee to consider reviewing the need for mandatory registration scheme for site supervisors.</li> </ul>
Medium	6. CIRC Recommendation 58(d) – Effective sanctions to be imposed by professional institutions against breaches of rules of conduct for construction personnel	As the imposition of sanctions may need statutory backing, this recommendation will be taken up by CIC.	<ul style="list-style-type: none"> <li>The Committee to consider the way forward.</li> </ul>