

Construction Industry Council

Committee on Repair, Maintenance, Alteration and Addition

Meeting No. 004/25 of the Committee on Repair, Maintenance, Alteration and Addition (Com-RMAA) was held on Thursday, 13 November 2025 at 2:30pm at Board Room, 29/F, Tower 2, Enterprise Square Five (MegaBox), 38 Wang Chiu Road, Kowloon Bay.

Present :

Eddie LAM (ELM)	Chairperson
CHENG King-leung (CKLg)	Deputy Chief Occupational Safety Officer (Operations Division) (Hong Kong and Islands Region), Labour Department
Joe LAM (JLm)	Chief Engineer / General Engineering Services, Electrical & Mechanical Services Department
CHAN Kim-kwong (KKCN)	
CHEUNG Wing-ho (WhC)	
Penny CHUN (PyCn)	
Christopher CHUNG (CCG)	
Patrick HO (PaH)	
Ellis IP (EIp)	
Lewis LAM* (LLM)	
Louis LEE (LMHL)	
Diana PANG* (DiP)	
Daniel PONG (DPG)	
Alfred TANG (AdT)	
Kenneth TANG* (TwL)	

In Attendance :

Thomas HO (TH)	Chairman, Construction Industry Council
Ken NG (KNg)	Director – Industry Development, Construction Industry Council
Alfred CHAN* (AdCn)	Chief Assistant Secretary (Works) 6, Development Bureau
Winnie HO* (WHWY)	Assistant Secretary (Works Policies 1) 2, Development Bureau
Timothy LEUNG (TLG)	General Manager – Industry Development, Construction Industry Council
George AU (GAWY)	Principal – Kwai Chung Campus, Hong Kong Institute of Construction
Leo LEUNG (LTP)	Senior Manager – Industry Development, Safety, Construction Industry Council

Robert LAU*	(WFL)	Manager – Trade Testing, Hong Kong Institute of Construction
Patrick LIN	(PLN)	Deputy Principal – Kwai Chung Campus, Hong Kong Institute of Construction
Nathaniel WOO	(NJW)	Manager – Industry Development, Construction Industry Council
Chivas CHEUNG	(CvC)	Assistant Manager – Industry Development, Construction Industry Council
Amy LEE	(AyLe)	Assistant Manager – Career Support Services, Hong Kong Institute of Construction
David LEUNG	(DdLg)	Assistant Manager – Collaboration Scheme, Construction Industry Council
Nelson CHOW*	(NeC)	Senior Officer – Registration Services, Construction Industry Council
Joyce LEUNG	(KYLg)	Senior Officer I – Industry Development, Construction Industry Council

Apologies : Tom CHAN (TmC)
Andrew LEE (ALEE)
Julian NG (JNCW)
Ringo SHEA (RSh)
YU Kam-hung (KHY)

* Attended the meeting online via Microsoft Teams

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Prior to the commencement of the Meeting, the Chairperson informed Members that audio and visual recording would be conducted for record-keeping purpose.

The Chairperson reminded Members to declare any actual or potential conflict of interest with item(s) to be discussed at the meeting. No declaration was received during the meeting.

4.1 Safety Moment

TLG showed and explained to Members the emergency evacuation route and fire assembly point of the meeting venue.

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1. Message from the CIC Chairman – Life-saving Tips
Dynamic risk assessment and onsite briefing must be conducted before work commences. If there are any changes to the onsite environment or work procedures, the work must be suspended immediately.
2. Key Safety Events
Event 1: Silent Tribute on 14 November 2025
Event 2: Life First – Walk the Talk Webinar on 20 November 2025

4.2 Confirmation of Minutes of the Previous Meeting

Members took note of Paper CIC/RMAA/M/003/25 and confirmed the minutes of the Meeting No. 003/25.

4.3 Matters Arising from the Last Meeting

Following item 3.4 from the previous meeting regarding the viewing of leaflets prepared by Com-RMAA on the CIC mobile app. Details would be reported under Agenda Item 4.4.

4.4 Progress Update on Sub-committees

The Chairperson invited the Chairperson of each Sub-committee to brief Members on Paper CIC/RMAA/P/008/25 regarding the progress update on the Sub-committees.

Sub-committee on Worker Training

AdT briefed Members on the progress update of the Sub-committee on Worker Training.

GAWY briefed Members regarding the full-time Certificate Programmes in Repair, Maintenance, Alteration and Addition (RMAA). To address the market demand for false ceiling installers, the Hong Kong Institute of Construction (HKIC) proposed adding a new module, Foundation in False Ceiling Works, to the Certificate Programme in RMAA (Building

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Construction). The programme duration would increase from 90 days to 111 days. Upon completion, graduates would be eligible to take the False Ceiling Installer Intermediate Trade Test. The new programme was scheduled for accreditation as a Level 2 programme under the Hong Kong Qualifications Framework (HKQF) in the second quarter of 2026. Since 1 September 2025, the Certificate Programme in RMAA (Electrical & Mechanical) had been accredited as a Level 2 programme under HKQF for five years.

AdT remarked that an additional 21 days for the False Ceiling module seemed relatively long. GAWY replied that the Foundation in False Ceiling Works module would take 15-16 days, similar to other modules, with an additional 5-6 days for the Intermediate Trade Test preparation to help students attain the qualification. If the passing rate proves satisfactory, HKIC would review the feasibility of reducing the module duration.

AdT enquired whether the Certificate Programme in RMAA (Electrical & Mechanical) would include new modules to assist graduates in becoming Semi-Skilled Workers. GAWY responded that HKIC had supported graduates in becoming Semi-Skilled Electrical Wireman; however, due to the absence of additional training hours, the passing rate was low. Therefore, HKIC was considering launching a 55-hour Skills Enhancement Course to assist graduates in attaining the qualification.

The Chairperson noted that general workers now outnumber skilled workers. If Building Construction students could become Semi-Skilled Workers upon graduation, they would be eligible to partake in the work requirements of Buildings Department's List of Class III Minor Works Items. He enquired whether the Certificate Programmes in RMAA (both Building Construction and Electrical & Mechanical) offered electives enabling students to become Semi-Skilled Workers. GAWY stated that HKIC was reviewing the feasibility of launching Skills Enhancement Courses for Electrical & Mechanical graduates and Building Construction graduates to assist them in becoming Semi-Skilled Workers.

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The Chairperson opined that offering multiple Skills Enhancement Courses could create confusion. He suggested that HKIC explore converting those new Skills Enhancement Courses into electives within the Certificate Programmes in RMAA, allowing students to pursue further study at their discretion.

AdCn agreed that graduates of the Certificate Programmes in RMAA should be encouraged to attain Semi-Skilled Workers qualifications. Given that HKIC offered Skills Enhancement Courses for different trades, graduates could select from existing courses with exemptions granted, where appropriate. HKIC should utilize its resources and incorporate Semi-Skilled Workers qualifications into relevant courses rather than launching new Skills Enhancement Courses for the Certificate Programmes in RMAA.

The number of graduates and students from the two Certificate Programmes in RMAA (full-time) and their employment status were as follows:

Programmes	Number of Graduates (as of 31 October)	Number of Students	Number of Applicants (as of 31 October)
Building Construction	289	16	18
Collaborative Training Scheme (Building Construction)	163	38	6
Electrical & Mechanical	119	16	18
Collaborative Training Scheme (Electrical & Mechanical)	127	23	2

Programmes (as of 15 October)	Number of Employment	Employment Rate
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Building Construction	199/289	69%
Collaborative Training Scheme (Building Construction)	N/A	N/A
Electrical & Mechanical	92/121	76%
Collaborative Training Scheme (Electrical & Mechanical)	N/A	N/A

NJW reported that most graduates joined the construction industry upon graduation, either in site works or RMAA works. Employment figures had increased considerably compared to previous years, with the employment rate standing at 70~75%.

The CIC Chairman enquired how the graduates' employment rate could be increased. The Chairperson noted that for those who had never engaged in the construction sector, many found the work unsuitable after completing their studies, and subsequently switched to other industries. Meanwhile, the Intermediate Tradesman Collaborative Training Scheme, which offered on-the-job training, had most graduates remaining in the RMAA sector upon completion of the programme. Although employment status had improved compared to the past, he agreed that there was still room for improvement.

The CIC Chairman enquired about the impact of training on casualty figures within the RMAA sector. The Chairperson stated that 800 graduates had limited safety impact on the overall industry. Nevertheless, it was hoped that all RMAA practitioners would receive training in the future.

WhC agreed that graduates from the Certificate Programmes in RMAA had received sufficient safety training. However, the limited number of applicants implied that more time was needed to drive industry-wide safety. In addition, resources were constrained among small and medium-sized enterprises (SMEs) within the RMAA sector. More promotional efforts on education and safety message were recommended. LMHL

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informed that the Urban Renewal Authority (URA) planned to enhance the Smart Tender – E-tendering Platform (Smart Tender) in 2026 by requiring registered contractors under Smart Tender have no conviction records under the Factories and Industrial Undertakings Ordinance and the Occupational Safety and Health Ordinance in the past 2 years to be eligible for works' tendering. Given that URA subsidizes HK\$19 billion annually for building rehabilitation works, the enhancement could effectively enhance work safety within the RMAA sector.

The CIC Chairman enquired whether the adoption of the Smart Site Safety System (4S) would enhance safety within the RMAA sector. WhC stated that increased subsidies for SMEs would effectively assist in adopting technology within the RMAA sector. LMHL remarked that 4S might not be suitable for single-block building maintenance; however, it could be applied to large-scale residential development building rehabilitation works on a trial basis, thereby encouraging smaller estates to participate. URA could explore with CIC to incorporate 4S as one of the tender requirements for contractors.

The CIC Chairman enquired about the implementation of the Frontline Personnel Safety Performance Recording Scheme in the RMAA sector. AdT commented that, as RMAA was a fragmented sector, message delivery would take more time. More promotional efforts were recommended.

The CIC Chairman stated that 2026 would be the Year of Artificial Intelligence (AI) for CIC, and recommended increased adoption of AI in construction works. AdT noted that site visits currently involved manual photo-taking and status recording, with materials forwarded manually to relevant personnel. He believed the procedures could now be simplified through AI, with reports auto-generated. EIp mentioned that the property management sector had increased the use of drones and robotics in operations. He suggested that developers consider incorporating AI elements at the design stage of new developments to ensure effective AI application

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during operations. The Chairperson remarked that the industry had adopted Building Information Modelling (BIM) to transfer information into modules, effectively reducing manpower and increasing productivity.

DdLg briefed Members that the total number of participants in the Intermediate Tradesman Collaborative Training Scheme (ITCTS) had reached 351. The number of participants in RMAA Works (Building Construction) and RMAA Works (Electrical & Mechanical) were 201 and 150 respectively. Of these, 1% had participated in Airport Authority works, 1% in Electrical and Mechanical Services Department (EMSD) works, 8% in Architectural Services Department (ArchSD) works, 66% in Housing Department works, and 24% in private sector works.

GAWY briefed Members regarding the part-time Certificate Programmes in RMAA. As of 31 October 2025, there were 361 enrolments (including duplicate enrolments) across all modules. Enrolment numbers had grown considerably since 2024. As students were required to complete all modules within 3 years, completion of studies and graduation were expected from 2026 onwards.

NJW briefed Members on the status of the Government works contracts engaging graduates from the Certificate Programmes in RMAA. ArchSD awarded 4 term contracts for maintenance works, each requiring the recruitment of 2 graduates from the Certificate Programme in RMAA (Building Construction) and 1 graduate from the Certificate Programme in RMAA (Electrical & Mechanical). As of 15 October 2025, a total of 5 graduates from the Certificate Programme in RMAA (Building Construction) and 1 graduate from the Certificate Programme in RMAA (Electrical & Mechanical) had been successfully recruited. There were 7 vacancies remaining unfilled.

The Hospital Authority awarded 4 term contracts for minor works. Each contract specified that contractors recruit 2 graduates from the Certificate Programme in

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RMAA (Building Construction) and 1 graduate from the Certificate Programme in RMAA (Electrical & Mechanical). As of 15 October 2025, 1 graduate from the Certificate Programme in RMAA (Building Construction) had been successfully recruited, with 11 vacancies remaining unfilled.

The Hong Kong Housing Authority (HKHA) launched 5 district term contracts for renovation works, each requiring contractors to recruit 1 graduate from the Certificate Programme in RMAA (Building Construction). No graduates had been engaged as of 15 October 2025.

HKHA launched 3 contracts for building services works. Each contract specified that contractors recruit 1 graduate from the Certificate Programme in RMAA (Electrical & Mechanical). All 3 contracts had completed tendering. No graduates had been engaged as of 15 October 2025.

EMSD awarded 5 term contracts. Each contract specified that contractors must recruit 1 graduate from the Certificate Programme in RMAA (Electrical & Mechanical). No graduates had been engaged as of 15 October 2025.

The Education Bureau (EDB) launched 6 term contracts. Each contract specified that contractors recruit 2 graduates from the Certificate Programme in RMAA (Building Construction) and 1 graduate from the Certificate Programme in RMAA (Electrical & Mechanical). All contracts were in the tendering process, with results scheduled for December 2025.

To assist contractors in recruiting Building Construction and Electrical & Mechanical graduates for Government works contracts, a Recruitment Day was organised at the Kwai Chung Campus on 9 May 2025. A total of 6 contractors and 19 students attended, with 15 students taking part in interviews. Two graduates received offers onsite. A total of 12 graduates received offers via the event.

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Another Recruitment Day was held on 16 June 2025. A total of 5 contractors and 19 students attended, with 15 students taking part in interviews. Three graduates received offers onsite. A total of 7 graduates received offers via the event.

The latest Recruitment Day was held on 15 August 2025. A total of 2 contractors and 16 students attended, with 14 students taking part in interviews. Two graduates received offers onsite. A total of 10 graduates received offers via the event.

A Recruitment Day for property management companies was held on 22 August 2025 at the Labour Department's (LD) Construction Industry Recruitment Centre in Kwun Tong, arranging job matching for property management companies, and attracting job seekers to join the ITCTS. On the Recruitment Day, a total of 6 property management companies and 44 job seekers attended, resulting in 127 interviews. Among the interviewees, most were unemployed (83%), aged 51-60 (36%) or 31-40 (27%). The next Recruitment Day for property management companies was scheduled for 21 November 2025.

AdT, Chairperson of the Sub-committee on Worker Training, was featured in Housing Dynamics, the official journal of the Hong Kong Institute of Housing, sharing insights on how the RMAA sector supports property management work. The interview covered topics including RMAA: back-end support for property management, professional training to address market demand, registration systems to raise industry standards, innovation and technology to boost maintenance efficiency, public awareness initiatives and cross-sector collaboration.

To assist employers in understanding the capabilities of graduates from the Certificate Programmes in RMAA and to attract more prospective students, the Secretariat produced promotional videos, which feature representatives from contractors (Cheung Hing

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Construction Co., Ltd.) and Government departments (Hospital Authority and ArchSD) sharing the performance of graduates (Building Construction) in Government contract projects; representatives from property management companies (Kai Shing Management Services Limited) sharing the actual performance of graduates from ITCTS – RMAA (Building Construction); HKIC student training and Instructor sharing; and an introduction to the Certificate Programmes in RMAA. Upon completion, the promotional videos would be distributed to contractors, property management companies, companies participating in Recruitment Days, and showcased on Recruitment Days.

Sub-committee on Promotion and Education

EIp briefed Members on the progress update of the Sub-committee on Promotion and Education. Six Continuing Professional Development (CPD) programmes were completed this year, with the next scheduled for December 2025.

In collaboration with the Property Management Services Authority (PMSA) and the Hong Kong Institute of Housing (HKIH), a webinar titled “Introduction to Utilising Drones and Artificial Intelligence (AI) for Building External Wall Inspection” was held on 4 September 2025. Presented by a representative from the Buildings Department (BD), the webinar introduced the application of drones in the repair and maintenance of property facilities, as well as the regulatory requirements and safety management of drone operations. The webinar attracted more than 3,200 participants. A re-run was uploaded to the CIC social media platforms.

Members and Council Members of the Hong Kong Association of Property Management Companies Limited visited the Hong Kong Construction Industry Trade Testing Centre (HKCITTC) on 8 October 2025. During the visit, property management practitioners learned more about HKCITTC and toured various testing centres, including the Truss-out Scaffolder Safety Training Centre, the Modular Integrated Construction (MiC) and

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Multi-trade Integrated Mechanical, Electrical and Plumbing (MiMEP) Connection Skillsets Mock-up, the Cement Sand Mortar Testing Centre, and the Painting Testing Centre. The next visit was scheduled for 16 December 2025.

The Sub-committee on Promotion and Education was preparing a promotional video on Concrete Spalling and the Mandatory Building Inspection Scheme, with completion expected in November 2025. The video would then be uploaded to the RMAA page.

To facilitate access to RMAA information for construction workers and the public, CIC APP, the mobile app of CIC, would add an RMAA page. Users would be able to view videos and leaflets prepared by Com-RMAA on the app. The RMAA page was currently under trial run, with completion expected by late November 2025.

CIC participated in the E&M Young Ambassador Anniversary Member Carnival 2025 on 9 August 2025, promoting the RMAA Corner. As the Construction Innovation and Technology Application Centre (CITAC) would revamp its exhibition zone, the RMAA Corner would be relocated near the exit on the same floor.

Sub-committee on Standardisation and Supervision Matters

CCG briefed Members on the progress update of the Sub-committee on Standardisation and Supervision Matters.

To facilitate property management companies understand work arrangements for cleaning manholes, water tanks and other confined spaces, as well as the Labour Department's updated 2024 "Code of Practice for Safety and Health at Work in Confined Spaces", the Sub-committee on Standardisation and Supervision Matters prepared a leaflet titled "Managing Cleaning Work in Confined Spaces". The leaflets had been distributed to the Property Management Services Authority, Home Affairs Enquiry Centres, URA, Federation of Hong Kong Property Management Industry, Hong Kong Association

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of Property Management Companies, and the Hong Kong Institute of Housing.

In collaboration with URA, the Sub-committee on Standardisation and Supervision Matters was preparing a leaflet to encourage contractors to participate in building rehabilitation works through Smart Tender and the Building Rehabilitation Company Registration Scheme. Currently, there were 366 Registered Specialist Trade Contractors registered as General Building Contractors or Minor Works Contractors. The leaflet would serve as a promotional tool to encourage those companies to participate in building rehabilitation works. The leaflet design had been initially completed. Upon confirmation in November 2025, the leaflet would proceed to bulk printing and distribution.

To assist property management practitioners, owners and the public in understanding the licensing requirements for individual contractors engaged in different work trades, the Sub-committee on Standardisation and Supervision Matters planned to prepare a leaflet on Registered Licenses for Individual Contractors. Given the large number of work trades requiring licensed contractors, the leaflet would be produced as a series of three for easy understanding by the public.

The Chairperson enquired how the leaflets could reach property owners and property management companies, and proposed exploring the use of AI to assist frontline property management personnel in checking workers' licenses. EIp recommended including the Property Management Services Authority, the Hong Kong Association of Property Management Companies, and the Hong Kong Institute of Housing in the distribution list to forward the message to frontline property management personnel.

CCG updated that the Sub-committee on Standardisation and Supervision Matters had completed eight leaflets, and planned to consolidate all leaflets into one reference material for easy reference by industry stakeholders and the public. KKC� commented that the consolidated

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version could be presented from the perspective of “Loss Prevention for Property Owners” to attract property owners’ interest.

NJW briefed Members on the “Green Card Check” pilot scheme. Following the pilot project with Kai Shing, it was found that some property owners were unaware of the risks involved in engaging workers without Green Cards. To strengthen promotional efforts, the Secretariat was preparing a leaflet titled “Owners and Tenants May Be Liable if They Hire Workers Without Holding a Valid Green Card”. Through dialogues between cartoon characters, the leaflet would feature the risks of engaging personnel without Green Cards for RMAA works, and offer best practices to protect property owners and tenants from loss. The leaflet would be distributed to property owners planning RMAA works under the pilot scheme with Kai Shing.

Upon completion of leaflet production and distribution, another review meeting would be held with Kai Shing. The scheme would be enhanced based on experience gained from the first pilot project. Hang Yick Properties Management Ltd would be the partner for the next round of the pilot scheme. In collaboration with Property Management Services Authority, a large-scale event was scheduled for the second quarter of 2026 to promote the “Green Card Check” scheme within the industry.

To enhance integrity management within the industry, the Independent Commission Against Corruption (ICAC) and the Institute for Discipline Inspection and Supervision, Tsinghua University, held exchange meetings and site visits with CIC. The clean corporate governance experience in Hong Kong’s construction works served as a reference for Chinese mainland counterparts, and explored new directions to strengthen anti-corruption co-operation between Hong Kong and the Chinese mainland.

4.5 Any Other Business

4.5.1 2025 Work Review and Way Forward

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NJW briefed Members regarding the 2025 Work Review and expressed his appreciation for the support from 17 working partners, including the Government, statutory bodies, trade associations, professional institutions, property management companies and contractors:

1. Number of Graduates

Certificate Programmes in RMAA (Full-Time and Collaborative Training Schemes)

- Building Construction: 151
- Electrical & Mechanical: 105

2. Recruitment Events

Recruitment Day for Contractors

- Number of Events: 5
- Number of Participating Companies: 25
- Number of Interviewees: 99

Recruitment Day for Property Management Companies

- Number of Events: 4
- Number of Participating Companies: 13
- Number of Interviewees: 105

3. Recruitment Request for Government Works

- Request for Recruitment of Graduates: 23
- Number of Participating Government Unit: 5

4. Promotion and Professional Development

- CPD Events: 7
- Production of Videos: 5
- RMAA Corner VIP Guided Tours (District Councilors): 2
- Production of Leaflets: 7

5. Completed Projects

- Green Card Check
- Proposed Amendments to the Buildings Ordinance
- RMAA Consultancy Study
- Programmes Accredited by the Hong Kong Qualifications Framework
- CIC APP's RMAA Page

2026 Way Forward:

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Sub-committee on Worker Training

Enhance recognition of craftsmanship among graduates from the Certificate Programmes in RMAA; manpower training for the industry; foster employment opportunities for graduates; and training programmes accreditation under the Hong Kong Qualifications Framework (QF).

Sub-committee on Standardisation and Supervision Matters

Further enhance the “Green Card Check” pilot scheme and extend it to other property management companies by the first quarter. Prepare RMAA standards in the form of user-friendly reference materials; and promote integrity management across the RMAA sector.

Sub-committee on Promotion and Education

Organize a large-scale CPD event for the “Green Card Check” scheme in the second quarter; organize appropriate CPD / seminars / workshops for the industry; develop CPD or reference materials in the form of educational and promotional videos.

4.5.2 2026 Detailed Business Plan, Budget and Key Performance Indicators

NJW briefed Members regarding the 2026 Detailed Business Plan, Budget and Key Performance Indicators. The contents would be subject to approval from the Council.

4.5.3 2026 Tentative Meeting Schedules

Meeting No.	Date	Time	Venue
001/26	5 February 2026 (Thursday)	2:30 pm	Board Room, 29/F, Tower 2, Enterprise Square Five (MegaBox), 38 Wang Chiu Road,
002/26	21 May 2026 (Thursday)	2:30 pm	
003/26	13 August 2026 (Thursday)	2:30 pm	
004/26	12 November 2026	2:30 pm	

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	(Thursday)		Kowloon Bay	<u>Action</u>
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4.6 Next Meeting

The next meeting was scheduled for 5 February 2026 (Thursday) at 2:30 pm at Board Room, 29/F, Tower 2, Enterprise Square Five (MegaBox), 38 Wang Chiu Road, Kowloon Bay. **All to Note**

There being no other business, the meeting was adjourned at 3:55 pm.

**CIC Secretariat
December 2025**