

**Construction Industry Council**

**Construction Workers Registration Board**

Meeting No. 004/17 of the Construction Workers Registration Board was held on Wednesday, 8 November 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. 004/17.

<b>Agenda Item</b>	<b>Paper</b>	<b>Major Resolutions/ Progress Highlights</b>
4.1	CIC/CRB/M/003/17	<b><u>Confirmation of the Minutes of the Last Meeting</u></b> The minutes of the 3 <sup>rd</sup> meeting for 2017 were confirmed.
4.3.1	CIC/CRB/P/033/17 (for Resolution)	<b><u>Appointment of Members</u></b> Pursuant to the Construction Workers Registration Ordinance (CWRO) (Cap. 583), CWRB appointed: <ul style="list-style-type: none"><li>• 4 representatives, including Prof. Kuang Jun-shang of the Hong Kong University of Science and Technology, Mr. Wu Chi-fai of the Hong Kong Federation of Electrical and Mechanical Contractors Limited, Mr. Li Tat-wai of the Construction Industry Employees General Union and Mr. Wan Tsz-kin of the Real Estate Developers Association of Hong Kong to be members of the Construction Workers Qualifications Board for a term of 2 years from 1 January 2018 to 31 December 2019.</li><li>• 9 representatives, including Mr. Dominic Chow of Development Bureau, Ir Dr Sammy Wan of Hong Kong Institution of Engineers, Mr. Albert Chan of Hong Kong Institute of Architects, Mr. Wong Kwok-leung of Hong Kong Institute of Surveyors, Mr. Thomas Tse of Hong Kong Construction Association, Mr. CHEUNG Yuk-kei of Hong Kong Construction Sub-Contractors Association, Mr. Tang Man-hei of the Federation of Hong Kong Electrical &amp; Mechanical Industries Trade Unions, Mr. Chow Luen-kiu of Construction Industry Employees General Union and Mr. Chan Kam-tau of Construction Site Workers General Union as members of the Construction Workers Review Board for a term of 3 years from 1 February 2018 to 31 January 2021.</li></ul>

<b>Agenda Item</b>	<b>Paper</b>	<b>Major Resolutions/ Progress Highlights</b>
		<ul style="list-style-type: none"> <li>• Dr. PAN Wei will be the next Chairman of the Task Force on Data Analysis from 1 January 2018 to succeed Mr Ivan Fu, who would serve as CWRB member till 31 December 2017.</li> </ul> <p>The Steering Group on Implementation of CWRO Amendments and the Task Force on Construction Workers Registration System would complete by December 2017 to perform the tasks as specified in its terms of reference. Approved by CWRB, the Steering Group and the Task Force would be dissolved. The works will be taken up subsequently by the Secretariat.</p>
4.3.2	CIC/CRB/P/034/17 (for Discussion)	<p><b><u>Skill Enhancement Courses for Registered Skilled Workers</u></b></p> <p>Two rounds of discussion had been carried out by CWRB on whether skill enhancement courses should be provided to registered skilled workers. The recommendations would be passed to CITB to examine the feasibility of providing such courses. The paper is attached as Annex 1.</p>
4.4.1	CIC/CRB/P/035/17 (for Resolution)	<p><b><u>Subcommittee on Senior Workers Assessment</u></b></p> <ul style="list-style-type: none"> <li>• 92 people enrolled and passed the simplified specified training courses from July to September 2017.</li> <li>• A total of 190 applications for provisional registration were received from July to September 2017.</li> <li>• Because of the need to scrutinize the outstanding bills by the Legislative Council, Development Bureau anticipated that there would be a delay to publish the notice in government gazette for cessation of application for provisional registration from January 2018 to mid-2018. Development Bureau would monitor the progress and keep CWRB updated.</li> <li>• As of 30 September 2017, a total of 367 applications had been submitted through senior worker registration arrangement for False Ceiling Installer, 195 and 3 applications were received for Partition (Metal Frame) Installer and Cable Jointer (Dead Cable) respectively.</li> </ul> <p>Member approved:</p> <ul style="list-style-type: none"> <li>• The payment of staff salaries to HKCIEGU for 3 employees and one each to HKCSEGU and EMF respectively in October 2017 for handing the applications for senior worker registration of the three new trade divisions. Likewise, the payment of staff salaries from 1 November 2017 to 30 April 2018 would be HKCIEGU (2 employees), HKCSECU (1 employee) and EMF (1 part-time employee at a rate of HK\$11 000 per month).</li> </ul>

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		<ul style="list-style-type: none"> <li>• To officially add Hong Kong Ceiling and Partition Workers Union and Hong Kong Property Management &amp; Technical Employees Association in the list of authorized trade unions under senior workers registration arrangement to assist in verifying and assessing the work experience for False Ceiling Installer and Partition (Metal Frame) Installer.</li> <li>• To expand the terms of reference of the Sub-committee on Senior Workers Assessment to cover the monitoring of the implementation of the CWRS.</li> </ul>
4.4.2	CIC/CRB/P/036/17 (Progress Report)	<p><b><u>Subcommittee on Registration Matters</u></b></p> <ul style="list-style-type: none"> <li>• The archived documents related to rationalizations of the current six principles of adding designated trade divisions and the scope of application under CWRO were reviewed.</li> <li>• The enforcement of “Designated workers for designated skills” (DWDS) and violation of the requirements of the DWDS during the first half of 2017 were reviewed. The data revealed that there is a general awareness of the DWDS requirements among the industry even if there is still room for improvement. Members would continue reviewing relevant data as a basis for evaluating the enforcement strategies.</li> </ul>
4.4.3	CIC/CRB/P/037/17 (for Resolution)	<p><b><u>Task Force on Construction Workers Registration System (CWRS)</u></b></p> <ul style="list-style-type: none"> <li>• The CWRS has been fully implemented since 30 September 2017. The average daily attendance of workers at the active sites is 99,347 workers as of 13 October 2017.</li> <li>• From December 2015 to 13 October 2017, a cumulative total of 187,255 workers had tapped card records in CWRS and 252,506 workers were registered in the good lists.</li> <li>• As of 26 October 2017, a total of 1 908 participants from 484 contractors attended 39 CWRS briefing sessions.</li> <li>• eDM to introduce the features of new registration card and to remind contractors to upgrade the DAR App to the latest version had been sent.</li> <li>• Members agreed to implement the Property Management Pilot Scheme with the aims of assisting property management companies and tenants in identifying related professional qualifications of technical personnel and construction workers, as well as collecting data of workers employed in RMAA works in order to understand the overall work situation and analyze the demand for manpower in the industry. The scheme would be implemented on a</li> </ul>

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		voluntary basis. Promotion in the initial stage of the scheme would focus on Hong Kong Association of Property Management Companies, the property management companies that manage high-density residential estates and estates with a few number of access gates.
4.4.4	CIC/CRB/P/038/17 (Progress Report)	<p><b><u>Task Force on Data Analysis</u></b></p> <ul style="list-style-type: none"> <li>• The 12<sup>th</sup> telephone survey was conducted with 8 624 registered workers during the period from June to September 2017.</li> <li>• The average number of working days per week with daily attendance records was 4.39; workers without daily attendance records but were still engaging in the industry was 4.15 working days per week. Both numbers were lower than the results of the previous survey.</li> <li>• Projected from the latest telephone survey, 330,439 workers were engaged in the construction industry (excluding truck drivers and workers carrying out non-construction works) as of 31 August 2017. The number of workers engaging in the construction industry in any given day (including with and without daily attendance records) was 237,893.</li> </ul>
4.4.5	CIC/CRB/P/039/17 (Progress Report)	<p><b><u>Promotion and Publicity</u></b></p> <ul style="list-style-type: none"> <li>• To organise the seminars on DWDS on a regular basis.</li> <li>• An average of 4 briefing sessions on construction sites were held per month until the end of cooperative agreement with HKCIEGU on 31 December 2017.</li> <li>• To promote the senior workers registration arrangement of the three new designated trade divisions through trade associations and labour unions.</li> <li>• To promote new registration card to trade associations, contractors &amp; sub-contractors, CIC specified bodies and professional organizations by executing an extensive promotional plan which includes eDM, publications published by worker unions, print materials, CIC website and Facebook.</li> <li>• The breakfast meeting hosted by CWRB was held on 26 July 2017. The views and opinions raised by the participants in the meeting had been followed up.</li> <li>• 26 students of registered construction workers who achieved outstanding academic results in 2017 HKDSE had been awarded scholarships from the CIC in the presentation ceremony on 7 October 2017.</li> </ul>

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4.4.6	CIC/CRB/P/040/17 (Progress Report)	<p><b><u>Workers Registration Office</u></b></p> <p>Total number of workers with valid registration as of 30 September 2017 was 446,641, in which 201,457 were registered skilled workers, 25,711 were registered semi-skilled workers and 228,346 were registered general workers. The numbers of registered skilled workers (provisional) and registered semi-skilled workers (provisional) were 1,123 and 4 respectively.</p>
4.4.7	CIC/CRB/P/041/17 (Progress Report)	<p><b><u>Inspection and Enforcement</u></b></p> <ul style="list-style-type: none"> <li>• From 1 January to 30 September 2017, a total number of 1,207 construction sites and 11,148 registration cards were inspected.</li> <li>• From 1 April to 30 September 2017, a total of 607 construction sites subject to the DWDS requirement were inspected. Among them, 21 sites (4 public works and 17 private works sites) had violated the DWDS provisions, a total of 31 notices of advice were issued, in which 16 notices were issued to main contractors for failing to take reasonable measures in relation to the arrangement of “Instruction and Supervision” and 5 were issued for hiring non-registered skilled/semi-skilled workers to perform relevant skilled work and failing to take reasonable measures; 3 notices were issued to the employers of workers who hired non-registered skilled/semi-skilled workers to perform skilled work and failed to take reasonable measures; and 7 notices were issued to advise workers without skilled/semi-skilled registration for not admissible to perform skilled work of relevant trade divisions.</li> <li>• The ratios of “Instructors” and “Workers under Instruction” are generally 1:1 and 1:2. The “Instructors” can normally reach the locations of the “Workers under Instruction” within 10 minutes.</li> </ul>
4.4.8	CIC/CRB/P/042/17 (Progress Report)	<p><b><u>Review Report of Enforcement of Construction Workers Registration Ordinance</u></b></p> <p>Members took note of the follow-up action taken by the CIC in response to the recommendations for the enforcement of CWRO proposed by the Corruption Prevention Department under ICAC.</p>

*Remarks: The mentioned papers discussed by the Construction Workers Registration Board can be made available to Council Members from the Workers Registration Secretariat upon request.*

**Skill Enhancement Courses for Registered Skilled Workers**

**1. Background**

- 1.1 In consideration of a high demand for registered skilled workers (RSW) and a goal of sustaining a team of highly skilled and qualified professionals, the Construction Workers Registration Board (CWRB) has carried out discussions on various related issues. To enable Construction Industry Training Board (CITB) to further deliberate the feasibility of providing relevant courses, this paper aims to convey the observations and opinions of the CWRB on organizing skill enhancement courses for RSW.

**2. Preliminary Recommendations on Skill Enhancement Courses for Registered Skilled Workers**

2.1 Objective

To provide enhancement courses to encourage RSW to continue improving their skill sets as well as enhancing their technological knowledge so as to maintain their professional standards.

2.2 Target Participants of Skill Enhancement Courses

Registered Skilled Workers

2.3 Benefits of Taking Skill Enhancement Courses

- To motivate RSW to strive for excellence by continuously improving their professional skills.
- Opportunity for salary increase
- Improve employment opportunities

2.4 Course Design

- To develop modular short-term courses according to the characteristics of each trade division so that RSW may apply for registration on a voluntary basis based on their needs and requirements.
- To add elements of new technology in the course content to meet the technological innovation and industry development.
- To select a number of major trade divisions such as civil and building,

E&M, etc. with significant variations in the number of RSW as the pilot scheme of the skill enhancement courses. The variations in the number of RSW registered from 31 March 2015 to 30 June 2017 are shown in Annex A (numbers are arranged from the largest to the smallest).

- To organize courses on weekends to provide ease and convenience for workers.

## 2.5 Organizer

Courses to be organized by the CIC in the initial stage of implementation. Collaboration with other organizations will be considered after a review of the standards of practice for the teaching profession is established.

## 3. For Comment

- 3.1 CITB Members are invited to deliberate the observations and recommendations put forward by the CWRB.

CWRB Secretariat  
November 2017

Note: This paper was copied to the CIC

## Comparison of Valid Registered Skilled Workers

	Trade Division	Trade Division Code	Number of valid registered skilled workers (by applicants and by principle trades)		
			(a)	(b)	(c)
			Registered skilled workers (as of 30 June 2017)	Registered skilled workers (as of 31 May 2015)	Change in no. of registered skilled workers
133	Electrical Fitter	E305	37,938	26,605	11,333
23	Cement Sand Mortar Worker(Master)	C3008	7,910	0	7,910
100	Painter and Decorator(Master)	C329	10,081	3,063	7,018
7	Joiner	C322	8,581	1,738	6,843
19	Plumber	C338	7,583	2,575	5,008
35	Metal Worker	C328	5,729	859	4,870
2	Carpenter(Formwork) (Master)	C307	4,629	0	4,629
99	Bar Bender and Fixer	C304	5,438	2,277	3,161
117	Refrigeration/ Air-conditioning/ Ventilation Mechanic(Master)	E314	3,889	762	3,127
62	Metal Scaffolder	C327	5,045	1,977	3,068
74	Plant and Equipment Operator(Fork-lift Truck)	C333f	2,249	0	2,249
48	General Welder	C318	5,282	3,307	1,975
132	Electrical Wireman	E305b	1,923	53	1,870
34	Metal-steel Worker(Master)	C3010	1,772	0	1,772
136	Communication System Mechanic	E324	2,859	1,117	1,742
10	Leveller	C323	3,563	1,829	1,734
64	Curtain Wall and Glass Panes Installer(Master)	C3021	1,583	0	1,583
42	Rigger/ Metal Formwork Erector	C341	1,876	418	1,458
51	Concretor	C309	2,262	816	1,446
114	Lift and Escalator Mechanic(Master)	E309	1,210	0	1,210
55	Marble Worker(Master)	C324	1,702	510	1,192
59	Window Frame Installer	C350	1,361	341	1,020
119	Refrigeration/Air-conditioning/Ventilation Mechanic(Air System)	E314a	1,238	285	953
137	Plant and Equipment Mechanic(Construction Work) (Master)	CE310	901	0	901
126	Fire Service Mechanical Fitter	E306b	1,445	545	900
31	Demolition Worker(Master)	C312	897	0	897
81	Plant and Equipment Operator(Suspended Working Platform)	C357	3,632	2,765	867
139	Mechanical Fitter	E310	1,343	604	739
24	Plasterer	C337	2,674	1,948	726
14	Waterproofing Worker(Master)	C301	797	74	723
5	Carpenter(Formwork - Building Construction)	C307a	2,893	2,174	719
18	Drain and Pipe Layer(Master)	C3006	710	0	710
3	Carpenter(Formwork - Civil Construction)	C307b	1,231	570	661
66	Curtain Wall Installer	C311	1,014	355	659
38	Truck Driver(Medium Goods Vehicles)	C349c	9,595	8,951	644
28	Tiler	C347	1,987	1,346	641
50	Concrete and Grouting Worker(Master)	C3016	627	0	627
61	Bamboo Scaffolder	C303	1,995	1,378	617
83	Plant and Equipment Operator(Excavator)	C333b	5,084	4,484	600
125	Fire Service Electrical Fitter	E306a	650	67	583
118	Refrigeration/Air-conditioning/Ventilation Mechanic(Water System)	E314e	732	210	522
134	Electronic Equipment Mechanic(Construction Work) (Master)	E3036	425	0	425
138	Construction Plant Mechanic	C310	962	546	416
20	Drainlayer	C314	730	332	398
84	Builder's Lift Operator	C332	363	0	363
129	Control Panel Assembler	E305a	601	262	339
46A	False Ceiling Installer	C358	328	0	328
120	Refrigeration/Air-conditioning/Ventilation Mechanic(Thermal Insulation)	E314c	369	63	306
113	Rock Breaking Driller	C339	307	4	303
52	Concrete Repairer(Spalling Concrete)	C308	1,307	1,011	296
127	Gas Installer	E375	1,701	1,408	293
32	Demolition Worker(Building)	C312a	430	150	280
93	Plant and Equipment Operator(Gantry Crane)	C334b	723	451	272
56	Marble Worker(Polishing)	C324c	271	0	271
65	Glazier	C319	481	218	263
43	Marine Construction Plant Operator(Lifting) (Master)	C325	261	0	261
135	Building Security System Mechanic	E323	600	343	257
11	Piling Operative(Master)	C330	250	0	250
27	Bricklayer	C305	769	526	243
49	Structural Steel Welder	C346	532	294	238
72	Tunnel Worker	C351	244	7	237
13	Piling Operative(Bored Pile)	C330a	788	551	237
111	Asphalter(Road Construction)	C302	316	96	220

## Comparison of Valid Registered Skilled Workers

	Trade Division	Trade Division Code	Number of valid registered skilled workers (by applicants and by principle trades)		
			(a)	(b)	(c)
			Registered skilled workers (as of 30 June 2017)	Registered skilled workers (as of 31 May 2015)	Change in no. of registered skilled workers
6	Carpenter(Formwork - Building Construction) (Striking)	C307c	217	0	217
60	Scaffolder(Master)	C3019	215	0	215
121	Refrigeration/Air-conditioning/Ventilation Mechanic(Electrical Control)	E314b	692	479	213
22	Paving Block Layer	C355	330	121	209
54	Grouting Worker	C321	254	47	207
131	Cable Jointer(Low Voltage)	E303a	207	0	207
68	Floor Layer(Master)	C316	200	0	200
78	Plant and Equipment Operator(Piling)(Master)	C335	195	0	195
25	Plasterer(Floor)	C337a	170	0	170
73	Ground Investigation Operator/ Driller/ Borer	C320	605	443	162
80	Plant and Equipment Operator(Bored Pile)	C335a	189	45	144
90	Plant and Equipment Operator(Crawler-mounted Mobile Crane)	C334a	1,187	1,043	144
21	Pipelaye	C331	244	109	135
75	Plant and Equipment Operator(Mini -loader)	C333d	554	423	131
107	Painter and Decorator(Texture-spray)	C329g	127	0	127
8	Joiner(Assembling)	C322a	110	0	110
94	Plant and Equipment Operator(Compactor)	C333j	108	0	108
15	Waterproofing Worker(Liquid Membrane)	C301c	119	18	101
122	Refrigeration/Air-conditioning/Ventilation Mechanic(Unitary System)	E314d	170	74	96
130	Cable Jointer(Power)	E303	342	246	96
71	Trackworker	C348	424	336	88
41	Truck Driver(Articulated Vehicles)	C349d	730	643	87
37	Construction Goods Vehicle Driver(Master)	C349	72	0	72
69	Floor Layer(Timber Flooring)	C316b	72	5	67
128	Plant and Equipment Operator(Tower Crane)	C334c	615	556	59
36	Structural Steel Erector	C345	73	20	53
70	Floor Layer(PVC Flooring)	C316a	69	17	52
101	Painter and Decorator(Roller Painting)	C329a	48	0	48
29	Tiler(Mosaic)	C347a	50	4	46
108	Painter and Decorator(Metal Paint Spray)	C329h	44	0	44
103	Painter and Decorator(Emulsion Painting)	C329e	43	0	43
4	Carpenter(Formwork - Civil Construction) (Striking)	C307d	42	0	42
58	Marble Worker(Wet Fixing)	C324b	39	0	39
26	Mason	C326	46	8	38
12	Piling Operative(Percussive Pile)	C330b	171	133	38
53	Shotcretor	C342	128	92	36
88	Plant and Equipment Operator(Loader)	C333c	225	190	35
104	Painter and Decorator(Brushing Lacquering)	C329d	34	0	34
92	Plant and Equipment Operator(Locomotive)	C333i	31	0	31
96	Plant and Equipment Operator(Tunneling) - Jumbo Drilling	C336a	45	15	30
30	Tiler(Tile)	C347b	38	9	29
63	Prestressing Operative	C340	114	86	28
44	Marine Construction Plant Operator(Derrick)	C325c	128	102	26
45	Marine Construction Plant Operator(Boom-grab Bucket)	C325a	36	10	26
128	Overhead Linesman	E311	238	214	24
102	Painter and Decorator(Surface Filling)	C329b	23	0	23
57	Marble Worker(Dry Fixing)	C324a	22	0	22
47	Asbestos Abatement Worker	C352	65	44	21
33	Demolition Worker(Unauthorized Building Works)	C312b	21	1	20
1	Carpenter(Fender)	C306	26	6	20
85	Plant and Equipment Operator(Bulldozer)	C333a	166	148	18
40	Truck Driver(Special Purpose Vehicles)	C349b	484	467	17
98	Plant and Equipment Operator(Tunneling) - Tunnel Boring Machine	C336d	21	4	17
97	Plant and Equipment Operator(Tunneling) - Segment	C336c	24	12	12
105	Painter and Decorator(Synthetic Painting)	C329e	10	0	10
46	Marine Construction Plant Operator(Boom-hook)	C325b	11	2	9
62A	Partition (Metal Frame) Installer	C359	9	0	9
17	Waterproofing Worker(Adhesive-type Felt)	C301a	11	2	9
79	Plant and Equipment Operator(Percussive Pile)	C335b	26	18	8
91	Plant and Equipment Operator(Wheeled Telescopic Mobile Crane)	C334e	351	344	7
87	Plant and Equipment Operator(Dumper)	C333h	7	0	7
109	Painter and Decorator(Paperhanging)	C329i	6	0	6

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			(a)	(b)	(c)
			Registered skilled workers (as of 30 June 2017)	Registered skilled workers (as of 31 May 2015)	Change in no. of registered skilled workers
16	Waterproofing Worker(Burn-type Felt)	C301b	11	5	6
9	Hand-dug Caisson Worker	C353	8	3	5
124	Fire Service Portable Equipment Fitter	E306c	36	32	4
123	Fire Service Mechanic(Master)	E306	4	1	3
76	Plant and Equipment Operator(Mini-loader(with Attachments))	C333e	12	11	1
110	Painter and Decorator(Sign Writing)	C329j	1	0	1
131A	Cable Jointer (Dead Cable)	E303b	0	0	0
106	Painter and Decorator(Clear Lacquering)	C329f	0	0	0
77	Plant and Equipment Operator(Grader)	C333g	0	0	0
95	Plant and Equipment Operator(Scraper)	C333k	0	0	0
82	Plant and Equipment Operator(Demolition) - Excavator	C356	5	6	(1)
112	Shotfirer	C343	35	37	(2)
67	Diver(Construction Worker)	C313	226	237	(11)
86	Plant and Equipment Operator(Truck-mounted Crane)	C334d	3,293	3,379	(86)
116	Escalator Mechanic	E309b	106	195	(89)
39	Truck Driver(Heavy Goods Vehicles)	C349a	5,471	5,659	(188)
115	Lift Mechanic	E309a	2,910	3,940	(1,030)
	Plant and Equipment Operator(Tunneling) - Locomotive Operation	-	3	22	(19)
	<b>Total</b>		<b>199,862</b>	<b>100,328</b>	<b>99,534</b>