

## Construction Industry Council

### Construction Workers Registration Board

Meeting No. 002/17 of the Construction Workers Registration Board was held on Wednesday, 5 April 2017 at 3pm at Conference Room, HKFEMC, Room 1801, 18/F Tung Wai Commercial Building, 109 – 111 Gloucester Road, Wan Chai, Hong Kong

Summary notes of the Construction Workers Registration Board Meeting No. 002/17.

Agenda Item	Paper	Major Resolutions/ Progress Highlights
2.1	CIC/CRB/M/001/17	<p><b><u>Confirmation of the Minutes of the Last Meeting</u></b>                      The minutes of the 1<sup>st</sup> meeting of CWRB for 2017 were confirmed.</p>
2.3.1	CIC/CRB/P/012/17 (For Resolution)	<p><b><u>To Discuss the HKCA’s Proposition of Freezing the Addition of Trade Divisions</u></b>                      In response to the proposition made by the Hong Kong Construction Association to freeze the addition of trade divisions, it was considered that CWRB has no statutory authority under the ordinance to freeze the addition of trade divisions. The number of workers engaging in certain trade divisions should not be included in the criteria, but could be a factor for consideration. CWRB has been handling the requests for adding new trade divisions in a cautious manner in accordance with the established six principles. Agreed by the board, the Sub-committee on Registration Matters would review the six principles as well as the overall mechanism.</p>
2.4.1	CIC/CRB/P/013/17 (Progress Report & for Resolution)	<p><b><u>Sub-committee on Senior Workers Assessment</u></b>  <b><u>Senior Workers Registration Arrangement</u></b>                      As of 15/3/2017, the approval process of all applications (111,072) for senior worker registration was completed, of which 101,350 registration cards were issued and 3,829 were rejected/cancelled. Letters were sent by the Workers Registration Office to request the remaining 5,893 applicants for providing further information to complete the application within one month, otherwise the application would be rejected. All applications must be completed on 30/6. For this reason, the payment of staff salaries to HKCIEGU (5 employees), EMF (1 employee) and HKCSEGU (2 employees) would be extended to 30 June.</p> <p><b><u>Senior Workers Registration Arrangement for Three New Trade Divisions - False Ceiling Installer, Partition (Metal Frame) Installer and Cable Jinter (Dead Cable)</u></b></p> <ul style="list-style-type: none"> <li>• Written examination was not required since Group 2 Senior Workers would not be provided under the ordinance.</li> <li>• In principle, workers were not allowed to alter the registered trade divisions or apply for registration of new trade divisions based on the same work experience;</li> <li>• To include specific questions to be asked by the audit committees of trade unions when conducting interviews with the applicants was approved;</li> <li>• To update the lists of approved trade associations and authorised trade unions as well as the trade</li> </ul>

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		<p>divisions to be handled was approved. To include Hong Kong Architectural Ceiling Association, Hong Kong Ceiling and Partition Workers Union and Hong Kong Property Management &amp; Technical Employees Association in the respective lists; and</p> <ul style="list-style-type: none"> <li>• To pay salary to 3 employees of HKCIEGU, 1 employee of EMF and HKCSEGU respectively from 1/4/2017 to 30/9/2017. Based on the number of applications, the Sub-committee would review the arrangement on a regular basis.</li> </ul> <p><u>Suspension of Registration of Skilled and Semi-skilled Workers (Provisional)</u>  The number of Registered Skilled Workers (Provisional) and Registered Semi-skilled Workers (Provisional) has significantly dropped from approximately 18,000 in 2007 to about 200 in February 2017. After the 1<sup>st</sup> round of 18-month senior workers registration arrangement was completed, the Sub-committee considered that the vast majority of workers who are eligible to apply for Registered Skilled/Semi-skilled Workers (Provisional) should have applied to becoming a Registered Skilled and Semi-skilled Workers through different channels under the CWRO. Thus, the Sub-committee had recommended suspending the application for Skilled and Semi-skilled Workers (Provisional) by publication of notice in Gazette in end of 2017. The suspension would take effect 12 months after the date of publication of notice in Gazette. The recommendation had been endorsed by the CWRB and would seek approval from the Council subsequently. Upon approval, the Secretariat would put forward the recommendation to the DEVB in writing. The validity of the existing provisional registration would not be affected. Under the CWRO, Registered Skilled Workers (Provisional) were eligible to be registered as skilled workers after passing the related Specified Training Courses before the expiry of their current provisional registration.</p>
2.4.2	CIC/CRB/P/014/17 (Progress Report)	<p><u>Sub-committee on Registration Matters</u></p> <ul style="list-style-type: none"> <li>• The internal guidelines for inspection were set out in accordance with the provisions under the CWRO. At the early stage of implementing the “Designated workers for designated skills” (DWDS), the Inspection Team would collect relevant data of various trade divisions on the construction sites (including the ratio and distance between the “instructors” and the “workers under instruction” under the “Instruction and Supervision” arrangement) for the analysis and the formulation of relevant standards. Cases of suspected violations would be handled in persuasive approach and to urge the contractors to improve the arrangements as far as possible in the first year of implementation. The work undertaken by the Inspection Team as well as the internal guidelines would be reviewed in a timely manner.</li> <li>• To reply the inquiries from the industry on DWDS according to the guiding principles. If a single task does not fall within the description of skill of any trade division under the Schedule 1 of the CWRO, such single task will not be regulated by the DWDS. On the contrary, if the single task is noticeably described in the description of skill of any trade division, the worker(s) performing such task shall either register as the skilled/semi-skilled worker(s) of the relevant trade division or work under the “instruction and supervision” of the relevant registered skilled/semi-skilled</li> </ul>

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		<p>worker(s) (except work-across trade divisions and exempted works).</p> <ul style="list-style-type: none"> <li>The six principles of adding new trade divisions would be reviewed by the Sub-committee on Registration Matters at its meeting to be held on 1 June 2017.</li> </ul>
2.4.3	CIC/CRB/P/015/17 (For Resolution)	<p><b><u>Task Force on Construction Workers Registration System (CWRS)</u></b></p> <ul style="list-style-type: none"> <li>Approved by members, the full implementation of CWRS would be commenced from 30/9/2017. The free rental period of CIC Device under the early bird programme would be extended to 30/9/2017.</li> <li>As of 30/3/2017, 50.7% of the active sites had adopted the CWRS, 11,611 workers used the new system to submit daily attendance records with the accumulated number of over 5 million records being collected. A total of 262 CIC Devices were leased to the contractors.</li> <li>New worker registration cards would be issued from 1/10/2017. Since the CWRS is able to read both the new and the old worker registration card, the card reading process would not be affected during the replacement period.</li> <li>There are 25 mobile phone models and 7 biometric authentication systems currently available in the market can be successfully connected with the CWRS. A list of biometric authentication systems would be promoted to the contractors in the upcoming briefing sessions.</li> </ul>
2.4.4	CIC/CRB/P/016/17 (Progress Report)	<p><b><u>Task Force on Data Analysis</u></b></p> <ul style="list-style-type: none"> <li>The 10<sup>th</sup> telephone survey was carried out from October 2016 to January 2017 with 7,694 interviews being conducted at 95% confidence level.</li> <li>The results revealed that the average number of working days per week with daily attendance records was 4.49. Workers without daily attendance records but were still engaging in the industry was 4.18 working days per week. Both numbers were lower than the results of the previous survey.</li> <li>Generated from the daily attendance records, the average number of working days per week with daily attendance records submitted from 1/1/2016 - 31/12/2016 was 1.93. Captured by the CWRS, the average number of working days per week was 2.91, which was closer to the data collected from the telephone survey.</li> <li>Projected from the latest telephone survey, there were 325,752 workers currently engaged in the construction industry (excluding truck drivers and workers carrying out non-construction works) as of 31/12/2016. The number of workers engaging in the construction industry in any given day (including with and without daily attendance records) was 244,040.</li> </ul> <p>Data captured by the CWRS in the two periods (1/1/2016 - 15/7/2016 and 1/1/2016 - 31/12/2016) were as follows:</p> <ul style="list-style-type: none"> <li>The number of working days per week generated from the latest and the previous results was 2.91 and 1.32 days respectively. The latest result was closer to the telephone survey of 4.49 days.</li> <li>Compared with the CRMS, the average hours of work per day for each trade divisions captured by the CWRS were closer to the results of telephone survey.</li> </ul>
2.4.5	CIC/CRB/P/019/17	<b><u>Promotion of the Remaining Phase of Prohibition of CWRO</u></b>

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	(Progress Report)	<ul style="list-style-type: none"> <li>• The Launching Ceremony on Implementation of the “Designated Workers Designated Skills” Provision was held on 31/3/2017. The event was attended by 81 industry stakeholders and 7 media organizations. A total of 7 newspaper clippings were collected.</li> <li>• The mobile app “Quick Guide on DWDS” is now available for download.</li> <li>• A total of 28 DWDS seminars were held from January to March 2017 with attendance of 1,061 participants. In addition, a seminar would be organized for members of Hong Kong Institute of Construction Managers on 8/6/2017 to explain the requirements of DWDS to the site managers.</li> <li>• A total of 10 lunchtime briefing sessions attended by 700 workers were organized on construction sites from January to March 2017.</li> <li>• A total of 5,000 leaflets promoting DWDS and other CIC services were distributed.</li> <li>• A total of 3,000 leaflets promoting Partition (Metal Frame) Installer, False Ceiling Installer and Cable Joints (Dead Cable) would be distributed from April 2017.</li> <li>• A total of 31 CWRS briefing sessions were organized with the attendance of 1,565 participants as of 15/3/2017.</li> <li>• To keep contactors updated on the latest news of CWRS including the schedule of implementation via eDM.</li> </ul>
2.4.6	CIC/CRB/P/017/17 (Progress Report)	<p><b><u>Workers Registration Office</u></b> As of 15/3/2017, the total number of registered construction workers was 434,935. There were 194,930 registered skilled workers, 23,107 registered semi-skilled workers and 216,697 registered general workers. Compared with the figures as of 31/3/2015 before the launch of the senior workers registration arrangement, the number of registered skilled workers had increased by 94,602 whereas the number of registered general workers had decreased by 5,571. The total number of registered workers increased by 90,378.</p>
2.4.7	CIC/CRB/P/018/17 (Progress Report)	<p><b><u>Inspection and Enforcement</u></b></p> <ul style="list-style-type: none"> <li>• 271 construction sites and 2,716 registration cards were inspected in the first quarter of 2017 (1/1/2017-15/3/2017).</li> <li>• Compared with the last quarter of 2016, one case of violation was identified respectively in failing to provide electronic card reading device and establish and maintain a register of statements during the period of January to 15 March 2017.</li> <li>• As a result of the timely reminder, the violation of DAR submission through the CWRS had improved.</li> <li>• In response to the requests of individual contractors, the Inspection Team conducted 9 trial inspections and organized 9 DWDS briefing sessions on the construction sites during January to 15 March 2017.</li> </ul>