

Construction Industry Council

Meeting No. 005/25 of the Construction Industry Council for 2025 was held on Friday, 17 October 2025 at 2:00pm at the Board Room, 29/F, Tower 2, Enterprise Square Five (MegaBox), 38 Wang Chiu Road, Kowloon Bay, Kowloon, Hong Kong.

Present:	Thomas HO On-sing	(TH)	Chairman
	Albert CHAN Ping-chuen	(AtC)	
	Jack CHENG Chin-pang	(JCCp)	
	Victor CHEUNG Chi-kong	(VC)	
	Thomas HO Kwok-kwan	(KnH)	
	Danny HUNG Cheung-shew	(CSH)	
	KAN Jun	(KJ)	
	KWOK Hing-wun	(HWK)	
	Clarence LEUNG Wai-kin	(CLWK)	
	Ricky LEUNG Wing-kee	(RyL)	
	Simon LIU Sing-pang*	(SiL)	
	Kevin MA Hok-ming	(KMHM)	
	MOW Tai-hing	(THM)	
	Lawrence NG San-wa	(LN)	
	Alfred SIT Wing-hang	(ASWH)	
	Edwin TONG Ka-hung	(ETg)	
	TSE Wang-yu	(TWY)	
	Rex WONG Siu-han*	(RxW)	
	Emil YU Chen-on	(EYCO)	
	Ricky LAU Chun-kit	(PSW)	Permanent Secretary for Development (Works)
	HO Chun-hung	(HCH)	Director of Buildings
	Sherman YIP Shing-lam*	(SYP)	(Acting Deputy Director) for Permanent Secretary for Housing
In	Pamela LAM	(DS1)	Development Bureau
Attendance:	Albert CHENG	(CTN)	Executive Director
	Alex HO	(AHKK)	Director – Industry Development
	Morgan YANG	(MYWW)	Director – Hong Kong Institute of Construction
	Adams CHAN	(AdC)	Chief Information Officer
	Rebecca CHOI	(RaC)	Assistant Director – Qualification & Quality Control

Cheryl IP	(CI)	Assistant Director – Human Resources & Administration
LEE Oi-yen	(OYL)	Assistant Director – Registration Services
Isaac LEE	(ILPS)	Assistant Director – Technology Application
Stewart WAN	(StW)	Assistant Director – Training
George YY WONG	(GWYY)	Assistant Director – Industry Development
Raina YEUNG*	(YSLR)	Head of Legal & Compliance
Gordon GUO*	(GoG)	General Manager – Industry Development
Chris LAU	(CLu)	General Manager – Finance & Procurement
Hanks LEE*	(HMHL)	General Manager – Corporate Communications
Timothy LEUNG	(TLG)	General Manager - Industry Development
CK WU	(CK)	General Manager (Acting) – Industry Development, Health, Safety & Environment
Terence SIN*	(TSKY)	Senior Manager – Internal Audit
Priscilla TAM	(PTm)	Senior Manager – Executive Director’s Office
Miranda YEAP	(MYP)	Senior Manager – Corporate Secretariat
Amy FUNG	(AyF)	Manager – Corporate Secretariat

Apologies:	Marvin CHEN	(MCh)	
	Dominic LAW Tik-ko	(DLTK)	
	Andrew YOUNG Meng-cheung	(AYMC)	
	Daniel LEUNG Hung-wai	(LHWD)	(Deputy Director) for Permanent Secretary for Housing

** attended the meeting online via Microsoft Teams*

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[The open-door session of the meeting started at 4:30pm.]

**5.20 Confirmation of Minutes of the Previous Meeting
(Open-door Session)**

Members referred to Paper CIC/CMT/M/004/25 and confirmed the minutes of the open-door session of the 4th meeting of 2025 held on Friday, 15 August 2025 at the Board Room, 29/F, Tower 2, Enterprise Square Five (MegaBox), 38 Wang Chiu Road, Kowloon Bay, Kowloon, Hong Kong.

**5.21 Matters Arising from the Previous Meeting
(Open-door Session)**

Item 4.21 At the request of the Chairman to expedite the development of tools and relevant templates to facilitate industry stakeholders to adapt to the implementation of the Construction Industry Security of Payment Ordinance (SOPO), follow-up actions carried out by the Com-CBD & PRO Secretariat were summarised as follows:

- (a) a SOPO FAQ chatbot linked to the informative website was being developed. It is scheduled to be launched in October 2025; and
- (b) according to the advice received from representatives of contractors' associations during the consultation, a simple one-page contract would be sufficient for third-tier, fourth-tier, and lower-level subcontractors. The revised one-page simplified contract was currently being circulated among contractors' associations for further comments and was scheduled for publication in October 2025.

The Chairman said that fourth-tier, fifth-tier and

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lower-level subcontractors should not have existed. In response, LN clarified that the principle of limiting subcontracting to no more than three tiers was generally practicable when referring to a single trade, e.g. painting works. Under such circumstances, the three tiers typically comprised “subcontractor”, “sub-subcontractor”, and “gang” (i.e. a small work crew). However, LN noted that modern construction projects have increasingly adopted package contracts or fitting-out contracts, where the fitting-out contractor assumed the role of a main contractor. In these cases, the fitting-out contractor might engage multiple trade contractors, such as carpentry, painting, and plastering, resulting in additional subcontracting tiers beyond the agreed three-tier structure. Accordingly, the agreed definition of a three-tier subcontracting structure was applicable specifically to a single trade scope. The Chairman further questioned whether there was implied acceptance of four-tier or five-tier subcontracting structures within the industry which he considered not acceptable. LN clarified that the permissibility of additional tiers depended on the nature of the construction contract. For instance, under a Nominated Subcontractor (NSC) contract, only two tiers were permitted (i.e. sub-subcontractor and gang). However, for project involving fitting-out contract, additional tiers of fitting-out contractor and its engaged trade contractors would be involved. LN also highlighted that similar situation was observed in the Electrical and Mechanical (E&M) trade, e.g. contract involving Terms and Conditions subcontract (T&C subcontract).

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In response to Council Members’ concerns over the absence of guidelines regarding the handling

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of potential postponement or extension of hearing sessions, legal advice was being sought and the proposed revised Rules and Procedures would be deliberated in the November meeting of the Com-RSC.

Item 4.25 At the request of the Chairman, in addition to publishing announcements and press releases on the CIC website to provide updates on regulatory actions, the Corporate Communications (CC) Department would circulate relevant announcements/press releases to Council Members in a timely manner for their information. For example, press releases were circulated to Council Members on 5 September and 3 October 2025 respectively regarding the regulatory actions taken in response to a fatal incident at a construction site in Kwu Tung North Area on 4 September 2025; and a fatal incident at a private development project construction site in Tai Po.

Item 4.27 In response to Council Members' concerns regarding the attendance records of registered workers, the Chairman invited LN to update Members on the progress of follow up actions taken by the Construction Workers Registration Board (CWRB).

LN reported that CTN had proactively approached over ten major developers/main contractors, who were currently managing most of the active construction sites, to discuss concerns regarding recording of site attendance of their workers on site and remind them to strengthen site supervision concerning the issue. In parallel, CIC conducted additional site inspections to identify and correct any irregularities found related to attendance logging. In addition, while it was noted that the

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existing system for counting the number of workers on site was generally reliable, CIC was exploring the potential enhancement in recording the working hours of workers in the existing DAR system. With the above follow-up measures already in place, the quality of attendance records has shown marked improvement in the past months. CIC would continue to closely monitor the situation.

5.22 Summary Notes of 3rd Meeting of Committee on Construction Safety for 2025

Members received Paper CIC/CMT/P/081/25 without comments.

5.23 Summary Notes of 3rd Meeting of Committee on Construction Building Development and Productivity for 2025

Invited by the Chairman, RyL provided Members with a brief update on the Construction Innovation Expo (CIExpo) 2025, noting that 131 exhibitors have confirmed their participation to showcase innovative exhibits. In addition, the final assessment of the 130 applications for the 2025 Innovation Award has been completed. The award presentation ceremony was scheduled to take place during the CIExpo.

RyL continued that a task force was established to revamp the CIC Standard Form of Domestic Sub-contract. In this connection, a consultancy study was about to commence, and the first draft of the revised standard form was expected to be ready by Q1 2026. At the same time, the assignment brief for another nine-month consultancy study for Belt and Road would be finalised soon.

Members received Paper CIC/CMT/P/082/25 without comments.

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5.24 Summary Notes of 3rd Meeting of Committee on Environment and Sustainability for 2025

Invited by the Chairman, CLWK highlighted that a Consultancy Study was conducted on the Enhancement and Repositioning of the CIC Sustainable Finance Certification Scheme (SFCS) and recommended suspending the current SFCS due to its high operational costs and insufficient applications. The suspension took effect on 30 September 2025 and would be reviewed after 18 months.

CLWK continued that the “Hong Kong Circular Built Environment Guidebook”, jointly compiled by the CIC, the HKGBC and the Business Environment Council, has been completed, and its launch ceremony was scheduled to be held on 28 October 2025 during the Eco Asia Conference 2025.

Members received Paper CIC/CMT/P/083/25 without comments.

5.25 Summary Notes of 3rd Meeting of Committee on Mainland Affairs for 2025

Invited by the Chairman, AHKK highlighted the Committee’s key achievements as of September 2025, including the successful organisation of 25 meetings and exchanges, 8 technical visits, one mainland recruitment fair and one National Affairs Course. In addition, the second issue of the “China Mainland Construction Technology Booklets” was published. AHKK concluded by sharing with Members the proposed strategic direction for the Committee’s future development.

Members received Paper CIC/CMT/P/084/25 without comments.

5.26 Summary Notes of 4th Meeting of Committee on Registered Specialist Trade Contractors Scheme for 2025

Invited by the Chairman, ETg reported that the Committee approved the temporary relaxation of four registration

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requirements for Group 2 companies on “Long-term employment staff”, “Technical staff”, “Employed capital” and “Track record”, aiming to support the industry in overcoming current market challenges and to prevent losing Group 2 registered companies due to market volatility. In addition, those companies registered under the first 14 designated trades would be granted a one-year extension of registration validity, providing extra time to facilitate their renewal preparations. The situation would be reviewed in one year, taking into account the latest market conditions and the implementation of the above relief measures, to determine appropriate adjustments to be made.

In response to the Chairman’s enquiry, specifically on increasing the number of technical staff from three to four was reasonable and should not pose significant difficulty, ETg explained that among the concerns raised by registered companies on the seven enhanced requirements, those related to “Safety staff,” “Senior management” and “BIM Viewer” have already been accepted by the companies. However, they have requested a deferral in implementing the enhanced requirements concerning “Long-term employment staff” and “Technical staff.” Recognising the challenges faced by these companies, the Committee expressed understanding and indicated a willingness to make appropriate allowance regarding the implementation timeline.

Members received Paper CIC/CMT/P/085/25 without further comments.

5.27 Summary Notes of 3rd Meeting of Construction Workers Registration Board for 2025

Invited by the Chairman, LN reported that the CWRB has approved the appointment of four new Members to the Construction Workers Qualification Board for a term of 2-year from 1 January 2026 to 31 December 2027.

LN mentioned that for the Medical Examination Scheme for Registered Construction Workers (MES), the target were increased

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from 5,000 to 6,000 workers. The CWRB would continue to promote and encourage more workers to participate. If the number of participants exceeded 6,000, additional budget would be allocated where appropriate.

LN further reported that the 2025 Scholarship for Family Members of Registered Construction Workers Award Ceremony was successfully held on 11 October 2025. LN expressed appreciation for the Chairman's presence and shared with Members the touching moments witnessed during the event. This year marked the 15th anniversary of the scholarship programme, which has benefitted hundreds of recipients to date. CWRB was considering establishing a dedicated platform to reconnect with past awardees and invite them to share their personal stories and experiences and the Chairman welcomed the initiative. In response to the Chairman's enquiry about the possibility of increasing the number of scholarship recipients, LN indicated that a review of the current application criteria would be conducted to assess the feasibility and merit of expanding the quota.

CWRB

LN concluded by inviting Members to actively support and take part in the upcoming 2025 Construction Workers Carnival, scheduled for 16 November 2025.

All to note

Members received Paper CIC/CMT/P/086/25 without further comments.

5.28 Any Other Business

5.28.1 The CIC Events Calendar of November and December 2025 was appended below for reference:

Date	Event (Venue)
2 November	CIOYPA 2025 Presentation Ceremony and Hong Kong Young Construction Conference (Hong Kong Palace Museum)
3-7 November	The 7 th National Study Course to Hong Kong Construction Industry (Beijing)

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8 November	Construction Industry Machinery Operation Competition 2025 (CIC – Tai Po Training Ground)
16 November	Construction Workers Festival Carnival and CIC Outstanding Frontline Supervisor Award Ceremony (CIC-Zero Carbon Park)
16 November	Construction Industry Machinery Operation Competition 2025 Awards Ceremony (CIC-Zero Carbon Park)
6 December	STEAM x BIM Construction Model Creative Design Competition 2025 (Centre for Future Construction)
11-13 December	Construction Innovation Expo 2025 (Hong Kong Convention and Exhibition Centre)

5.28 Tentative Date of Next Meeting No. 006/25

The next meeting was scheduled for 18 December 2025 (Thursday) **All to note** at 2:00pm. The meeting venue would be confirmed in due course.

There being no further business, the open-door session of the meeting was adjourned at 5:10pm.