



CONSTRUCTION  
INDUSTRY COUNCIL  
建造業議會

2023

# UNLEASHING **INTELLIGENCE** FOR **SUSTAINABLE CONSTRUCTION**

Annual Report 2023





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# FIGURES AT A GLANCE IN 2023

## Registered Specialist Trade Contractors Scheme

7,290 4,686

Registered Companies Applications

## Technically Competent Persons Registration Scheme

4,320

Registered Technically Competent Persons And Competent Person (Logging)

## Site Inspection and Enforcement

1,661

Sites Inspected

## Workers Welfare

HK\$ 384,000

Scholarship For Family Members Of Registered Construction Workers

## Levy Income

HK\$ 1,431,416,579



## Number of Engaged\* Registered Construction Workers

410,886

210,372

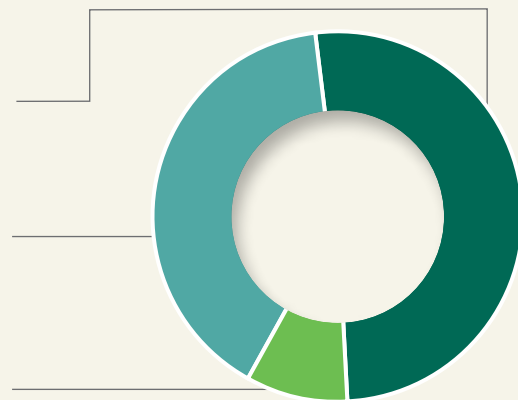
Engaged Registered General Workers

163,555

Engaged Registered Skilled Workers

36,959

Engaged Registered Semi-skilled Workers



\* Total number of Registered Construction Workers is 638,464 as of Dec 2023

# Workers engaged in the construction industry in rolling 12-month period with daily attendance record

### Hong Kong Institute of Construction

Full-time Courses

3,678

Graduates

Part-time Courses

43,668\*

In-service Practitioners  
(Man-Time) Graduated

\* Included 6,006 students attending courses for plant operation related certification test

### Student Placement

85%

Students Were Successfully Placed  
1 Month Upon Graduation

### Construction Industry Council Approved Technical Talents Training Programmes

294

Graduates\*

\* Cumulative number of graduates

### Collaborative Training Schemes

10,810

Graduates\*

\* Included graduates from Collaborative Training Schemes for training intermediate tradesmen, Collaborative Training Schemes for training senior tradesmen and Subsidised VTC construction related programmes

### Urban Forestry Support Fund - Trainee Programme

138

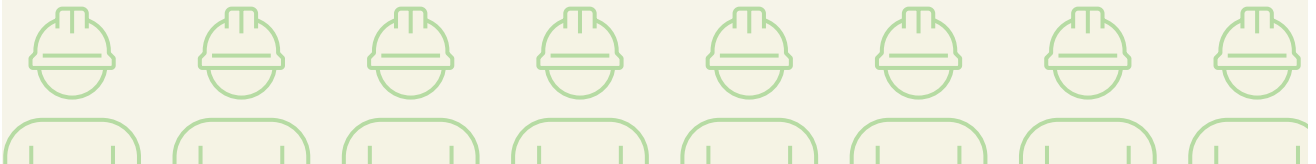
Approved Arborist / Tree Risk  
Assessor / Tree Work Supervisor  
Trainee Applications

50

Approved Tree Climber / Tree  
Climber cum Chainsaw Operator  
Trainee Applications

14

Trainees Completed The  
Trainee Programme



### Trade Tests

26,122\*

Trade Tests Conducted

\* Included civil and building construction trade tests, construction-related electrical and mechanical trade tests, certification tests for machinery and crane operation (Training Course for Persons Working on Suspended Working Platforms and Certification Course with Imbedded Certification Test for Operator of Builder's Lift) and others



# FIGURES AT A GLANCE IN 2023 (CONT.)

## Construction Innovation and Technology Application Centre (CITAC)

24,251

CITAC Service Users\*

\*Including CITAC guided tour visitors, seminar, conference and webinar participants.

## Supported and Sponsored Events

84

Industry Events Supported And Sponsored

HK\$ 985,000

Total Sponsoring Amount

## Construction Industry Caring Campaign - Fight against Novel Coronavirus (including 2.0 phase)

The Campaign Approved

3,329

Applications By Workers Who Were Confirmed Infected Or Underwent Mandatory Quarantine

HK\$ 10,970,200

Total Financial Assistance Provided

## Construction Innovation and Technology Fund

HK\$ 1,108,776,682

Cumulative Approved Amount

3,580

Cumulative Number of Approved Funding Applications

615

Cumulative Pre-approved Items

15,304

Cumulative Number of Approved Training Places

1,139

Cumulative Number of Beneficiaries\*

\* in which 683 were Small-and-Medium Enterprises. Small-and-Medium Enterprises refer to organisations which employ no more than 50 persons



### Visits to CIC - Zero Carbon Park

19,316

Guided Tour Visitors

228,809

Park Visitors

### Visits to CIC Digital Twin Hub

39,177

Participants (Man-Time) Attended Construction Digitalisation Events Or Webinars

### MiC Events and Visits to MiC Resources Centre

11,980

Number of Participants Attending Events And Tours Organised By The MiC Department\*

\*Including MiC project and factory visits, international forums, webinars and MiC Resources Centre tours

### Visits to Hong Kong Construction Industry Trade Testing Centre

88

Visits Organised

### Construction Industry Sports and Volunteering Programme

62,990

Number of Beneficiaries (man-time)

13,831

Participants (man-time) Participated In CISVP Events

507

Number of Volunteering Services

231,397

Number of Volunteering Service Hours

9,756

Number of Participating Volunteers



# HIGHLIGHTS OF THE YEAR





# Construction Digitalisation

## Opening of CIC Digital Twin Hub



The CIC Digital Twin Hub was established to further accelerate construction digitalisation and popularise the use of digital twin in the industry.

## Smart Facilities Management Control Centre



The CIC launched the Smart Facilities Management Control Centre to effectively monitor the sustainable development, ESG performance, and carbon footprint of CIC's premises in order to achieve the vision of moving towards carbon neutrality.

## China Con-Tech Development and the Future of Hong Kong Construction Industry



The CIC hosted the "China Con-Tech Development and the Future of Hong Kong Construction Industry" forum, which discussed the latest construction technology in Mainland China and local construction industry development opportunities.

## The Hong Kong Construction Common Data Environment Award



The Hong Kong Construction Common Data Environment (CDE) Award 2023 was organised to honour outstanding achievements in the adoption of the CDE to improve project management, collaboration, productivity, and sustainability.

## First Construction Robotics Workshop



The CIC organised the inaugural Workshops on Construction Robots showcasing over 20 ready-to-market construction robots.

## Sustainability

### The Global Construction Sustainability Forum and Exhibition



Collaborated with the Development Bureau to organise the “Global Construction Sustainability Forum and Exhibition 2023”, a platform for the industry to exchange ideas on green building and sustainable development with over 40 international experts and attracted approximately 10,000 participants joining online or in-person.

### CIC Sustainable Construction Award



The CIC Sustainable Construction Award recognises institutions and industry practitioners who have implemented good practices in sustainable development and serves as a platform to promote best practices.

### Construction Month 2023 & MiC Play Unit 2



Construction Month 2023 offered diversified activities around the theme of “Build Green, Live Green” and explored possibilities of sustainable construction through “MiC Play Unit 2”.

## Talent Development

### Opening of Hong Kong's First STEAM Lab with a Construction Theme



The CIC-ZCP STEAM Lab serves as an educational platform for exploring innovative construction techniques and industry knowledge and cultivating future talents in construction innovation.

### The 2<sup>nd</sup> Hong Kong Construction Skills Competition



The 2nd Hong Kong Construction Skills Competition aims to uplift the skill level of industry practitioners through competition and recognise those with excellent skill levels in their respective trades.

### CIC BIM Competition 2023



The CIC organised the "CIC BIM Competition 2023" to promote the practical applications of Building Information Modelling (BIM) through a collaborative and competitive learning approach for students from tertiary education institutes.

### The Construction Industry Youth Greater Bay Area Exchange Program



The CIC hosted its very first "Construction Industry Youth Greater Bay Area Exchange Program" to assist young people in developing their careers in the construction industry and strengthen their understanding and development of the cooperation between Hong Kong and the Greater Bay Area in the Industry.

## Talent Development (cont.)

### ZCP Green Heroes



The “ZCP Green Heroes” award badge programme encourages students, as future community leaders, to participate in various carbon reduction activities and understand the importance of sustainable development and carbon neutrality, contributing to saving our planet.

### Construction Industry Outstanding Young Person Award 2023



“Construction Industry Outstanding Young Person Award 2023” aims to recognise young construction practitioners’ efforts in pursuing excellence and making outstanding contributions to the development of the construction industry while creating positive impacts for our community.

### “Design for Future, Build for Life” Campaign



The industry-wide promotion campaign “Design for Future, Build for Life” co-launched with the Development Bureau and industry stakeholders continue to promote a professional image to draw young talents to join the industry.

## Industry Development

### Construction Safety Week



Jointly organised with the Development Bureau, Construction Safety Week gathered industry stakeholders to achieve the goal of zero accidents in the construction industry through a series of public engagement activities.

### Opening of the Representative Office of CIC (HK) in Guangdong



The Representative Office of CIC (HK) in Guangdong strives to promote exchanges and cooperation between the Hong Kong construction industry and relevant enterprises and institutions in the Greater Bay Area, while driving industry efforts in supporting Government measures to optimise the supply chain of Modular Integrated Construction (MiC) components.

## Industry Development (cont.)

### 13<sup>th</sup> Scholarship for Family Members of Registered Construction Workers



The CIC's "13<sup>th</sup> Scholarship for Family Members of Registered Construction Workers" aims to commend the immediate family members of registered construction workers for their outstanding academic performance and to recognise construction workers who have contributed to the development of a sustainable Hong Kong while nurturing the next generation of talents.

### CIC - See What I See Events



A series of "CIC-See What I See" events was hosted to provide an exchange platform for government and industry stakeholders. 10 events were held in 2023, and we enjoyed the honour of having different industry leaders, government officials, and academics to share their thoughts and exchange them with industry players.

### Construction Sector Imported Labour Quarters



To ensure the availability of adequate workforce for the construction industry to support the future infrastructural development of Hong Kong, the CIC was tasked to carry out conversion works for and operate the designated quarters for the imported labour in Tam Mi, Yuen Long, where it can accommodate approximately 7,000 persons and has commenced its operation in October 2023.

### Prevention of Heat Stroke at Work



The CIC supported the publication of Guidance Notes on Prevention of Heat Stroke at Work by the Labour Department to protect construction workers working in hot weather. The CIC management team paid visits to construction sites to distribute cooling products to workers while encouraging the industry players to implement heat prevention measures as suggested by the Guidance Notes.

# Wellbeing

## Construction Industry Volunteer Award Presentation Ceremony



Construction Industry Sports and Volunteering Programme (CISVP) organised the Construction Industry Volunteer Award Presentation Ceremony to commend the industry practitioners and organisations that provide outstanding contribution to the society over the past year.

## CISVP signature events



Construction Industry Sports Day and Charity Fun Day



Construction Industry Happy Run



Construction Industry Table Tennis Competition



Construction Industry Council Dragon Boat Race

# CHAIRMAN'S MESSAGE







As a practitioner in the construction industry, I feel it is our collective responsibility to shape a future where the construction industry thrives and leaves a positive and lasting impact on society. By championing sustainable construction methods, prioritising safety, leveraging digitalisation, attracting and empowering a young and diverse workforce, and embracing new technologies throughout the building life-cycle, we not only ensure the long-term success of our industry but also contribute to the well-being of our communities and the health of our planet.



Ir Prof. Thomas HO

Chairman, Construction Industry Council

### 2023: Year of Progress

Reflecting on the year 2023, it was a year of progress during which Construction Industry Council (CIC) has made enhancements that we hope will have far-reaching benefits in the industry and in our communities. As the Chairman of the Construction Industry Council, I had the privilege of witnessing remarkable sustainability development, technological advancements and advocating their applications within the construction industry, spearheading a new era of progress and innovation. These advancements included the integration of artificial intelligence (AI), high productivity construction methods, robotics technology, Building Information Modelling (BIM) and digitalisation of the total life-cycle construction process.

### Leading the Transformation

As we reflect on the achievements of 2023, it is evident that the CIC has solidified its leadership position in steering technological advancements within the construction industry. Our commitment to Modular Integrated Construction (MiC), digitalisation, holistic robotic construction, and sustainability has yielded remarkable results. These achievements have not only enhanced efficiency, safety, and quality in construction projects but have also refreshed the image of our industry.

In this transformative year, I have witnessed many of the above significant changes and the benefits of their widespread applications brought to the industry, and a list of firsts at the CIC over the past year. We proudly inaugurated the Workshops on Construction Robots,

showcasing 20 ready-to-market robots that have proven invaluable in overcoming site work challenges across various construction stages. Our effort in promoting applications of construction robots has yielded impressive results in expediting the construction process with enhanced safety measures.

To promote digitalisation throughout the building life-cycle, from design to build and asset management, we launched the first Digital Twin Hub (DT Hub), serving as a collaborative platform, an educational platform and technological showcase for knowledge exchange, talent development, and innovation in the digital twin and construction technology realm. Master Classes on different technologies and solutions were also conducted for management level practitioners, such as Digital Twin, BIM, MiC, AI for Construction, Design for Safety and Safety Leadership Culture. These classes aimed to equip industry professionals with the knowledge and skills necessary to embrace technological advancements and drive sustainable practices, building a pool of new generation talent for our industry.

We successfully hosted the Forum of China ConTech Development and the Future of Hong Kong Construction Industry, fostering fruitful collaboration between construction industries in Mainland China and Hong Kong. Our achievement was also bolstered by the official inauguration of the Representative Office of CIC (HK) in Guangdong, helping the CIC to reach further in the Greater Bay Area (GBA) and build a comprehensive construction supply chain to support the “golden era” of Hong Kong.

In 2023, CIC spearheaded several initiatives to promote digitalisation and sustainability in the industry. We organised various competitions and awards to encourage the adoption of new construction technologies and discover emerging talents, including the CIC BIM Competition 2023, the Hong Kong Construction Common Data Environment (CDE) Award 2023, and the CIC Sustainable Construction Award 2023. We also actively sourced innovative technologies and advocated for their implementation to enhance the quantity, speed, efficiency, and the quality in construction projects.

As we look into the future, we remain steadfast in our dedication to driving further innovation, excellence, and sustainable practices within the construction industry.

### Securing Safety

Ensuring workers' safety is always our key priority at all levels within the CIC. We believe in ensuring the well-being of our workers and have implemented various measures to promote a culture of safety. We continue to reach out to different construction sites and companies in Hong Kong, Mainland China, and overseas to learn and share best practices and cultivate a culture of safety.

A pilot scheme for the wider adoption of Design for Safety (DfS) in the industry has been rolled out by the CIC. We are pleased to have garnered interest from a number of developers who recognised the value of integrating safety considerations into the design process as well as implemented a safety morning assembly routine to let frontline workers build up a safety habit. Additionally, in collaboration with the Development Bureau, we co-organised the Construction Safety Week among many other safety initiatives targeting practitioners of all levels to promote zero-accident site environment and highlight exemplary safety performance efforts in the industry, and eventually promote a deep-rooted sense of safety among all practitioners.

However, we acknowledge that there is still work to be done. We understand that safety is not just about rules and regulations; it is a culture, a behaviour, and an attitude. We are determined to change the bad habits within the industry and have been working diligently towards this goal which requires collective effort from the industry to drive continuous improvements.

### Spearheading Sustainability

Today, we stand at a critical crossroads. Building a sustainable future starts with recognising the urgent need for change. The construction industry accounts for 36% of worldwide energy usage and 40% of CO<sub>2</sub> emissions. It's our responsibility and duty to turn things around. By unleashing sustainable construction practices, prioritising safety, harnessing digitalisation, attracting a young workforce, and embracing new technologies in the building life-cycle, we can embark on the transformation of the construction industry into a force for positive change.

In collaboration with the Development Bureau, we organised the prestigious CIC Global Construction Sustainability Forum and Exhibition (GCSFE). This four-day event brought together 40 worldwide speakers and 40 exhibitors, attracting over 10,000 physical and online visitors. This international business gathering served as a pivotal knowledge-sharing platform, fostering collaboration and accelerating progress towards sustainable development goals.

To further advance sustainable development, we have rallied more than 160 industry leaders who have pledged towards the "Sustainable Construction Charter". These companies will commit to designing, constructing and operating buildings and infrastructure facilities with the vision of achieving carbon neutrality by 2050 in Hong Kong. They will develop a decarbonisation roadmap with measurable targets, promote site decarbonisation measures, such as reducing construction waste, and establish corporate ESG governance mechanisms in the organisation. Very importantly, efforts will be devoted to enhancing manpower resources, workers' safety and community well-being.

Recognising the importance of sustainable development and environmental stewardship, we led by example and established the Smart Facilities Management Control Centre, which effectively monitored the ESG performance, carbon footprint, and sustainable development of CIC's premises. The Centre plays a pivotal role in rallying collaborative efforts from the industry in working towards achieving carbon neutrality and we are pleased to see that a number of property management corporations have started to adopt digitalised facilities management procedures and establish their own smart facilities management control centres.

Entering 2024, our determination to secure a sustainable future in the construction industry remains steadfast. Guided by the goal of carbon neutrality outlined in Hong Kong's Climate Action Plan 2050, we are determined to embrace green procurement practices, promoting green finance, integrating low-carbon materials, pledging carbon neutrality throughout construction phases, and adopting circular construction principles are crucial steps towards sustainability.

## Cultivating Talent

The CIC has been committed to addressing shortage of skilled workers and working towards attracting more young talent to join our industry. Over the past year, the “Design for Future, Build for Life” industry-wide PR campaign continues to enhance students’ interest in joining the construction sector and to refresh public’s perception on the industry, projecting a young, energetic, professional, digitalised and future-focused image. A series of promotions including TV Announcements in the Public Interest (API), mega billboards, pan-city roadshow and Master Talks for students were rolled out.

Our commitment to developing youth talents in the construction industry is also reflected in the establishment of the CIC Youth Affairs Committee (CICYAC) and including young practitioners’ voices in our committees. Our long-term strategic action aims to create a sustainable pipeline of young professionals who will shape the future of our industry. We have made significant progress in attracting young people to the construction sector with the first Construction Industry Youth Greater Bay Area Exchange Programme for students from Hong Kong, providing them with first-hand experience of the construction industry in the region and its prospect. Building on this success, this year we are planning to extend the programme to include participants from the GBA, strengthening regional collaboration.

To recognise the contributions and achievements of young construction practitioners, we also continued the Construction Industry Outstanding Young Person Awards (CIOYPA) and the 2nd Hong Kong Construction Skills Competition, honouring practitioners of all ages from different professions and trades for their outstanding accomplishment and organised the CIC Young Construction Forum where students had the opportunity to interact with industry leaders, further igniting their passion for our field.

To cultivate and inspire future talents in construction innovation, we established the STEAM Lab at the CIC-Zero Carbon Park (CIC-ZCP). This groundbreaking initiative is the first of its kind in Hong Kong, combining STEAM education with a construction theme, nurturing the next generation of construction innovators.

## Community and Industry

At CIC, we place great importance on community engagement and fostering a sense of unity. One of our key initiatives is the Construction Industry Sports & Volunteering Programme (CISVP), which promotes a caring and healthy culture within our industry and beyond. Through CISVP events, we encourage industry professionals to actively participate in volunteer activities, such as organising the Lo Pan Service Month and host blood donation, shoreline cleaning and Lo Pan Rice distribution activities. Witnessing the impact of our actions first-hand greatly reinforced our commitment to making a meaningful difference. These initiatives embody the spirit of giving and utilising our construction skills to assist those in need.

## Building a Safe and Sustainable Future

Our engagement with the GBA will continue to play a vital role to allow Hong Kong construction industry to leverage on its distinctive advantages of enjoying strong support of the Motherland and being closely connected to the world. Through site visits and exchange activities, we have witnessed the immense technological advancements in the GBA. In line with Hong Kong’s strategic positioning, the CIC together with our fellow industry members will continue to play the role of “super connector” and “super value adder” to facilitate the exchange between Hong Kong, the GBA and the world, harnessing growth opportunities through complementarity and integration with our GBA counterparts to bring the cutting-edge technologies back to Hong Kong as well as exporting to the world.

Finally, I would like to express my heartfelt gratitude to all CIC members, committee members and staff for their dedication and commitment in carrying out their duties with utmost dedication. With the trust and support of the Development Bureau and the Hong Kong construction industry, I am confident that the CIC and the industry will be ready for the golden decade for a better Hong Kong.

Ir Prof. Thomas HO

Chairman, Construction Industry Council

June 2024



# EXECUTIVE DIRECTOR'S REPORT



“

Our focus on sustainable development has been a driving force, ensuring that our practices align with environmental and societal needs, promoting a greener and more responsible future.

”

Ir Albert CHENG

Executive Director, Construction Industry Council

### Celebrating CIC's Accomplishments in 2023

2023 was an exciting and demanding year. As we reflect upon the year gone by, it fills me with immense pride to unveil the remarkable accomplishments and significant strides that the Construction Industry Council (CIC) has made, leaving a positive impact on the industry. Our steadfast commitment lies in steering the construction industry towards a future characterised by innovation, technology, sustainability, and fruitful collaborations with the Greater Bay Area (GBA).

CIC has prioritised increasing adaptability through the integration of innovation and technology. Embracing the rapid advancements in these domains, we have paved the way for a high-tech and safe construction industry. Our focus on sustainable development has been a driving force, ensuring that our practices align with environmental and societal needs, promoting a greener and more responsible future.

Bridging the gap in manpower demand and supply has been our key goal. On one hand, we nurture and cultivate new talents, providing learning opportunities and equipping them with the necessary knowledge and skills, shaping a workforce that is well-prepared for challenges ahead, on the other hand, we work with the government to enhance and implement the labour importation measures for the construction sector to supplement the manpower supply in the short run to alleviate the pressure on the industry on manpower shortage.

Establishing robust connections with the GBA, we have fostered valuable partnerships that have unlocked new opportunities for growth. By leveraging this platform, we empower industry professionals to tap into the immense potential that the GBA offers, further enhancing their prospects and driving mutual growth.

It is with great pleasure that I present to you the 2023 CIC Annual Report. Within its pages, you will find a comprehensive account of our unwavering commitment to steering the construction industry towards a high-tech and safe future. As we move forward, guided by our vision and driven by our dedication, we are confident in our ability to shape the construction landscape for decades to come.

### Conquering Challenges in Manpower

The shortfall in skilled and semi-skilled workers in construction industry is anticipated to rise to over 40,000 in 2027. With the challenges of ageing workforce and increasing construction volume in Hong Kong, closing the disparity between manpower demand and supply is one of CIC's top priorities in 2023. We have engaged our stakeholders to formulate multi-pronged strategies to overcome these hurdles. Our primary focus was to boost training capacity. In 2023, we implemented various measures such as adding new training venues, adjusting course schedules, expanding our pool of training tutors, optimising class sizes to ramp up the training volume. Additionally, we explored collaborative training schemes with partners to further enhance our output.

We are pleased to report that not only did we successfully achieve our target, we overshot the target of Hong Kong Institute of Construction (HKIC) by over 50%, training approximately 15,700 individuals for the industry. This accomplishment demonstrates CIC's commitment to meeting the training needs of our workforce.



To cope with the manpower demand to support the infrastructural developments, in June 2023, the Chief Executive-in-Council endorsed the introduction of the Labour Importation Scheme for the Construction Sector. This scheme allows for the importation of labour on an appropriate scale, with a quota ceiling of 12,000 workers to safeguard the employment priority for local workers. The CIC was entrusted by the Development Bureau to convert the community isolation facilities in Tam Mi, Yuen Long into the centralised quarters for the imported workers and its subsequent operations. We pulled out all the stops from refurbishing existing quarters, setting up subsidiary company for the operations, to planning the required transportation to minimise impacts on the nearby neighbourhood. In three months' time, the quarters were up and running with 1,800 units, providing accommodations for up to 7,000 workers, accomplished the impossible.

To attract more young talents to join our sector, we launched the STEAM Lab at the CIC-Zero Carbon Park, reaching out to primary and secondary schools in Hong Kong. In July 2023, the CIC's Youth Affairs Committee organised the 8-Day Construction Industry Youth Exchange Programme in the GBA. Led by youth leaders, 60 students from 39 schools in Hong Kong embarked on an 8-day tour, visiting construction sites, technology companies, and cultural and educational institutions. Our aim was to showcase the application of advanced technology in construction projects to refresh our industry image, in turn to attract students to join our sector.

On top of overcoming manpower challenges in quantity, CIC made another significant accomplishment in improving the quality of our workforce, more stringent management over the Registered Specialist Trade Contractors Scheme and register of subcontractors were implemented. Starting from 1 October 2023, the CIC has upgraded "Building Maintenance" and "Interior Fitting-out" as the 13th and 14th designated trades under the Scheme to promote the professional development of the industry. The competencies of the registered companies will be strengthened, thus improving the quality and safety of work.

The CIC also organised the 2nd Hong Kong Construction Skills Competition, a biennial industry-wide competition, in April 2023, which brought over 300 industry elites to compete in 18 trades, the results reaffirm the positive impact of our training efforts.

## Cultivating a Future-ready Workforce to Steer the Construction Industry

Promoting technological advancements within the industry remains a crucial focus for us. In 2023, we launched several digital technologies related initiatives, including the establishment of Digital Twin Hub and the Smart Facilities Management Control Centre. Additionally, we conducted master training classes, webinars on safety and promoted the adoption of design-for-safety principles. Our efforts extended to addressing various safety aspects such as lifting construction materials and working in confined space through the dissemination of guidelines.

Speaking of our training, each master class is carefully developed based on identified knowledge gaps and industry pain points. They are tailored to different target audience and covered a range of subjects such as artificial intelligence (AI), Modular Integrated Construction (MiC), temporary works, Design for Safety and Safety Leadership Culture. To deliver these master classes, we establish a steering group that thoroughly understands the target audience and their training needs. Leveraging our extensive network, we source experts in the respective fields to serve as lecturers, ensuring each class offer inspirational yet practical training.

To foster greater understanding and appreciation of high productivity construction method like MiC, over the year we organised a number of industry tours to the GBA. These tours provided industry professionals with the opportunity to witness MiC projects first-hand, facilitating knowledge exchange and establishing

Last but not least, sustainable development is a guiding beacon in shaping our future. In line with our "Theme of the Year for 2023 - Sustainability", we hosted the CIC Global Construction Sustainability Forum and Exhibition 2023 (GCSFE 2023) in November. The first of its kind in Hong Kong, attracting close to 10,000 diverse audiences from the government, the academics to the industry who had the chance to explore the exhibition and participate in the forum.

## Casting the Construction Innovation and Technology Fund in the Construction Industry

The Construction Innovation and Technology Fund (CITF) has played a pivotal role in driving innovation. Since April 2023, the total funding ceiling for Building Information Modeling (BIM) and Advanced Construction Technologies of each applicant of the CITF has been raised to HK\$7.5 million, of which HK\$1.5 million is for exclusive use in the procurement or rental of products for Smart Site Safety System (4S). This helps to enhance safety standard in construction site via technology application.

To date, the CITF has approved the cumulative funding totalling HK\$1,108,776,682, benefiting numerous enterprises. It has become a go-to resource for Hong Kong construction companies seeking to adopt technology. Up to 2023, the CITF has approved 3,580 cumulative funding applications, with cumulative 1,139 beneficiaries (in which 683 were Small-and-Medium Enterprises that have fewer than 50 persons employed).

The CITF's comprehensive approach and financial assistance have empowered the industry to embrace technological advancements, enhance productivity, and foster continuous learning and development.



## Enhancing Safety with Technology

The increase in construction volume and the demanding nature of the work, combined with labour shortages, have posed challenges. Noticing the shortfalls in construction safety culture, we have commenced a number of initiatives to enhance the safety standard. In November, we formed a task force and had an overhaul of the lifting operational standards and procedures, one of the primary causes of fatal accidents, organised a focused training and published new technical reference materials to enhance the knowledge and mindset of workers and industry professionals. Additionally, we conduct monthly safety webinars to proactively educate the industry on various safety topics. We are fully committed to enhancing our safety training efforts by going above and beyond to elevate our training content and courses.

AI will undoubtedly become increasingly valuable across various aspects of the construction industry, including quality control, progress tracking, measurements, and safety. We have already begun encouraging and collaborating with companies to explore AI applications. Last year, we awarded a Hong Kong construction company for their partnership with a university in developing AI software that detects unsafe worker behaviours on construction sites. Another example is the use of robotics and AI for on-site inspections. By capturing images of the construction site and comparing them with the design, we can monitor progress and ensure adherence to standards.

With reference to our counterparts in other parts of the world, we are excited to implement new practices that will revolutionise safety in the industry. Daily morning assembly with persistent practice of using safety harness and conducting dynamic risk assessments prior to the commencement of work will gradually build up the muscle memory for workers in wearing their safety gear, and we will foster a strong sense of camaraderie among teams. These initiatives launched at the end of 2023, alongside the safety pilot scheme rolling out in 2024 and 2025 where CIC provides support for consultancy to enhance the design for safety for 20 projects. With the participation of clients and main contractors, we anticipate significant progress in promoting safety throughout the industry.

Our commitment to safety extends beyond education and awareness. We are actively working towards implementing a comprehensive frontline personnel safety performance recording scheme on construction sites to encourage improvements in safety performance. By recognising and encouraging positive safety practices, we aim to instil a culture of safety among all workers, including frontline supervisors.

## Strengthening the Connection and Exchange with the GBA

The establishment of the CIC (HK) Guangdong representative office in 2023 also provided us with a prominent presence in the GBA, enabling us to foster valuable connections and engage in fruitful business opportunities. We encourage industry professionals to leverage this platform to connect with their counterparts in the region. By facilitating networking and collaboration, we aim to empower our stakeholders to tap into the vast potential of the GBA, further enhancing their business prospects.

In terms of collaboration with the mainland, we have established a Memorandum of Understanding (MOU) with The Ministry of Housing and Urban-Rural Development of the People's Republic of China in Beijing which deepened the exchange of innovative construction technologies between the two regions. At the core of our collaborative efforts, the CIC serves as a platform. We organise technical visits and forums to facilitate knowledge exchange. In August 2023, we hosted the inaugural "China Con-Tech Development and the Future of Hong Kong Construction Industry" Forum, where 23 leading figures from the construction industry in Mainland China and Hong Kong converged at the Forum to share valuable experiences and insights which attracted 1,600 guests in person and online to learn from the experts.

These conferences, exchanges, and visits have been instrumental in fostering collaboration and exploring high-tech manufacturing sites and factories, allowing us to better understand their production processes and how their products can cater to the Hong Kong construction market.

Cultivating talents is another area that we can collaborate with the GBA. Through understanding our Hong Kong employers' pain points and specific talent needs, we can pinpoint the areas where they require additional support. Subsequently, we conducted research and delved into assessing the strengths and capabilities of universities in Mainland China. This knowledge enables us to facilitate effective matching between the talent pool and the requirements of our local employers. In the long run, our goal is to consolidate manpower resources in the GBA with qualifications being recognised across Hong Kong, Macao, and Mainland China. By facilitating this seamless connection, we strive to attract the most suitable talents from outside Hong Kong to contribute to the growth and success of the construction industry in Hong Kong.

## Nurturing Love and Care in the Industry

CIC is committed to retaining a high-quality workforce and attending to their well-being. In 2023, we took a significant step forward by extending the Medical Examination Scheme for Registered Construction Workers to include all skilled and semi-skilled workers, as well as those working on construction sites, going beyond skilled and semi-skilled workers aged 50 or above. Eligible workers can now undergo health check-ups at a special rate of HK\$10 and we are pleased to see 4,848 workers have benefited from the Scheme.

The CIC also published the Reference Materials on Construction Site Facilities for Workers which provide standards and suggestions for enhancing facilities from the moment workers enter the construction site until the completion of their work. Measures such as adding storage, shower and changing facilities, as well as laundry and recreational amenities to address workers' daily needs and promote a better work-life balance.

Our work in nurturing industry practitioners who not only excel in technical skills but also demonstrate a deep sense of care for the welfare of communities. We aim to ripple our impact through the Construction Industry Sports & Volunteering Programme (CISVP), our dedicated charity arm by engaging industry members in year-round volunteer work such as Lo Pan Rice Campaign and installing handrails for the homes of the elderly. We take great pride to report a 50% increase in recorded volunteering service hours in 2023 compared to the previous year, indicating a growing trend of practitioners actively participating in philanthropic activities.





## Building a Resilient Team

Acquiring, retaining, and developing talent in CIC remains our key focus. We develop future leaders through succession planning, which is a crucial component of the CIC's sustainable development. To achieve this goal, we review and identify staff members with the potential to take on critical roles in the future through the Individual Development Programmes. We also nurture fresh graduates as future leaders through our Graduate Trainee Programme. In 2023, we continued to sustain a learning culture by investing significant effort and resources in developing our staff through various Talent Development Programmes. Apart from organising regular seminars and training workshops and the provision of a free 24/7 on-line learning platform for staff via LinkedIn Learning, we also organised a series of the CIC Talents Development Excellence Talks in 2023, invited successful leaders to share their insights and experience with our staff.

Safeguarding information security and personal data is paramount in the CIC. We strive to strengthen our cybersecurity posture further along our digital transformation journey. Key initiatives include a cross-departmental drill, cybersecurity awareness training, enhanced firewall protection, and regular education activities such as mock tests to achieve a low phishing offensive click rate that exceeds industry standards.

As part of the CIC's digitalisation journey, we have mandated the use of Levy E-Service 2.0 for the hand in of Levy Forms since mid-2023. Efficiency in levy form submission and communication with industry practitioners has tremendously improved. This not only optimised the operations, but also provide better controls on levy processing and enhanced environmental friendliness.

In 2023, the Legal and Compliance Department was set up to support the CIC in legal, regulatory compliance and personal data privacy initiatives, including the development of the Privacy Policy Statement and the revamp of the CIC's Personal Data Privacy Compliance Framework.

With the strengthened Corporate Services Unit, the CIC is well-equipped to thrive in an ever-evolving landscape of challenges and opportunities.

## Way Forward

CIC has declared year 2024 the "Year of Construction Safety" in order to prioritise and address the issue head-on.

In summary, we approach the coming year with optimism and determination. We firmly believe that through our collective efforts, the construction industry in Hong Kong will witness significant advancements in safety, productivity, and collaboration with our partners in the GBA.

The CIC remains committed to steering the construction industry towards a future of growth and innovation. We will continue to address the vital concerns of upskilling our workforce and attracting qualified individuals to the industry. By increasing training volumes and collaborating with other institutions, we aim to provide essential skills development opportunities for workers and enhance productivity.

In conclusion, the year 2023 has been a year of significant achievements for CIC. We are proud of the strides we have made and the positive impact we have had on the construction industry. Moving forward, we remain steadfast in our commitment to nurturing talents, driving innovation, and fostering sustainable practices. Together with our stakeholders, we will continue to shape the future of the construction industry in Hong Kong and beyond.

**Ir Albert CHENG**

**Executive Director, Construction Industry Council**

June 2024



# MEMBERSHIP AND COUNCIL



## Membership of CIC

(For the new term starting from 1 February 2024)

**Mr. KWOK Hing-wun**

**Ir LIU Sing-pang, Simon**

**Ir KAN Jun**

Chairperson, Construction  
Workers Registration Board



**Ar. Marvin CHEN**

**Ir HUNG Cheung-shew, Danny**

**Ir Prof. HO On-sing, Thomas**

Chairman, Construction Industry Council  
Chairperson, Executive Committee

**Sr LAM Kin-wing, Eddie**

Chairperson, Construction Industry  
Training Board  
Chairperson, Committee on Repair,  
Maintenance, Alteration and Addition

**Ir LEUNG Wing-kee, Ricky**

Chairperson, Committee  
on Construction Business  
Development and Productivity

**Mrs. LO LEE Oi-lin**

Chairperson, Hong Kong  
Institute of Construction  
Management Board

**Ir CHEUNG Chi-kong, Victor****Ir LAU Chun-kit, Ricky**

Permanent Secretary for  
Development (Works)

**Mr. NG San-wa, Lawrence**

**Mr. MOW Tai-hing**

**Mr. WONG Siu-han, Rex**  
Chairperson, Committee  
on Construction Safety

**Mr. TSE Wang-yu**



**Mr. MA Hok-ming, Kevin**

**Sr HO Kwok-kwan, Thomas**

**Ir TONG Ka-hung, Edwin**

Convenor, Objections Board  
Chairperson, Committee on  
Registered Specialist Trade  
Contractors Scheme

**Prof. CHENG Chin-pang, Jack**  
Chairperson, Committee on  
Building Information Modelling  
and Construction Digitalisation

**Ir YU Chen-on, Emil**

**Ms. YU Po-mei, Clarice**  
Director of Buildings



**Ir YOUNG Meng-cheung, Andrew**

**Ar. LEUNG Wai-kin, Clarence**  
Chairperson, Committee on  
Environment and Sustainability

**Mr. LEUNG Hung-Wai, Daniel**  
Representing Permanent  
Secretary for Housing

## Retired CIC Members

(Retired on 31 January 2024)



**Mr. CHAN Kim-kwong**



**Prof. CHUNG Kwok-fai**



**Mr. LEUNG Kin-man, Stephen**

(Retired w.e.f. 4 March 2024)



**Mr. LI Tat-wai**



**Ir POON Lock-kee, Rocky**



**Ir SUM Pang-tuen, Barry**

(Resigned w.e.f. 19 February 2024)



**Mr. TSE King-wa**



**Mr. WONG Hin-wing, Simon**

## Current Chairpersons of Management Boards



**Mr. FU Chin-shing, Ivan**

Chairperson,  
ZCB Management Board



**Ar. CHOI Wun-hing, Donald**

Chairperson,  
Construction Innovation and  
Technology Application Centre  
Management Board



**Mrs. LO LEE Oi-lin**

Chairperson,  
Hong Kong Institute of Construction  
Management Board

## About the Construction Industry Council

The Construction Industry Council (CIC) was formed in 2007 under the Construction Industry Council Ordinance (Cap. 587). The CIC consists of a chairman and 24 members representing various sectors of the industry including employers, professionals, academics, contractors, workers, independent persons and Government officials.

The main functions of the CIC are to forge consensus on long-term strategic issues, convey the industry's needs and aspirations to the Government, provide professional training and registration services, and serve as a communication channel between the Government and the construction industry.

Please visit [www.cic.hk](http://www.cic.hk) for further details.

### Vision

To drive for unity and excellence of the construction industry of Hong Kong.

### Mission

To strengthen the sustainability of the construction industry in Hong Kong by providing a communications platform, striving for continuous improvement, increasing awareness of health and safety, as well as improving skills development.





## CIC Functions (up to 31 December 2023)

**Under Section 5 of the Construction Industry Council Ordinance, the CIC has the following functions:**

1. to advise and make recommendations to the Government on strategic matters, major policies and legislative proposals, that may affect or are connected with the construction industry, and on matters of concern to the construction industry;
2. to reflect to the Government the construction industry's needs and aspirations;
3. to elevate the quality and competitiveness of the construction industry by promoting the ongoing development and improvement of the industry;
4. to uphold professionalism and integrity within the construction industry by promoting self-regulation, formulating codes of conduct and enforcing such codes;
5. to improve the performance of persons connected with the construction industry through establishing or administering registration schemes or rating schemes;
6. to advance the skills of personnel in the construction industry through planning, promotion, supervision, provision or coordination of training courses or programmes;
7. to encourage research activities and the use of innovative techniques and to establish or promote the establishment of standards for the construction industry;
8. to promote good practices in the construction industry in relation to dispute resolution, environmental protection, multi-layer subcontracting, occupational safety and health, procurement methods, project management and supervision, sustainable construction and other areas conducive to improving construction quality;
9. to enhance the cohesiveness of the construction industry by promoting harmonious labour relations and the observance of statutory requirements relating to employment, and by facilitating communication among various sectors of the industry;
10. to serve as a resource centre for the sharing of knowledge and experience within the construction industry;
11. to assess improvements made by the construction industry through the compilation of performance indicators;
12. to make recommendations with respect to the rate of the levy imposed under this Ordinance;
13. to conduct or finance educational, publicity, research or other programmes relating to occupational safety and health, environmental protection or sustainable development in the construction industry; and
14. to perform any other functions relevant to the construction industry, including those functions conferred or imposed on it by or under this Ordinance, the Construction Workers Registration Ordinance (Cap. 583) or any other enactment.

**Under Section 6 of the Construction Industry Council Ordinance, the supplementary functions of the CIC are:**

1. to provide training courses for the construction industry;
2. to establish and maintain industrial training centres for the construction industry;
3. to assist, including by the provision of financial assistance, in the placement of persons who have completed training courses provided for the construction industry;
4. to assess the standards of skills achieved by any person in any kind of work involving or in connection with the construction industry, to conduct examinations and tests, to issue or award certificates of attendance or competence, and to establish the standards to be achieved in respect of any such work.

## The Council and Its Committees

(up to 31 December 2023)



**CONSTRUCTION  
INDUSTRY COUNCIL**  
建造業議會

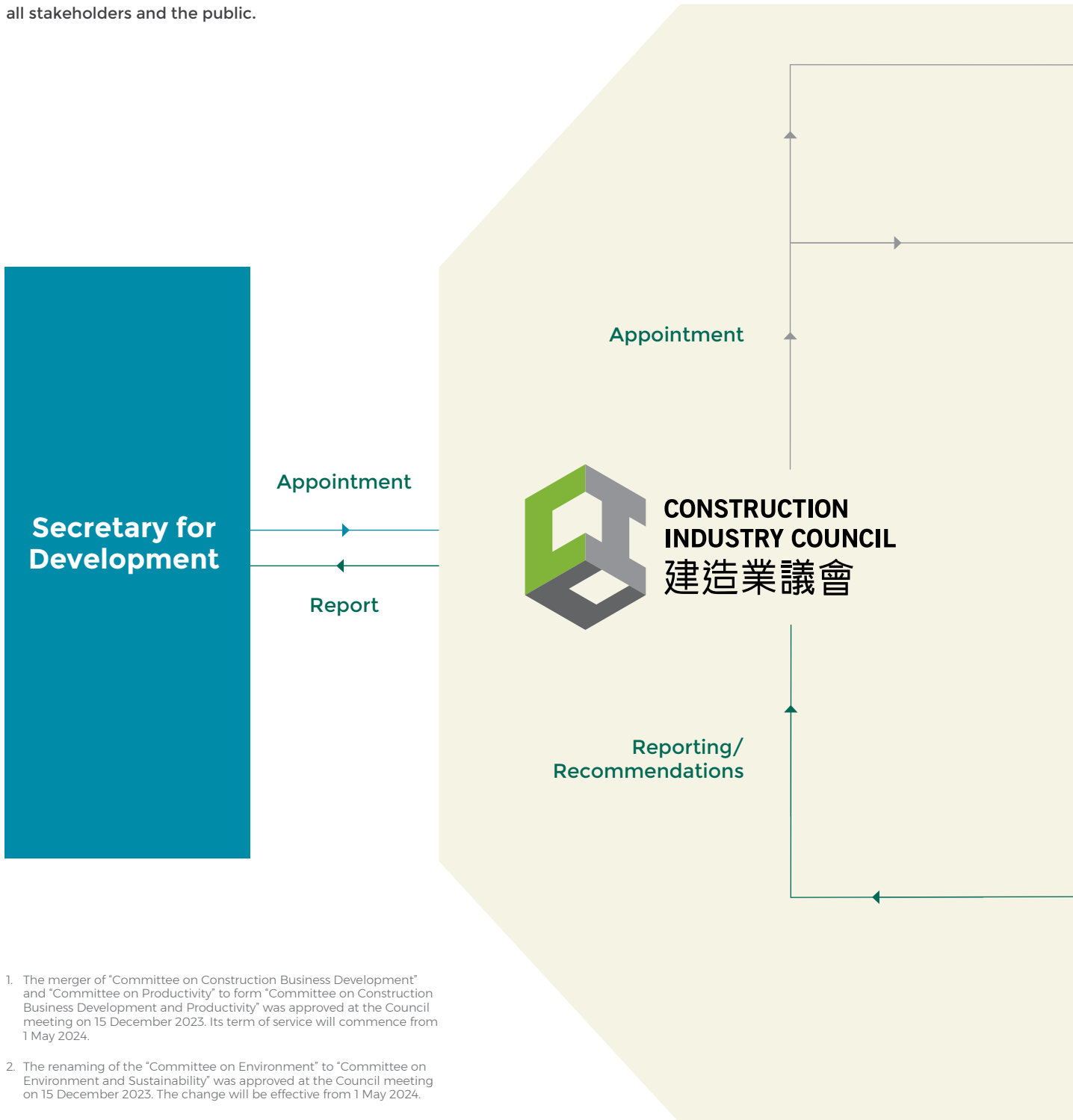


# CORPORATE GOVERNANCE REPORT



# Corporate Governance Structure

The Construction Industry Council (CIC) is firmly committed to maintaining high standards of corporate governance. We believe that good corporate governance is fundamental to ensuring proper management and smooth operation of the organisation in the interests of all stakeholders and the public.



1. The merger of "Committee on Construction Business Development" and "Committee on Productivity" to form "Committee on Construction Business Development and Productivity" was approved at the Council meeting on 15 December 2023. Its term of service will commence from 1 May 2024.
2. The renaming of the "Committee on Environment" to "Committee on Environment and Sustainability" was approved at the Council meeting on 15 December 2023. The change will be effective from 1 May 2024.
3. The establishment of "Committee on Mainland Affairs" was approved at the Council meeting on 20 October 2023. Its term of service will commence from 1 May 2024.

### External Stakeholders

Feedback      Communication

### Boards / Committees



Construction Industry Training Board



Committee on Building Information Modelling and Construction Digitalisation



Committee on Construction Business Development and Productivity<sup>1</sup>



Construction Workers Registration Board



Committee on Construction Safety



Committee on Environment and Sustainability<sup>2</sup>



Committee on Mainland Affairs<sup>3</sup>



Audit Committee

External Auditor

Internal Audit Function

Information

Reporting

Advice

Guidance

Reporting

Management

Internal Audit

External Audit

# The Council, Statutory Boards and Industry Development Committees

## Structure and Composition

### The Council

The Chairman of CIC and its 24 Members are appointed by the Secretary for Development, generally for two years each term. They may serve the CIC continuously for up to six years. The composition of the Council is governed by Sections 9 to 12 and Schedule 2 of the Construction Industry Council Ordinance (Cap. 587) (CICO), as follows:

- not more than three public officers;
- not more than four persons who represent employers;
- not more than four persons who represent professionals or consultants;
- not more than five persons who represent contractors, subcontractors, materials suppliers or equipment suppliers;
- not more than two persons who represent training institutes, academic or research institutions;
- not more than three persons from trade unions representing construction workers; and
- not more than three persons the Secretary for Development thinks fit to be a Member.

### Statutory Boards

Apart from the Council, there are five Statutory Boards established under the CICO and the Construction Workers Registration Ordinance (Cap. 583) (CWRO), namely

- the Objections Board;
- the Construction Industry Training Board;
- the Construction Workers Registration Board;
- the Construction Workers Qualifications Board; and
- the Construction Workers Review Board.

### Industry Development Committees

In overseeing the performance of the CIC, pursuant to Section 15 of the CICO, the Council has established a number of Boards and Committees to assist the CIC in executing and managing its various core businesses and functions. Upon such division of responsibilities, the Council concentrates on strategic issues, direction planning, policy making, corporate governance and the long-term development of the industry. The five Industry Development Committees are:

- Committee on Building Information Modelling and Construction Digitalisation;
- Committee on Construction Business Development and Productivity<sup>1</sup>;
- Committee on Construction Safety;
- Committee on Environment and Sustainability<sup>2</sup>; and
- Committee on Mainland Affairs<sup>3</sup>.

In addition to the Boards and Committees, a number of subcommittees, task forces and working groups are also formed to assist the relevant Boards / Committees to focus on specific issues and carry out respective tasks for better performance of the CIC's functions.

### Appointment

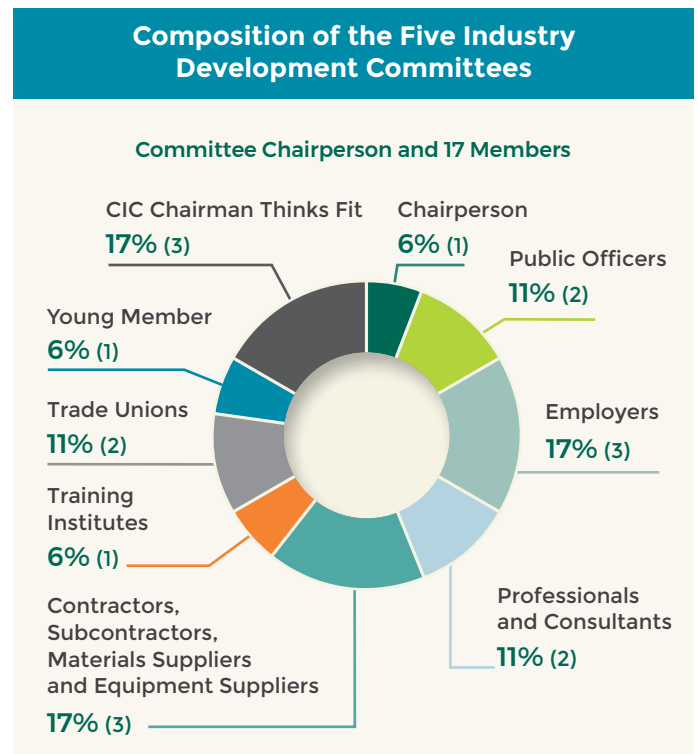
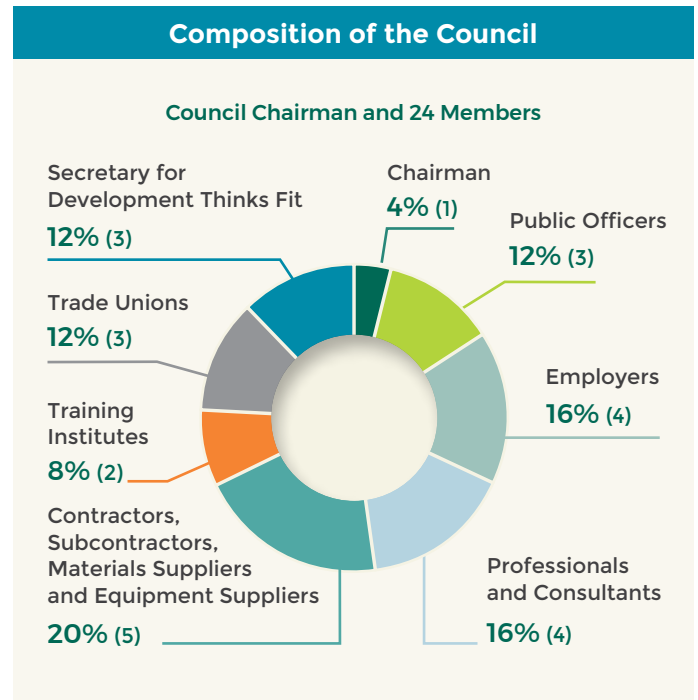
To ensure connectivity and to strengthen communication, the Chairpersons of Boards / Committees are, as far as possible, Council Members, while the subcommittees / task forces / working groups are chaired by the respective board / committee members, unless special expertise is required from outside parties. Council Members may indicate their preference to join up to three committees in general.

The appointment mechanism of the Industry Development Committees was revamped in 2018. To add in new blood and to rejuvenate the composition of

the Industry Development Committees, a new category “Young Member” was introduced in 2021 to appoint suitable personnel under 40 years old when appointed. Under the established mechanism on selecting and appointing new members to the Committees, the CIC will invite relevant construction industry-related bodies to nominate candidates in order of priority. The candidates’ suitability will be assessed by their expertise, previous contributions to the industry and / or CIC task forces, their willingness to serve, and the needs of the CIC, etc. The Council Chairman, in consultation with the individual Committee Chairpersons, will propose the list of Committee Members for the Council’s approval, with due consideration given to Council Members’ indicated preferences and nominations received.

Via mirroring the Council and capping Committees’ members to a maximum of 18, the enhanced appointment mechanism would enable the Committees to be more representative of the industry, allowing an integration of views from representative sectors and enabling more youthful elements to contribute to Committee work while forbidding monopolisation by particular institutions as non-Council members would normally serve a maximum of four years. This mechanism also encourages members to advise from a macro, instead of a sectoral, perspective. They enable the CIC to benefit from a wide range of experience and a variety of independent perspectives. In addition to sufficient diversity, wider representation and better integration, it also exemplifies cross sector collaboration.

Members of the Construction Industry Training Board and the Construction Workers Registration Board are appointed in accordance with the relevant sections of the CICO / CWRO. The CIC reviews the Board appointment mechanisms from time to time to enhance its representativeness and effectiveness. Following the launch of the Registered Specialist Trade Contractors Scheme in April 2019, the number of registered specialist trade contractors has grown rapidly. The Council in December 2021 approved both Boards to expand the invitation list from 2022 to include nominations from organisations with representatives from registered specialist trade contractors / trade unions. At the same time, the same expansion has been extended to the invitation list for nominations to the Industry Development Committees. In addition, as the construction industry develops and evolves with time, the challenges faced by industry stakeholders are also becoming more diverse and multi-faceted. Given the constraints on Board composition (restricted by category and maximum number of members), the CIC approved the appointment of advisors in 2022 to help in broadening the views received from industry stakeholders as well as getting more expertise from sectors currently unrepresented on the Board in resolving problems. As a control mechanism, the maximum number of advisors shall not exceed half of the quorum of the board.



Notes:  
 Number in brackets: number of Members  
 Percentages may not add up to 100% due to rounding

## Modus Operandi of the Council

Apart from the regulatory requirements on meeting procedures of the Council and the Statutory Boards, the CIC Boards and Committees at large adopt the following key features on meeting procedures as a good practice of corporate governance:

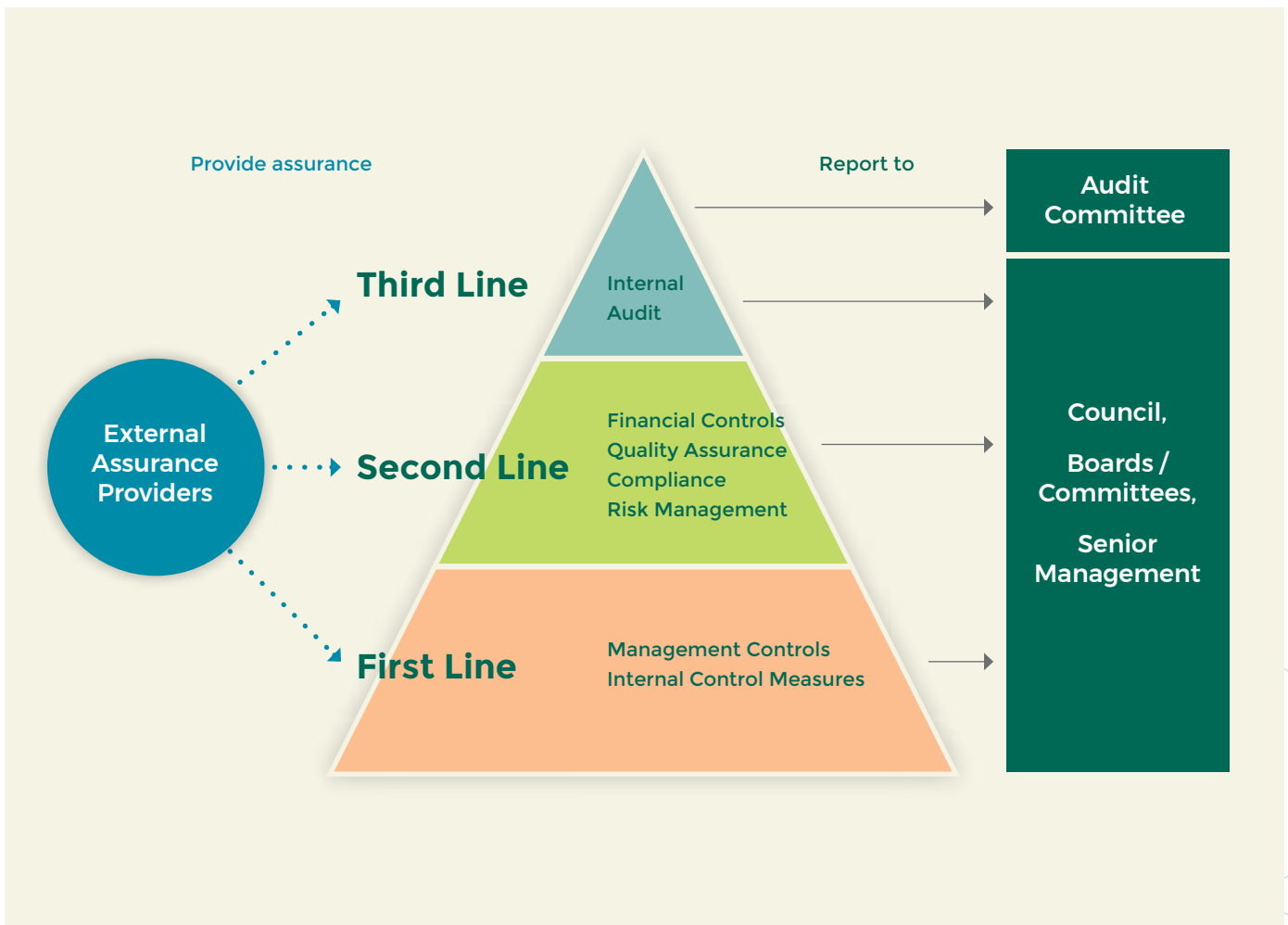
1. The Council and the Executive Committee hold bimonthly meetings, while Boards and Committees meet at least quarterly (except for the Objections Board, Construction Workers Qualifications Board and Construction Workers Review Board, which hold meetings as and when necessary).
2. Attending meetings by video conferencing is arranged for Members who are out of town.
3. The annual meeting schedule is set at the end of the previous year to allow Members to reserve time to attend.
4. Notice of Meeting is issued to Members at least 14 calendar days before the meeting. Members are provided with the Agenda and Papers at least seven calendar days before the meeting is convened.
5. The draft meeting Agenda is prepared by the responsible Secretariat, subject to endorsement by the Executive Director and approval by the Council Chairman / Board / Committee Chairperson.
6. Except for Committees of which the Executive Director is a member, the Executive Director and senior management attend the meetings to present the papers and provide further information and explanations on the issues where appropriate. However, they have no voting rights and shall not influence the decision-making process. The management of the CIC, under the leadership of the Executive Director, will follow up on the execution of the strategic directions set by the Members and report progress from time to time.
7. Members are required to sign the attendance sheet at the meeting. Meeting attendance and proceedings are documented in the Minutes recorded by the relevant Secretariat.
8. The draft Minutes prepared by the Secretariat should be ready around seven calendar days after the meeting for consideration by the senior management and Chairman / Chairperson. The Minutes and discussion points of each agenda item are circulated to Members no later than 21 calendar days after the meeting for comment. The Minutes are reviewed and confirmed in the subsequent meeting. In addition, for the Council and the Executive Committee meetings, an action list of issues / matters that require immediate attention would be developed by the Secretariat for the management of relevant departments / business units to follow up in a timely manner.
9. Minutes of the meetings (except those of the Executive Committee, Audit Committee, Objections Board and the closed-door sessions of meetings of the Council) are uploaded to the CIC website for the public's reference.
10. Members are required to declare conflicts of interests, if any, before the commencement of discussion of the related agenda item(s) in question. These declarations and the actions taken, such as a Member abstaining from participating in the discussion of the concerned item(s), will be recorded in the Minutes and kept in a register of the relevant Secretariat.
11. Members have access to relevant expertise to help discharge their responsibilities upon obtaining proper approval where appropriate, e.g. consultants will be invited to present and explain their recommendations in separate sessions before the Council meeting to allow more time for questions and detailed discussions.
12. The quorum required by the Council meetings and Statutory Boards meetings is specified in the CICO and CWRO respectively. At a meeting of the Council, a quorum is not less than half of its members. The quorum for a Construction Industry Training Board meeting is not less than six members, while a Construction Workers Registration Board meeting requires a quorum of 10 members. For a meeting of the Construction Workers Qualifications Board, the quorum is seven members, and the quorum for a Construction Workers Review Board meeting is four members.

A "Starred Discussion Paper" system was introduced in 2018 to facilitate prompt handling of approval matters and efficient processing of discussion papers at meetings. For routine and straightforward matters presented in a Starred Discussion Paper, approval by Members is assumed, unless Members choose to raise comments and / or enquiries during meeting. Since the implementation of this system, meetings have been conducted in a smoother, more timely and effective manner.



## Risk Management and Internal Controls

Risk management is integrated into the CIC's strategic planning process and its daily operations. With the growing complexity of operations and the increasing expectation of the industry on the CIC's services, the governance and control measures of the CIC have been strengthened in the recent years, with the following Three Lines of Risk Management structure in place:



## First Line

Operational management is responsible for maintaining effective internal controls on a day-to-day basis. Internal policies and procedures are established and documented in the CIC's operation manuals. All divisions and departments are required to conduct regular reviews on their operational manuals and ensure staff's compliance with internal operational policies and procedures.

Operational management reports, including areas with control deficiencies, if identified, and rectifying measures and controls, are compiled on a regular basis.

## Second Line

Financial control, quality assurance, compliance and risk management functions are in place to ensure proper internal controls over daily operations (i.e. the First Line of Risk Management).

A team of experienced staff with accounting expertise and relevant qualifications is responsible for the financial reporting and accounting functions.

By an integrated top-down and bottom-up risk review process, risk items in CIC are identified and prioritised for monitoring by different levels of management according to the risk levels. An open and effective communication channel is created to ensure controls of top risks, timely reporting of emerging risk exposures and formulating relevant mitigation measures.

CIC maintains a corporate level risk register and a departmental level risk register and these are reviewed and updated periodically under the risk management mechanism. Under the mechanism, views from all managerial staff are solicited to identify top tier risks and cross department risks the CIC is facing. Forums and / or interviews facilitating the discussion of strategies to manage the identified potential risks are held where appropriate. The risk management mechanism lays down a defined way to assess risks and increase the awareness of staff in relation to risk management.

## Third Line

The Internal Audit Department is responsible for reviewing the effectiveness of governance, risk management and internal controls in the first two Lines of Risk Management. The Department is comprised of staff with professional qualifications and has unhindered access to operational information for executing its duties.

Through a risk-based audit approach, the Department assesses the effectiveness of internal controls of CIC based on the guidelines on internal control promulgated by the HKICPA. The Committee of Sponsoring Organisations of the Treadway Commission Framework ("COSO") is also adopted to assess the five major components of internal controls, namely control environment, risk assessment, control activities, information and communication, and monitoring activities.

The Department, with the assistance of an external vendor specialising in internal audit, conducts internal audit exercises according to the annual internal audit plan approved by the Audit Committee. Findings are discussed and confirmed with the senior management and reported to and considered by the Audit Committee, to ensure the highest level of independence and objectivity.

## External Assurance Providers

External auditors and regulators outside of the CIC provide additional assurance to the CIC's stakeholders. For instance, the Hong Kong Council for Accreditation of Academic and Vocational Qualifications provides quality assurance to the Qualification Framework recognised programmes of the Hong Kong Institute of Construction. In addition, senior management meets regularly with the ICAC Corruption Prevention Department to uphold the leading practices and measures in corruption prevention, especially on the new business or operations of the CIC.

## Internal Audit

The Internal Audit functions, as specified in the "Internal Audit Charter" of the Internal Audit Operation Manual, include:

- developing a flexible annual audit plan using risk-based methodology covering reviews of all material controls, including financial, operational and compliance controls and risk management functions. The key focus is on accountability, compliance and efficiency;
- implementing the annual audit plan as approved by the Audit Committee, including special tasks or projects requested by the management and the Audit Committee and performing compliance reviews with the laid down policies, procedures and requirements;
- discussing with the management and the Audit Committee the adequacy of the CIC's internal controls in the areas of corporate governance, information systems and security, and related significant findings and recommendations, together with the management's responses to resolve the issues or improve the processes;
- ensuring the endorsed recommendations from the audit report are completed by the management in a timely manner; and
- reporting to the Audit Committee and / or the senior management directly for any major issues encountered in relation to the internal audits.

## Mechanism of Complaints Handling

To maintain public accountability, the CIC has established various communication channels with internal and external stakeholders and always welcomes their feedback. Non-anonymous complaints showing dissatisfaction against the CIC or our staff members will be timely handled and thoroughly investigated. Any non-compliance and inefficiency found in the provision of services will be followed up by the relevant management and further reported to the Audit Committee.

## Ethical Culture

A high level of integrity is essential to the organisation's continued success and long-term advancement. The CIC is strongly committed to upholding the principles of fairness, honesty, integrity and impartiality in conducting its business and discharging its functions.

### Code of Conduct for Members

Sections 6 and 7 under Schedule 3 and Section 8 under Schedule 4 of the CICO lay down the provisions on disclosure of interests of members and keeping of a relevant register. CIC's Code of Conduct for Members (the Code) sets out the standards of conduct and behaviour, while the Policy on Disclosure of Interests of Members (the Policy) spells out the declaration and handling of conflicts of interests for observance by Members. To uphold public trust and protect public interests, upon acceptance of appointment, Members of Council / Boards / Committees are required to accept and abide by the Code and the Policy, and declare any conflicts of interests in compliance with the stipulated requirements. Newly appointed Council Members are given briefings and a bilingual Information Booklet for Council Members to familiarise them with the CIC's corporate governance structure and the work of the CIC.

### Code of Conduct for Staff

For CIC staff, the Code of Conduct (the Code) is in place to set out the basic standard of conduct and other relevant policies which all staff are expected to understand and observe in the daily discharge of their duties. The Code, which is reviewed periodically to ensure compliance with the Prevention of Bribery Ordinance (Cap. 201) and the best practices promulgated by the Independent Commission Against Corruption (ICAC), covers the areas of acceptance of advantages, conflicts of interests, use of organisation's assets and resources, confidentiality of information, outside work, workplace behaviour, etc.

All staff are required to read and sign their understanding of and compliance with the Code, the Personal Data Management Policy, Document Retention Policy, Declaration of Conflict of Interest, seeking approval for outside work, etc. when they first join CIC, as well as at the beginning of each year. Staff are also reminded to check and update their personal information on the Human Resources Management System to ensure their accuracy. Announcement will also be issued to staff on regular basis, in particular prior to major festivals such as Mid-Autumn Festival, Christmas, Lunar New Year, etc. reminding them on CIC Policy on Anti-Bribery.

## Compliance Training for Staff

The CIC is fully committed to the principles of honesty, integrity and fair play and attaches much importance to protecting a person's right to privacy in relation to personal data. We provide an equal opportunity environment when delivering services to the general public. To keep our staff updated on the latest development of the relevant ordinances and to refresh their knowledge in these aspects on a regular basis, the following trainings are arranged. Professionals and representatives of relevant statutory bodies are invited to conduct the following trainings on regular basis throughout the year:

- Safety;
- Cyber Security;
- Prevention of Bribery Ordinance;
- Equal Opportunities Legislation; and
- Personal Data (Privacy) Ordinance.

All new staff are required to attend these training as soon as they arrive on board and on a compulsory basis. To strengthen the protection of personal data privacy and the CIC's cyber security and enhance staff's awareness, all staff are required to attend training on "Protection of Personal Data Privacy" and "Protection of Cyber Security" annually on a compulsory basis, while staff are also encouraged to attend other training to update their knowledge.

## Corporate Governance Framework

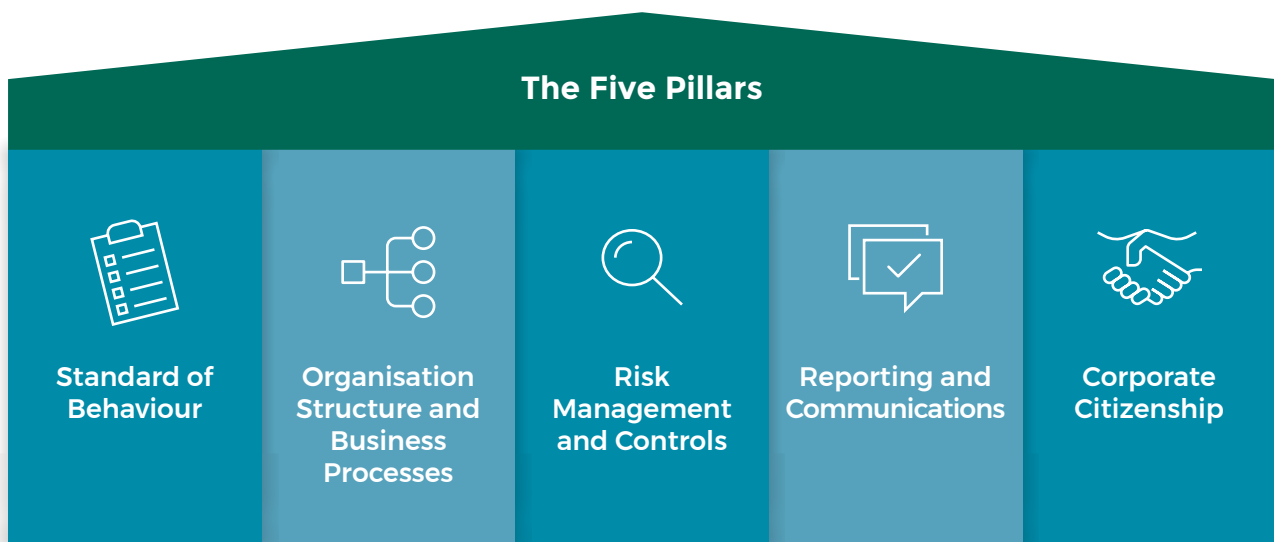
As a statutory body, the CIC is committed to operate in an open and accountable environment so as to provide our stakeholders and public with services that are of value for money. The CIC trusts a defined corporate governance framework can:

- contribute to the effective performance of the roles of the CIC;
- serve to maintain the trust built on the CIC by the public regarding the use and stewardship of levies collected and other assets which the CIC is entrusted; and
- enhance stakeholders' confidence that the CIC upholds the best quality services with the highest ethical standards.

The CIC's corporate governance framework is established with reference to the following:

- Corporate Governance Code and Corporate Governance Report issued by the Hong Kong Exchanges and Clearing Limited;
- Corporate Governance for Public Bodies - A Basic Framework published by the Hong Kong Institute of Certified Public Accountants; and
- Good Governance and Internal Control in Public Organisations issued by the Independent Commission Against Corruption.

In pursuit of its Vision and Mission, the CIC's corporate governance framework is supported by the Five Pillars:



## Summary of Work Done in 2023

### Council

No. of Meetings

6

Average Attendance Rate

85%

No. of Papers Considered

137

### Major Work Plans

The CIC formulates its annual Major Work Plans and publishes the information in the form of bilingual booklets. The Major Work Plans consist of the initiatives, action plans, timeline and the expected deliverables of individual departments of the CIC. The senior management will review their work progress at regular intervals during the year, and assess the final output and performance of the responsible departments against the work plans at the end of the year. Moreover, to enhance transparency and openness, the booklets of Major Work Plans will be distributed to various government departments, stakeholder organisations, industry associations / unions and training institutions. The “CIC 2023 Major Work Plan” published in February 2023.



CIC 2023 Major Work Plans

### CIC Fellows

The CIC Fellows, composed of retired Council Members, retired Chairpersons of major Boards / Committees and retired Executive Directors, was officially set up in 2021. It serves as a high-level advisory organisation for the benefit and future development of the construction industry as well as a platform to maintain friendship and facilitate the exchange of information among stakeholders on industry knowledge, experience and new technology updates. Dr. CHAN Ka-kui, the former CIC Chairman, is the Convenor. Various functions, site tours and social gatherings are organised every year to solicit advice and support for the CIC where necessary.



CIC Fellows Annual Event cum Luncheon 2023

An initiative called the “CIC Members cum Fellows Visit (MFV) Programme” commenced in early August 2022. Under this programme, both existing Council Members and CIC Fellows are invited to visit different premises / facilities of the CIC. Each visiting group is consisted of 1-2 incumbent Council Member(s) and 1-2 CIC Fellows. The visiting groups are invited to record their observations and give corresponding recommendations / improvement suggestions to the CIC. Eight visits were conducted in 2023. A sound mechanism is in place to monitor the follow up actions taken by the responsible department(s) / business unit(s).

In 2023, a new initiative called the “CIC Fellows Sharing” was introduced. The sharing sessions are organised for the students of the Hong Kong Institute of Construction (HKIC), forming part of the whole person development which the HKIC advocates. These have provided the HKIC students with the opportunity to learn from the experiences and insights of the CIC Fellows who had made significant contributions to the construction industry. The sharing sessions are a valuable platform for the students to gain knowledge about the industry and its challenges and opportunities as well as to network with industry professionals. The sharing sessions will be held at Kowloon Bay Campus and Sheung Shui Campus of the HKIC alternately. Five sharing sessions were held in 2023.



MFV Programme - a visit to the CIC MegaBox office and CIC Digital Twin Hub



CIC Fellows Sharing - Dr. CHAN Ka-kui at Kowloon Bay Campus



MFV Programme - a visit to the HKIC - Sheung Shui Campus

## Significant matters considered / resolved

### Standard of Behaviour

It states the expectations on Members' and staff's behaviour. Compliance with the CIC Code of Conduct, Prevention of Bribery Ordinance and Code of Conduct for Personnel in the Construction Industry is expected.

1. An orientation session was conducted on 6 February 2023, for new Council Members who were appointed in 2023, and the Information Booklet for Council Members was provided to them.
2. To uphold public trust and protect public interests, all Members of the Council / Boards / Committees appointed in 2023 have accepted and agreed to abide by the Code and the Policy, and to declare any conflicts of interests in compliance with the stipulated requirements.
3. Before the commencement of each Council Meeting, the Chairman will remind Council Members to declare any conflicts of interests on items discussed at the meeting. This will be properly documented and appropriate actions will be taken where deemed necessary.

### Organisation Structure and Business Processes

It illustrates the functions and operations of the CIC with clearly defined roles and responsibilities as well as reporting structure.

1. Appointment / re-appointment of Members to the Construction Industry Training Board and the Construction Workers Registration Board
2. Appointment of Chairman and Directors to the Board of Hong Kong Green Building Council Limited
3. Establishment of Committee on Mainland Affairs to enable a more focused development and implementation on the major tasks and objectives of the Mainland Liaison Services
4. Merger of Committee on Construction Business Development and Committee on Productivity to form Committee on Construction Business Development and Productivity to create synergies for a more comprehensive and coordinated approach to continuously improving productivity, fostering business development and driving positive change in the construction industry
5. Establishment of "CIC Fellows Sharing"
6. Enhancement of appointment mechanism for the Appeal Panel of Registered Specialist Trade Contractors Scheme and Appointment of the Appeal Panel
7. Enhancement of the Tender Assessment Panel Mechanism

### Risk Management and Controls

It aims at analysing factors which may hinder the CIC from achieving its vision and mission. There is internal audit, statutory audit as well as budgeting and financial management to direct the appropriate behaviour. A dedicated risk management mechanism is established to lay down a defined way to assess risks.

1. Formulating a risk-based internal audit plan
2. Organising training sessions on Personal Data Privacy for all staff
3. Organising training sessions on Cybersecurity for all staff

## Reporting and Communications

This pillar delineates the external and internal reporting requirements to ensure a timely disclosure of information for management decisions and compliance with regulatory requirements.

1. To maintain communication efficiency, progress reports of major Boards and Committees were submitted to the Council on a regular basis to ensure work progress and high-level strategic issues were brought to the attention of the Council in a timely manner
2. Report on CIC Sponsorship Applications for industry events held in 2023
3. Report on CIC Members cum Fellows Visit (MFV) Programme in 2022
4. Finalisation of the CIC – Zero Carbon Park Business Plan 2024
5. Implementation of the CIC – Zero Carbon Park Facility Uplift Plan
6. Finalisation of the 2024 Major Key Performance Indicators of various CIC boards and committees
7. Manpower Forecast for the Hong Kong Construction Industry (2023 – 2027)

## Corporate Citizenship

Corporate citizenship is embedded to demonstrate the CIC's commitment to contribute to build a caring society. There are three main areas, namely "ENVIRONMENT", "CHARITABLE ACTIVITIES" and "VOLUNTEERISM".

1. Organisation of the "CIC Global Construction Sustainability Forum and Exhibition 2023"
2. Promotion of low carbon living and sustainability
3. Continuing to promote participation in charitable activities and volunteer services





# Construction Industry Training Board

No. of Meetings

6

Average Attendance Rate

85%

No. of Papers Considered

76

## Board Diversity

29%



Professionals or Consultants

21%



Contractors

7%



Training Institutes or Tertiary Educational Institutions

21%



Trade Unions

7%



CIC Thinks Fit

14%



Public Officers



(as at 31 December 2023)

Percentages may not add up to 100% due to rounding

# Construction Workers Registration Board

No. of Meetings

4

Average Attendance Rate

86%

No. of Papers Considered

26

## Board Diversity

5%



Chairperson

16%



Professional Bodies

11%



Contractors

11%



Training Institutes

16%



Trade Unions

16%



Persons connected with the construction industry in Hong Kong

21%



Public Officers

5%



Real Estate Developers Association in Hong Kong



(as at 31 December 2023)

Percentages may not add up to 100% due to rounding

# Committee on Building Information Modelling and Construction Digitalisation (Com-BIM&CD)

No. of Meetings

4

Average Attendance Rate

75%

No. of Papers Considered

42

## Committee Diversity

6%



Chairperson

11%



Public Officers

17%



Employers

11%



Professionals and Consultants

17%



Contractors, Subcontractors, Materials Suppliers and Equipment Suppliers

6%



Training Institutes

11%



Trade Unions

17%



CIC Chairman Thinks Fit

6%



Young Member



(as at 31 December 2023)

Percentages may not add up to 100% due to rounding

# Committee on Construction Business Development (Com-CBD)

No. of Meetings

4

Average Attendance Rate

77%

No. of Papers Considered

11

## Committee Diversity

6%



Chairperson

13%



Public Officers

19%



Employers

13%



Professionals and Consultants

19%



Contractors, Subcontractors, Materials Suppliers and Equipment Suppliers

6%



Trade Unions

19%



CIC Chairman Thinks Fit

6%



Young Member



(as at 31 December 2023)

Percentages may not add up to 100% due to rounding

## Committee on Construction Safety (Com-CSY)

No. of Meetings

4

Average Attendance Rate

71%

No. of Papers Considered

24

### Committee Diversity

6%



Chairperson

11%



Public Officers

17%



Employers

11%



Professionals and Consultants

17%



Contractors, Subcontractors, Materials Suppliers and Equipment Suppliers

6%



Training Institutes

11%



Trade Unions

17%



CIC Chairman Thinks Fit

6%



Young Member



(as at 31 December 2023)

Percentages may not add up to 100% due to rounding

## Committee on Environment (Com-ENV)

No. of Meetings

4

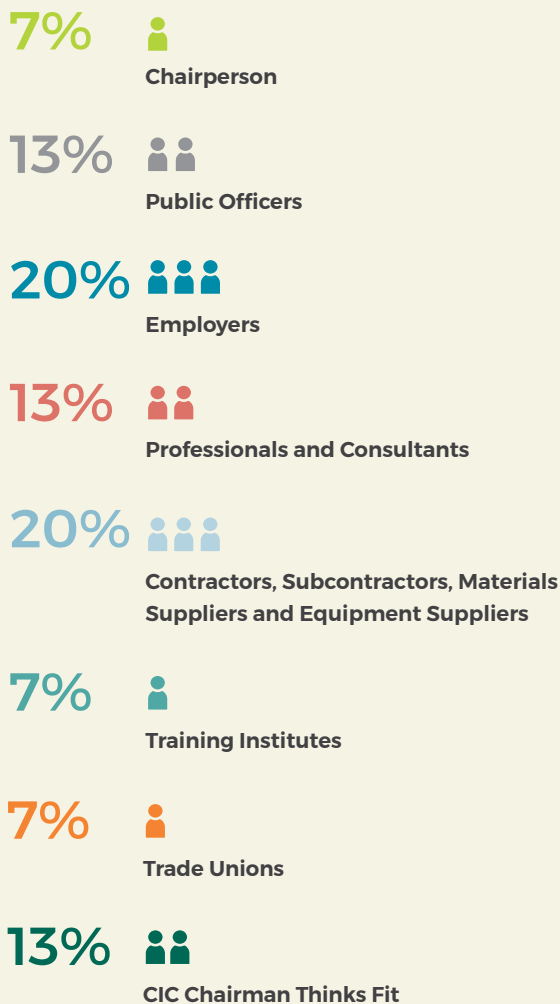
Average Attendance Rate

90%

No. of Papers Considered

21

### Committee Diversity



(as at 31 December 2023)

Percentages may not add up to 100% due to rounding

## Committee on Productivity (Com-PRO)

No. of Meetings

4

Average Attendance Rate

70%

No. of Papers Considered

10

### Committee Diversity

6%



Chairperson

11%



Public Officers

17%



Employers

11%



Professionals and Consultants

17%



Contractors, Subcontractors, Materials Suppliers and Equipment Suppliers

6%



Training Institutes

11%



Trade Unions

17%



CIC Chairman Thinks Fit

6%



Young Member



(as at 31 December 2023)

Percentages may not add up to 100% due to rounding

## Audit Committee (Com-AUD)

No. of Meetings

5

Average Attendance Rate

88%


No. of Papers Considered

18

### Committee Diversity

20% 

Chairperson

20% 

CIC Council Member

20% 

An officer with extensive experience in corporate governance and / or internal audit from a stakeholder of the construction industry

20% 

An officer with extensive experience in corporate governance and / or management from a stakeholder of the construction industry

20% 

A representative of the Development Bureau



(as at 31 December 2023)

Percentages may not add up to 100% due to rounding



# Meeting Attendance

## Council Members' Attendance in Various Meetings in 2023

		Council	Com-EXE	Com-BIM&CD	Com-CBD	Com-CSY	Com-ENV	Com-PRO	Com-RSC	Com-AUD
<b>Chairman</b>										
1.	Ir Prof. HO On-sing, Thomas	6/6	6/6							
<b>Members</b>										
2.	Mr. CHAN Kim-kwong	6/6			4/4	4/4				
3.	Ar. Marvin CHEN	6/6			4/4		3/4			
4.	Prof. CHENG Chin-pang, Jack	5/6	4/5 <sup>(2)</sup>	4/4		2/4				
5.	Ir CHEUNG Chi-kong, Victor	6/6						4/4		
6.	Prof. CHUNG Kwok-fai	5/6		1/4				2/4		
7.	Sr HO Kwok-kwan, Thomas	6/6			4/4		4/4		8/8	
8.	Ir KAN Jun	6/6					3/4	3/4		
9.	Sr LAM Kin-wing, Eddie	5/6	5/6							
10.	Ir LAU Chun-kit, Ricky	6/6	6/6 <sup>(4)</sup>	4/4 <sup>(3)</sup>	4/4 <sup>(3)</sup>	4/4 <sup>(3)</sup>	4/4 <sup>(3)</sup>	4/4 <sup>(3)</sup>		
11.	Mr. LEUNG Kin-man, Stephen	6/6 <sup>(3)</sup>				4/4 <sup>(3)</sup>				
12.	Ar. LEUNG Wai-kin, Clarence	6/6					4/4	4/4		
13.	Ir LEUNG Wing-kee, Ricky	5/6	5/5 <sup>(2)</sup>		0/1 <sup>(5)</sup>			4/4	6/8	3/5
14.	Mr. LI Tat-wai	0/6				0/4		0/4		
15.	Ir LIU Sing-pang, Simon	5/6	6/6					4/4		
16.	Mrs. LO LEE Oi-lin	5/6								
17.	Mr. MOW Tai-hing	5/6				2/4		3/4		
18.	Ir Dr. PANG Yat-bond, Derrick <sup>(1)</sup>	N/A	6/6			4/4				
19.	Ir POON Lock-kee, Rocky	6/6	5/6		3/4			3/4		
20.	Ir SUM Pang-tuen, Barry <sup>(2)</sup>	5/6		2/3 <sup>(6)</sup>	1/3 <sup>(6)</sup>					
21.	Ir TONG Ka-hung, Edwin	6/6						4/4	6/8	
22.	Mr. TSE King-wa	2/6				0/4				
23.	Mr. WONG Hin-wing, Simon	6/6			4/4					5/5
24.	Ir WONG Kin-wai, Ken <sup>(1)</sup>	N/A	1/1 <sup>(5)</sup>							
25.	Mr. WONG Siu-han, Rex <sup>(2)</sup>	5/6				3/3 <sup>(4), (6)</sup>	4/4			
26.	Ir YOUNG Meng-cheung, Andrew	5/6			3/4			2/4		
27.	Ms. YU Po-mei, Clarice	4/6			2/3			3/4		

(1) Retired as CIC Member w.e.f. 1 February 2023.

(2) Membership since 1 February 2023.

(3) Four meetings were attended by a representative.

(4) Two meetings were attended by a representative.

(5) Term ended on 31 January 2023.

(6) Membership since 21 April 2023.

\*Com-EXE stands for the Executive Committee

\*Com-RSC stands for the Committee on Registered Specialist Trade Contractors Scheme.

## Construction Industry Training Board

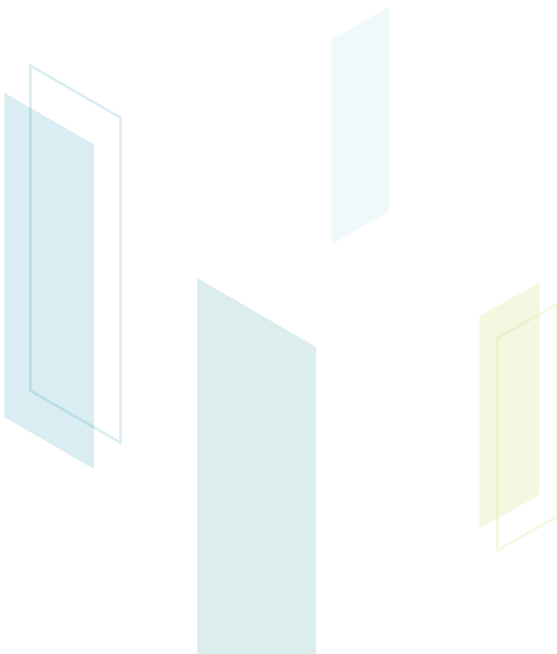
### Members' Meeting Attendance in 2023

Chairperson		Attendance
1.	Sr LAM Kin-wing, Eddie	6/6
Members		Attendance
2.	Mr. CHAN Lok-chai	6/6
3.	Mr. CHOW Luen-kiu	5/6
4.	Ir FUNG Kwok-keung, Conrad	6/6
5.	Mr. HUANG Yongquan	6/6
6.	Prof. LIM Wan-fung Bernard Vincent	1/6
7.	Mrs. LO LEE Oi-lin	6/6
8.	Ir LUK Wai-lam, William	5/6
9.	Mr. NG San-wa, Lawrence	4/6
10.	Sr WONG Kin-wai, Staw	6/6
11.	Mr. WONG Ping	6/6
12.	Dr. YAN Ting-kwan, Daniel	2/6
13.	Ms. LEE Chung-yan, Angela <sup>(1)</sup>	4/4 <sup>(3)</sup>
	Miss LAM Nga-man, Pamela <sup>(1)</sup>	2/2 <sup>(3)</sup>
14.	Mr. WAN Chi-ping, Fenton <sup>(2)</sup>	2/2
	Mr. NG Ho-wang <sup>(2)</sup>	4/4 <sup>(3)</sup>

(1) Due to the change of posting, Ms Pamela LAM Nga-man succeeded Ms. Angela LEE Chung-yan on 11 September 2023 to represent the Development Bureau to attend meetings.

(2) Due to the change of posting, Mr. NG Ho-wang succeeded Mr. WAN Chi-ping, Fenton on 1 April 2023 to represent the Labour Department to attend meetings.

(3) A meeting attended by a representative.



# Construction Workers Registration Board

## Members' Meeting Attendance in 2023

Chairperson		Attendance
1.	Ir LIU Sing-pang, Simon	4/4
Members		Attendance
2.	Ir Dr. CHAN Ka-lung, Raymond	2/2 <sup>(1)</sup>
3.	Mr. CHAN Shut-ho, Franki	4/4
4.	Ms. CHAN Yuen-ming, Mary	3/4 <sup>(2)</sup>
5.	Ir CHAN Yun-kan, Simon	3/4
6.	Ir CHOW Hau-keung, Vincent	4/4 <sup>(2)</sup>
7.	Mr. LAM Oi-ki, Peter	4/4
8.	Ar. Dr. LAM Wai-pan, Wilson	3/4
9.	Ms. LEE Chung-yan, Angela <sup>(3)</sup>	2/2 <sup>(3)</sup>
	Miss LAM Nga-man, Pamela <sup>(5)</sup>	2/2 <sup>(3)</sup>
10.	Ir LEUNG Wai-bun, Brian	2/4
11.	Ir LEUNG Wai-ho, Alfred	4/4
12.	Mr. LOK Kwei-sang, Tandy	4/4
13.	Mr. NG Choi-wah	2/4
14.	Sr PONG Yiu-po, Daniel	3/4
15.	Cr TANG Yu-chi, Alfred	4/4
16.	Ir TSANG Hing-cheung, Gilbert	2/2 <sup>(4)</sup>
17.	Mr. NG Ho-wang <sup>(5)</sup>	1/1 <sup>(5)</sup>
	Mr. WAN Chi-ping, Fenton <sup>(5)</sup>	2/3 <sup>(5)</sup>
18.	Mr. WONG Ping	3/4
19.	Ir Prof. XIAO Fu, Linda	4/4
20.	Mr YAU Wah-hong, Alec	3/4

(1) Term ended on 30 June 2023.

(2) Three meetings were attended by a representative.

(3) Due to the change of posting, Miss Pamela LAM Nga-man succeeded Ms. Angela LEE Chung-yan in September 2023 to represent the Development Bureau to attend meetings.

(4) Term commenced on 1 July 2023.

(5) Due to the change of posting, Mr. Fenton WAN Chi-pang succeeded Mr. NG Ho-wang in April 2023 to represent the Labour Department to attend meetings.

# COMMITTEES AND BOARDS

(as of 31 December 2023)



## Executive Committee

The Executive Committee was formed in 2018 with an aim to allow a more efficient decision-making process in the delivery of the CIC's services and initiatives. The Council Chairman is also the Chairperson of the Executive Committee. For close connectivity and institutional coordination, the Chairpersons of the main Boards and Committees, who are generally Council Members, sit on the Executive Committee. All major approvals are, in principle, vested in the Council, which meets bi-monthly in the even-number months, while the Executive Committee is also a bi-monthly forum in the odd-number months to discuss policies and new initiatives and brainstorm on important issues. On pressing occasions, the Executive Committee is empowered to act on behalf of the Council to approve urgent matters for operational needs, except those specifically reserved for the Council under the CICO. The approved items shall be reported to the Council in a timely manner.

### Membership

#### Chairperson

Ir Prof. HO On-sing, Thomas

#### Members

Prof. CHENG Chin-pang, Jack  
(Membership since 1 February 2023)

Dr. CHEUNG Tin-cheung

Mr. FU Chin-shing, Ivan

Ar. HO Lik-chi, Nicholas  
(Resigned w.e.f. 1 September 2023)

Sr LAM Kin-wing, Eddie

Ir LAU Chun-kit, Ricky

Ir LEUNG Wing-kee, Ricky  
(Membership since 1 February 2023)

Ir LIU Sing-pang, Simon

Cr MANG Ka-wing, Terence  
(Membership since 20 October 2023)

Ir Dr. PANG Yat-bond, Derrick

Ir POON Lock-kee, Rocky

Ir WONG Kin-wai, Ken  
(Retired w.e.f. 1 February 2023)

### Terms of Reference

1. To advise CIC on staff matters, including recruitment, salary and other conditions of service;
2. To advise CIC on general administration matters, including accommodation and facilities;
3. To examine and endorse annual estimates of incomes and expenditure and programme of activities prepared by the Management for the approval of the Council;
4. To deliberate on policy formulation and emerging issues and to formulate initiatives that are of interest to the construction industry;
5. To formulate strategic direction and provide guidance on the long-term development of the CIC; and
6. To approve urgent and time-sensitive matters on behalf of the Council except those specifically reserved for the Council under the Construction Industry Council Ordinance and to report to the Council on such approval given.

## Committee on Building Information Modelling and Construction Digitalisation (Com-BIM & CD)

The Com-BIM & CD (originally named as Committee on Building Information Modelling) aims to formulate strategies for market transformation, and to promote and facilitate the application of BIM and its related technologies across the construction industry. It also supports the development of BIM related training programmes as well as setting standards and common practices for BIM implementation.

### Membership

#### Chairperson

Prof. CHENG Chin-pang, Jack

#### Members

Ir CHAN Chi-ming, Antonio

Ar. CHAN Wing-kai, Aaron

Ar. CHOI Wun-hing, Donald

Prof. CHUNG Kwok-fai

Mr. FUNG Chi-yiu

Mr. POON Shun-wing, Eric

Ir PUNG Chun-nok, Samson

Ir SUM Pang-tuen, Barry  
(Membership since 21 April 2023)

Ir TANG Man-hei

Ir WONG Ka-wo, Kelvin

Ir WONG Ming-yan, Ole

Mr. WONG Sai-choi, Kevin

Cr WONG Wai-lun, Michael

Ms. WONG Wai-man, Rosana

Sr YIP Yin-yung

Permanent Secretary for Development (Works) or representative

Assistant Director/New Buildings Division 1, Buildings Department

### Terms of Reference

1. To formulate strategies for market transformation, promote the use and facilitate the application of BIM, digital construction, and its related technologies in construction industry;
2. To promote cross-disciplinary collaboration and adoption of BIM in project delivery processes including planning and design, construction, facility and asset management;
3. To develop CIC as a Centre of Excellence for BIM in the form of a central hub and of the open sharing platform of BIM with specific focus on the following:
  - to develop standards, specifications and common practices for BIM;
  - to develop and promote good practices in both BIM management and BIM operation;
  - to build capacity, develop and operate BIM Development Ladder, BIM Training Ladder, BIM Professional Registration and Accreditation; and their relating training programmes and implementation programmes; and
4. To identify areas which require further investigation, promote research and development for BIM.

### Task Forces / Task Group

- Task Force on BIM Standards
- Task Force on BIM Training
- Task Force on Development of BIM-related Digital Solutions
- Task Force on BIM Submissions to the Buildings Department
- Task Force on BIM Personnel Development
- Task Group on BIM-enabled Modern Construction Training for Higher Education

## Committee on Construction Business Development (Com-CBD)

The Com-CBD aims to foster an efficient and healthy construction market through best practices and innovative solutions in areas such as tendering, project management, quality supervision and risk allocation. In recent years, we strive to facilitate local industry stakeholders in exploring construction supply chains in the Greater Bay Area, and strengthen exchanges between local and mainland industries.

### Membership

#### Chairperson

Ir POON Lock-kee, Rocky

#### Members

Mr. CHAN Kim-kwong

Mr. CHAN Wai-pong, Calvin

Ar. Marvin CHEN

Mr. CHEUNG Man-tim

Ir. FUNG Kwok-keung, Conrad

Sr HO Kwok-kwan, Thomas

Sr LEE Man-ho, Louis

Ir SUM Pang-tuen, Barry

Mr. J Scott MACKENZIE

Mr. TSANG Pak-chung, Eddy

Mr. WONG Hin-wing, Simon

Mr. WONG Ka-lung

Ir YOUNG Meng-cheung, Andrew

Permanent Secretary for Development (Works) or representative

Permanent Secretary for Housing or representative

### Terms of Reference

1. To deliberate and make recommendations for fostering a more efficient and healthy construction market through best practices in areas such as tendering, risk allocation, programming, maintaining liquidity throughout the construction supply chain, project management and quality supervision. With a view to cultivating equitable risk sharing and collaborative culture;
2. To promulgate the utilisation of innovative solutions and technology for procurement, project management and quality supervision;
3. To enhance communications and collaboration between local and Greater Bay Area construction practitioners; and
4. To facilitate local industry stakeholders in exploring supply chain in the Greater Bay Area.

### Task Forces

- Task Force on Greater Bay Area
- Task Force on Construction Expenditure Forecast
- Task Force on Review and Enhancement of Construction Contract Terms

## Committee on Repair, Maintenance, Alteration and Addition (Com-RMAA)

The Com-RMAA aims to foster and support the development of efficient and healthy RMAA industry through comprehensively reviewing and determining the development directions of RMAA works, and enhancing the techniques, management and safety knowledge of the RMAA sector by providing and optimising the existing relevant courses.

### Membership

#### Chairperson

Sr LAM Kin-wing, Eddie

#### Members

Mr. CHAN Kim-kwong

Mr. CHAN Kwok-hung, Tom

Mr. CHEUNG Wing-ho

Cr CHUNG Yuk-ming, Christopher

Mr. HO Chi-fai, Patrick

Mr. IP Chi-ming, Ellis

Mr. LAI Kwoon-leung, Kevin

Mr. LAM Yu-hin, Lewis

Sr LEE Chun-lai, Andrew

Sr PONG Yiu-po, Daniel

Ir SHEA Tat-chi, Ringo

Mr. SIU Kin-ching

Cr TANG Yu-chi, Alfred

Sr YU Kam-hung

Principal Assistant Secretary (Works) 1,  
Development Bureau

Commissioner for Labour or representative

Director of Electrical and Mechanical Services or  
representative

Chief Executive Officer of the Property Management  
Services Authority or representative

### Terms of Reference

1. To comprehensively review and determine the development direction of the repair, maintenance (including electrical and mechanical engineering), decoration, alteration and additional works (RMAA);
2. To coordinate the work of various committees and task forces under the CIC and matters related to the RMAA sector, including but not limited to training and safety matters, and to provide overall advice on the CIC's support for the sector;
3. To enhance the techniques, management and safety knowledge of the sector by providing and optimising the existing related courses;
4. To implement the recommendations of the Task Force on RMAA as approved by the CIC; and
5. To consider issues and initiatives that can support the development of the RMAA sector and the need for an industry standard for implementing these initiatives in the long run.

### Sub-Committees

- Sub-committee on Worker Training
- Sub-committee on Promotion and Education
- Sub-committee on Supervision Matters
- Sub-committee on Standardisation



## Committee on Productivity (Com-PRO)

The Com-PRO aims to elevate construction productivity by improving the construction process, advocating industrialisation and encouraging research and development. Innovative construction approaches including robotics and automation, offsite construction, and adoption of novel technologies and materials are explored and promoted to the industry.

### Membership

#### Chairperson

Ir LEUNG Wing-kee, Ricky

#### Members

Ir CHEUNG Chi-kong, Victor

Prof. CHUNG Kwok-fai

Ar. HUI Man-ho, Terence

Ir KAN Jun

Ir LAI Yee-yan, Stephen

Ir LAW Tik-ko, Dominic

Ar. LEUNG Wai-kin, Clarence

Mr. LI Tat-wai

Ir LIU Sing-pang, Simon

Mr. MOW Tai-hing

Ir POON Lock-kee, Rocky

Ir SO Kwok-leung, Derek

Ir TONG Ka-hung, Edwin

Ar. WONG Yuk-sun, Simon

Mr. YEUNG Kai-yu, Franki

Permanent Secretary for Development (Works) or representative

Permanent Secretary for Transport and Housing (Housing) or representative

### Terms of Reference

1. To compile and update key performance indicators related to the construction industry;
2. To review current productivity level in the construction industry by introducing measurable indicators for different work trades;
3. To encourage the adoption of new technology and innovative ideas to elevate construction productivity;
4. To conduct research on benchmarking or setting standards for the productivity of construction process;
5. To provide statistics in relation to construction productivity;
6. To recommend strategies to the Council and Boards / Committees for enhancing the industry's productivity and competitiveness; and
7. To co-ordinate and promote research and development for elevating construction productivity.

## Committee on Construction Safety (Com-CSY)

The Com-CSY strives to promote initiatives and measures to foster a positive safety culture in the construction industry. It reviews and monitors safety performance and encourages the adoption of new technology to improve safety. To enhance the mechanism of safety management, the Com-CSY also provides guidelines on preventive measures in relation to construction safety.

### Membership

#### Chairperson

Ir Dr. PANG Yat-bond, Derrick

#### Members

Ar. CHAN Chung-yee, Albert

Mr. CHAN Ka-lai

Mr. CHAN Kim-kwong

Ir Prof. CHI Wuh-jian, Joseph

Prof. CHENG Chin-pang, Jack

Ir KONG Shui-sun

Mr. LAI Yuk-yin, Rico

Ms. LEUNG Mo-lin, Moby

Mr. LI Tat-wai

Mr. LO Wai-leung, Clint

Mr. MOW Tai-hing

Mr. TSE King-wa

Mr. WANG Kei-ming, Joseph

Sr WONG Ching-hang, Jeffrey

Mr. Rex WONG Siu-han

Permanent Secretary for Development (Works) or representative

Permanent Secretary for Transport and Housing (Housing) or representative

### Terms of Reference

1. To review and monitor safety performance of the construction industry;
2. To review and enhance the mechanism of safety management;
3. To encourage the adoption of new technology and innovative ideas in construction safety;
4. To conduct research on enhancing safety performance of the construction industry;
5. To identify and recommend measures for improving safety performance to CIC;
6. To promote the adoption of the improvement measures by the construction industry; and
7. To nurture a safety culture for the construction industry.

### Sub-committees / Task Forces

- Sub-committee on Safety Training
- Sub-committee on Safety Technical Issues
- Sub-committee on Safety Promotion
- Task Force on Construction Lifting Safety
- Task Force on Design for Safety
- Task Force on Truss-out Bamboo Scaffolds
- Task Force on Smart Site Safety System Standardisation

## Committee on Environment (Com-ENV)

The Com-ENV aims to promote good practices and innovative technologies to enhance sustainability performance and environmental protection of the construction industry. Industry researches and digital platforms are undertaken to provide relevant standards and guidelines for industry stakeholders.

### Membership

#### Chairperson

Mr. FU Chin-shing, Ivan

#### Members

Mr. CHAN Yiu-cheong

Ar. Marvin CHEN

Mrs. CHENG WAN, Irene

Mr. CHIU Chung-kei, Charles

Sr HO Kwok-kwan, Thomas

Ar. HO Lik-chi, Nicholas  
(Retired w.e.f. 1 September 2023)

Dr. HUANG Jian-xiang

Ir Kan Jun

Ar. LEUNG Wai-kin, Clarence

Mr. WONG Siu-han, Rex

Mr. WU Siu-kei

Ir YOUNG Meng-cheung, Andrew

Ms. YU Po-mei, Clarice

Permanent Secretary for Development (Works) or  
representative

Permanent Secretary for Housing or representative

### Terms of Reference

1. To promote environmental protection and sustainable development in the construction industry;
2. To promote good practices in relation to sustainable design and construction;
3. To encourage the adoption of new technology and innovative ideas in environment protection and sustainable development in the construction industry;
4. To conduct research for enhancing environmental protection and sustainable development in the construction industry; and
5. To advise on the environmental strategy for development of construction standards.

### Working Groups

- CIC Sustainable Construction Certification Scheme for Green Finance
- CIC Smart Waste Management Tool
- The Strategy and Plan Directional Guideline for the Hong Kong Construction Industry Achieving Carbon Neutrality Target according to the Hong Kong's Climate Action Plan 2050

## Committee on Registered Specialist Trade Contractors Scheme (Com-RSC)

The Com-RSC's key role is to oversee, discuss, review and monitor the operation of the registration and regulatory actions of Registered Specialist Trade Contractors Scheme. It also sets the strategic direction and formulates policies in managing businesses relating to the implementation, adoption and promotion of the Scheme.

### Membership

#### Chairperson

Ir CHAN Chi-chiu

#### Members

Mr. CHAN Lok-chai

Mr. CHENG Li-hung

Mr. CHEUNG Tat-fai, Kenneth

Sr HO Kwok-kwan, Thomas

Ir HO Wai-kei, Rickie

Ir HUNG Cheung-shew, Danny

Ir LAM Wai-tak, Walter

Ir LEUNG Wing-kee, Ricky

Mr. LOK Kwei-sang, Tandy

Ir SHEA Tat-chi, Ringo

Ar. SUEN Warren Lampson

Ir TONG Ka-hung, Edwin

Ir TSANG Hing-cheung, Gilbert

Mr. WONG Ping

Sr YIP Tsz-hong, Bryce

Sr YU Kam-hung

### Terms of Reference

1. To implement the recommendations of the University of Hong Kong's Research on "A Roadmap to Enhance the Subcontractor Management Mechanism in Hong Kong";
2. To steer the operations of the Registered Specialist Trade Contractors Scheme and the Subcontractor Registration Scheme (collectively, the Scheme), including but not limited to making recommendations on scope of trades, registration requirements, and any enhancements to the Scheme;
3. To review and approve registration applications of Registered Specialist Trade Contractors (RSTCs) and Registered Subcontractors (RSs);
4. To take regulatory actions against RSTCs or RSs violating rules under the Scheme; and
5. To promote the adoption of the Scheme by the industry.

### Sub-committees

- Sub-committee on Regulatory Action
- Sub-committee on Registration Matters

## Audit Committee

Formed in 2018, the Audit Committee supervises the work of the Internal Audit Department and oversees corporate governance, compliance, financial reporting, internal controls, risk management and audit matters of the CIC.

### Membership

#### Chairperson

Mr. WONG Hin-wing, Simon

#### Members

Mr. CHOW Yuen-ming, Paul

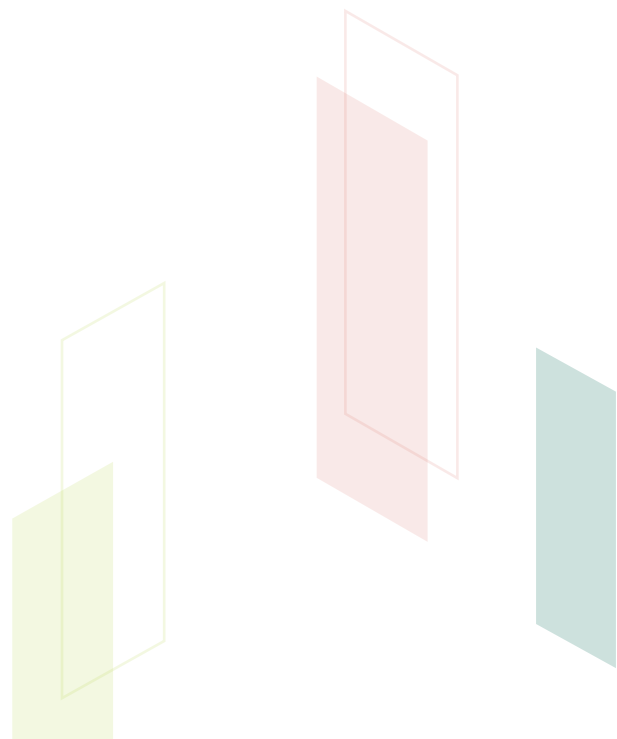
Ir LEUNG Wing-kee, Ricky

Ms. WONG Yeuk-lan, Eliza

Representative of Development Bureau

### Terms of Reference

1. To assist the Council fulfill its corporate governance and overseeing responsibilities of the CIC (with member organisations), including financial reporting, internal control, risk management, internal and external audit functions as well as compliance with policies, regulations and relevant legislations;
2. To oversee the work of Internal Audit Department, to review findings and management's responses to the recommendations made;
3. To oversee the external audit process:
  - To make recommendations to the Council on the appointment of external auditors, audit fees and any related matters;
  - To review annual audit report and any matters raised by external auditors;
4. To approve the engagement of any external consultants to conduct review if necessary; and
5. To assist the Council in dealing other relevant issues.



## Objections Board

The Objections Board was established under Section 54 to 56 of the Construction Industry Council Ordinance (CICO) to deal with objections to levy or surcharge raised by the contractor.

The Board consists of three members of the Council and the Council may authorise the Objections Board to appoint a subcommittee for the better performance of the Objections Board's function.

By virtue of Section 56 of the CICO, the Objections Board has the power to confirm, cancel or reduce the levy or surcharge.

### Membership (all are CIC Member)

#### Convenor

Ir TONG Ka-hung, Edwin

#### Members

Sr HO Kwok-kwan, Thomas

Prof. CHENG Chin-pang, Jack

### Terms of Reference

1. To determine objections to levy and surcharge made under section 55 of CICO and under section 29 of the Construction Workers Registration Ordinance.



## Construction Industry Training Board (CITB)

Established under Section 29 of the Construction Industry Council Ordinance, the CITB is responsible for training and trade testing matters of the construction industry. It provides training courses, establishes and maintains industrial training centres, assists in placement issues and administers the relevant assessments, skills standards establishment, etc. for the construction industry.

### Membership

#### Chairperson

Sr LAM Kin-wing, Eddie

#### Members

Mr. CHAN Lok-chai

Mr. CHOW Luen-kiu

Ir FUNG Kwok-keung, Conrad

Mr. HUANG Yongquan

Prof. LIM Wan-fung, Bernard Vincent

Mrs. LO LEE Oi-lin

Ir LUK Wai-lam, William

Mr. NG San-wa, Lawrence

Sr WONG Kin-wai, Staw

Mr. WONG Ping

Dr. YAN Ting-kwan, Daniel

Deputy Secretary for Development (Works) 1,  
Development Bureau

Chief Occupational Safety Officer (System and Support),  
Labour Department

### Terms of Reference

1. To provide training courses for the construction industry;
2. To establish and maintain industrial training centres for the construction industry;
3. To assist, including by the provision of financial assistance, in the placement of persons who have completed training courses provided for the construction industry;
4. To assess the standards of skills achieved by any person in any kind of work involving or in connection with the construction industry, to conduct examinations and tests, to issue or award certificates of attendance or competence, and to establish the standards to be achieved in respect of any such work;
5. To advise on manpower planning and development for construction personnel at professional, supervisory and craftsman levels; and
6. To foster an ethical culture.

### Management Board / Sub-committee / Steering Group / Task Force / Trade Advisory Panels

- Hong Kong Institute of Construction Management Board
- Sub-committee on Trade Testing
- Sub-committee on Construction Industry Council Approved Technical Talents Training Programmes and Collaborative Training Schemes
- Sub-committee on Ethnic Minorities in Construction
- Smart Site Safety System Programme Development Group
- STEAM Alliance Steering Group
- Task Force on Construction Industry Council Manpower Forecasting Model Updating and Enhancement Study

- Trade Advisory Panel on Construction Supervisor
- Trade Advisory Panel on Quantity Surveying
- Trade Advisory Panel on Bricklaying, Plastering & Tiling
- Trade Advisory Panel on Joinery
- Trade Advisory Panel on Construction Formwork
- Trade Advisory Panel on Painting, Decorating & Sign-writing
- Trade Advisory Panel on Plumbing & Pipe-fitting
- Trade Advisory Panel on Marble-laying
- Trade Advisory Panel on Metal Works
- Trade Advisory Panel on Construction Plant Maintenance & Repairs
- Trade Advisory Panel on Electrical Installation
- Trade Advisory Panel on Construction Scaffolding Works
- Trade Advisory Panel on Bar-bending & Fixing
- Trade Advisory Panel on Plant Operation
- Trade Advisory Panel on Site Surveying and Surveying & Setting-out
- Trade Advisory Panel on Civil Engineering
- Trade Advisory Panel on Concreting
- Trade Advisory Panel on Refrigeration / Air- conditioning / Ventilation
- Trade Advisory Panel on Fire Service System



# Hong Kong Institute of Construction Management Board

The Hong Kong Institute of Construction (HKIC) was established as a company limited by guarantee governed by the Articles of Association under the Company Ordinance (Cap. 622). The HKIC Management Board governs the HKIC. It reports and is accountable to the Construction Industry Training Board (CITB).

## Membership

### Chairperson

Mrs. LO LEE Oi-lin

### Members

Ir Conrad FUNG Kwok-keung

Ir Prof. HO On-sing, Thomas

Ir KWOK Yu-won, Eric

Sr LAM Kin-wing, Eddie

Cr TANG Chi-wang

Prof. Philips WANG Fu-lee

Mr. WONG Ping

Ir YU Sai-yen

Mr. YUON Fuk-lung

Principal Assistant Secretary (Works) 1,  
Development Bureau  
(Membership since 9 November 2023, to continue  
the original term of office of Deputy Secretary for  
Development (Works) 1)

Principal Assistant Secretary (Further Education),  
Education Bureau

### Ex Officio

Ir CHENG Ting-ning, Albert, Executive Director  
of the CIC

## Terms of Reference

1. To formulate strategies for the development of HKIC (the Institute), taking into account of industry input and developments in the vocational and professional education and training (VPET) sector;
2. To ensure efficient and effective management of the Institute to realise its vision and mission;
3. To prepare and submit 3-year Strategic Plan and Annual Plan to CITB for endorsement on an annual basis;
4. To prepare and submit Annual Report to CITB;
5. To oversee and ensure quality provision of the Institute's programmes and services;
6. To decide on the Institute's policies and guidelines on programme planning, development, delivery and review; and
7. To approve programme proposals, including admission requirements, programme objectives, intended learning outcomes, and syllabuses.

## Construction Workers Registration Board (CWRB)

Established under Section 11A of the CWRO, the CWRB governs and provides quality workers registration services for the construction industry.

### Membership

#### Chairperson

Ir LIU Sing-pang, Simon

#### Members

Ir Dr. CHAN Ka-lung, Raymond  
(Retired w.e.f. 1 July 2023)

Mr. CHAN Shut-ho, Franki

Ir CHAN Yun-kan, Simon

Mr. LAM Oi-ki, Peter

Ar. Dr. LAM Wai-pan, Wilson

Ir LEUNG Wai-bun, Brian

Ir LEUNG Wai-ho, Alfred

Mr. LOK Kwei-sang, Tandy

Mr. NG Choi-wah

Sr PONG Yiu-po, Daniel

Cr TANG Yu-chi, Alfred

Ir TSANG Hing-cheung, Gilbert  
(Membership since 1 July 2023)

Mr. WONG Ping

Ir Prof. XIAO Fu, Linda

Mr. YAU Wah-hong, Alec

Deputy Secretary for Development (Works) 1,  
Development Bureau

Assistant Director / Gas and General Legislation,  
Electrical and Mechanical Services Department

Chief Occupational Safety Officer (Operations),  
Labour Department

Chief Officer / Technical Services, Buildings Department

### Terms of Reference

1. To set the qualification requirements for registration or renewal of registration;
2. To act on and discharge tasks in regard to the Construction Workers Registration Ordinance, which include inspection of construction sites, conducting construction workers registration, handling review and appeal cases relating to workers registration, maintaining the daily attendance records of construction sites, and so on; and
3. To perform and exercise such other functions or powers as are imposed on it by the Construction Industry Council.

### Boards / Sub-committees

- Construction Workers Qualifications Board
- Construction Workers Review Board
- Sub-committee on Data Analysis
- Sub-committee on Registration Matters
- Sub-committee on Workers Development and Welfare
- Task Force on Electronic Construction Workers Registration Card

## ZCB Management Board

The CIC-Zero Carbon Park (CIC-ZCP, originally named as Zero Carbon Building (ZCB)) was set up as a company limited by guarantee governed by the Articles of Association under the Company Ordinance (Cap. 622). It is governed by a Board of Directors appointed by the CIC and consists of top green building specialists, engineers and key stakeholders who steer the development of the CIC-ZCP.

### Membership

#### Chairperson

Mr. FU Chin-shing, Ivan

#### Members

Ir CHAN Loong, Geoffrey

Ir CHENG Ting-ning, Albert

Ms. CHEUNG Yee-may, Mimi

Ms. CHEUNG Yuen-ying, Serena

Dr. IP Chung-man, Tony

Mr. KWOK Chi-wah, Andrew

Ms. KWOK May-han, Grace

Cr MANG Ka-wing, Terence

Ms. SONG Jing, Joy

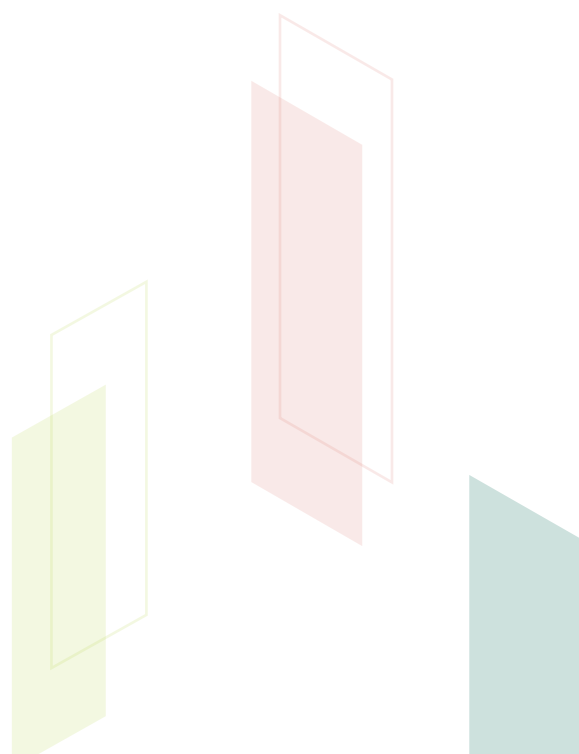
Ms. TANG Ka-fung, Florine

Mr. WONG Siu-han, Rex

Ir YU Shek-man, Ringo

### Task Force / Panels

1. CIC-ZCP Sponsorship Vetting Panel



# Construction Innovation and Technology Application Centre (CITAC) Management Board

The CITAC Management Board assembles industry expertise to oversee the CITAC in exploring and identifying innovative technologies from local and international organisations.

## Membership

### Chairperson

Ar. CHOI Wun-hing, Donald

### Members

Ir CHENG Ting-ning, Albert

Mr. CHAN Yiu-Hang, Danny

Mr. CHEUNG Kam-yin, Chris

Dr. Crystal FOK

Ir Eddie HO

Ir Wes JONES  
(Retired w.e.f. 28 Feb 2023)

Ir LAI Kwok-hung, Sammy

Mr. LEE Hang-wing, James

Prof. LEUNG Kin-ying, Christopher  
(Retired w.e.f. 28 Feb 2023)

Mr. LO Cheuk-pui, Edward

Ir PAN Shu-jie  
(Retired w.e.f. 28 Feb 2023)

Mr. Patrick KABASCI

Mr. REN Yu-xing, Michael

Prof. SHI Wen-zhong, John

Ir Dr. TSUI Yun-cheong, Ricky

Ir WONG Chi-kwong  
(Retired w.e.f. 28 Feb 2023)

Mr. WONG Ka-yu, Oscar  
(Retired w.e.f. 28 Feb 2023)

Mr. Peter YAN

Ir YOUNG Meng-cheung, Andrew

Director of Buildings

Permanent Secretary for Development (Works) or representative

## Terms of Reference

1. To explore and identify innovative techniques and technologies, both locally and internationally, that are suitable for adoption in the Hong Kong construction industry for improvement of its productivity, sustainability and safety;
2. To serve as a knowledge hub by collecting, showcasing and promulgating the latest local and overseas construction technologies with a view to promote their implementation and application;
3. To establish a global research network and serve as a collaboration platform with a view to encourage interdisciplinary research activities and collaboration; and
4. To cultivate and nurture a culture within the construction industry that is receptive and conducive to continuous innovation.

## Task Force

- Task Force on Construction Digitalisation

## Construction Industry Council Youth Affairs Committee

In order to address and meet the needs of young people in the construction industry and the long-term development of the industry, and to formulate a comprehensive “Blueprint for the Development of Youth in the Construction Industry in Hong Kong” (Blueprint) more effectively, the Youth Affairs Committee of the Construction Industry Council was established in late 2022 and coordinate the development of youth affairs in the construction industry in Hong Kong.

### Membership

#### Chairperson

Ar. HO Lik-chi, Nicholas  
(Retired w.e.f. 1 September 2023)

Cr MANG Ka-wing, Terence  
(Chairpersonship since 20 October 2023)

#### Vice-Chairperson

Cr MANG Ka-wing, Terence  
(Retired w.e.f. 20 October 2023)

Ir CHENG Yin-kwan, Andy  
(Membership since 20 October 2023)

Ms. LUI Wing-chi, Michele  
(Membership since 20 October 2023)

#### Members

Ir CHAN Chi-man

Dr. CHAN Yee-shan, Isabelle

Ir CHENG Yin-kwan, Andy  
(Retired w.e.f. 20 October 2023)

Ms. CHOI Lok-yin, Catherine

Mr. CHUNG Chi-wai, Leo

Mr. LAM Chi-ping, Arthur

Ms. Elaine LAM

Ms. LUI Wing-chi, Michele  
(Retired w.e.f. 20 October 2023)

Ir PUNG Chun-nok, Samson

Ir TAI Lai-ying, Kathy

Ir TAM Wing-yeung, Vincent

Sr TING Yuen-chun, Eric

Mr. WONG Ka-lung

Ms. Hayley YAU

Mr. YEUNG Pak-to

Principal Assistant Secretary (Works)  
Development Bureau

### Terms of Reference

1. To formulate the future direction of the youth development policy of the construction industry in Hong Kong, to recommend the short-term, medium-term and long-term plans to meet the needs of youth in their developmental stages, and to formulate a comprehensive blueprint for the development of youth in the construction industry in Hong Kong, with clearer visions and missions through policies;
2. To organise different types of youth development activities and programmes in the construction industry in Hong Kong and provide young people with opportunities to unleash their potential, sharpen their competitive edge and become future masters of Hong Kong with vision, creativity, commitment to society, positive mindset and leadership qualities;
3. To encourage and support young people to grasp the immense opportunities brought about by the development of the Guangdong-Hong Kong-Macao Greater Bay Area, help them understand the latest developments of both Hong Kong and those cities and seek regional cooperation;
4. To nurture a new generation of young Hong Kong people with a sense of loving our country and Hong Kong and to review the effectiveness of the project in developing youth in the construction industry; and
5. To coordinate the working groups for formulating and implementing the detail plans.

## Construction Industry Sports & Volunteering Programme Committee (Com-CISVP)

The Com-CISVP aims to better steer and promote sports and volunteering programmes in the construction industry, and to develop a long-term partnership with key industry stakeholders.

### Membership

#### Chairperson

Ir Dr. PANG Yat-bond, Derrick

#### Members

Ms. CHAN Ka-po, Judy

Ms. CHAN Kwong-ming, Judy

Mr. CHAN Yam-lung, Alfred

Mr. CHAU Kai-nin, Alex

Mr. HO Yau-ho, William

Ir Louis HUI

Mr. LAI Siu-ki, Pele

Ir Francis LEONG

Mr. LIU Hoi-yu, Paul

Mr. NG Heong-chen

Mr. SO Chi-kin, Cyril

Mr. TSANG Ting-fat

Mr. WONG Siu-kei, Ivan

Mr. YAU Kit-pan

Mr. YEUNG Wai-lun

Deputy Secretary for Development (Works) 1 or representative

### Terms of Reference

1. To steer the development of Construction Industry Sports & Volunteering Programme (CISVP);
2. To promote CISVP to the wider population of the construction industry;
3. To encourage setting up company sports clubs and volunteering teams at company or association; and
4. To support CISVP events including but not limited to proactive promotion and participant recruitment.

### Task Force

- General Sports Task Force
- Ball Games Task Force
- Volunteering Service and Caring Organisation Task Force
- Fundraising and Promotion Task Force

## Management Committee on Technically Competent Persons Registration Scheme (MC-TCPRS)

The CIC established the MC-TCPRS to steer the direction of Technically Competent Persons Registration Scheme (TCPRS).

### Membership

#### Chairperson

Ar. LEUNG Wai-kin, Clarence  
(Chairpersonship since 1 February 2023)

Ir WONG Kin-wai, Ken  
(Retired w.e.f. 1 February 2023)

#### Members

Mr. AU-YEUNG Hoi-pang  
- Representative of the Buildings Department

Mr. KWOK Chi-wah, Andrew

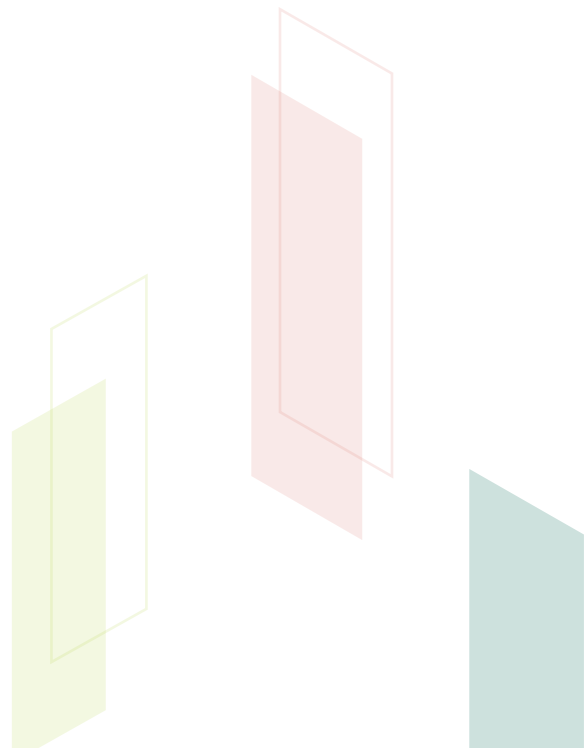
Ir LAW Hoi-chee, Rachel  
- Representative of the Geotechnical Engineering Office  
of the Civil Engineering and Development Department

Mr. LEE Kai-yuen, Chris

Ir TANG Hung-wai, Benny  
- Representative of the Buildings Department

### Terms of Reference

1. To steer the implementation of the Technically Competent Persons Registration Scheme (TCPRS);
2. To review the efficacy of the TCPRS in uplifting the quality of site supervision personnel;
3. To review the appeal and / or complaint case(s) under the TCPRS; and
4. To consider the industry feedback and any other related matters to facilitate the industry for a wider adoption of the TCPRS.



# Management Committee on Construction Innovation and Technology Fund (MC-CITF)

The Management Committee on Construction Innovation and Technology Fund (MC-CITF) oversees the CITF operations.

## Membership

### Chairperson

Ir TONG Ka-hung, Edwin

### Members

Ir CHENG Ting-ning, Albert

Ir Alice CHOW

Prof CHUNG Kwok-fai

Ir HUNG Cheung-shew, Danny

Ms. Kiki WANG

Ir YOUNG Meng-cheung, Andrew

A representative from the Development Bureau

## Terms of Reference

1. To formulate and recommend for the Council's approval, the operational framework of the CITF;
2. To ensure the CITF is operated properly and efficiently in accordance with the approved operational framework;
3. To report to the Council on the operation of the CITF; and
4. To decide on all matters relating to the CITF operation as and when required, subject to the Council's ultimate decision.

## Vetting Sub-Committees

- BIM Vetting Sub-Committee
- ACT Vetting Sub-Committee
- MiC Vetting Sub-Committee
- Manpower Development Vetting Sub-Committee



## Investment Task Force

The Investment Task Force advises the CIC on investment-related matters, such as purchase, asset switching, redemption, etc. It also oversees the performance of the CIC's investments.

### Membership

#### Chairperson

Mr. WONG Hin-wing, Simon

#### Members

Mr. KWOK Cheong-ping, Charles

Mr. LAM Siu-fung, Frank  
(Membership since 1 July 2023)

Mr. LEUNG Sze-kit, Roy  
(Retired w.e.f 1 July 2023)

Mr. Kassian POLIN

Mr. TSE Yue-hong, Chris

### Terms of Reference

1. To recommend appropriate investment of surplus funds;
2. To advise the CIC on investment-related matters, such as purchase, asset switching, redemption, etc;
3. To oversee the performance of the CIC's investments;
4. To advise and formulate investment strategies for the CIC; and
5. To decide whether external managers should be appointed to manage the CIC's investment portfolio going forward.

## DEVB – CIC Joint Working Group on Modular Integrated Construction (MiC)

DEVB – CIC Joint Working Group on MiC was set up by Development Bureau (DEVB) and CIC in May 2017 to promote and widen MiC adoption in Hong Kong.

### Membership

#### Chairperson

Ar. WONG Yuk-sun, Simon

#### Vice-Chairperson

Ir KWONG Ka-sing, John

#### Members

Ar. CHOI Wun-hing, Donald

Mr. HO Chun-hung

Mr. KUOK Hoi-sang, Stephen

Mr. LEUNG Kin-man, Stephen

Mr. LI Kiu-yin, Michael

Mr. WONG Kwong-yiu, Ricky

Secretary (on rotational basis between DEVB and CIC)

### Terms of Reference

1. To identify suitable technologies and practices of MiC for Hong Kong;
2. To identify critical issues in implementing MiC in Hong Kong and to formulate relevant measures to tackle the issues;
3. To establish a roadmap leading to wide adoption of MiC in Hong Kong;
4. To promote the adoption of MiC in Hong Kong; and
5. To establish and monitor, if appropriate, task forces for addressing specific issues.



## Other Task Forces / Boards / Steering Committees

- Task Force on Investment
- Task Force on Construction Industry Site Supervision Practice
- Building Information Modelling Certification and Accreditation Board
- Building Information Modelling Appeal Board
- Steering Committee for the Consultancy Study on Improving Time, Cost and Quality Performance of the Hong Kong Construction Industry
  - DEVB-CIC Joint Working Group for the Consultancy Study on Improving Time, Cost and Quality Performance of the Hong Kong Construction Industry
- Steering Committee for the Consultancy Study on Improving Environmental Performance of the Hong Kong Construction Industry
  - DEVB-CIC Joint Working Group for the Consultancy Study on Improving Environmental Performance of the Hong Kong Construction Industry

## Senior Management



**Ir CHENG Ting-ning, Albert**  
Executive Director



**Mr. HO Kwing-kwong, Alex**  
Director - Industry Development



**Dr. YANG Wen-wu, Morgan**  
Director - Hong Kong Institute of Construction



**Mr. CHAN Ka-shing, Adams**  
Chief Information Officer



**Ms. CHOI Ying-wai, Rebecca**  
Assistant Director -  
Qualification & Quality Control,  
HKIC



**Mr. HO Long-chau, Charles**  
Assistant Director -  
Training, HKIC



**Ms. IP Wai, Cheryl**  
Assistant Director - Human  
Resources & Administration



**Ms. LEE Oi-yen**  
Assistant Director -  
Registration Services



**Ir ZHOU Yan**  
Assistant Director - Industry  
Development (High  
Productivity Construction)



**Mr. CHOW Wai, Barry**  
General Manager -  
Information Technology  
(Enterprise Solutions)



**Mr. LAU Tsz-lok, Chris**  
General Manager - Finance &  
Procurement



**Mr. LEUNG Ming-tak, Timothy**  
General Manager - Industry  
Development



**Mr. CHAN Tsz-yan, Sam**

Senior Manager -  
Industry Development,  
Construction Innovation and  
Technology Fund



**Mr. CHAN Wai-keung, William**

Senior Manager -  
Estates Office & Corporate  
Administration



**Mr. GUO Guan-hong, Gordon**

Senior Manager -  
Industry Development,  
Mainland Liaison Services



**Ms. HO Fung-chi, Margaret**

Senior Manager -  
Industry Development,  
Environment & Sustainability



**Mr. HO Yau-ho, William**

Head of Certificate Training,  
HKIC



**Ir JIANG Hao, Eric**

Senior Manager -  
Industry Development,  
Secretariat & Operations



**Mr. KO Chun-hon, Ivan**

Senior Manager -  
Trade Testing



**Mr. KOK Kai-fung, Jerry**

Senior Manager -  
Curriculum Development and  
Quality Assurance, HKIC



**Mr. LAI Chi-wai**

Senior Manager -  
Registration Services



**Mr. LEUNG Lap-kei, Chris**

Senior Manager -  
Industry Development, Digital  
Platform



**Mr. NG Chi-wai, Ron**

Principal - School of  
Professional Development in  
Construction, HKIC (Acting)



**Ms. TAM Sze-Hang, Priscilla**

Senior Manager -  
Student Affairs, HKIC



**Mr. THONG Wang-fai, William**

Head of Diploma & Machinery  
Training, HKIC



**Mr. WONG Chun-kuen, George**

Senior Manager - Industry  
Development, Construction  
Digitalisation



**Ms. WONG Man-see, Ellen**

Senior Manager - Industry  
Promotion



**Cr WU Kai-chung, Kenneth**

Senior Manager - Industry  
Development, Construction  
Productivity



**Ms. Miranda YEAP**

Senior Manager - Corporate  
Secretariat



**Mr. YIM Man-Wai, Jonas**

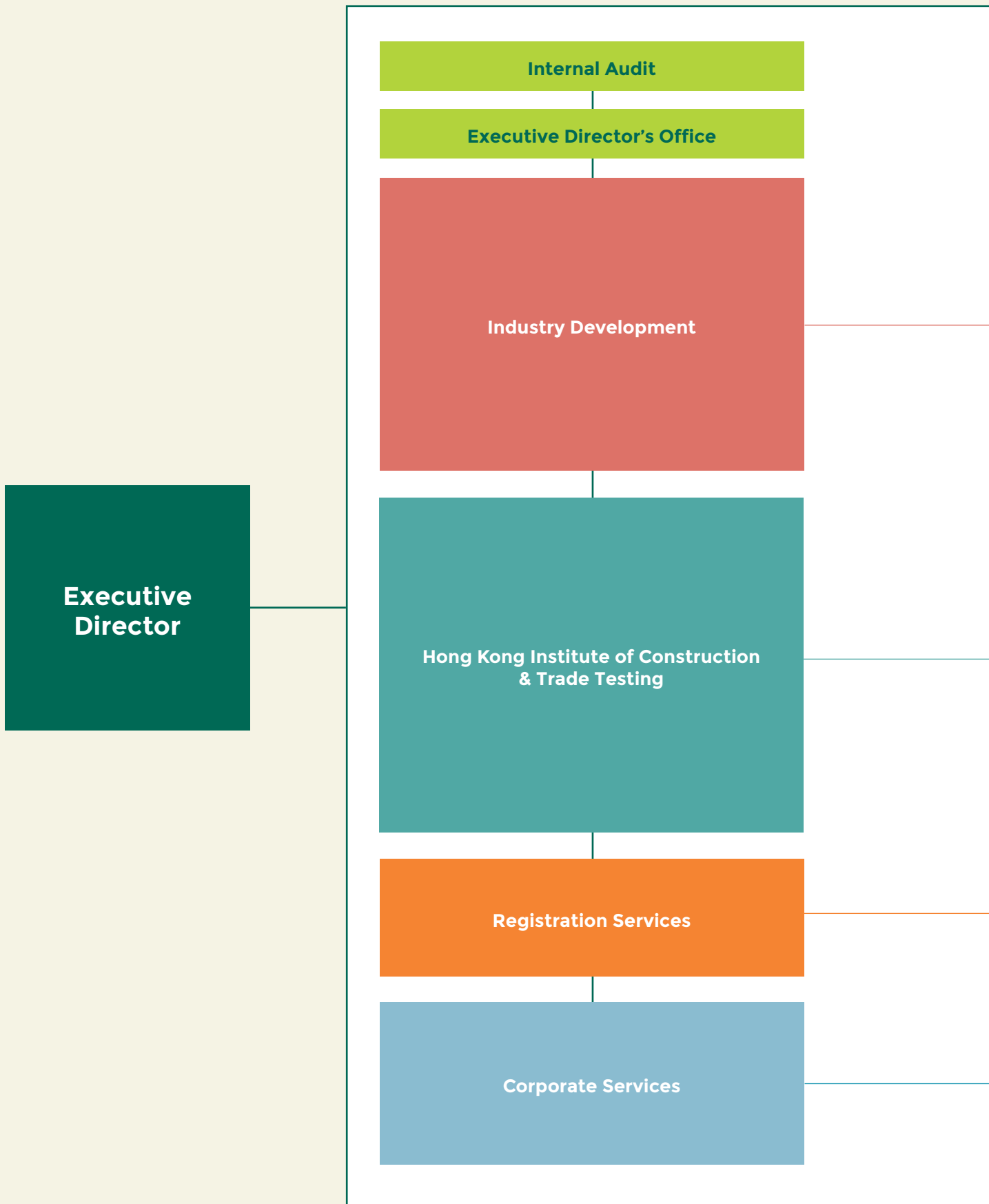
Senior Manager - Safety  
Training & Culture  
Development, HKIC



**Mr. YIP Ting-fung, Kevin**

Head of Infrastructure

## CIC Functional Organisation Chart



Construction Digitalisation	Construction Innovation & Technology	Construction Innovation & Technology Fund
Construction Business Development	Environment & Sustainability	CIC - Zero Carbon Park
Construction Productivity	Mainland Liaison Services	MiC Resource Centre
Construction Safety	Corporate Safety	Digital Platform
Industry Engagement & Events	Secretariat & Operations	

Trade Testing	Safety Training			
Certificate Training	Diploma & Machinery Training			
Curriculum Development & Quality Assurance	Student Recruitment	Student Development	Career Support Services	Collaboration Scheme
Administration & Support				
School of Professional Development in Construction				

Construction Workers Registration Board - Secretariat	Subcontractor Registration	Workers Registration	Inspection & Enforcement
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Information Technology & Big Data	Corporate Communications	Corporate Secretariat	Legal & Compliance
Human Resources	Estates Office & Corporate Administration	Finance & Procurement	Project

# OPERATIONAL REVIEW



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## Construction Digitalisation

The Construction Digitalisation Department continues to promote and facilitate wider adoption of construction digitalisation and related technologies in architecture, engineering, construction and operation, as well as formulating strategies for market transformation and promoting cross-discipline collaboration in the industry.

To achieve the target set in the CIC's "Construction Digitalisation Roadmap for Hong Kong", the CIC carried out the following initiatives in 2023.

### CIC Digital Twin Hub

To further accelerate construction digitalisation and popularise the use of digital twin in the industry, the CIC established the "CIC Digital Twin Hub". The "CIC Digital Twin Hub", transformed from the "CIC BIM Space", provides a collaborative platform and an array of technological showcases to facilitate knowledge exchange, nurture talents and inspire innovation in the field of digital twin and construction technology. The newly established CIC Digital Twin Hub consists of four key areas, including Showcase Area, Smart Site Construction Management Corner, Multi-purpose Area and Digital Twin Lab. It provides a variety of functions, such as digital twin experience sharing sessions, group guided tours and advisory workshops.



CIC Digital Twin Hub Opening Ceremony

### Hong Kong Construction Common Data Environment Award 2023

The CIC and the Development Bureau continue to co-organise the Hong Kong Construction Common Data Environment Award in 2023 to recognise outstanding local projects and organisations that had best utilised CDE to improve project management, collaboration, productivity and sustainability. To further encourage Hong Kong projects to adopt CDE, the "Overseas Achievement Award" was newly added under the Organisation Category to recognise organisations with remarkable CDE adoption on non-local projects and actions to adopt overseas experience in Hong Kong projects.



Hong Kong Construction Common Data Environment Award 2023



Construction Digitalisation Coaching Session



## Construction Digitalisation Charter

Since the launch of the Construction Digitalisation Charter at the end of 2022, around 200 organisations have signed the Charter to join hands with the CIC to achieve our digitalisation targets for the industry.

In 2023, the CIC organised a Construction Digitalisation Charter Pledgees Sharing event to invite pledgees to share their digitalisation journey and a Coaching Session with interactive workshops and sharing to assist Construction Digitalisation Charter pledgees to develop strategic roadmaps tailored to their respective organisations.



Construction Digitalisation Charter Pledgees Sharing

## CIC Construction Digitalisation Award 2024

The CIC launched the second CIC Construction Digitalisation Award in 2023 to recognise outstanding local projects and local organisations for their contribution in the promotion and adoption of digitalisation tools and workflows and in bringing about innovation in these areas to improve productivity, quality, sustainability and safety, with measurable key performance indicators. This time, “Special Sub-categories” including “Building Information Modelling (BIM) & Digital Twin”, “Common Data Environment (CDE)”, “OpenBIM” and “Smart Site Safety System (4S)”, are newly added under the Project Category.



CIC Construction Digitalisation Award 2024

## Master Classes on Construction Digitalisation

Building on the success of the opening of the CIC Digital Twin Hub, the CIC developed the signature course “Master Class on Digital Twin” for industry practitioners in 2023 which enrollment started in Q4 2023. The Master Class will be launched in 2024 and it aims to empower participants with a thorough understanding of the practical applications of Digital Twin for construction and equip professionals to leverage Digital Twin technology in their roles to drive digital transformation for the construction industry.

In addition, the CIC launched another signature course “Master Class on AI for Construction” in February 2023. The course aims to enable industry professionals to adopt AI and relevant advanced solutions, such as natural language processing, machine learning, computer vision, and robotics, in construction projects in Hong Kong.

The CIC also continues to re-run the ever popular Master Classes on Construction Digitalisation. In April 2023, the second cohort of the “Master Class on Common Data Environment (Project Managers)” was successfully completed and the programme had over 70 graduates since its launch in 2022.



CIC Master Class on Artificial Intelligence (AI) for Construction Kick-off Ceremony

## Memorandum of Understandings Signing

The CIC signed the Memorandum of Understandings (MoUs) with the Faculty of Architecture, the University of Hong Kong, MIT Hong Kong Innovation Node and SenseTime Group Limited to jointly promote the adoption of innovative construction technologies and drive digital transformation for the Hong Kong construction industry.



Memorandum of Understandings (MoUs) with Faculty of Architecture, the University of Hong Kong, MIT Hong Kong Innovation Node and SenseTime Group Limited

## Multi-to-Multi Construction Digitalisation Meet Up

The CIC and Cyberport co-hosted a business matching event, "Multi-to-Multi Construction Digitalisation Meet Up". The event featured participation from over 35 startups, which were invited to showcase their latest technological solutions aimed at enhancing productivity within the construction industry. The event extended invitations to over 30 CIC Construction Digitalisation Charter pledgees and more than 70 industry representatives. These startups came together to explore the adoption of construction technology across four key areas: ESG, efficiency, safety, and quality, resulting in more than 100 successful business matchings.



Multi-to-Multi Construction Digitalisation Meet Up



Construction SafetyHACK 2023 - Future of Construction Safety

### Construction SafetyHACK 2023 - Future of Construction Safety

The CIC supported a Hackathon event titled “Construction SafetyHACK 2023: Future of Construction Safety”, which was co-organised by the MIT Hong Kong Innovation Node and Hong Kong Productivity Council. The event gathered university students and professionals from various backgrounds to explore innovative ideas and leverage new technologies to create a “Zero Accident” construction site.



### CIC BIM Competition 2023

For the fifth year, the CIC BIM Competition continued to promote the practical uses of BIM through a collaborative and competitive learning approach among higher education students in construction-related disciplines. The theme of this year’s Competition is “Sustainable Design of the Construction Innovation Campus”.



CIC BIM Competition 2023

## Reference Materials of BIM Harmonisation for Digital Hong Kong

The CIC completed the final version of “Reference Materials of BIM Harmonisation for Digital Hong Kong” aiming to identify appropriate additional information requirements of BIM models for reference by the industry (both public and private sectors). The reference materials will be published in 2024 after incorporating comments of key stakeholders. This is in support of the Government’s initiative of developing Common Spatial Data Infrastructure (CSDI) and Smart City and to satisfy the use of cases identified in the Report on 3D Spatial and BIM Data Use Case Requirements of the Hong Kong Construction Industry published by the CIC in 2021.



## White Paper on BIM Personnel Development in Hong Kong

The CIC conducted a review of the BIM personnel development of the Hong Kong construction industry in 2020 to estimate the demand for BIM managers and BIM Coordinators by 2025. In August 2022, the CIC had commenced a survey on the current supply and demand of BIM personnel to formulate a forecast on the future manpower requirement and availability. A total of 124 project-based surveys and 37 organisation-based surveys were collected. Additionally, the CIC had interviewed 19 organisations, including different categories of stakeholders. The White Paper reviewed the supply and demand of BIM personnel in 2022, as well as providing a forecast for the supply and demand of BIM personnel from 2023 to 2027. Key recommendations were made in the White Paper to facilitate the supply of BIM personnel.

## Teaching and Learning Kit for BIM Viewer Training

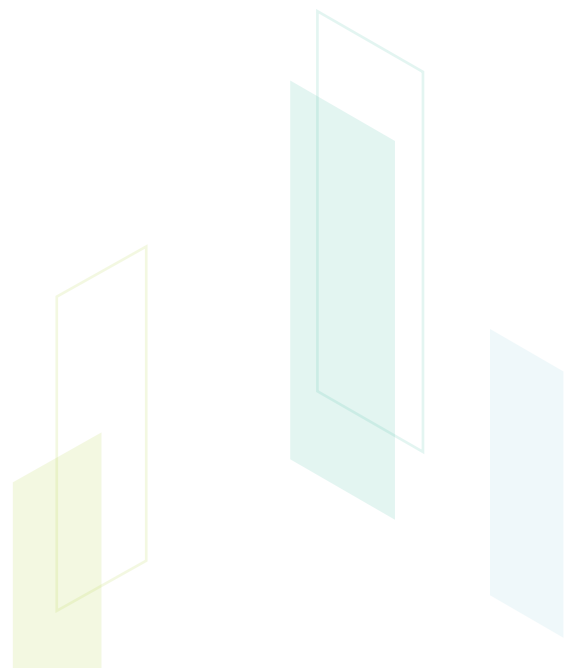
To cope with the surging demand for BIM Viewers, the CIC developed a “Teaching and Learning Kit” for BIM Viewer training, available in both self-learning and instructor-led training. A new BIM Viewer platform was introduced in 2023, achieving a total of four different BIM Viewer platforms together with an openBIM (IFC compatible) platform. From its launch in 2021 to the end of 2023, over 27,770 individuals have completed the online training and received the BIM Viewer certificates.

## Way Forward

The CIC Construction Digitalisation Award 2024 has been launched with an Award Presentation Ceremony at the end of 2024. A CIC Global Construction Digitalisation Forum and Exhibition 2024 is scheduled to be held during the year.

On the training side, the CIC will continue to consolidate training needs from the industry and collaborate with the School of Professional Development in Construction and Construction Digitalisation training service providers to offer necessary training courses. In addition, the CIC is going to launch the CIC Master Class on Digital Twin in Q1 2024 and will revamp and offer the CIC Master Class on AI for Construction with the latest Large Language Model (LLM) technologies in Q3 2024.

We will continue collaborating with industry stakeholders and relevant government departments to identify and develop quick-win BIM-related digital solutions, such as plugins, through consultancy services or R&D projects, to harness the power of digitalisation in Hong Kong.



## Construction Business Development

With an aim to foster a healthy and competitive construction market in Hong Kong, Construction Business Development (CBD) has conducted a consultancy study to review the terms of construction contracts, ensuring their reasonableness and balance. Furthermore, the CIC has organised various activities such as workshops, webinars and study tours to assist industry practitioners in staying updated on New Engineering Contract (NEC) and Security of Payment Legislation (SOPL). Additionally, the CIC has established the Representative Office of CIC (HK) in Guangdong with a view of assisting the construction companies in Hong Kong in developing business connections. The CIC has also organised national affairs classes for young talents in Hong Kong to gain more understanding of the national affairs and develop a sense of belonging to the country.

### Consultancy Study on Review and Enhancement of Construction Contract Terms

To drive fair risk sharing and promote a collaborative culture, the CIC has commissioned a consultant to conduct a comprehensive study. The objective of this study is to review the terms of construction contracts, ensuring their reasonableness and balance in relation to the rights and obligations of all contracting parties involved. The goal of the study is to provide strategies and good practices of recommendations by referencing international contracts and local government contracts that can be implemented in the short, medium and long term.

### Study Tour to London 2023

The NEC Engineering and Construction Contract (ECC) Hong Kong Edition was launched on 13 July 2023. The CIC organised a study tour to attend the NEC Annual Conference 2023 in London, the United Kingdom. The main purpose of the tour was to let delegates keep abreast of the latest developments in NEC and exchange views with international users and experts regarding their experiences with NEC. In addition, the study tour provided delegates with knowledge on the latest innovative construction technologies, their implementation and practices. It also sought to explore the possibility of adopting these technologies in the construction industry in Hong Kong.



NEC Annual Conference held in London on 13 July 2023

### Security of Payment Legislation

The proposed Construction Industry Security of Payment Bill ("Legislation") has been discussed in the Panel on Development meeting held on 28 November 2023. The Legislation proposal of the Bill is in the finalising stage and is seeking submission to the Legislative Council in the first half of the following year 2024 for consideration and enactment. Two briefing sessions were given by the Development Bureau (DEVB) on 10 July and 6 December 2023 to provide industry practitioners with updates on the enactment of the Legislation.



Briefing Session held on the Legislation on 6 December 2023

## NEC Workshops

The CIC organised workshops and webinars to promote the implementation of NEC and foster a collaborative culture within the construction industry. Besides, a workshop with the DEVB has been arranged to review the NEC implementation challenges and explore potential solutions for the way forward.



Webinar on NEC held on 14 November 2023

## Mainland Liaison Services (MLS)

The Representative Office of CIC (HK) in Guangdong was successfully established and put into operation in Guangzhou in 2023. The Representative Office will assist the Hong Kong construction industry in establishing business connections, exploring business opportunities, and hence building a comprehensive construction supply chain in the Greater Bay Area (GBA) in the future.

The CIC has organised two signature courses on national affairs in Beijing, aiming to deepen the understanding of Hong Kong's industry towards the Mainland development and cultivate a sense of belonging to the country among the participants.

The Forum of China ConTech Development and the Future of Hong Kong Construction Industry was hosted by the CIC on 9 August 2023, aimed to build a platform for high-level industry exchanges, foster collaborations and create business opportunities. At the Forum, 23 leading figures from the construction industry in Mainland China and Hong Kong discussed the latest construction technologies in the Mainland and the development opportunities of the local construction industry.

In 2023, the CIC organised courtesy visits to more than 70 organisations, including institutes, associations, and enterprises, etc. The CIC gradually expanded the network of liaison affairs with the Mainland, strengthened talents matching, improved supply chain, as well as innovation and technology exchanges.



Representative Office of CIC (HK) in Guangdong was successfully established and started its operation in Guangzhou on 24 July 2023





Signature Course on National Affairs in Beijing started in June 2023



The Forum of China ConTech Development and the Future of Hong Kong Construction Industry was held on 9 August 2023

## Way Forward

Recognising the distinct duties and business nature of CBD and MLS, and considering the increasing significance of MLS's roles and responsibilities, the decision to split Com-CBD & Mainland Liaison (ML) into two separate committees was made by the Council in October 2023. This division ensures a more focused development in their respective areas. Additionally, at the Council Meeting in December 2023, a proposal was put forth to merge the Committee on Construction Business Development with the Committee on Productivity. This merger aims to create synergies and adopt a comprehensive and coordinated approach to improving productivity, facilitating business development and driving positive changes in the construction industry. The newly established and merger of committees is expected to begin their service in 2024.

## Repair, Maintenance, Alteration & Addition (RMAA)

The Committee on RMAA (Com-RMAA) aims to foster and support the development of efficient and healthy Repair, Maintenance, Alteration & Addition industry through comprehensively reviewing and determining the development directions of RMAA works, and enhancing the techniques, management and safety knowledge of the RMAA sector by optimising the existing relevant courses. To effectively develop the broad initiatives of this industry, the Com-RMAA has created four sub-committees on Worker Training, Promotion & Education, Standardisation and Supervision Matters.

### Promotion on Certificate in RMAA Courses and Intermediate Tradesman Collaborative Training Scheme

To enhance the skill level and safety awareness of workers engaged in RMAA works, the Hong Kong Institute of Construction (HKIC) has organised two certificate courses in RMAA. In addition, the HKIC also provides the Intermediate Tradesman Collaborative Training Scheme (ITCTS) through collaboration with contractors. Throughout the year, the courses have been constantly reviewed by HKIC to closely follow the events and needs of the industry and public. The courses and ITCTS combined have trained up 138 graduates and 203 students under training.

To enhance the management and quality of contractors, two new designated trades for RMAA – “Building Maintenance” and “Interior Fitting-Out” were launched under the Registered Specialist Trade Contractors Scheme (RSTCS) on 1 October 2023.

To increase the recognition of RMAA courses, the Com-RMAA continued to promote the courses to different government departments and organisations for recruiting the course graduates to undertake their works. It is encouraging to see many organisations have showed their support to start recruiting the graduates.

### Thematic Talks and Launching Ceremony on Construction Industry Integrity Charter 2.0 and Carnival

Thematic Talks and Launching Ceremony on Construction Industry Integrity Charter 2.0 and Carnival were held from 31 March to 2 April 2023. The RMAA Thematic Talks and Launching Ceremony on Construction Industry Integrity Charter 2.0 attracted 140 guests and 845 online participants. At the Launching Ceremony, 16 participating and supporting professional associations and organisations pledged to further promote and encourage the construction industry to implement the Integrity Management System, maintain and enhance the professionalism and integrity of the construction industry, and actively encourage organisations and company members to participate in the Construction Industry Integrity Charter 2.0.



Thematic Talks and Launching Ceremony on Construction Industry Integrity Charter 2.0 and Carnival



Thematic Talk on RMAA New Mileage

## Consultancy Study

In 2022, The RMAA market accounted for approximately more than one-third of the total construction expenditure in Hong Kong. With the increasing number of aging buildings, the market is projected to witness a steady growth in expenditure. Com-RMAA has engaged a consultancy study on RMAA in May 2023 with aims to provide insights, issues and initiatives for the development of the RMAA industry with a focus on enhancing safety.

## Thematic Talk on RMAA New Mileage

The thematic talk on RMAA New Mileage in collaboration with the Labour Department and the Property Management Services Authority was successfully held on 7 November 2023. The event included introduction of “Building Maintenance” and “Interior Fitting-Out” trade under RSTCS as well as the regulatory regime of the property management industry and guide on construction and work safety of truss-out bamboo scaffolds. The talk successfully attracted 132 guests and 2,062 online participants.

## Way Forward

In order to set out a definitive framework of the RMAA market and targeted initiatives to contribute to the development of a healthy RMAA market, Com-RMAA will continue to monitor and work on the consultancy study. Stakeholder engagement sessions will be conducted in Q2 2024 to discuss the long-term development of the industry. The consultancy study is expected to be completed in Q3 2024.

The Com-RMAA will continue to host CPDs and events and focus on the development of the construction industry. The RMAA sector will also be able to participate in the Outstanding Contractor Awards 2024 RMAA category to solidify their reputation in the RMAA industry.

To address the ongoing safety issues within the RMAA industry, Com-RMAA will focus on the development of RMAA safety reference materials to help stakeholders and the public understand the safety requirements and best practices when conducting RMAA works. An RMAA exhibition corner is also planned to be set up in Q3 2024 to help educate stakeholders and the public to properly understand and manage RMAA works.

## Construction Productivity

In view of the critical challenge of the aging workforce and the anticipated high construction volume in the coming decade, the Construction Productivity Department supports the Committee on Productivity (Com-PRO) in promoting innovation and facilitating the adoption of modern technologies and construction methods to enhance the industry's productivity and quality.

### Improving Time, Cost, and Quality Performance of the Hong Kong Construction Industry

The consultancy report "Improving Time, Cost and Quality Performance of the Hong Kong Construction Industry" was released on 17 November 2022. The report recommended 13 strategies in four focus areas: High Productivity Construction, Streamline Approval Process, Drive Adoption of Innovative Technologies, and Enhance Project Management & Procurement with the aim to uplift the industry's competitive strengths to cope with the golden decade ahead. In 2023, we formulated individual short-term action plans for each focus area and initiated them accordingly. These action plans are expected to take approximately 1-2 years to complete, with the goal of finishing by Q4 2024.

### Ongoing Research Projects

To enhance construction productivity, a number of research projects were initiated using emerging technologies, such as artificial intelligence, robotics, etc.

- Development of an Artificial Intelligence Rock Type Classification and Fracture State Characterisation APP for Engineering Applications (conducted by the University of Hong Kong)
- Autonomous Mobile Robot for Material Delivery and Site Inspection (conducted by Shui On Construction Company Limited)
- Development of Advanced Seismic Design Guidelines for Modular Integrated Construction (MiC) Buildings in Hong Kong and in the Greater Bay Area (conducted by The Hong Kong Polytechnic University)
- iBEAM Unison - Data Unification Platform to Enhance the Integrity of Environmental and Sustainability Data in Design and Construction Processes (conducted by BEAM Society Limited)
- Study of Artificial Intelligence for Road Surface Depression Detection Using 3D LiDAR Data (conducted by The Hong Kong Polytechnic University and the Highways Department as industry partners)

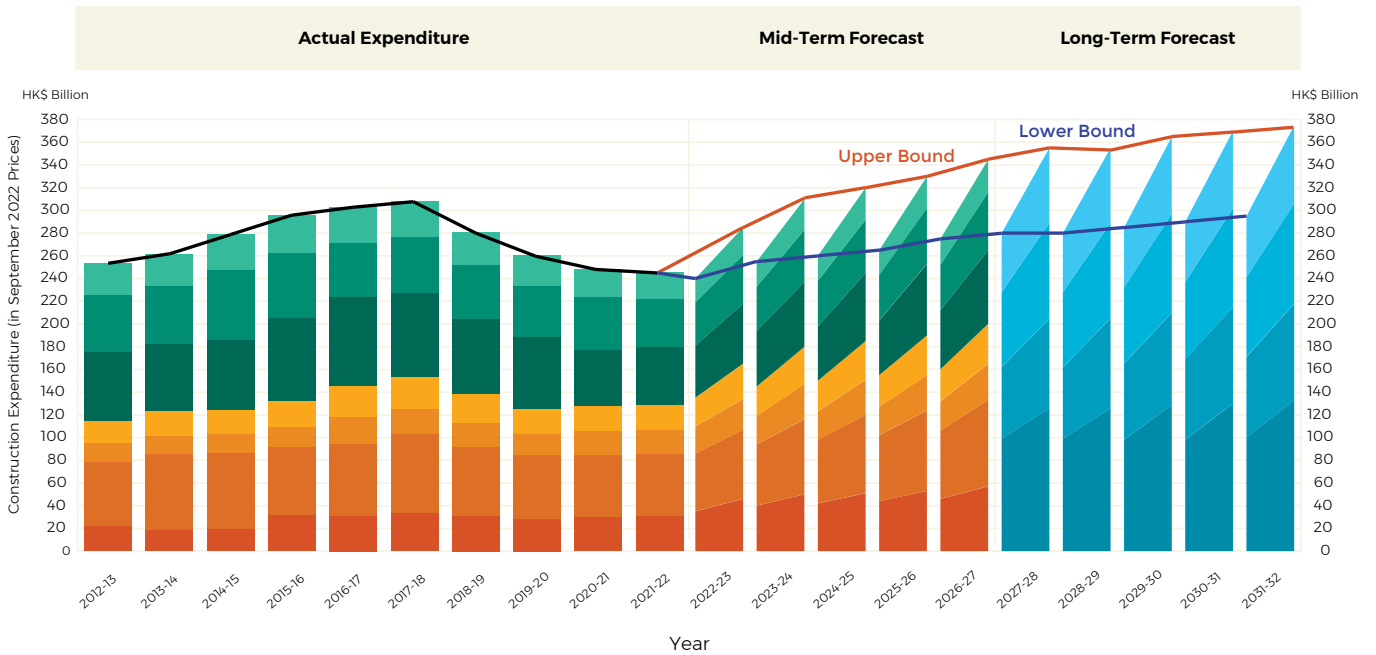
### Study Tour to Japan 2023

The Committee on Productivity (Com-PRO) jointly organised a 4-day study tour to Tokyo, Japan, in May 2023 with the Committee on Environment (Com-ENV). The purpose of the visit was to widen the CIC delegates' exposure to the international industry trends and the latest developments in construction innovative technologies. The delegates included the Com-PRO and Com-ENV Members, representatives from the Development Bureau and the Buildings Department, HKSAR Government, as well as the CIC secretariat and some stakeholder organisations. They visited the 5th Construction & Survey Productivity Improvement Expo, New Environment Exposition, Fujita Technology Center, Obayashi Technology Research Institute, etc., during the tour. The activities have deeply inspired the CIC delegates with the importance of driving sustainability and promoting digitalisation and modernisation in the construction industry.



Study Tour to Japan 2023

### Construction Expenditure Forecast For Public And Private Sectors\* (2022/23 to 2031/32)



\*Based on the information up to March 2023

Colour Codes		E&M Works*	RMAA Works*	Civil Works	Building Works
Actual Expenditure & Mid-Term	Public Sector	<span style="color: yellow;">■</span>	<span style="color: orange;">■</span>	<span style="color: lightblue;">■</span>	<span style="color: darkblue;">■</span>
	Private Sector	<span style="color: lightgreen;">■</span>	<span style="color: darkgreen;">■</span>	-	<span style="color: darkgreen;">■</span>
Long-Term	Public Sector + Private Sector	<span style="color: lightblue;">■</span>	<span style="color: darkblue;">■</span>	<span style="color: lightblue;">■</span>	<span style="color: darkblue;">■</span>

\*E&M Works - Electrical and Mechanical Works  
 \*RMAA Works - Repair, Maintenance, Alteration and Addition Works

### Construction Expenditure Forecast

To facilitate policy makers and industry stakeholders in assessing market trends and formulating strategic plans, the CIC continues to forecast construction expenditures for the period of the next ten years. The latest forecast indicated that, due to the massive demand for housing and infrastructure development, the construction volume was expected to reach between HK\$295 billion and HK\$375 billion (at the September 2022 price level) from 2022/23 to 2031/32.

### Way Forward

The Com-PRO will continue to explore and take forward initiatives to showcase best practices on smart offsite construction and site management, explore emerging technologies and advanced materials, and facilitate wider adoption of high-productivity construction solutions and construction robots for enhancing industry's productivity. Practical research projects will continue to be supported to incubate innovative solutions in construction.

## Construction Safety

The Committee on Construction Safety (Com-CSY) has been committed to driving the industry in building a safer working environment over the years, and to taking forward initiatives in promoting and developing various measures to cultivate a positive safety culture, and providing safe work guidelines and training to all stakeholders. With the aim and strategic direction of preventing fatal and serious construction accidents, the Com-CSY and its three sub-committees, namely Sub-committee on Safety Promotion, Sub-committee on Safety Training and Sub-committee on Safety Technical Issues continue to discuss and implement work in different areas.

### Safety Promotion

In 2023, the theme of the 12th consecutive Construction Safety Week (CSW) co-organised by the CIC and the Development Bureau (DEVB) was “United For A New Site Safety Chapter”, to unite the efforts of all stakeholders to jointly promote and work towards achieving the target of “Zero Accident” in the construction industry. The CSW activities included “Safety Conference”, “Safety X Smart Site Exhibition”, “29th Considerate Contractors Site Award Scheme”, “Life First” Campaign, “Construction Safety Exhibition”, as well as “Construction Safety Week Carnival”, etc.



Construction Safety Week 2023 – Kick-off Ceremony and Conference

Construction Safety Exhibition and Construction Safety Week Carnival



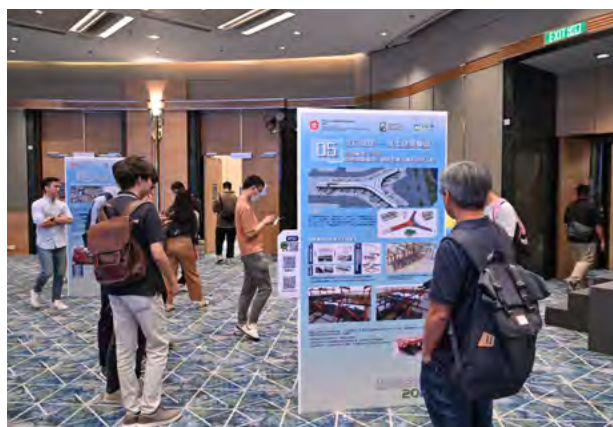
CEO Safety Forum

The 4th year of the “Life First” promotional campaign continued to receive great support from the industry, with 313 works projects participated, and the first “Design for Safety” Competition was organised with a total of 35 projects joined to demonstrate how to apply construction design to enhance construction safety and safety culture. The “Life First” Quiz Competition, first held in 2022, had since received positive feedback from the industry and continued to be held in CSW this year to remind participants of construction safety related information in a fun way. The “Construction Safety Week Carnival” was organised again after five years, with the theme “Proud to be Safe”. There were “Construction Safety Competition”, game booths and safety drama performance, etc., for reminding industry stakeholders of the messages related to construction safety and its importance of to the public.

In addition, a CEO Safety Forum and 12 webinars on “Life First - Walk the Talk” of different topics were organised this year with a total of over 24,000 participants, to encourage industry stakeholders to implement effective practices for minimising accidents.



CEO Safety Forum



“Life First” promotional campaign

## Safety Training

The “Experiential Learning on Site Safety Training Scheme 2023-24” co-organised by the CIC and the Hong Kong Construction Association came to its 9th year, continues to provide experiential training to prepare undergraduates who are planning to join the construction industry. 400 undergraduates are expected to benefit from the Training Scheme.

With the aim to encourage the establishment and maintenance of safety culture among project directors in the industry, three “CIC Master Class in Safety Leadership Culture” were held in July, September and December 2023, which allowed the participants to learn from industry leaders and gain practical knowledge to implement effective safety initiatives.

The Safety Experience Training Centre (SETC) located at HKIC Kwai Chung Campus was established in 2019 to enhance safety awareness and promote safe working environment. In 2023, SETC was equipped with a comprehensive smart site safety system (4S) to provide practical and efficient training on the application of Smart Site Safety System (4S) on site.



CIC Master Class in Safety Leadership Culture

## Safety Publications

The CIC had collaborated with the Hong Kong Temporary Works Forum to prepare a Reference Material on “Temporary Works Management Plan” in March 2023, showcasing recommended good practice procedures for the design and control of temporary works in Hong Kong construction projects, and for reducing fatal and serious construction accidents of related work. Besides, to strengthen the safety culture in construction sites, a Reference Material on “Construction Safety Assembly” was issued in December 2023 to encourage the industry to conduct Construction Safety Assembly in enhancing the safety awareness of workers through regular practice.



“Experiential Learning on Site Safety Training Scheme 2023-24”





Construction Safety Culture Visit to Osaka

## Overseas Exchange

The CIC organised the “Construction Safety Culture Visit Osaka” in October 2023, with over 20 industry stakeholders participants. This overseas trip to Osaka, Japan visited the construction sites of major Japanese construction companies, and having in-depth exchange meetings with local construction practitioners and the Osaka Association of Architects & Building Engineers, to learn from the Japanese construction safety culture for applying to Hong Kong construction projects.

## Way Forward

With the aim of further enhancing the overall safety performance of the industry, the CIC will adopt a more proactive approach by encouraging the industry to adopt and strengthen initiatives such as Safety Culture, Design for Safety and Smart Site Safety System.

## Environment and Sustainability

Sustainability has emerged as a paramount global trend that profoundly impacts the construction industry and the world as a whole, and is poised to shape the trajectory of both for decades to come. To champion adopting the most effective sustainable practices and innovative technologies that bolster the industry's sustainability performance, the CIC undertakes extensive research and devises tools, standards and guidelines tailored to the industry. Moreover, the CIC is deeply committed to leading the industry in formulating decarbonisation strategies and implementing measures that align with the Government's pledge to achieve carbon neutrality by 2050.

### CIC Global Construction Sustainability Forum and Exhibition 2023 (GCSFE 2023)

Echoing the global carbon neutrality initiative, the CIC and the Development Bureau co-organised the inaugural Global Construction Sustainability Forum and Exhibition 2023 (GCSFE 2023) in Hong Kong from 20 to 23 November 2023. This event aimed to bring together industry stakeholders and promote sustainable development in the construction industry while driving improvements in Environmental, Social, and Governance (ESG) performance. With a series of signature events, including a forum, exhibition, charter signing ceremonies, award ceremonies and technical tours, the GCSFE 2023 attracted over 10,000 participants and featured over 40 prestigious speakers from all over the world, as well as 40 exhibitors showcasing the latest sustainable solutions. The newly-launched CIC Sustainable Construction Charter has received an overwhelming response from 160 organisations along the value chain. This well-acclaimed event has succeeded in serving as a platform for knowledge sharing and collaboration among professionals, staging the latest sustainable innovations to a global audience and encouraging the adoption of sustainable practices within the industry.



Dr. LAM Ching-choi, Chairman of Council for Carbon Neutrality & Sustainable Development and Mr. Edward TSE, the then Director of Architectural Services visited booths at the GCSFE 2023

### Carbon Neutrality Strategy

The CIC completed the Carbon Neutrality Strategy Study for the Hong Kong Construction Industry in 2023. Three decarbonisation directions, including Construction Site Electrification and Clean Energy Adoption, Construction and Demolition Waste Management, and High Productivity Construction and Construction Digitalisation are identified. These three decarbonisation directions were weaved through the exhibition in the GCSFE 2023.

### Smart Waste Management Tool (SWMT)

To respond to one of the decarbonisation strategies, the CIC has developed a web application - Smart Waste Management Tool (SWMT) that manages C&D waste data, aiming to digitalise the inputs, analysis, verification and storage of waste data. In addition to immediate benefits such as manpower and paper savings, this tool will improve the accuracy, efficiency and transparency of waste data management. By collecting and analysing data on waste disposal, recycling rate, waste type and sharing, the tool can also provide a benchmark for practitioners, thus promoting proper waste management and waste reduction at the source. After completing the pilot trials and refinement, the SWMT was introduced in November 2023.



Ms. Winnie HO, Secretary for Housing, visited the GCSFE 2023 to understand the robotics showcase



Showcase of E&S tools and initiatives in GCSFE 2023

### CIC Carbon Assessment Tool (CAT)

The CIC Carbon Assessment Tool (CAT) is a web-based carbon assessment tool that was launched in 2019. Its primary objective is to offer a standardised evaluation method for the industry to assess the carbon performance of their local construction projects. By utilising the CAT, industry practitioners can effectively measure and evaluate the carbon footprint of their projects, enabling them to identify areas for improvement and implement measures to reduce carbon emissions.

In 2023, the CAT platform underwent an upgrade to enhance user-friendliness, making it more accessible and intuitive for industry practitioners. Additionally, the CAT database has almost doubled its size to nearly 2,000 pieces of carbon emission factors. This expansion enables users to access a more comprehensive and up-to-date set of data, allowing for more accurate and detailed assessments of carbon performance in construction projects.

### CIC Green Product Certification (GPC)

To further support industry needs and encourage the adoption of sustainable products, the CIC initiated additional research in 2023, focusing on reviewing and exploring new product categories and assessment criteria for CIC Green Product Certification (GPC). By expanding the scope of product categories and updating assessment criteria, the CIC aims to ensure that the industry's demand for greener and more low-carbon products is effectively met. This research is targeted to be completed in 2024.

As of December 2023, the number of certified products under the 28 product categories of the GPC programme reached more than 1,000. This represents a significant 32% increase in the cumulative number of certified products compared to the figures recorded in 2022. This growth indicates the industry's increasing adoption of green and low-carbon products.

### CIC Sustainable Finance Certification Scheme (SFCS)

The SFCS is a scheme tailored for the construction industry to seize the opportunities presented by green finance and transition towards sustainable construction practices. Over the course of 2023, more than 30 engagements and training individuals were conducted, targeting individuals from both the financial and construction sectors. These sessions effectively raised awareness and enhanced understanding of the SFCS among different stakeholders. In 2023, the CIC further strengthened its commitment to sustainable finance by signing a Memorandum of Understanding (MoU) with a local bank. This collaboration represents a significant step towards promoting sustainable construction and fostering green finance within the industry.

### Way Forward

To enhance the CIC's ESG performance, the CIC conducted a comprehensive study to review and enhance our ESG performance and strategy. This study would involve evaluating key sustainability metrics, identifying areas for improvement, and developing a clear roadmap and action plan.

Additionally, to drive the industry towards carbon neutrality, the CIC would take proactive steps in exploring and assessing the feasibility of implementing Construction Site Electrification and Clean Energy Adoption in 2024. This initiative aims to reduce carbon emissions by transitioning construction sites to cleaner and more sustainable energy sources. By examining the viability and benefits of this approach, the CIC would play a pivotal role in promoting and implementing environmentally friendly practices across the construction sector.

Regarding waste reduction in the construction, the CIC will continue to foster the adoption of Smart Waste Management Tool and commence the second phase enhancement of the application to incorporate functions that are favourable to waste reduction.

## Modular Integrated Construction (MiC)

Modular Integrated Construction (MiC) is one of the High Productivity Construction (HPC) methods which has been speedily developed in Hong Kong over the years. The Government, spearheaded by the Development Bureau and supported by the CIC, has played an instrumental role in promoting and facilitating the wide adoption of MiC technology within the construction industry with key initiatives such as funding support, policy implementation, endorsement of regulatory frameworks, and active industry engagement.

### Deepening Regional and International Technical Exchanges

MiC Resources Centre welcomed nearly 10,000 visitors in 2023. Many of them are industry experts from Mainland China and around the world who came to Hong Kong to participate in technical tours organised by different organisations. “iHub” is one of the highlights of their tours. By joining the “iHub” guided tours, participants learned about the latest development of MiC in Hong Kong. As a knowledge platform for promoting MiC, the Centre not only updates the database at all times, but is also committed to fostering technical exchanges between Hong Kong and Mainland China and Overseas, and creating collaboration opportunities to optimise the MiC supply chain in Hong Kong.



Business leaders from 26 countries and regions participating in the 24<sup>th</sup> Hong Kong Forum visited MiC Resources Centre to learn about the latest development of MiC in Hong Kong



Experts shared professional insights on high productivity and sustainable construction during the forum in CIC Global Construction Sustainability Forum and Exhibition 2023 (GCSFE 2023)

### Facilitating Exchanges through International Forum and Webinar

High Productivity and Sustainable Construction Forum was successfully held during the CIC Global Construction Sustainability Forum and Exhibition 2023 (GCSFE 2023) on 20 November 2023, attracting over 600 attendees. Professionals from local and the Mainland China shared the latest development and insightful knowledge in high productivity and sustainable construction in their jurisdiction.

Co-organising with the Jockey Club Design Institute for Social Innovation of The Hong Kong Polytechnic University (DISI, PolyU), the Webinar on MiC: Deconstruction and Relocation of First Modular Social Housing Project (Nam Cheong 220) was held on 19 December 2023, attracting nearly 1,400 attendees.

This Webinar presented the findings and experiences derived from the consultancy service provided by DISI, PolyU for a study on the module reusability of the first MiC transitional housing buildings during 2023.



Representative from China Overseas Innovation & Technology (Zhuhai) Company Limited presented their digital technology to the CIC and industry representatives

## Facilitating Industry Engagement through MiC Project and Factory Visits

To foster knowledge exchange within the industry and ensure continuous updates on MiC development, the CIC organised six local project and factory visits and one Greater Bay Area (GBA) visit in 2023 for industry practitioners including representatives from the Joint Working Group on MiC, project clients and contractors, etc. Visits included:

- January: CNQC factory in Tuen Mun;
- June: The City University of Hong Kong Student Hostel at Whitehead and Mockup for Public Housing Development at Tung Chung Area 99;
- August: Dedicated Rehousing Estate at Hung Shui Kiu Phase IA;
- October: Elderly's Home at Jat Min Chuen Chung Yuet Lau; and
- November: Public Housing Developments at Anderson Road Quarry Sites R2-6 and R2-7

Besides, a 3-day-2-night visit to factories in the Greater Bay Area (GBA) and projects was organised with the Mainland Liaison Services team on 25-27 April 2023. Six HPC factories and one MiC project in GBA were visited. Over 150 industry practitioners participated in the above visits.



Joint Working Group on MiC and Committee on Productivity representatives visited Elderly's Home at Jat Min Chuen Chung Yuet Lau which was completed in December 2023



## Publication to Update Regulatory Framework on MiC

The CIC regularly publishes and updates reference materials on MiC for the industry practitioners. The CIC newly issued “Reference Material on MiC Installation and Disassembly” in August 2023; and also updated “Reference Material on Statutory Requirements for Modular Integrated Construction Projects” in October 2023. With these publication updates, over 300,000 click rates on MiC website were recorded as of 31 December 2023.

## MiC Training Programmes for Industry Practitioners

As of December 2023, the following MiC related training courses were conducted by the HKIC and SPDC and over 400 students were trained in 2023.

1. Certificate in Lifting Safety Supervisor;
2. Certificate in Modular Integrated Construction (MiC) for Foreman;
3. Certificate in Modular Integrated Construction Unit Installation;
4. Foundation Certificate in MiC (Lifting, Installation and Disassembly); and
5. CIC Master Class on MiC Project Implementation (Project Managers)

## Way Forward

We are delighted to witness the completion of over 40 MiC projects in 2023, with over 80 projects that are currently under construction or in the planning stage. This significant progress highlights the promising path that MiC offers for the construction industry in Hong Kong. MiC presents a more efficient, sustainable, productive and safe approach to urban development, providing numerous benefits to the industry and the city as a whole. We hope that all stakeholders in the industry can effectively utilise construction technologies, including MiC to drive Hong Kong towards a more sustainable city.

## CIC-Zero Carbon Park

The CIC-Zero Carbon Park (CIC-ZCP) has pioneered the green construction arena in Hong Kong. As the first zero carbon building in the city, it embodies forward-thinking, low-carbon design innovations. Since its opening in 2012, the building's performance has continuously improved. Serving as an exhibition and education center, CIC-ZCP aims to extend its influence beyond the industry, promoting low-carbon living and advanced green building technologies within the community. By engaging with local residents and industry stakeholders, CIC-ZCP strives to transform sustainable living into a reality, acting as a local landmark and a vital "city lung," infusing fresh air into Hong Kong.

### Diversified Marketing Initiatives

CIC-ZCP aims to engage with the industry and community to promote green construction and green living, various marketing campaigns including MegaBox x CIC-ZCP Chill Green Fest, ZCP Easter STEAM Carnival, "Sustainable Fashion" Mid-Autumn Green Campaign and New Energy Vehicles Exhibition were launched and received overwhelming response throughout the year.

### CIC-ZCP STEAM Lab

Opened its door in June 2023, the CIC-ZCP STEAM Lab serves as an educational platform for exploring innovative construction technologies and industry knowledge, as well as cultivating future cross-disciplinary talents with essential skills in construction innovation to pursue carbon neutrality.



CIC-ZCP has set up Hong Kong's first construction theme STEAM Lab



Each zone provides participants with an immersive and engaging environment to learn more about the construction industry in an interactive and fun way

## MiC Play Unit 2

The CIC-ZCP upgraded the MiC Play Unit using hexagonal-shaped, pre-fabricated and readymade MiC components with laminated bamboo to create a sustainable community play unit, the flexibility and versatility of MiC architecture are displayed to the public, whilst establishing a family-friendly communal space.



The Play Unit also delivers the concept of carbon sink and embodied carbon in construction materials



To demonstrate the industry's efforts in terms of technology application, CIC-ZCP joined hands with the Hong Kong Institute of Landscape Architects and supporting partners for the MiC Play Unit 2

## Construction Month 2023

CIC-ZCP presented the annual signature campaign Construction Month 2023 in November. With the theme of "Build Green, Live Green", the campaign comprised different captivating events, to unite and encourage the industry as well as the public to explore the "Carbon Neutrality" journey. The exciting events included Robotics x STEAM Construction Day Camp, Percussion Instruments Marathon and ZCP Green Heroes Acknowledgement Ceremony cum Obstacle Race; ZCP Green Market, Explore Kowloon East Green Tour, and Upcycling Green Workshop to promote low-carbon lifestyle; Percussion Marathon and Green Music Flash Mob to connect the communities with music, and engage the public to embrace the low-carbon living experience!

### Experiential Landmark

CIC-ZCP continually uplifts its facilities to propel sustainable development and enhance the visitors' experience. The upgraded facilities of CIC-ZCP include the replacement of the biodiesel generator and photovoltaic (PV) inverters, with the goal of lowering carbon emissions, raising energy efficiency, and adhering to the most recent energy efficiency standards.

### Way Forward

As a beacon of low-carbon practices, CIC-ZCP remains committed to showcasing cutting-edge eco-building designs and technologies that promote sustainability. It will further explore ways to enhance renewable energy adoption. Additionally, CIC-ZCP plans to launch new marketing initiatives to champion zero-carbon efforts, engaging both the public and industry professionals. By fostering collaboration and synergy, CIC-ZCP will closely collaborate with industry stakeholders and offer venue support for industry-led events, all aimed at advancing sustainable construction practices.





# Construction Innovation and Technology Application Centre (CITAC)

## ConTech Accelerator

ConTech Accelerator, co-organised by HKSTP and CIC, aims to accelerate technology trials and adoption across the construction industry. The shortlisted tech ventures will have the opportunity to refine the pre-ready or ready-to-market construction technology (ConTech) solutions and conduct trials or affirm large-scale adoption in different sites and premises with our 20 partnering corporate contractors. During the programme, we have consolidated 165 industry pain points and received over 200 technical proposals from 117 local and global tech ventures. In the past year, we arranged 126 matching sessions between our contractors and tech ventures, resulting in 116 technical proposals being accepted for further exploration. More than 10 proposals were adopted by contractors to conduct proof-of-concept or trial.



Exhibition of ConTech Proposals



ConTech Demonstration Day held on 1 August 2023

## Workshops on Construction Robots

The CIC hosted a kickoff seminar for the Workshops on Construction Robots and introduced 21 advanced construction robots from 13 exhibitors to over 160 industry professionals. This event marked an important step towards the integration of robotics into construction, showcasing the practical applications of advanced technology in real-world settings. The workshop, spanning from 5 to 18 October 2023, offered in-depth explorations and demonstrations of these

technologies. A total of 68 organisations and 425 participants were engaged in four full-day and seven selected workshops, along with 13 demonstration tours. The objective was to offer a hands-on experience and to understand the capabilities and benefits of each robotic solution.



Kickoff Seminar for Workshops on Construction Robots held on 5 October 2023

## Way Forward

To further advance the adoption of Construction Robotics and achieve the objectives of enhancing project efficiency, worksite safety and overall productivity, Global Construction Robotic Day took place on 7 to 8 May 2024. This significant event will comprise a 1-day robotic conference and a 2-day robotic exhibition, featuring esteemed speakers and exhibitors from both local and international domains, including the Mainland.

CITAC will strive to establish the Construction Innovation Platform to tackle specific industry pain points raised by construction industry stakeholders via innovative technology adoptions.

## Hong Kong Institute of Construction

With the epidemic situation stabilising in 2023, Hong Kong Institute of Construction's (HKIC) operation fully resumed and overcame more challenges. Nevertheless, with the joint efforts of its staff, HKIC achieved fruitful results in various aspects.

HKIC formulated the Development Blueprint for Manpower Training of Construction Industry in 2022, covering four areas of training as the pillars of HKIC: Trade Skills Development; Professional Development; Technology / Modern Methods of Construction / Modern Construction Management and Sustainability; and Construction Safety.

### Training

The industry's demand for manpower continues to grow as the industry resumes its normal operation. The training target of 10,000 tradesmen (including Senior and Intermediate Tradesman) was set by HKIC in Academic Year 2022/23 and was eventually achieved with 21,565 students enrolled and 13,094 graduated. Owing to the sustained increase of manpower needs of the construction industry, in Academic Year 2023/24, HKIC has set the training target for skilled and semi-skilled workers at 15,700, and at least about 12,000 in each of the coming academic years. As of 31 December 2023, the student enrollment and graduation of HKIC's relevant programmes and Collaborative Training Schemes reached 6,761 and 8,298 respectively.

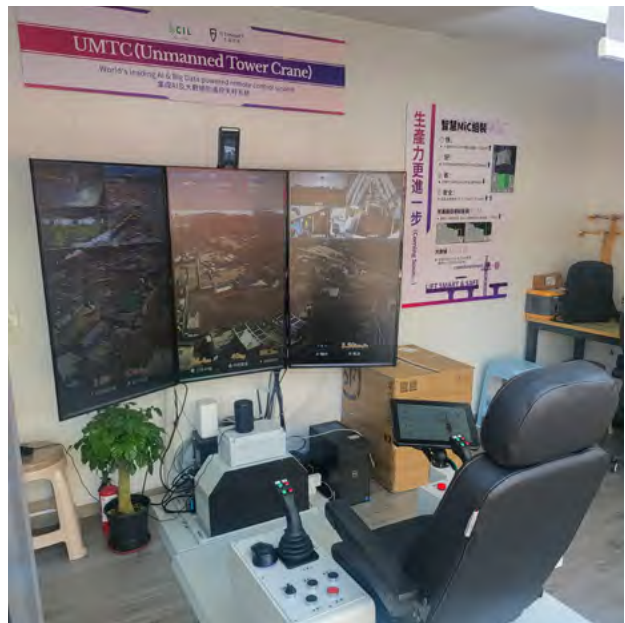
In response to the manpower shortage of various trades, 13 regular Full-time short programmes of HKIC were integrated to "Enhance Construction Manpower Training Scheme" (ECMTS) to provide higher training allowances in order to attract more new blood to join the industry. Besides, HKIC launched a series of intensive certificate programmes, providing new ways for current workers in the construction industry to attain Intermediate Tradesman qualifications.

### Technology Applications

Elements of new construction technologies and skills were added in HKIC's programmes to make the training contents up-to-date. Training on Modular Integrated Construction (MiC) and Building Information Modelling (BIM) were added to Full-time programmes, while regular seminars about new technology applications were organised for teaching staff and students. Uplifting of facilities was also conducted to enhance the application of new technologies. The tower crane remote-control driving system was installed at Tai Po Training Ground while the welding robot was acquired at Sheung Shui Campus.



Students visited Digital Twin Hub and MiC Resources Centre



Tower crane remote-control driving system at Tai Po Training Ground started operation in August 2023



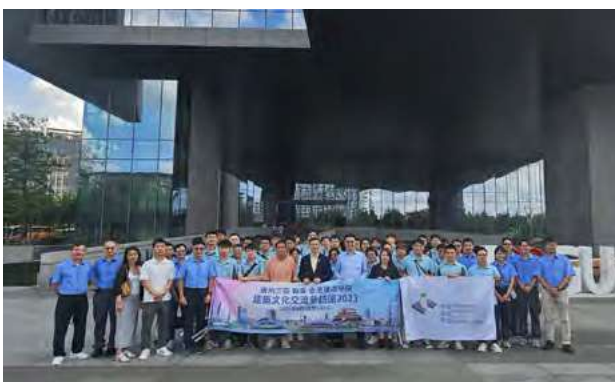
Welding Robot was acquired at Sheung Shui Campus

## Uplifting Training Ground

Tuen Mun Training Ground will be returned to the Government in 2024. A newly established Siu Lam Training Ground will replace the current Tuen Mun Training Ground for Loadshifting Machinery Operators training with the assistance of the Development Bureau (DEVB). The new training ground will provide students with more on-site and realistic hands-on experience, and adapt to site operation quickly after the training.

## Peers Exchange

HKIC encourages the exchanges and keeps its staff and students abreast of industry development in the region. Management, teaching staff and students of HKIC participated in the "Architectural and Cultural Exchange Tour 2023" to learn about architecture and planning in the Greater Bay Area from 7 to 9 August 2023. Teaching staff visited a construction site at Shunde, Guangdong in November 2023, to have better understanding and observation on the practical application of painting robots.



Architectural and Cultural Exchange Tour 2023

## Promotion of Construction Safety

### Launch of New Programmes

To support the policy of the Development Bureau to promote wider adoption of Smart Site Safety System (4S), HKIC launched two related programmes in April 2023, namely "Certificate in 4S Planning and Implementation" and "Certificate in Safety Supervision with 4S", which started in September and November 2023 respectively.

With the "first-hire-then-train" initiative promoted by the DEVB, HKIC launched the "Certificate in Construction and Safety Practice" in November 2023, to attract young people to join the construction industry and to become safety officers through HKIC and on-the-job training.

### Introduction of 4S

To facilitate the development of 4S, a number of 4S gadgets and facilities, including smart helmets, smart watches, artificial intelligence monitoring system, and real-time weather monitoring system were installed at training grounds and Safety Experience Training Centre at the Kwai Chung Campus since June 2023 for training staff and students. Starting from October 2023, all safety training courses included 4S elements. Besides, HKIC cooperated with different robotic and Internet of Things (IoT) device technology companies to look for feasibility of introducing 4S into other programmes.



Smart Helmets

## Develop Good Safety Practice and Enhance Safety Awareness

To develop good safety practice and enhance safety awareness, HKIC students are required to practice the safety belts and double harness safety lanyard, and conduct Dynamic Risk Assessment before training everyday.



Safety Belt Training

## Enhancement of Safety Training Course Content

Apart from promotion of 4S development, HKIC introduced the safety training of MiC Lifting in Safety Training Course for Construction Workers of Specified Trade - Construction Materials Rigger (A12) and Safety Training Course for Construction Workers of Specified Trade - Rigger and Signaller (A12S) in November 2023.

Since September 2023, recent fatal accident case studies were continuously incorporated and updated in the course content of all safety training programmes which allowed students to discuss causes and avoidance methods in order to enhance their safety awareness.

## School of Professional Development in Construction

To promote 'Construction 2.0', support the industry development and cater to industry demands on training, the School of Professional Development in Construction (SPDC) is committed to providing advanced professional and continuous training for practitioners. In 2023, we offered several signature programmes, namely CIC Master Class in Safety Leadership Culture, CIC Master Class on MiC Project Implementation (Project Managers), CIC Master Class on Common Data Environment (Project Managers), CIC Master Class on AI for Construction, CIC Master Class on Design for Safety (Management Personnel), CIC Master Class on Design for Safety (General Construction Personnel) and CIC Master Class on Temporary Works (Engineers and Supervisors).



1st Cohort of CIC Master Class in Safety Leadership Culture

In addition, on promoting popularisation of BIM, SPDC kept offering BIM viewer training programmes with an aim to equip construction practitioners with the ability and knowledge of BIM viewing and commenting skills. By the end of 2023, over 3,000 students have enrolled in the programmes, including students from HKIC.

SPDC proactively reached out to industry stakeholders to promote training programmes to their members and employees, and expanded SPDC's collaboration network. For example, the Hong Kong Federation of Electrical and Mechanical Contractors Limited, Civil Engineering and Development Department, Hong Kong Housing Authority, and various project clients, consultants and contractors.

In response to market demands and address the latest industry trends and technologies, SPDC is going to launch several new training programmes in 2024, including Certificate in BIM - Plumbing and Drainage (Revit), Certificate for BIM Use in Drawing Generation (Superstructure, Foundation & Demolition Plans) - Revit, Shotfirer Refresher Training Course and Master Class on Digital Twin.

## Programme Revamp, Development and Accreditation

Since its establishment in 2018, HKIC has been actively participating in the Hong Kong Qualifications Framework (HKQF). To further enhance awareness to and recognition of its programmes, HKIC has been submitting its programmes to the Hong Kong Council for Accreditation of Academic and Vocational Qualifications (HKCAAVQ) every year for Qualifications Framework (QF) accreditation and subsequent upload onto the Qualifications Register (QR).

In 2023, HKIC revamped eight of its full-time (short) training programmes and completed the accreditation at QF Level 2 for these programmes. As in past instances, the accreditation results were encouraging with no conditions/ requirements. Together with the previously QF-recognised programmes, currently there is a total of 37 HKIC qualifications listed on the QR.

In recognition of HKIC's active participation and support to HKQF, as well as its impressive track record in past accreditation exercises, the Education Bureau commended HKIC as 2022 "QF in Action" (QFIA) Achiever at the "QF Partnerships Commendation Ceremony cum QF 15th Anniversary Celebration" held on 10 May 2023, complimenting its application of QF.

As a major training institution in vocational and professional education for the construction industry, HKIC launches new programmes from time to time to meet the development and manpower needs of the industry. In order to ensure that its programmes are up-to-date, HKIC also reviews and enhances its curriculum designs and teaching contents in a timely manner. In 2023, HKIC developed a total of 16 new programmes and made substantial changes to 23 of its current programmes.

### Progression Pathway for HKIC Students

HKIC provides a structured articulation pathway for its students. Currently, students can progress from "Certificate in Construction" (QF Level 2) or relevant full-time (short) programmes, through "Diploma in Construction" (QF Level 3) with module exemption, to "Professional Diploma in Construction for Specialist Trades" (QF Level 4), gradually transitioning from "quality skilled workers" to "knowledge-based workers", and laying the foundation for becoming "trade supervisors". During this period, students also switch from full-time programmes to part-time studies on the next level programmes, simultaneously joining the 2-year Construction Industry Council Approved Technical Talents Training Programmes (CICATP) for advancement to become Senior Tradesmen.

HKIC also liaises with various local and overseas tertiary institutions to offer articulation to degree programmes

for graduates of "Advanced Diploma" and "Professional Diploma in Construction for Specialist Trades" (all at QF Level 4). HKIC is pleased to announce that graduates of the four "Advanced Diploma" programmes have been granted credit exemption for relevant part-time degree programmes at the Hong Kong Metropolitan University (HKMU) and University College of Estate Management (UCEM), thus shortening the study period.

Starting in 2024, graduates of the four "Advanced Diploma" programmes can enter the third year of the relevant part-time related degree programmes at the HKMU directly, with exemptions ranging from 42 to 57 credits, shortening the study period by two years. For UCEM, graduates are eligible for exemption of up to 200 credits when enrolling in the relevant degree programmes (360 credits). Graduates of Advanced Diploma in Quantity Surveying could articulate to degree programme that lead to membership with the Hong Kong Institute of Surveyors (HKIS) and the Royal Institution of Chartered Surveyors (RICS).

### Guest Lecturer Scheme

HKIC always maintains close connection with the industry. In order to broaden students' knowledge and understanding of the latest technological applications, site conditions, industry operations and trends, etc., HKIC launched a Guest Lecturer Scheme to systematically invite experienced industry practitioners and experts to share experience with HKIC students or to conduct topical speeches. In 2023, HKIC appointed a total of 32 Guest Lecturers and the appointment was made in the "Employers Appreciation and Appointment of Guest Lecturer Ceremony and Construction Industry Outstanding Apprentice Award Presentation Ceremony 2023" held on 20 September 2023. HKIC would continue to arrange appropriate activities for students to allow them to grasp the latest industry situations and development.



Appointment of Guest Lecturer Ceremony

## Trainings on Quality Assurance and Qualifications Framework

To facilitate staff's professional development and encourage lifelong learning, HKIC continuously provides various training on quality assurance (QA) and QF to its staff. Training topics included: HKQF, internal programme validation / vetting and programme accreditation, design of teaching and learning materials and assessments, assessment marking, online learning platform, file sharing platform, and industry and site attachment schemes etc. In addition, with a view to further strengthen staff's language use to better support the Institute's QA and QF development, HKIC also arranged language enhancement workshops for staff. In 2023, HKIC conducted a total of 41 training sessions with 716 attendees.

HKIC plans to submit the application for "Programme Area Accreditation" at QF Level 3 to HKCAAVQ in 2024. A series of preparation work has commenced. HKIC has also formulated a work plan with timeline to ensure that relevant work is carried out in a timely and orderly manner.

## The Construction Industry Council Approved Technical Talents Training Programmes

HKIC started to launch the Construction Industry Council Approved Technical Talents Training Programmes (CICATP) in 2019. CICATP articulated with the Part-time programmes of 'Professional Diploma in Construction for Specialist Trades' and 'Diploma in Construction' in Academic Year 2022/23.

CICATP fosters HKIC's graduates to become knowledge-based skilled technical personnels through a comprehensive solution integrating on-the-job training, trade skills enhancement and assessment, and soft skills, safety training as well as technology and innovation education. To train more new blood and upskill the graduates' technical standard, HKIC obtained the great support and funding from the Government and provided 620 training places under CICATP in Academic Year 2023/24. The number of trades covered in the scheme was 23, straddling most of the trades in ECMTS.

It is expected that through the CICATP, more talents can be trained up with both skills and qualifications to meet the manpower demands of the construction industry.

## Student Recruitment, Student Development and Career Support Services

In 2023, HKIC proactively recruited students, assisted them with job placement while providing them with moral and civic education.

### Student Recruitment

Enhancing the efforts in training local workers and recruiting youngsters to join the construction industry, HKIC has been adopting multi-pronged publicity and promotion strategies, not only to expand the source of recruitment, but also to build up the brand image of HKIC.

Apart from holding recruitment activities at campuses regularly, HKIC also actively participated in different education and career expos, including the "Education and Careers Expo 2023" organised by Hong Kong Trade Development Council from 2 to 5 February 2023, in which two seminar sessions were held on the "Construction Theme Day". For promoting HKIC's programmes and Hong Kong construction industry, HKIC also joined the "29th Hong Kong International Education and Careers Expo" organised by The Chinese Manufacturers' Association of Hong Kong, the "Information Expo on Multiple Pathways 2023" organised by the Education Bureau and the "Education Expo" organised by Ming Pao.

In addition, HKIC collaborated with Hong Kong Metropolitan University (HKMU) to organise Info Day activities on 10 and 17 June respectively. Through seminars, taster workshop, campus tour, participants were able to learn more about the Construction Pathway created for Full-time Year-long Programmes offered by HKIC and to understand more about the programme information of the top-up degrees provided by HKMU.



Recruitment activities were held at campuses regularly



HKIC participated in Education and Careers Expo 2023

In 2023, HKIC aimed to establish a “young, energetic, and professional” image for its students in its promotion campaign by using online platforms and Key Opinion Leaders (KOL) which are popularly exposed to teenagers to recruit students to join the programmes. The “Pomato - HKIC One-Day Experience” (「小薯茄—香港建造學院一日體驗」) launched in June received over 403,000 views, while the “Water Wild Month - There’s more than one way to do it.” (「水野月—路從來唔止一條」) launched in August received over 386,000 views. A very positive response was received. Besides, a new promotional video was produced to enhance the brand image of HKIC and for the recruitment promotion. Featuring a member of the popular boy band among youngsters, the video focused on the digitalisation of the construction industry and the vibrant image of youth, with a view to reaching out to more young people. Further than CIC and HKIC’s social media channels, the video was broadcasted on various TV channels, outdoor large TV screens, social media, estate lobby TVs, radio mobile apps, etc. The total number of views of the video on online platforms exceeded 1,000,000.



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New promotional video to enhance HKIC brand image and drive recruitment

### School Promotion

Promotion to secondary schools remains one of the key focuses of student recruitment. HKIC promoted the Full-time year-long programmes and the Construction Pathway Project (CPP) to secondary school students and teachers through a number of on-site talks and visits to the HKIC campuses. To further strengthen the connection between the HKIC and secondary schools, HKIC organised a Principal Discussion Forum on 12 October 2023 to update secondary school principals on the latest opportunities for students in the construction industry and to encourage secondary school students to enroll in the HKIC through their secondary schools.



“Construction x STEAM Summer Camp 2023”



"Principal Discussion Forum" with secondary school principals

In line with the Hong Kong Education Bureau's strong effort in promoting STEAM education to primary and secondary schools, HKIC has been promoting the construction industry and strengthening its brand through a series of activities of the "STEAM Alliance" to secondary schools. This initiative aims to encourage more young people to enroll in HKIC programmes and join the construction industry in the future. The inauguration ceremony of "STEAM Alliance" was held on 30 May 2023, at the CIC - Zero Carbon Park (CIC-ZCP). Besides, the "Construction x STEAM Summer Camp" was held on 18, 19 and 21 August, where 66 secondary school students learned about construction crafts such as painting, woodworking, and electrical installation. They also participated in the creative design competition of assembling LED lighting in the camp. In addition, the prize presentation ceremony for the "BIM x STEAM Construction Model Creative Design Competition 2023" was held on 16 December. Through a specialised workshop, students learned about innovative construction technology and BIM software, and designed works under the theme of environmental protection. The response in this year was more positive than the previous year. A total number of 38 teams applied for the competition was recorded compared to 30 teams in 2022.



"BIM x STEAM Construction Model Creative Design Competition 2023"



Promote Full-time programmes to secondary students by school seminar



## Whole-person Development

In addition to mastering professional craft skills and industry knowledge, HKIC also encourages students to participate in various physical training activities and sports competitions, with the purposes of enhancing student's personal fitness, promote physical and mental well-being, and cultivate a spirit of teamwork. Numerous competitions were organised for students to participate in, under the Construction Industry Sports and Volunteering Programme (CISVP), including the "Construction Industry Basketball League 2023" and the "Construction Industry Football League 2023", the "Hong Kong Rowing Indoor Championships 2023", the "Jockey Club Water Sports 4 All Programme Inter-School Indoor Rowing Invitational Competition 2023" and the "Sha Tin Festival - Sha Tin Dragon Boat Race", etc., and achieved outstanding results. The major awards include:

- Champion in the Buildings Department 30th Anniversary Silver Cup of the "4th Kwun Tong Seaside Sunshine Dragon Boat Race"
- Champion in College Boys' 500m Rowing, Boys' 200m Indoor Kayak Ergometer Race, and College Boys' 4x500m Rowing Relay, as well as second runner-up in College Boys' 4x500m Rowing Relay of the "Jockey Club Water Sports 4 All Programme Inter-School Indoor Rowing Invitational Competition 2023"
- First and second runner-up in the Corporate Men Team Relay of the "Hong Kong Ergathlon 2023"
- First runner-up in the Silver Cup Division of the "Hong Kong Institute of Construction Managers National Cup Basketball Competition 2023"
- Second runner-up in the Silver Disc Division of the "Construction Industry Basketball League 2023"

To cultivate students' caring spirit, HKIC invited local social service and non-profit making organisations to jointly arrange project-based volunteer training and services for students. The services included visiting elderly people living alone, and assisting in computer recycling with the aim that the underprivileged in the community can be benefited. Besides, HKIC actively participated in CISVP activities. There were 577 instructors and students that have participated in the Construction Industry Lo Pan Rice Campaign in 2023. In the Construction Industry Volunteer Award Presentation Ceremony 2023, Sheung Shui Campus was awarded in "Most Supportive Organisation" and Merit of "Annual



Sheung Shui Campus was awarded in "Most Supportive Organization" and Merit of "Annual CISVP Corporate Award for Activeness"

CISVP Corporate Award for Activeness". Furthermore, to enrich students' learning experiences, HKIC invited several outstanding CIC Fellows, including Ir HON Chi-keung, former Permanent Secretary for Development (Works) of the Development Bureau; Dr. CHAN Ka-kui, former Chairman of CIC; Dr. Christopher TO, former Executive Director of CIC; Mr. Ivan FU Chin-shing, Chairperson of the Committee on Environment and Zero Carbon Building (ZCB) Management Board; and Mr Paul CHONG Kin-lit, former Chairperson of the ZCB Management Board of the CIC, to share their life and career experience with students, inspiring them to prepare for future success in personal and career development.



HKIC Dragon Boat Team



HKIC Indoor Rowing Team



Project-based volunteer training



CIC Fellows Sharing Session

### Promote a Sense of Craftsmanship

For nurturing students' sense of craftsmanship – “To dedicate • To excel” for their study and work, HKIC not only incorporates elements of craftsmanship into the teaching materials and assessment for Whole Person Development modules, but also organises a sharing session on Craftsmanship for students. Mr. Simen CHEN, Chief Maintenance Technician of China Nuclear Power Operations Co., Ltd. and “Craftsman of the Nation 2022”, was invited as the guest speaker to share his innovative inventions and successful story, and inspire students to apply craftsmanship in their studies and career.



Sharing Session on “Innovation and Craftsmanship”

## WorldSkills Competition

The WorldSkills Competition is held biennially. HKIC sent its representatives to participate in the competitions and obtained outstanding results.

In 2023, 11 winners from seven trades in the 2<sup>nd</sup> Hong Kong Construction Skills Competition were selected as competitors of WorldSkills Competition 2024 to join the year-long specialised skills training. The training, provided by HKIC's experts and trainers, was intended to increase the competitiveness of the competitors by equipping them with the most advanced skills and techniques in their trade.

Apart from the skill training, all rounded trainings like sport psychology workshops, weekly physical trainings, and enhancement courses in "set-out", English, and Mathematics were provided to the competitors to fortify their foundation at the beginning stage.

The WorldSkills team strived to seek training opportunities with Mainland China. In September 2023, the WorldSkills team visited the 2nd Vocational Skills Competition of the People's Republic of China in Tianjin, allowing them to exchange and build network with counterparts in China. Two Gold medallists in Bricklaying were invited to share their experience in preparing and competing in the WorldSkills Competition with the WorldSkills team at HKIC's Sheung Shui Campus. The WorldSkills team is confirmed to start training in China in early 2024.

## Promote National Identity

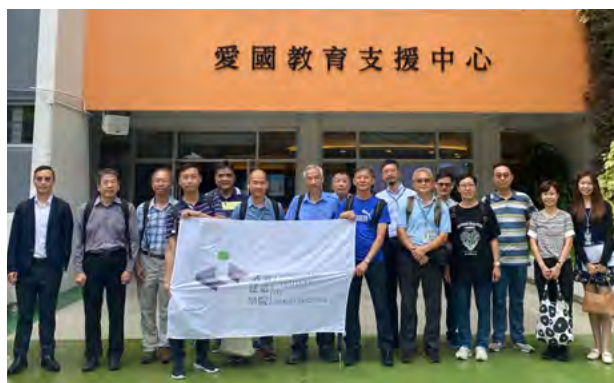
To strengthen students' national identity and sense of belongings towards our country, HKIC continued to provide national education in collaboration with the Hong Kong Army Cadets Association for full-time students in 2023, including seminars on "The National Flag, Regional emblem and National Anthem of the People's Republic of China" and "National Security Education Day".

Besides, students of Full-time Year-long programmes were encouraged to join the HKIC Flag-raising Team with the provision of structural training on the flag-raising and foot-drill. They served as flag-raisers and flag-bearers in flag-raising ceremonies organised by the CIC and HKIC, and thereby enabling students to develop a sense of national pride and to demonstrate their patriotism.

Meanwhile, HKIC organised a study tour to the Patriotic Education Centre of the Hong Kong Federation of Education Workers for teaching staff with the aim to enhancing their understanding about national education. Through seminar and exhibition visits, teaching staff learned about strategies for promoting national education on campus and how to cultivate students' sense of national identity.



Flag-raising ceremony of the Construction Industry Sports Day and Charity Fun Day 2023



Study tour to the Patriotic Education Centre of the Hong Kong Federation of Education Workers

## Career Support Services

HKIC continually offers graduates a wide range of employment services and training opportunities. It was also committed to expanding apprenticeship training and facilitating students to develop their strengths to join the construction industry. The success of HKIC depends on the support and trust of the industry for years. Deepening industry collaboration could help students to establish networks and grasp the industry development. The 'Employers Appreciation and Appointment of Guest Lecturer Ceremony and Construction Industry Outstanding Apprentice Award Presentation Ceremony 2023' was held successfully on 20 September 2023 to appreciate the employers and guest lecturers who staunchly supported the training of HKIC through the year and to congratulate apprentices for their outstanding achievements.



HKIC Graduation Ceremony 2023



Employers Appreciation and Appointment of Guest Lecturer Ceremony and Construction Industry Outstanding Apprentice Award Presentation Ceremony 2023

The 'On-the-job Skill Consolidation Subsidy Scheme' (OTJS) was also launched to subsidise employers who employed graduates of the ECMTS with a monthly allowance of HK\$2,500, for providing monthly salary not less than HK\$15,000 for nine months. OTJS encourages employers to provide the HKIC graduates with on-the-job training and continuous employment.

HKIC offers a wide range of career counselling services to all graduates. Various activities, including Student Site Practice Scheme, Build Your Life Mentorship Programme, placement related workshops, placement/career talks, employers/ association/ alumni sharing sessions, site visits, job fairs, mock interviews, were organised for preparing students to join the construction industry.



Build Your Life Mentorship Programme 2023

## Collaborative Training

In addition to providing Full-time and Part-time programmes, to meet the manpower demand of intermediate tradesmen and senior tradesman as well as safety officers, HKIC offers a variety of Collaborative Training Schemes to provide comprehensive and structured craft trainings for construction practitioners. Collaborative Training Schemes work in partnership with trade associations, contractors, sub-contractors, employers, trade unions and training bodies, the enrollment number was 12,596 whereas the graduation number was 6,412 for the Collaboration Training Schemes in academic year 2022/2023.

### Collaborative Training Schemes

With the continuous improvement of safety awareness in the construction industry and the surging demand for registered safety officers, HKIC introduced “Construction Industry and Safety Practices Certificate” to cultivate more talents with construction safety knowledge to meet the industry’s manpower needs. This 5-month training course follows a “first-hire-then-train” model, allowing graduates to progress to the “Construction Safety Officer Course” for further study.



The first class of HKIC “Construction Industry and Safety Practices Certificate”

HKIC is committed to implementing Collaborative Training Schemes for training intermediate tradesmen and senior tradesman and has expanded its range of training trades. The Intermediate Tradesman Collaborative Training Scheme includes the trades of “Fire Service Electrical Fitter” and “Cured-in-place-pipe worker”, bringing the total number of training trades to 51. Intermediate Tradesman Collaborative Training Scheme (Skills Enhancement Courses) added five new trades, namely “Joiner”, “Building Security System Mechanic”, “Bar Bender and Fixer”, “False Ceiling Installer” and “Glazier”. Currently, 10 training bodies have been approved to offer 24 courses for registered general workers who possess relevant working experience to upgrade to registered training intermediate tradesmen. Furthermore, Advanced Construction Manpower Training Scheme - Pilot Scheme (Skills Enhancement Courses) added the trade of “Paving Block Layer,” offering a total of 23 training trades to enhance the training of intermediate tradesmen to become senior tradesmen, to meet the training needs of the industry and to work in line with HKIC’s four pillars under the Development Blueprint for Manpower Training of Construction Industry.

### Optimisation and Enhancement of the Collaborative Training

In 2023, HKIC implemented a number of comprehensive measures to enhance the Collaborative Training Schemes. These measures include the establishment of a quota allocation mechanism, quota reallocation mechanism, an approval and supervision mechanism for training body application and training venue for skills enhancement courses; optimisation of skills enhancement courses trainee application form, approval process and bonus arrangement, introduction of “multi-skilled” course in the first quarter of 2024 for intermediate tradesmen to attain self-enhancement and increase their employment opportunities. As for Intermediate Tradesman Collaborative Training Scheme, mechanism for reviewing new collaborative bodies (employers), evaluation mechanism and optimisation on the ratio of site mentors to students were established.

The number of participating training bodies has been increased to 10. In accordance with various mechanisms, HKIC handled applications and enhanced several quality assurance measures on monitoring training bodies, including consistent joint inspection of training venues with other departments from CIC, and class observations by HKIC’s instructors to ensure that the training bodies meet HKIC’s requirement. For on-site training, HKIC also conducted regular site visits, arranged Site Trainers and Trade Testing Exchange Sessions, Expectation Management Talks for enhancing overall training efficiency. During the year, 219 site trainers participated in 18 “Site Trainers and Trade Test Exchange Session” and 220 site trainers completed “Certificate in Instructing Techniques for Site Trainers” programme in 2023 to strengthen their teaching and instructing skills for Collaborative Training Schemes, and to improve students’ passing rates.



CIC Chairman visits Collaboration Scheme Training Bodies

### Anti-Corruption and Integrity Management

HKIC arranged the “Corruption Prevention and Integrity Management in the Construction Industry – Collaborative Training Schemes” talk, conducted by Independent Commission Against Corruption for training bodies and employers. A total of 65 representatives of training bodies and employers attended the talk, where information related to anti-corruption and integrity management in the construction industry and collaborative training schemes was shared, with the aims of enhancing training bodies and employers’ awareness of anti-corruption prevention and management practices.

### Joint Recruitment of Intermediate Tradesman Collaborative Training Scheme

HKIC has set up a new classification mechanism to appoint training partners (employers) to participate in the recruitment and student’s referral. HKIC co-organised with training partners (employers) (including Registered Specialist Trade Contractors Federation, Hong Kong Construction Sub Contractors Association and Hong Kong Construction Association), Labour Department and social welfare organisations to hold the promotion activities for recruiting students who are interested in joining the construction industry to participate in the training. In 2023, HKIC arranged 47 scheme recruitment days, promotion booths and career talks in various districts in Hong Kong, attracting more than 1,200 job seekers to participate in the activities and attend on-the-spot interviews.

### Non-Chinese Speakers’ Recruitment and Training

HKIC cooperated with the training bodies to provide skills enhancement courses for non-Chinese speaking registered general workers to upskill to Intermediate Tradesman. HKIC jointly organised Non-Chinese Speakers Recruitment Day with Registered Specialist Trade Contractors to assist employers in recruiting non-Chinese speakers. HKIC also participated in “Job Expo – Building a Multicultural Workplace” organised by Labour Department to promote Intermediate Tradesman Collaborative Training Scheme for Non-Chinese Speakers. A briefing session of Collaborative Training Schemes to the representatives of Nepalese Construction Workers Union Hong Kong and The Hong Kong Construction Association was held to promote the employment opportunities in construction industry for non-Chinese speakers.

In the coming years, in consultation with stakeholders, HKIC will explore and introduce more work trades under the Collaborative Training Schemes to alleviate manpower shortage in the construction industry.



Intermediate Tradesman Collaborative Training Scheme Recruitment Days co-organised by HKIC and Labour Department at the Labour Department’s Construction Industry Recruitment Centre

## Construction Industry Council Youth Affairs Committee

Construction Industry Council Youth Affairs Committee (CICYAC) was established in late 2022 to formulate the future direction of the youth development policy of the construction industry in Hong Kong, to recommend the short-term, medium-term and long-term plans to meet the needs of the youth in their developmental stages, and to formulate a comprehensive blueprint for the development of the youth in the construction industry in Hong Kong, with clearer visions and missions through policies. In 2023, different types of youth development activities and programmes were organised including Young Construction Forum 2023 which allowed young people to express their perspectives on the industry development, understand and share the latest state and trend of the industry. To encourage and support young people to grasp the immense opportunities brought about by the development of the Greater Bay Area, CICYAC organised a 11-day “The Greater Bay Area Construction Industry Youth Exchange Programme” starting from 8 July 2023 with 70 participants to learn about the latest opportunities of the construction industry in Hong Kong and the mainland China and to seek regional cooperation.



2023 The Greater Bay Area Construction Industry Youth Exchange Program



2023 Hong Kong Young Construction Forum

## Urban Forestry Support Fund – Trainee Programme

The Urban Forestry Support Fund – Trainee Programme (UFSF-TP) has been in operation since August 2020. Employers in the arboriculture industry are encouraged to engage graduates of arboriculture, tree management, tree climbing and tree work programmes to join the UFSF-TP through the ‘first hire-then-train’ mode. Enhancement measures were rolled out in mid July 2023 to attract more new blood to join the arboriculture industry.

Five key highlights of the enhancement includes:

1. Extend UFSF-TP to cover Tree Risk Assessor, Tree Work Supervisor and Chainsaw Operator apart from Arborist and Tree Climber;
2. Encourage trainees to acquire additional professional qualifications by the release of additional HK\$4,000 bonus;
3. Increase the minimum wage level and monthly training allowance;
4. Optimise the tutor and trainee ratio and introduce the role of “Assistant Tutor” in assistant to conduct related training; and
5. Provide trainees with an occupational safety and health in arboriculture training course recognised under the Registration Scheme for Tree Management Personnel.

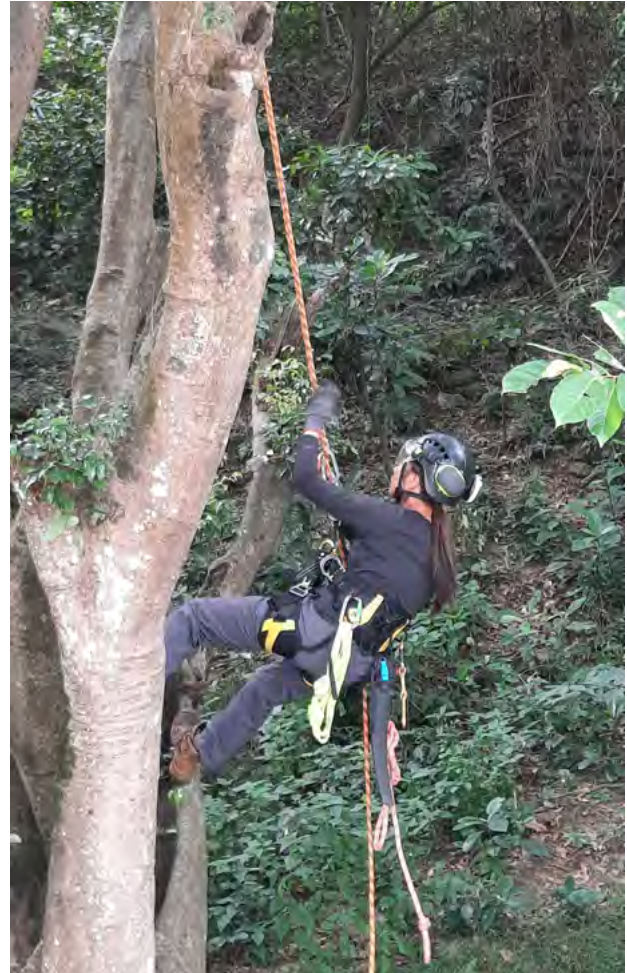
As of 31 December 2023, almost 190 trainees, including Arborist, Tree Risk Assessor, Tree Work Supervisor, Tree Climber and Tree Climber cum Chainsaw Operator Trainees, had thus far participated in the programme as recommended by their employers ranging from government departments, landscape, arboriculture, construction companies, consultants, racecourse to golf club.

To assist these trainees in acquiring professional skills, HKIC arranged soft skills and knowledge enhancement, as well as occupational safety and health courses in the form of group activities, lectures and field trips. Their overall competency development was assessed through several rounds of assessments which included mid-year & final written and practical fieldwork of tree risk assessments or tree climbing assessments. To promote the UFSF-TP, HKIC arranged a series of promotion activities, which included recruitment talks at tertiary education institutions and job fair, feature advertorials on online and print media, search engine marketing and exposures on digital media platforms of the Council and industry associations.

In the coming years, HKIC will work hand in hand with the Development Bureau to train more arboriculture and tree work experts to facilitate the development of the industry.



Arborist trainees practice tree risk assessment during the field trip at Kowloon Park



Tree climber trainee is having the final assessment



Arborist trainees are having the interim assessment and assessing tree risk



Tree climber trainees are learning to use the tree climbing equipment in the skills enrichment programme





## Trade Testing

The Hong Kong Construction Industry Trade Testing Centre (HKCITTC) continues to strive for providing independent, equitable and creditable trade testing services. With the easing of the pandemic and the social activities resuming to normalcy, the demand for trade testing service had increased sharply. In 2023, the total number of trade test conducted increased by more than 70% compared to the previous year.

To cope with the upsurge in demand of trade test, HKCITTC has undertaken a series of works to further improve efficiency of trade tests. In addition to maintaining high-quality and efficient trade testing services, HKCITTC has also introduced various safety practices and measures, and adopted innovated construction technologies to continue promoting safety culture and leading the industry in adopting new technologies.

### Continuously Improve Efficiency of Trade Test to Cope with the Upsurge Demand

#### Uplift Trade Test Resources Utilisation and Shorten the Waiting Time of Trade Test

Along with the social returning to normalcy, the demand of trade test sharply increased by 70% compared to the last year, with a total of over 26,000 trade tests conducted in 2023. To meet the needs of the industry, HKCITTC carried out a series of work to further improve efficiency of trade test, including the implementation of e-Assessment and e-Scheduling systems. Furthermore, HKCITTC flexibly reallocate the human resources and workshop space to further enhance the utilisation of the test resources. HKCITTC successfully implemented a series of measures that resulted in the reduction in waiting time of more than 90% of trades from two months to 1.5 months during the high demand of trade test.

#### Develop New Trade Testing Resources – San Tin Training Ground

The San Tin Training Ground, formerly a community isolation facility built with assistance from Mainland, commenced operations in November 2023. HKCITTC revamped the isolation units into trade testing classrooms and workshops and provided trade tests for Painter and Decorator etc. After the San Tin Training Ground was put into use, the waiting time for the trade tests is reduced by around one month.



The San Tin Training Ground provides Intermediate Trade Tests for Painter and Decorator

### Newly Launched Truss-out Scaffolder Safety Training to Promote Safe Scaffolding Construction

In order to ensure the safety of the scaffolding workers and the third parties, HKCITTC newly launched Advanced and Intermediate Level Truss-out Scaffolder Safety Training to provide safety training and skills assessment for truss-out scaffolders.

In 2023, HKCITTC produced two videos of truss-out scaffolding to promote safe truss-out scaffolding construction practices in the building rehabilitation and home renovation works. One video introduced the truss-out scaffolding construction procedures for property management practitioners and public; the other one provided the assessment tips for Truss-out Scaffolder Safety Training and two related seminars, helping truss-out scaffolders understand the content of Truss-out Scaffolder Safety Training, assessment contents and certification requirements.



HKCITTC provides Truss-out Scaffolder Safety Training



Practical Assessment Tips Video for Truss-out Scaffolding Safety Training

## Actively Promote Safety Culture and Good Practices

### Implementation of the “Candidates’ Safety Commitment Charter”

HKCITTC implemented the “Candidates’ Safety Commitment Charter” this year. Candidates are required to attend a safety briefing and sign the charter before proceeding to the practical test to raise their awareness of safety.



“Candidates’ Safety Commitment Charter” for Trade Testing Candidates

### Implementation of Safe Operations and Good Practices

In addition to continuing to require candidates to complete a “Dynamic Risk Assessment” before work commencement, protect the workplace and the upstream works prior to work, touch up on work before handover and housekeep after work, HKCITTC additionally requests candidates to practice wearing full-body safety harness and switching lanyards, as well as cross-check each other’s personal protective equipment.

Moreover, all trade testing workshops strictly implement “dangerous zone” management by using red plastic fences to enclose the “dangerous zone” in order to prevent unauthorised entry of work areas and avoid accidents. HKCITTC aims to act as a role model to promote safe operations and good practices to the industry.

### Introducing Smart Site Safety System (4S)

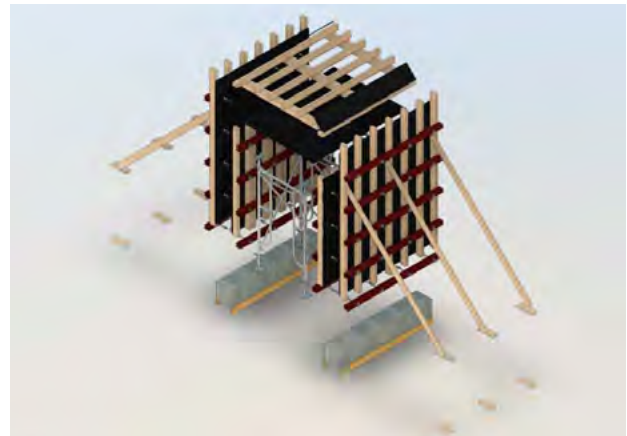
HKCITTC newly introduced 4S in 2023, to provide timely safety alerts and monitoring to trade test candidates and further ensure the candidates’ safety during works. Additionally, the implementation approach of 4S on construction sites and how to utilise 4S to enhance safety management are demonstrated to the industry.

The 4S devices include:

- Real-time Weather and Heat Stress Alert;
- Indoor Air Quality Monitoring System;
- Smart Helmet & Smart Watch;
- Personal Protective Equipment Monitoring System;
- Smart Dangerous Zone Monitoring Camera; and
- Centralised Management System, etc.

### Adoption and Application of Construction Technologies

HKCITTC uses BIM to manage the center’s resources and operations by monitoring over 20 items such as water, electricity, equipment, test resources, security and safety management tools and etc. Furthermore, HKCITTC produced BIM model for around 30 popular trades to help candidates understand the design, drawings and requirements of the test projects, aiming to facilitate candidates to uplift the quality of candidates’ workpiece.



Test Project’s Building Information Modelling (BIM)

## Recognition to Construction Masters and Promote Trade Test

### Organised The 2nd Hong Kong Construction Skills Competition

HKCITTC organised the 2nd Hong Kong Construction Skills Competition in order to acknowledge skilled industry practitioners and recognise exceptional workmanship of experienced masters and industry rising stars. The Competition consisted of Open Group and Youth Group competitions, attracting around 300 competitors and around 90 sponsors and supporting organisations. The Competition and HKCITTC Open Day attracted active participation from the industry.



Winners of The 2nd Hong Kong Construction Skills Competition

### Proactively Liaise with the Industry and Promote Trade Test

HKCITTC held over a hundred trade testing exchange meetings and stakeholder exchange sessions in 2023 to actively promote trade test qualification and the high skill level of certified workers. Support and recognition were received from various stakeholders; some incorporated the minimum skilled worker requirement in their construction work contracts, some specified the skilled worker qualification requirements in their employment contracts.



Ir Albert CHENG, Executive Director of the CIC accompanied the Labour Department representatives to visit HKCITTC



Hong Kong-Macau Trade Testing Technology Exchange Meeting

### Way Forward

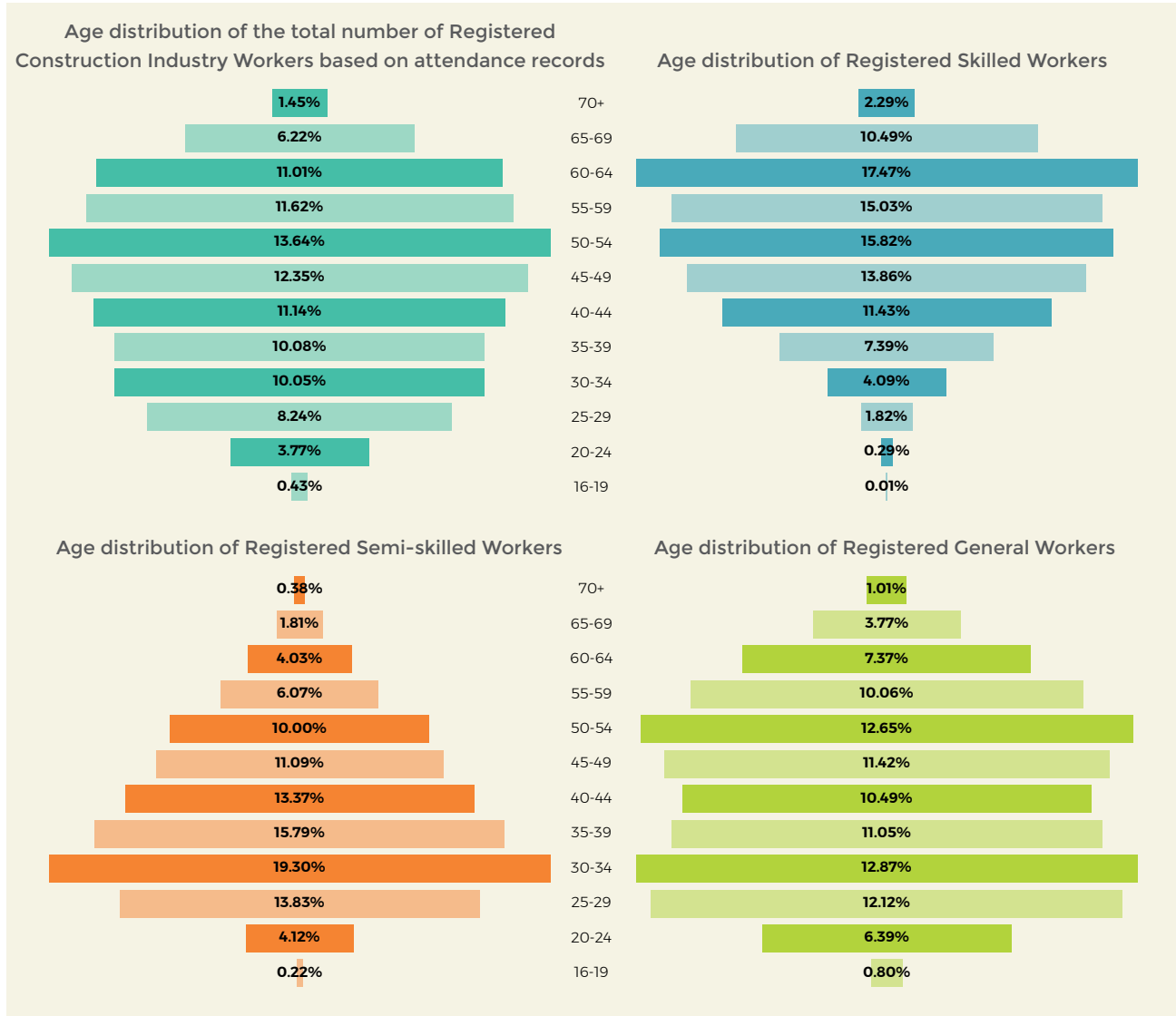
HKCITTC will continue to develop in the following three major directions:

1. further adopt safety culture and good practices, and the application of construction technologies;
2. continue to implement digitalisation for trade testing operations; and
3. proactively promote trade test qualification and the high skill level of certified workers.

# Workers Registration

The construction industry had entered another golden era to build care and solidarity for all walks of life. The vast opportunities came with challenges especially on the acute demand of skilled workers. The Construction Workers Registration Board (CWRB) had worked with the construction industry to tackle the challenges.

## Upskill



Age distribution chart of Registered Construction Industry Workers working on construction sites (from 1 Jan 2023 to 31 Dec 2023)

Among skilled workers working on construction sites, over 47,000 are aged over 55. It was foreseen that this group of core workforce of the construction industry would gradually retire in the coming decade. Replenishing the skilled workforce should be in force without delay.

The Construction Workers' Professional Development Scheme incentivised in-service general workers and semi-skilled workers to upskill to semi-skilled workers and skilled workers by undertaking trade tests.



Publicity of Construction Workers Professional Development Scheme



Construction Industry Recruitment Day

### Recruitment

Releasing the local workforce to fill the vacancies could alleviate the shortage of workforce. During the year, 13 recruitment days were held in the CIC Service Centre (Kowloon Bay), welcoming walk in for job interviews. Opportunities offered by main contractors on different types of construction projects, including the signature ones, were simultaneously promoted to registered workers and the public via the easyJob app.



Publicity of Construction Industry Recruitment Day

### Safety

The aging workforce and extreme weather had posed challenges to construction safety. Preventive measures were essential to uncover issues timely. The Medical Examination Scheme for Registered Construction Workers (the MES) prioritised skilled and semi-skilled workers aged 50 and above to undergo health check-up covering blood pressure and pulse, BMI measurement, diabetes, lipid, liver function test, kidney function test as well as uric acid. The MES also covered workers working on construction sites.



Promotion poster of "Medical Examination Scheme for Registered Construction Workers"

## Care

In an effort to drive industry-wide improvement in the site facilities for construction workers, the CIC published the “Reference Materials on Construction Site Facilities for Workers” providing standardized recommendations for the necessary facilities. With the aim of improving the well-being of construction workers, the CIC encouraged industry stakeholders to adopt these recommended facilities on construction sites.



“Reference Materials on Construction Site Facilities for Workers”

## Development

The Construction Workers Festival presented a series of family inclusion activities throughout the year, including: Construction Industry Exhibition Hub Guided Tours, Safety Training Seminars for the Construction Industry, Health talk on Stretching and Pain Relief, Positive Psychology – “The Happiness Equation” Talk and Free Health Assessment for Workers of Ethnic Minorities.



Free Health Assessment for Workers of Ethnic Minorities



Positive Psychology – “The Happiness Equation” Talk



Health talk on Stretching and Pain Relief

**Welfare**

The Scholarship for Family Member of the Registered Workers 2023 not only recognised the outstanding achievements of the family members of construction workers in the 2023 Hong Kong Diploma of Secondary Education Examination, but also commended the family members of the awardees who are registered workers.



Construction Industry Exhibition Hub Guided Tours



Publicity of Scholarship for Family Member of the Registered Workers



Students with the top three awards in the Open Category and Construction Related Curricula Category of the 13th Scholarship for Family Member of the Registered Workers

## Enforcement

The CIC is committed to promoting the construction industry in compliance with the statutory requirements of the Construction Workers Registration Ordinance (Cap. 583) (CWRO), including employment of registered construction workers for carrying out construction works on construction sites and submission of workers daily attendance records (DAR).

Under the authority granted by the CWRO, the Inspection and Enforcement Team conducted thorough site inspections and reviewed DAR to ensure compliance with the CWRO's provisions. In the year of 2023, the Inspection and Enforcement Team accomplished their annual inspection targets, conducting 1,661 inspections on construction sites and 2,050 compliance checks on DAR submitted by principal contractors were conducted in accordance with requirements in the CWRO.

In terms of prosecution works, a total of 215 summonses were issued for prosecution of the suspected offenders. Including cases from previous year, a total of 281 summonses, all relating to failure in submitting DAR within the prescribed statutory period, resulted in convictions in 2023.

To continually strengthen awareness and compliance among main contractors with the CWRO, the Council utilized email and instant messaging platforms to remind them of the key provisions of the CWRO and promote seminars related to the CWRO, encouraging industry stakeholders to stay updated on a regular basis.



The Inspection and Enforcement Team conducted inspection at construction site

## Registration Figures

The Workers Registration Office (WRO) processed 53,932 new registrations and 73,289 renewal applications in 2023, maintaining high service volume. By end of 2023, the total number of valid registration was as follows:

Registration Category	Number of Registered Workers (as at 31/12/2023)	Number of Registered Workers (as at 31/12/2022)
Registered skilled worker	201,781	205,356
Registered semi-skilled worker	46,577	36,409
Registered general worker	390,106	367,562
<b>Total</b>	<b>638,464</b>	<b>609,327</b>

## Way Forward

To ensure the continued development of the industry and maintain a leading position in the technological field of the construction sector, while providing more growth and development opportunities for technical personnel and enhancing customer satisfaction and experience, the CIC will actively strengthen the following measures:

- Explore, in consultation with the trades, proposals on development courses for construction workers registration renewals for workers in selected trades if considered necessary and suitable
- Attract workers whose registration have expired to rejoin the construction industry
- Further improve customer experience by centralising digitalised service appointment, workers registration and worker communication with in-built technology such as OCR and auto-notification via CIC App



## Registered Specialist Trade Contractors Scheme

### Continuous Growth and Development

The Registered Specialist Trade Contractors Scheme (RSTCS) has been expanded into 14 designated trades from only seven designated trades at its launch in 2019. During the year, three new designated trades were added to the RSTCS, namely Levelling and Setting Out, as well as the two RMAA related trades, Building Maintenance and Interior Fitting-out. As of December 2023, there were a total of 7,290 registered companies, including 1,956 Registered Specialist Trade Contractors (RSTCs) of 14 designated trades and 5,334 Registered Subcontractors (RSs) under general civil, building and electrical and mechanical trades. The RSTCS focuses on the development of the registered companies during the year to cope with the everchanging business environment while grasping the ample opportunities.



Two designated trades in relation to Repair, Maintenance, Addition and Alternation (RMAA) were included in RSTCS since 1 October 2023

### Strengthen Registration Requirements

The RSTCS encourages and supports professional development of the RSTCs and regularly reviews the registration requirements to address the needs and aspirations of the construction industry over the RSTCs. Upon completion of the transition of the initial eight designated trades, registration requirements were reviewed and optimised. Highlights included strengthening the qualifications and number of dedicated safety and management personnel, mandating Building Information Modelling (BIM) Viewer qualification, and requiring training for front-line practitioners for Group 2 registered companies.

The sixth core registration element “Integrity Management” was fully implemented in January 2023 on all RSTCs and RSs. All registered companies must submit an integrity policy and arrange their senior management members to complete integrity training.

### Promulgate Good Trade Practices

In order to showcase professionalism of the RSTCs and provide a reference on standard operating procedures and work output, the RSTCS launched the brand new “Designated Trade Good Practice Manuals” series. The series was supported by Hong Kong Institute of Construction and trade associations. We hope to advocate good trade practices, construction safety and close collaboration among developers, consultants, contractors, subcontractors and front-line practitioners.



During the year, the RSTCS continued the Specialist Trade Technical Webinar series for “Building Drainage Installations” and “Levelling and Setting Out” designated trades to showcase the achievements, good practice and innovation technology adoption of the specialist trades with participation of about 1,500 industry practitioners.



The Hong Kong Plumbing & Sanitary Ware Trade Association sent speakers to support RSTCS' technical webinar

### Attention on Variation Management

As reflected by industry stakeholders, project teams may face acute challenges on cash flow if the contract execution, especially variations, not being managed properly. The RSTCS published “Alerts on Variation Management”, advocating best practices to handle variation and define the roles and responsibilities of different stakeholders in the process of contract management.



### Uphold Clean Business Environment

The CIC together with Development Bureau and the Independent Commission Against Corruption joined hands with industry stakeholders to support combatting illegal referral fees in the “Anti-Corruption Summit and Commitment to Action Agenda”. In addition to the active participation of young leaders of the registered companies, the event has attracted more than 2,000 industry stakeholders to attend on-site or participate online. The content of the event has also been edited into an educational video to facilitate industry leaders to instill a clean work culture into their teams.



CIC Chairman, Executive Director, representatives from the ICAC and Development Bureau and industry leaders have participated in anti-corruption event

During the year, a series of three integrity management webinars were held to introduce the risks of referral fees, the Prevention of Bribery Ordinance and integrity risk management to frontline practitioners of registered companies. More than 3,500 people attended the webinars.

### Grow and Develop Young Leaders

The RSTCS “Young Leaders Network” has over 240 members who exchanged industry news and business opportunities in the designated social chat group. The RSTCS communicated the scheme training and development programs to them via the same channel. During the year, six Building Information Modeling (BIM) viewer courses were held and trained a total of 103 young leaders to BIM viewers.



A series of BIM review courses has been organised for members of Young Leaders Network

### Strengthen Regulatory Action Mechanism

The Committee on RSTCS instigates regulatory action against registered companies arising from court convictions or breach of the Rules and Procedures for the RSTCS. When there is prima facie case, a hearing will be conducted by the Committee and any regulatory actions imposed will be notified to supporting organisations by direct electronic mail and published on the RSTCS website. An independent appeal mechanism is also established to handle appeal cases.

In 2023, a total of 34 registered companies were regulated, mainly in relation to convicted violations of safety and arrears of wages or MPF contributions, as well as serious incidents happened on construction sites. Regulatory actions taken included suspension of registration or revocation of registration.

### Way Forward

We shall continue to expand the scope of application of the RSTCS, strive to promote the professionalisation of registered companies and strengthen the capabilities and skills of core personnel of registered companies to grasp the vast opportunities arising from the golden era of construction industry. On the other hand, safety would be the paramount interests and the RSTCS will step up regulatory mechanism in this regard.

## Technically Competent Persons Registration Scheme

The Technically Competent Persons Registration Scheme (TCPRS), which facilitates supervision plan submission under the Buildings Ordinance (Cap 123), gauges the supply of Technically Competent Persons (TCPs) and enhances their quality, skills and knowledge through continuous training, reached 4320 by the end of 2023, a notable growth of 28% compared to 2022.

### Continuous Competence Development

Being one of the crucial parties on front-line safety supervision, TCPs should keep abreast of the latest safety requirements. During the year, the TCPRS has organised two tailor-made webinars which attracted more than 1,600 industry stakeholders to participate. The webinar series included:

- Occupational Safety and Construction Safety Regulatory Requirements Webinar with speakers from the Buildings Department and Labour Department, providing an update on the site supervision safety and legislative requirements as well as illustrated good practice through various case sharing.
- Adoption of Smart Site Safety System(4S) and Construction Innovation and Technology Fund (CITF) Support encouraged TCPs to leverage on the government funding to adopt technology which could assist them to discharge their supervision duties more effectively.



Representatives of the Buildings Department and the Labour Department responded to the questions raised by the audience

### Experience Recognition for registration

The requirement on local site experience for TCPs to register under the TCPRS was widened during the year to cover qualified supervision experience gained from factories outside Hong Kong provided that such qualified supervisions are requirements and conditions imposed under the Buildings Ordinance upon plan approval. This facilitated practitioners who managed operations in Mainland China for the Hong Kong projects to have their experience recognised under TCPRS.

### TCPRS Awareness

The TCPRS significantly alleviated the workload of the submitter of site supervision plan with qualifications of the TCPs being vetted by the CIC Secretariat, which would be the responsibilities of the submitter. In addition to the quick link added on to the BD website, the virtue of the TCPRS was shared in an article themed Driving Professionalism and Excellence for Technically Competent Persons through Registration, which was published on the Hong Kong Engineer by the Hong Kong Institute of Engineers in July 2023.

### Way Forward

With the increasing construction expenditure for the years to come, safety remains a top priority and of paramount importance. Registered TCPs would be encouraged to participate site visits to exchange 4S adoption experience sharing and attended webinars to keep abreast of the latest construction method. Joined hands with the Buildings Department, TCPs duties as specified in the Code of Practice for Site Supervision would be reiterated and promulgated.

## Construction Innovation and Technology Fund (CITF)

### Reaching New Height for Technological Transformation

The Construction Innovation and Technology Fund (CITF) continued to support the local construction industry to transform and improve its productivity, quality, safety and environmental performance through automation, digitalisation and industrialisation. In 2023, the total cumulative fund grant exceeded the initial government injection of HK\$1,000M and reached HK\$1,109M as of 31 December 2023 involving a total of 3,580 approved applications out of the 5,268 applications received. The annual grant amount in 2023 was HK\$313M, which is a record high since the launch of CITF in October 2018.

Under the six categories of funding support, namely Building Information Modelling (BIM), Advanced Construction Technologies (ACT), Modular Integrated Construction (MiC), Prefabricated Steel Rebar, Industrialised Process - Robotic Welding and Manpower Development, the total accumulative number of beneficiaries increased to 1,139 in 2023. The total accumulative number of small and medium enterprises (SMEs)<sup>(1)</sup> supported increased by 18% to 683 in 2023, indicating the wider adoption of new technologies among SMEs. More than 15,304 training places of different construction-related technologies including BIM have been approved under the CITF, which benefited construction personnel at various levels including professionals, technicians and students and encouraged the adoption of innovative construction technology.

The CITF has continued its enhancement to better facilitate technology adoption since the last major enhancement in 2022, subsequent to a series of initiatives and the completion of the CITF Overall Review which aimed at assessing the achievements of the CITF and identifying the way forward after four years of operation. The latest CITF enhancement measures in 2023 featured uplifting of the per-applicant fund ceiling under the BIM and ACT categories by HK\$1.5M solely designated for adoption of smart site safety system (4S) in private work sites, uplifting of per-applicant fund ceiling to HK\$6M under BIM category and provision of additional funding for innovative and high-rise MiC projects alongside with simplification of the application and final disbursement procedures including the publication of approved product prices of pre-approved ACT products.

The CITF Pre-approved Lists underwent a comprehensive review in 2023 with inappropriate items delisted to ensure the suitability of the pre-approved items. In 2023, 75 new ACT items, BIM software and BIM training courses were admitted to the Pre-approved Lists. By the end of 2023, there were 615 Pre-approved items.

### Active Engagement of the Industry

To enhance and reinforce connection with the industry, in mid-2023, the CITF Secretariat established the "Outreach Team" to actively engage with the stakeholders. The team is dedicated to promote the latest information on the CITF and new technologies through a hybrid mode of on-line (e.g. webinars, eDMs, social media, newsletters, etc.) and in-person promotional activities (e.g. seminars, exhibitions, etc.). In 2023, the CITF Secretariat delivered and participated in a total of 138 promulgation activities including 74 CITF briefings and case sharing sessions, 41 cross-departmental or external party events and 23 tailor-made briefings to specific groups of industry stakeholders. To boost the adoption of technologies among SMEs and subcontractors, a series of technology sharing and briefing sessions were delivered to key subcontractors and trade associations of small main contractors including the Hong Kong Construction Sub-Contractors Association and Hong Kong Registered Contractors Association, etc., to promote the latest CITF enhancement measures and pre-approved technologies applicable to their specific work trades.

### Way Forward

Entering the sixth year of operation of the CITF, the outreach team will operate in full swing to enhance the promotion in particular the adoption of 4S and collect feedback from the industry stakeholders for continuous development of the construction industry.



CITF briefing for small contractor associations including Hong Kong Construction Sub-Contractors Association and Hong Kong Registered Contractors Association

(1) Small to Medium Enterprises refer to organisations which employ fewer than 50 persons.

## Corporate Secretariat

The Corporate Secretariat (C-SECT) provides quality secretarial services and administrative support to the two top authorities, the Council and the Executive Committee. It ensures the CIC's compliance with statutory and appointment requirements, upholds the corporate integrity and governance standards, and assists the Council on important policy decisions and strategic directions. C-SECT continuously improves the quality of meeting documents and correspondence by implementing Grade Management for secretariat staff. It also develops governance systems and procedures, formulates corporate policies and guidelines, prepares documentation framework and templates, as well as providing regular training on relevant topics for staff.

### Enhancing Corporate Governance Standards and Quality of Secretarial Services

In 2023, C-SECT conducted four interactive and refresher training workshops on corporate governance and writing skills. Through Grade Management, C-SECT critically reviewed and provided constructive advice / suggestions to uplift the quality of secretarial services delivered by various CIC business units on a regular basis.

#### Release Informative Publications

C-SECT published and distributed the bilingual CIC 2023 Major Work Plans in February 2023. To ensure easy access, the electronic version was also uploaded to the CIC website. Additionally, during the orientation for new Council Members, C-SECT provided them with an "Information for Council Members" booklet.

### Latest Updates of the CIC Fellows

In 2021, the CIC Fellows were established, and in 2022, the "CIC Members cum Fellows Visit (MFV) Programme" was launched as an initiative. In 2023, a new initiative called the "CIC Fellows Sharing" was introduced.

Five "CIC Fellows Sharing" sessions were conducted at HKIC campuses in 2023. The sharing sessions aimed to provide HKIC students with the opportunity to learn from the experiences and insights of the CIC Fellows who have made significant contributions to the construction industry. The first sharing session was conducted at Kowloon Bay Campus (KBC) with Dr. CHAN Ka-Kui as the guest speaker on 27 March 2023, followed by sharing sessions conducted at Sheung Shui Campus (SSC) with Mr. Ivan FU, at KBC with Mr. Paul CHONG, at KBC with Ir HON Chi-keung and at SSC with Dr. Christopher TO respectively. The CIC Fellows would continue to contribute to the holistic development of HKIC students through such sessions.

Eight MFV visits to various CIC premises / facilities were held in 2023. The first visit was held on 3 April 2023 at the HKIC Kwai Chung Campus, followed by visits to the Hong Kong Construction Industry Trade Testing Centre and the HKIC SSC, etc. The valuable improvement suggestions made by the visiting groups helped to enhance the

operation of various departments/ business units and also contributed to strengthening the governance and service quality of the CIC.

In addition, the CIC Fellows Annual Event cum Luncheon was held on 29 November 2023. The CIC Fellows enjoyed a guided tour to the CIC Digital Twin Hub before the luncheon, and some took an optional tour to the CIC-ZCP afterwards.

### Addressing Acute Manpower Shortage

To address the severe shortage of manpower in the construction industry, C-SECT assisted in reorganising the "Task Force on Short-Term Labour Supply". This involved updating its Composition and Terms of Reference to effectively support the implementation of the "Labour Importation Schemes for the Construction Sector". The Task Force served as a platform to engage industry stakeholders and offered valuable advice on matters pertaining to the formulation of the Scheme. We provided secretarial services to the Task Force meetings in 2023.

### Way Forward

In 2024, the C-SECT will continue its supportive functions to the Council, the Executive Committee and the CIC Fellows, with a focus on improving the quality and standard of secretarial services and upholding high standards in corporate governance of the CIC. The C-SECT is in the process of organising an orientation for new Council Members as well as publishing the bilingual "CIC 2024 Major Work Plans" in early 2024.



CIC Fellows Annual Event cum Luncheon

## Corporate Communications

The Corporate Communications Department is responsible for promoting the CIC's image and enhancing public awareness of its mission and achievements through a diversity of channels. The Department maintains effective, professional communications with industry stakeholders to uphold the CIC's pivotal role in the industry. The Department manages print and online communications, events, relations with its stakeholders, the public, and the media, oversees the Construction Industry Sports and Volunteering Programme (CISVP), and handles issues and emergency communications.

### The industry-wide PR campaign

To promote the professional image of the construction industry and attract new blood, the CIC and the Development Bureau have continued their efforts in the "Design for Future Build for Life" industry-wide promotion campaign. The campaign successfully promoted a professional image to draw young talents to join the industry. The campaign reaches the community widely through diversional platforms, including TV Announcements in the Public Interest (API), websites, social media tools, etc. The campaign also includes Master Talks, site visits and career talks, and the introduction of a STEAM Lab which features STEAM education and promotion to raise the public awareness towards the industry.



The STEAM Lab displays advanced construction technology through education and interaction

### Connecting the Industry

The Department has continued to organise the "CIC-See What I See" event series to connect government officials, industry leaders and business partners for networking and exchanges. In 2023, CIC had the honour to have invited prestigious keynote speakers to share their Insights with the community. They included the Honourable Regina IP, Executive Council Convenor and Legislative Council Member, Ms. Bernadette LINN, Secretary for Development; Ms. Winnie HO, Secretary for Housing; Ir Ricky LEUNG, Executive Director, Engineering & Technology, Airport Authority Hong Kong; Ar. Donald CHOI, Executive Director & CEO, Chinachem Group; and Mr. Robert CHAN, Executive Director of Sun Hung Kai Properties Limited.



CIC-See What I see events

The Department worked closely with other departments and stakeholders to organise an array of events, including the inaugural Workshops on Construction Robots which showcased 20 ready-to-market construction robots and how they can effectively address the challenges encountered during site work across different stages of construction. The Department also promoted the launch of the first Digital Twin Hub which provides a collaborative platform and an array of technological showcases to facilitate knowledge exchange, nurture talent and inspire innovation in the digital twin and construction technology field. In terms of sustainable development, the Department took a leading role in the promotion of the CIC Global Construction Sustainability Forum and Exhibition 2023 (GCSFE 2023). Apart from social media platforms, outdoor billboard advertisements were also placed at high traffic areas as well as outside the cross harbour tunnels.



“Design for Future, Build for Life” industry-wide promotion campaign

## Revitalising the Construction Industry

The Department continued to organise the third edition of Construction Industry Outstanding Young Person Award, the biennial award to recognise young construction practitioners with remarkable achievements in their careers and outstanding contributions to the construction industry and society at large. Six young professionals in the industry were awarded in 2023.

## Caring and CSR

Commitment to corporate social responsibility (CSR) has always been one of the major initiatives of the CIC. The Construction Industry Sports & Volunteering Programme (CISVP) rolled out a number of events, including the Volunteer Award Presentation Ceremony, Happy Run, Sports Day and Charity Fun Day, Table Tennis Competition and Lo Pan Rice Campaign, etc. With the support of the industry, CISVP recorded over 13,831 participants (man-time), 231,397 volunteering service hours and 62,990 beneficiaries (man-time).



Construction Industry Lo Pan Rice Campaign

## Way Forward

The Corporate Communications Department will continue to safeguard the image of the CIC and the industry and to cope with challenges with an innovative mindset and “can-do” attitude. Riding on the CIC’s success over the past years, the Department will strive to promote innovative construction technology continually and encourage the industry’s sustainable development by hosting different events and campaigns. The Department will continue our efforts in activities that aim at grooming and nurturing talents and maintaining professionalism of the industry, contributing to sustainable development, fostering collaborations with the Mainland, especially the Greater Bay Area, and contributing to the betterment of the industry.



## Human Resources & Administration

The Human Resources Department provides comprehensive human resources support to various operational teams in areas of manpower planning, as well as in talent acquisition, development and engagement. Our human resources policies and operations align and support CIC's sustainable development goals. There was a total of 844 full-time staff as of 31 December 2023.

The Administration Department ensures that our work environment run smoothly and efficiently by providing coordination amongst operational teams. We optimise resource utilisation through standardisation, automation and adoption of new technologies.

### Prioritise Talent Acquisition and Retention

In 2023, acquiring, retaining, and developing talents are the top priorities of the Human Resources Department. We faced keen talent competition in the Hong Kong labour market. To meet this challenge, we work more closely with Line Heads to review their manpower situation and needs on a regular basis, work along with various executive search firms to source for senior management and professional talents, as well as streamline the recruitment process to secure the best fit talent. We monitor the market remuneration packages closely to ensure that our offer is competitive to attract the most suitable talents and we reward good performing staff with promotion opportunities. We also reviewed and re-designed our on-board induction and orientation programmes to ensure that they are comprehensive enough to equip new staff with the tools, resources and support they need to grow and succeed with the CIC.

### Develop Future Leaders

Succession planning is a crucial component of the CIC's sustainable development. We recognise the importance of identifying and grooming suitable successors to ensure business continuity and maintain high standards of performance. To achieve this goal, we review and identify staff members with the potential to take on critical roles in the future. We tailor-made Individual Development Programs for these staff members, which include assigning senior management as their internal mentors and inviting successful business and industry stakeholders as their external mentors. Regular meetings were arranged for them to meet with their mentors to share leadership experience and enrich their market insights. We also nominated a number of successors to attend suitable development programmes both locally and overseas, such as the IMD Executive Education Programme on Orchestrating Winning Performance at Lausanne, the High Potential Leadership Consortium Programme for Executives, the National Education Programme offered by the Hong Kong Institute for Public Administration, etc.



CIC Talents Development Excellence Talk

### Encourage a Learning Culture

We invest significant amount of effort and resources to develop our staff through various Talents Development Programmes. We believe that staff working in an organisation which emphasises staff development will see themselves with plenty of opportunities for career advancement and are more likely to stay on. Our Talent Development Programme aims to ensure that our staff are equipped with and kept abreast of the latest development in technology, including the adoption of Artificial Intelligence (AI). Our staff are also updated with the latest development in safety, personal data protection, cyber security and other related ordinances. Apart from regular seminars and training workshops and the provision of a free 24/7 online learning platform for staff, we also organised a series of the CIC Talents Development Excellence Talks in 2023. We are honoured to have invited Mr. LEE Ming-kwai Dick, the Executive Director of the Hong Kong Institute for Public Administration, Ms. Cally CHAN, General Manager of Microsoft Hong Kong and Macau, Dr. Charleston SIN, Executive Director, MIT Hong Kong Innovation Node, and Dr. CHAN Ka-kui, former Chairman of the CIC as our distinguished speakers of the Excellence Talks to share their insights and experience with our staff.



Dr. CHAN Ka-kui, former Chairman of the CIC

## Nurture Fresh Graduates as Future Leaders

Our Graduate Trainee Programme (“GT Programme”) is designed to attract and develop young graduates with the potential to become future leaders of the CIC. We are committed to providing a comprehensive development programme for them to grow and succeed within the CIC. The GTs are deployed to work on job rotation in various departments under the guidance of mentors to obtain all-round experience. Regular retreats and training sessions are arranged to groom them in various aspects including industry knowledge, presentation, communication, leadership and management. The GT Programme is both rewarding and challenging, and the GTs are groomed to take up a managerial role within CIC upon completion of the programme.

## Foster a Positive and Engaging Work Environment

We recognise the importance of fostering a positive and engaging work environment to attract and retain talents. A variety of staff engagement activities were held throughout the year to promote team building and collaboration, boost morale, and show our appreciation to staff’s hard work and dedication. Amongst some of these activities are Staff Engagement and Team Building Workshops, Chinese New Year gatherings in February, an Annual Dinner in July and a Staff Fun Day at HK Disneyland Theme Park in December. All these activities were warmly welcomed by staff with overwhelming participation. We also held a number of “Friday Happy Hours” and “Lunch Time is Fun Time” throughout the year with themes to suit staff’s interests and to take care of their well-being.



Staff Activities - Friday Happy Hours: Alcohol Ink Art Workshop



Staff Activities - Friday Happy Hours: Aroma Yoga

## Adopt New Technologies in Administration

CIC has taken various initiatives to promote an environmentally responsible office culture. We have installed plastic bottle recycling machines and set up recycling bins at our premises to encourage waste separation and recycling practices. We have partnered with Green@Community to collect recyclable materials and ensure that they are processed and recycled in an environmentally responsible manner. We have also implemented a screensaver on computers to promote eco-friendly practices in the office. A smart office management system has been deployed which optimises office space utilisation by providing real-time occupancy rates and seating arrangements, enabling improved resource allocation and enhanced productivity.

## Way Forward

Looking ahead to 2024, the Human Resources Department will continue to expand and enrich the learning environment of staff to support the growth and development of the CIC and the theme of Year of Safety. We shall foster the adoption of digitalisation and innovative technology in our staff’s learning to enable them to make good use of this new technology to enhance their daily work.

The Administration Department will deploy digitalisation and innovative technology in multifunctional device services and digital mailroom operations. We shall also initiate measures to minimise unnecessary waste generation and foster a culture of sustainability.

## Corporate Safety

The Corporate Safety Department (CST) is responsible for the safety and health of all CIC staff, students and those who can be affected by the CIC's operations and activities. CST leads tasks related to maintaining a safety and health management system intended to allow the organisation to provide safe and healthy workplace and environment for all stakeholders to prevent injury and illness.

### Emergency Preparedness Enhancement

In 2023, CST reviewed and re-established the enhancement on emergency preparedness in various aspects, including incident classification, centralised reporting, first aid and AED arrangement. This enhancement plan has upgraded emergency preparedness arrangement comprehensively in the CIC training and trade test premises.

### Safety Improvement Team

The internal safety campaign provided an opportunity to form a safety improvement team across various departments of the CIC. Making use of synergies of staff members from different departments, the improvement team has identified improvement areas in daily working environment and implemented improvement measures to uplift CIC safety performance.

### Digitalisation on Heat Stress Assessment

The Labour Department has revised the Guidance Notes on Prevention of Heat Stroke at Work and updated the assessment methodology of heat stress assessment in May 2023. In order to adopt the Guidance Notes effectively, digitalisation of heat stress assessment provided a standardised and automated solution to complete the assessment.

### Way Forward

The Corporate Safety Department will continue to devote to cultivating a safety-first culture in all levels and to stimulate the enhancement of CIC internal safety performance, in order to deliver continual improvement on safety aspect and to meet the expectation of our stakeholders and the industry.

## Estates Office

Estates Office (EO) supports the CIC's operations through facilities management, capital projects, and land lease management. We optimised space utilisation, managed building structures, landscaping, furniture & equipment, and ELV systems. Additionally, we ensured license renewals and pursued short-term use of vacant government sites for CIC campuses and outdoor training grounds.

### Establishment of Smart Facilities Management Control Centre (SFMCC)

The SFMCC, launched in Q3 2023, integrates various systems, platforms, and technologies used in our daily operations, including the Building Management System (BMS), Estates Office Management System (EOMS), CCTV system, and IoT devices across CIC networks. It provides real-time monitoring of facility conditions, aiming to enhance productivity, cost efficiency and sustainability. With dynamic analytics and control capabilities, SFMCC optimises facility operations, enables predictive maintenance practices and facilitates benchmarking for ESG practices, hence achieving operational excellence.

### Lift Replacement Works of Three HKIC Campuses

We have adopted a Dynamic Risk Assessment approach in the lift replacement works at HKIC Kowloon Bay, Kwai Chung, and Sheung Shui Campuses, consistently identifying and mitigating on-site hazards and risks.

Our commitment to safe work practices is unwavering, and we actively promote a culture of site safety and awareness among both site management and workers.

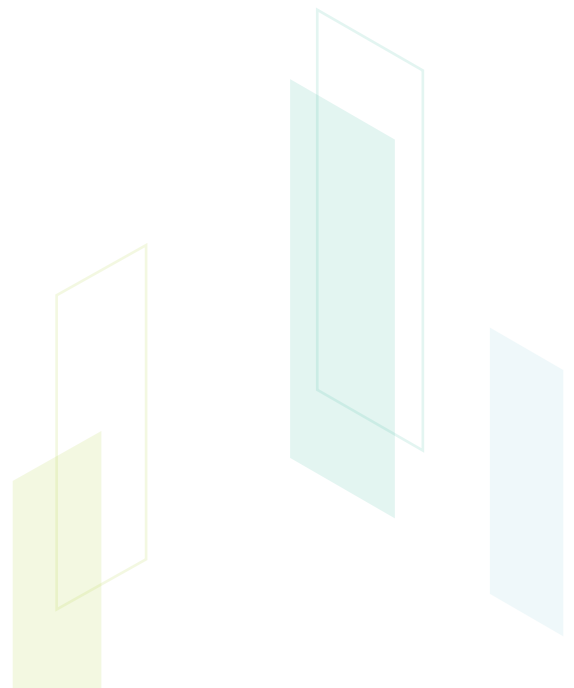
The implementation of elements from the Site Safety Cycle occurs on a regular basis, ensuring a comprehensive approach to maintaining a safe working environment.

### Way Forward

We will continue to collaborate with relevant CIC departments to enhance facilities and create a smart and sustainable work environment that meets the needs of the CIC's future growth.

#### Elevation of SFMCC

We will further develop the SFMCC through increasing the number of covered premises and incorporating more innovative solutions into the operation. By leveraging continuous advancements, we will be able to proactively address issues, monitor and manage facilities in real-time and ensuring optimal performance and efficiency across multiple locations.



## Information Technology

The primary functions of the Information Technology Department (ITD) include IT Strategy implementation, cybersecurity, enterprise architecture, IT demand management, enterprise applications implementation, application development, data management, network and infrastructure services, service desk, and workspace technologies. It is responsible for the development, coordination, maintenance, and operations of all information services and technologies for the CIC. The ITD strives to provide excellent employee and customer-centric solutions through one-stop service and user experience principles.

### Digitalisation of Hong Kong Institute of Construction

ITD assisted Hong Kong Institute of Construction in the following:

- Online Programme Application System for full-time courses and part-time courses launched
- eSurvey system for safety training and Collaboration Scheme feature released
- Trade Test eScheduling System launched
- Safety Training Enquiry System launched

### Big Data Visualisation and Decision Making

Significant progress was made in establishing a data platform to foster a data-driven culture. These initiatives have yielded tangible benefits, enabling data visualisation and providing valuable insights from below dashboards:

- Operational Dashboards for CITF, Levy, HKIC, Trade Testing, and Worker Registration
- Registered Workers Demographics & Engagement Level
- Trade Testing Trade-360
- CSILQ - Quarters Accommodation, Application Summary, and Quarters Income

### Implementation of New Technologies

These digitalisation successes reflect our commitment to using digital platforms to enhance access, promote CIC resource reuse, and improve user experiences.

- The API Connectivity and Management platform has been operational, expediting development and bolstering security
- The Centralised Web Content Management Platform has been rolled out to support content management and publishing workflows for CIC's websites and mobile applications

- A Low-code Application Platform (LCAP), OutSystems, has been successfully launched as a standard for swift application development. Notable CIC applications like the Sustainable Construction Award website, Online Program Application System, Safety Training Enquiry System, and Construction Digitalisation Award website have been deployed on this Platform

### IT Infrastructure Advancement

IT infrastructure underpins diverse IT services and systems. Notable achievements include:

- Hyper-converged Infrastructure (HCI) is adopted successfully to elevate the quality through improved resiliency, availability, and performance, ensuring uninterrupted access for users
- Network bandwidth upgraded for training facilities and CIC offices/campuses (18 sites in total)

### Enhance IT Governance

IT governance achievements highlight our IT and business alignment, service level commitment, and risk management in task execution.

- IT Service Management System has been launched, simplifying initiation and tracking of incidents, service requests, and changes
- Call centre service level has markedly improved, enhancing IT hotline and desktside support. It efficiently resolves inquiries and incidents, improving response and tracking
- Strategic Portfolio Management Platform for CIC departments is live, effectively managing KPIs. A new management dashboard tracks and visually represents metrics
- IT Policies and SOPs in Information Classification, Security Incident Handling, IT Security Policy, and System Acquisition have been crafted to govern IT services and heighten compliance

## Way Forward

Our focus remains on maximising our business capabilities and achieving desired outcomes through the implementation of multi-year strategy. Building upon the digital transformation journey of the CIC, we continue to implement various IT initiatives that will propel us towards a digital organisation. This will help the CIC enhance employee experience, improve learning experience and teaching quality, optimise resource utilisation, promote industry development, provide one-stop service for workers, and further strengthen our cybersecurity posture.

### Enhancing Cybersecurity in the CIC

Cybersecurity remains a top priority at CIC. The IT Department is dedicated to ensuring a secure environment. Key initiatives for the year include:

- A comprehensive cross-department Cybersecurity Incident Response Drill was conducted to enhance incident responsiveness
- Cybersecurity awareness training was completed successfully for all staff, covering a wide range of topics and recent trends
- Achieved a low phishing offensive click rate (0% at times), exceeding industry standards due to regular educational activities like mock tests, newsletters, and videos, which promote a vigilant cybersecurity culture
- Known security vulnerabilities are mitigated by promptly securing our servers. This highlights a strong commitment to maintaining a resilient cybersecurity ecosystem
- Protection of privacy and sensitive information assets has been strengthened by providing comprehensive training on data protection and labelling tools to staff. This achievement underscores our commitment to safeguarding confidential data in a secure ecosystem
- Enhanced firewall protection to control access from outside Hong Kong, increasing IT asset security and reducing the attack surface

### Customer and Employee Centricity

The core of digital transformation is to enhance the user experience of our employees and stakeholders.

- Employee Service Centre Portal has been launched to enhance our customer-centric approach. With convenient access, employees have greater visibility over their IT requests. This improves efficiency and collaboration, leading to increased satisfaction
- The CIC App, a mobile application for workers, has finished prototyping. It transforms worker registration and renewal, providing access to safety and worker information, underscoring our commitment to enhance worker safety and efficiency
- e-Signature Platform implementation completed including user LinkedIn training facilitating seamless adoption
- ERP project user survey and workshop for requirement feedback, Expression of Interest preparation, and Return on Investment analysis completed, setting the stage for project commencement
- “CIC OnePass” platform was launched, providing stakeholders unified access to CIC systems like e-Tendering system, Smart Waste Management System, Web Content Management System, and HKIC Online Application Platform



## Legal and Compliance

The Legal and Compliance Department (L&C) was newly formed in June 2023 and had the full team in September 2023. The L&C supports the CIC in legal and regulatory compliance matters. The department ensures that the CIC's operations comply with relevant laws, rules and regulations issued by relevant authorities.

With the support of external legal advisors, the L&C provides legal advice on litigation and other legality issues where relevant. The department also plays an important role in regulatory compliance and personal data privacy initiatives. This includes developing policies and procedures to manage and mitigate risks related to personal data privacy, as well as monitoring and detection of its non-compliance. In addition, L&C provides legal advice on complaints from the public. All complaints are channelled to relevant departments in a timely manner for investigation and identification of improvement areas to ensure that the CIC's services meet public expectation.

### Key Achievement

Acknowledged that data privacy is more than regulatory compliance, L&C has adopted a proactive approach in embracing the evolving challenges of data protection. The department has endeavoured to develop privacy protection as part of the CIC's corporate governance responsibilities and apply it as a top-down business imperative throughout the organisation.

In 2023, with strong support from senior management, L&C has started a project to revamp CIC's Personal Data Privacy Compliance Framework. A comprehensive gap analysis was performed and areas for improvement were identified. In particular, the L&C developed Privacy Policy Statement for the CIC which can be found on the CIC's website.

### Way Forward

In the coming years, the L&C will continue working with external legal advisors to provide quality legal advice to inhouse stakeholders. The department will also work with other departments to implement measures to enhance the CIC's Personal Data Privacy Compliance Framework such as implementation of new Personal Data Privacy Policy and Privacy Impact Assessment etc..

## Procurement

The Procurement Department continues to support the CIC's operations by understanding its business requirements, managing transactions of goods and services and ensuring compliance with procurement procedures, hence improving the efficiency of transaction flow and reporting.

### Management of Major Tenders

The Procurement Department managed a number of major tenders in regard to consultancy and general goods or services in 2023, including:

- User Experience Study and Website Revamp for Hong Kong Institute of Construction (HKIC) and School of Professional Development in Construction (SPDC)
- Worker App Development and Infrastructure with Digital Card, Job and Safety Integrations
- Development of Frontline Personnel Safety Performance Recording Scheme
- Outreach Service to promote innovative technologies, manpower training and the Construction Innovation and Technology Fund (CITF)
- Public Relations Services for Publicity Campaign for the Construction Industry
- Website Development for CIC Digital Platform (iHub)
- Consultancy Services on Repair, Maintenance, Alteration and Addition (RMAA) Market Study in Hong Kong
- Consultancy Study on Review and Enhancement of Construction Contract Terms
- IT Development and Support Services
- Supply and Implementation of Centralised Monitoring Dashboard Platform
- Quantity Surveying Consultancy Services
- IT Service Desk and User Support Services
- Supply and Delivery of HKIC Student Uniform and Construction Industry Worker Uniform

The Department also assisted in tender management for other large-scale events and Tam Mei Construction Sector Imported Labour Quarters set-up projects, such as:

- Event Management and Production Services for Global Construction Sustainability Conference & Exhibition 2023 (GCSFE 2023)
- Event Management and Production Services for Construction Industry Happy Run and Carnival 2024
- Design, Supply and Installation of ELV Systems in Tam Mei Construction Sector Imported Labour Quarters
- Wi-Fi Infrastructure for Tam Mei Construction Sector Imported Labour Quarters
- Overall Service Management for Tam Mei Construction Sector Imported Labour Quarters

### Project and Supplier Management

The Procurement Department supports the administration works of the Project Committee, ensuring all projects are managed in compliance with the Project Management Handbook (Non-Capital Projects). We have also focused on maintaining and expanding our supplier database, regularly reviewing suppliers performance to ensure high standards are maintained.

### Way Forward

Looking ahead, the Procurement Department is committed to achieving a high level of governance, transparency and efficiency throughout the procurement process. With the launch of updated Procurement Manual, the adoption of revised Terms and Conditions and Contract Templates and the implementation of E-tendering system, we aim to safeguard the interests of the CIC and further advance our digital transformation journey.



## Finance

The Finance Department continues to serve as a strategic business partner to the CIC and its stakeholders in delivering comprehensive finance services throughout 2023. These services encompassed financial and management reporting, levy assessment and collection, strategic planning and decision support, budgeting and forecasting, treasury and investment management, financial analysis, company secretarial works, bank account operations, and various finance-related projects.

In 2023, the Finance Department has achieved significant milestones in its pursuit of digitalisation, process optimisation, and strengthened corporate governance.

### Compulsory Use of Levy E-Service

Following the official launch of the interactive electronic platform, Levy E-Service 2.0, for the submission of Levy Forms, efficiency in levy form submission and communication with industry practitioners has tremendously improved. In 2023, many contractors have transitioned to submitting levy forms electronically, marking a significant shift towards digitalisation. This widespread adoption of the E-Service platform demonstrates its effectiveness in levy processing and streamlining communication between the CIC and industry practitioners.

### Dashboards and Enhanced Reporting

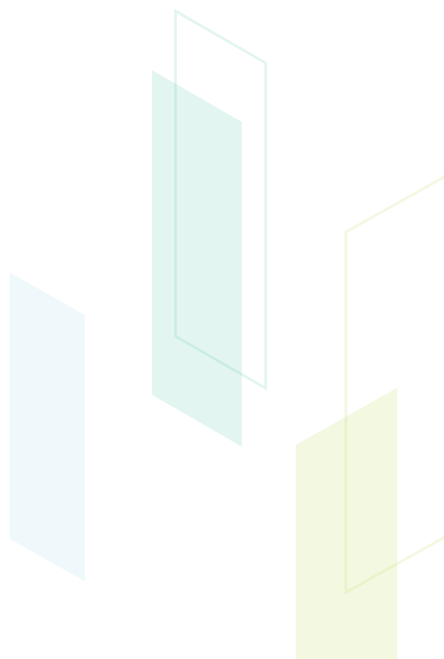
To provide management with an updated view of levy operations, the Finance Department developed and launched a set of levy dashboards. These dashboards offer real-time information to both management and the levy operation team, enabling them to effectively monitor levy-related activities. In view of enhancing performance tracking and monitoring, the Finance Department has developed an electronic Key Performance Indicator (KPI) platform. This platform enables the tracking of KPI progress in a centralised and automated manner, allowing management and relevant stakeholders to effectively monitor progress, identify areas for improvement, and make data-driven decisions.

### Improvement in Treasury Management

Continuing the digitalisation efforts, the Finance Department has expanded the use of electronic payments to the majority of vendor payments. By leveraging electronic payment methods for vendor transactions, the Finance Department has streamlined the payment process, reducing manual work and improving operational efficiency. This expansion of electronic payments has enabled faster and more secure processing, enhancing the overall payment experience for vendors and promoting efficient financial management within the CIC.

### Way Forward

The Finance Department remains steadfast in its commitment to advancing digitalisation efforts and driving operational efficiency. We will continue to explore the implementation of AI or other electronic systems to automate the identification of potentially non-reported levy cases, further strengthening compliance measures. Additionally, we will develop and deploy a series of management dashboards to provide management with in-depth insights into investment and treasury performance. These dashboards will consolidate critical financial data and performance indicators, empowering management to make well-informed decisions. The Finance Department will continue to provide valuable financial expertise, supporting the CIC in maximising the benefits for all stakeholders.



# DIVERSITY AND INCLUSION



# Diversity and Inclusion

Our mission at the Construction Industry Council (CIC) is to foster diversity, equality, and inclusion within the organisation and the construction industry at large, ensuring that all individuals have the opportunity to both contribute to and benefit from a thriving sector. We firmly believe that achieving these goals is not only an ethical imperative but also a means to contribute to the industry’s sustainable development.

In the CIC, we are committed to cultivating a culture that celebrates diversity, by embracing different perspectives regardless of ethnicity, age, gender, or personal experience. We encourage collaborations among construction industry players to address the diverse needs of our communities and create spaces that cater to everyone.

## Encouraging Understanding

Encouraging understanding is a powerful tool for improving diversity and inclusion within society. To create a space for initiating communications between different stakeholders, the CIC organised a series of “CIC - See What I See” events in 2023, aimed at promoting the latest developments in technology, advocating for industry collaboration and fostering open discussions among the industry players. Regular articles featuring the luncheon series were also published on the CIC’s public channels to communicate with the community on the latest developments of technological advancement in the construction industry.

Harnessing the launch of the “Design for Future, Build for Life” industry-wide promotion campaign in 2022, the CIC continues the effort to encourage collaborations and contributions from different sectors and professionals to promote public understanding of the construction industry in 2023. Through TV infotainment programmes, roadshows, and promotional trucks, we aim to promote the public’s understanding of the industry while providing a platform for industry practitioners to exchange views with the general public.



“CIC-See What I See” events



“Design for Future Build for Life” Roadshows and Promotional Truck

## Promoting Equality and Participation of All

Attracting and engaging youth in the construction industry is essential for its long-term sustainability, growth, and competitiveness. The CIC set up the Construction Industry Council Youth Affairs Committee (CICYAC) which comprises young representatives from different sectors, to introduce voices from different ages into the CIC while at the same time it serves as a platform to promote industry advancement to the younger generation through different initiatives. By having young members join the Committee, they can serve as relatable role models for young individuals considering a career in construction. This representation can inspire and encourage greater participation from diverse youth backgrounds in future.



GBA Exchange Tour organised by the Construction Industry Council Youth Affairs Committee

Non-Chinese Speaking (NCS) practitioners are a vital and valued force in the construction industry, bringing cultural diversity, specialised skills, and innovative perspectives. HKIC provides Enhanced Construction Manpower Training Scheme and Skills Enhancement Courses for Ethnic Minorities, more English teaching materials will be released in the future. The CIC currently offers four full-time short courses in English to equip trainees who wish to pursue a career in the construction industry with specific craft skills. Students will receive daily allowances during training. Apart from the full-time courses, part-time courses in English are organised for in-service or registered workers to sharpen their knowledge and skills. By removing language obstacles, we empower NCS practitioners to actively participate in the construction industry and encourage inclusivity.

## Fostering Collaboration

Promoting collaboration with different stakeholders enhances diversity and inclusion efforts by incorporating diverse perspectives, fostering knowledge sharing, and collectively advocating for change. By engaging a wide range of stakeholders, the CIC organised webinars, exhibitions and forums to promote collaboration with Mainland China and overseas.

In 2023, the CIC organised the Global Construction Sustainability Forum and Exhibition 2023 (GCSFE 2023), which served as an expertise-sharing and information-exchange platform, with business opportunities and local-to-global interactions for the construction sector, promoting the importance of sustainability, digitalisation, high productivity, and safe construction. Over 40 worldwide speakers and around 40 exhibitors participated respectively in the 3-day forums and exhibitions. The event, which was well-recognised and received by the industry and the public, attracted over 10,000 physical and online visits.



Ms. Bernadette LINN, Secretary for Development, and Ir Hon CHAN Siu-hung, Member of the Legislative Council, visited the booths at the GCSFE 2023



The CIC also put lots of emphasis on facilitating collaboration between Mainland China and local industry players. Through organising the “China Con-Tech Development and the Future of Hong Kong Construction Industry” Forum, we were able to attract 1,600 guests to attend the event in person and online. The CIC looks forward to leveraging this forum as a platform for knowledge and experience sharing and encouraging the construction industry in Mainland China and Hong Kong to seize the opportunities in the Greater Bay Area.

## Responding to the Needs of Different Groups

At CIC, we place great importance on community engagement and fostering a sense of unity. One of our key initiatives is the Construction Industry Sports & Volunteering Programme (CISVP), our dedicated charity arm. We aim to ripple our impact by engaging industry members in year-round volunteer work through CISVP, catering to the needs of different groups in the community, such as the Construction Industry Lo Pan Rice Campaign where we collaborate with various NGOs, to distribute “Lo Pan Rice” to the disadvantaged groups on every Fridays. We also rallied industry members to join us in helping senior citizens for home repairing and moving services, utilising our skills to help the needy.

The CIC understands that diversity may bring challenges to our equal opportunity principle and is eager to eliminate such hurdles to address needs of different groups. As such, participants are divided into different age groups in CISVP sports games to ensure fair competition.



Construction Industry Table Tennis Competition



Construction Industry Sports Day and Charity Fun Day

We also make good use of the premises as a venue resource to organise different kinds of activities to address different needs of the society. CIC-Zero Carbon Park (CIC-ZCP) organised a wide variety of activities to promote green living and to showcase the latest construction technology, including green markets, music performances, workshops, etc., bringing people closer together through music and cultural exchange. Other outdoor events including the ZCP Outdoor Electric Vehicles Exhibition and the “Construction Month” series of events, were also successfully organised with enthusiastic participation from children, young people and the general public.

Recognising the well-being and diverse needs of its employees, the CIC continues the implementation of the “Alternate 4-Day Work Week” arrangement in 2023, which provides extra days off every two weeks for staff to take care of their families or to pursue further education according to their needs. This flexibility can be particularly valuable for individuals with diverse backgrounds or family status, such as parents, caregivers and individuals with disabilities.

By implementing the aforementioned initiatives, the CIC demonstrated its dedication to promoting diversity and inclusion in our endeavours, our partnership with the industry and society, and our contributions to the industry.



CIC-ZCP serves as a platform for promoting green living and latest technology



OUR  
SUSTAINABILITY  
JOURNEY

## Our Sustainability Framework

Being committed to advancing the sustainable development of the construction industry, the CIC is dedicated to fostering a sustainable future for all and supporting Hong Kong's goal of achieving carbon neutrality by 2050. Sustainability is a long-term endeavour, and we recognise that it necessitates unwavering commitment and dedication. Accordingly, we remain steadfast in consistently promoting sustainable practices and driving positive change within the industry.

Supporting the United Nations Sustainable Development Goals (UNSDGs), we developed the CIC Sustainability Framework centred around four strategic pillars: Resources, Intelligence, Culture and Talent. These pillars embody the values and objectives integrated into the CIC's internal operations and external initiatives, sustainably driving industry development and improvement.



Resources	Intelligence	Culture	Talent
<p><b>Building sustainably, leading the way:</b></p> <p>Conserving resources, minimising environmental impact, inspiring industry stakeholders to embrace sustainable change</p>	<p><b>Elevating capacity for a brighter future:</b></p> <p>Accelerating innovation, advancing technology, enhancing productivity, safety, and sustainability</p>	<p><b>Sustainability through ethics, health and safety:</b></p> <p>Building a strong foundation for industry growth</p>	<p><b>Empowering workforce, enabling limitless possibilities:</b></p> <p>Fuelling productivity and industry growth</p>
<p>We are dedicated to conserving resources, minimising our environmental impact, and influencing industry stakeholders to adopt similar practices. Our commitment reflects our ongoing efforts to promote sustainability and drive positive change in the construction sector.</p>	<p>Empowering the industry catalyses innovation and advanced technology adoption, enhancing productivity, safety, and environmental performance. Together, we can drive positive transformation and shape a more efficient, secure, and sustainable future.</p>	<p>An ethical, healthy, and safe culture serves as the bedrock for responsible practices, nurturing long-term growth, and ensuring the well-being of all stakeholders. We actively promote and prioritise health and safety, fostering responsible practices and the well-being of all stakeholders.</p>	<p>A dedicated, innovative, and healthy workforce is the driving force behind organisational productivity and industry growth. We prioritise talent development and the creation of a sustainable workforce as our primary concerns.</p>

In our pursuit of progress, in late 2023, we embarked on a comprehensive study to review and thoroughly enhance our sustainability performance and strategy. This study encompasses formulating a robust sustainability strategy, establishing key metrics to measure our progress, identifying areas for improvement, and developing a clear roadmap and action plan for the years to come. This proactive approach allows us to make significant strides and drive positive change towards a sustainable future.

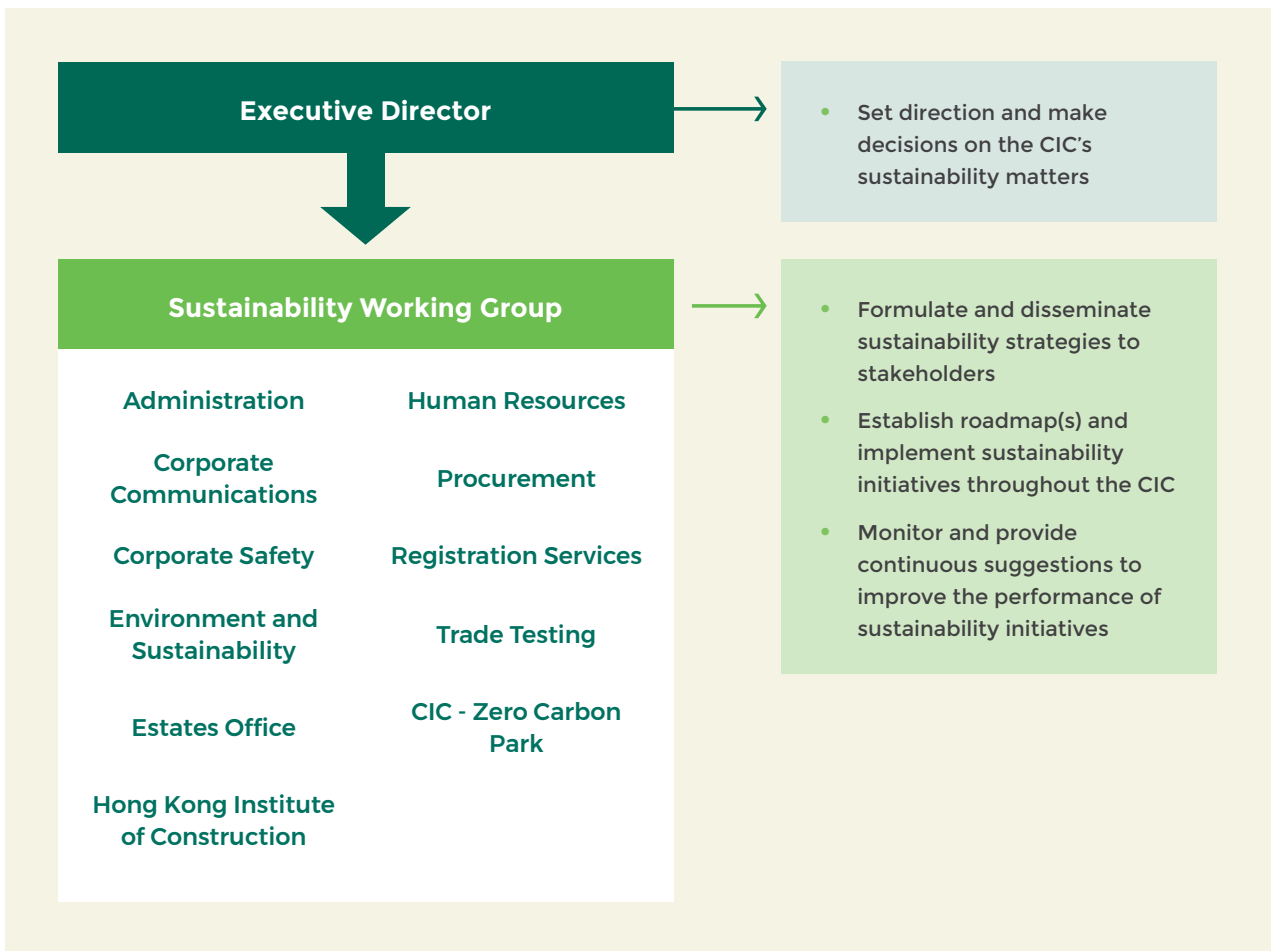


## Our Sustainability Governance

We are committed to maintaining and upholding a high standard of governance throughout our sustainability journey. This dedication aims to inspire and lead the industry towards a more sustainable and environmentally responsible future.

To ensure the effective implementation of our sustainability strategy, we have established a dedicated cross-departmental Sustainability Working Group (SWG) to drive it proactively.

However, our dedication to sustainability continues beyond our doorstep. We extend our reach to embrace the entire construction industry and are deeply committed to fostering a more sustainable future. The CIC Committee on Environment (Com-ENV) and various working groups, comprising every key stakeholder along the industry's value chain, collaborate to devise robust strategies and plans for promoting environmental protection and sustainability in the construction industry.



## Key Initiatives in the CIC Sustainable Construction Roadmap

2018



CIC SUSTAINABLE  
CONSTRUCTION AWARD  
建造業議會可持續建築大獎

### The first edition of CIC Sustainable Construction Award

Recognition of best sustainability practices among organisations and industry practitioners

2019



CIC Carbon Assessment Tool  
建造業議會碳評估工具

### CIC Carbon Assessment Tool

Carbon accounting platform for construction projects



### CIC Green Product Certification

Certification for building and construction products/materials

2020



CIC SUSTAINABLE  
CONSTRUCTION AWARD  
建造業議會可持續建築大獎

### The second edition of CIC Sustainable Construction Award

2021



CIC Sustainable Finance Certification Scheme  
建造業議會可持續金融認證計劃

### CIC Sustainable Finance Certification Scheme

Framework for construction green finance application



### iBEM Unison

A digital platform for green building assessment, which enables BIM-based submission

2023



CIC SUSTAINABLE  
CONSTRUCTION AWARD  
建造業議會可持續建築大獎

### The third edition of CIC Sustainable Construction Award



Smart Waste Management Tool  
建築廢料智慧管理工具

### Smart Waste Management Tool

A one-stop digital platform that digitalises and streamlines processes from waste data collection to management

2023

### Carbon Neutrality Strategy Study for Hong Kong Construction Industry

Directions for the industry to move towards Carbon Neutrality 2050








### CIC Global Construction Sustainability Forum and Exhibition 2023 (GCSFE)

The first construction-specific sustainability global forum and exhibition in Hong Kong



## Driving Industry Impact






### CIC Global Construction Sustainability Forum and Exhibition 2023 (GCSFE 2023)

-  Organised the first-of-its-kind construction sustainability mega-event
-  The 4-day event features exhibitions, forums and talks, award ceremonies, charter signing ceremonies, and technical tours
-  Attended by 40 prestigious speakers from the world
-  40 exhibitors
-  Over 10,000 participations



## Our Operation

### Smart Facilities Management Control Centre

-  Centralised hub integrating various systems, platforms, and technologies used in the daily operation of facilities management
-  Integrated Building Management System (BMS), Estates Office Management System (EOMS), CCTV system, and Internet of Things (IoT) devices
-  Allow real-time monitoring of facility conditions
-  Equipped with dynamic analytics and control capabilities
-  Facilitate benchmarking for ESG practices

## Resolute Commitment to Proactively Safeguard Data Privacy and Cybersecurity

### Data Privacy

We attach great importance to safeguarding data privacy. This commitment is essential in maintaining our reputation for good governance and reinforcing the trust that forms the foundation of our enduring relationships with the stakeholders. We are committed to fully implementing and complying with the data protection principles and all relevant provisions of the Personal Data (Privacy) Ordinance.

Acknowledging that data privacy is more than regulatory compliance, we have adopted a proactive approach in embracing the evolving challenges of data protection. We have endeavoured to develop privacy protection as part of our corporate governance responsibilities and applied it as a top-down business imperative throughout the organisation. In 2023, we have started a project to revamp the Personal Data Privacy Compliance Framework. Each department in the CIC nominated a designated staff member as a Personal Data Champion. These champions and their coordinators are crucial in overseeing data privacy-related matters within their respective departments. Regular meetings are held and chaired by the CIC Data Protection Officer to review data privacy performance and propose measures to enhance our data privacy practices. In the same year, we thoroughly reviewed our "Personal Information Retention Schedule and Erasure Schedule" to strengthen and streamline our data retention practices.

Furthermore, we provide comprehensive programmes to educate CIC employees on the significance of data privacy. Through these educational programmes, we aimed to raise our employees' awareness about the importance of data privacy and equip them with the knowledge and tools necessary to protect personal information. By promoting a strong culture of data privacy, we not only safeguard the privacy rights of individuals but also demonstrate our dedication to responsible data management and ethical practices.

### Cybersecurity

We acknowledge the ever-evolving nature of the cyber threat landscape, which requires us to continually adopt and enhance our cybersecurity measures. We prioritise the protection of our platforms, stakeholders' data, and their interests to the highest standards.

Throughout the years, we have significantly invested in attaining and upholding good practice standards for cybersecurity. We are dedicated to consistently implementing robust measures to safeguard against cyber threats. Our commitment to proactive cybersecurity ensures that we remain resilient and responsive in the face of emerging threats, providing our stakeholders with the utmost confidence in the security of their information and data.

In 2023, we bolstered our firewall and networking infrastructure, reinforcing its role in safeguarding our valuable digital assets from cyber threats. This enhanced infrastructure is instrumental in ensuring the security and integrity of our data. By implementing these measures, we not only prioritise the protection of our information but also cultivate trust with our stakeholders. The strengthened firewall infrastructure demonstrates our commitment to data security, instilling confidence in our stakeholders and reinforcing their trust in us.

We are dedicated to continually strengthening our cybersecurity measures to ensure the resilience of our digital infrastructure.

## Resources

### Building sustainably, leading the way:

Conserving resources, minimising environmental impact, inspiring industry stakeholders to embrace sustainable change.

## Major Achievements in Driving Industry Impact

### Carbon Neutrality



Climate change, a defining issue of our time, poses significant challenges to the natural world and human society. To join the global community to combat climate change, the Hong Kong Special Administrative Region Government has committed to achieving carbon neutrality before 2050, and the interim decarbonisation target is to reduce Hong Kong's carbon emissions by 50% before 2035 as compared to the 2005 levels.

To contribute to climate change mitigation, we are actively exploring opportunities to support, empower and motivate the industry to decarbonise the value chain through a series of programmes and tools.

### Carbon Neutrality Strategy

We actively seek collaboration with the industry to contribute to the city's carbon neutrality pledge by 2050. In alignment with the Hong Kong Climate Action Plan 2050+, we completed the Carbon Neutrality Strategy Study for the Hong Kong Construction Industry in 2023. This study identified three key decarbonisation directions. These decarbonisation directions were prominently featured and showcased at GCSFE 2023, highlighting the industry's commitment to sustainable practices and driving the transition towards a carbon-neutral future.

#### Three Key Decarbonisation Directions

Construction Site  
Electrification and  
Clean Energy Adoption

Construction and  
Demolition Waste  
Management

High Productivity  
Construction and  
Construction  
Digitalisation



## CIC Global Construction Sustainability Forum and Exhibition 2023

Echoing the initiative of global carbon neutrality, the CIC and the Development Bureau jointly organised the inaugural GCSFE 2023 in Hong Kong from 20 to 23 November 2023.

### Forum



### Exhibition



### Charter Signing Ceremonies



Sustainable Construction Charter



Construction Digitalisation Charter

### Award Ceremonies



CIC Sustainable Construction Award 2023 Presentation Ceremony

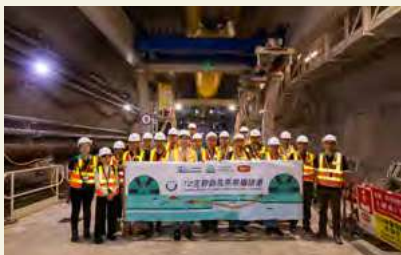


Hong Kong Construction Common Data Environment Award 2023 Presentation Ceremony

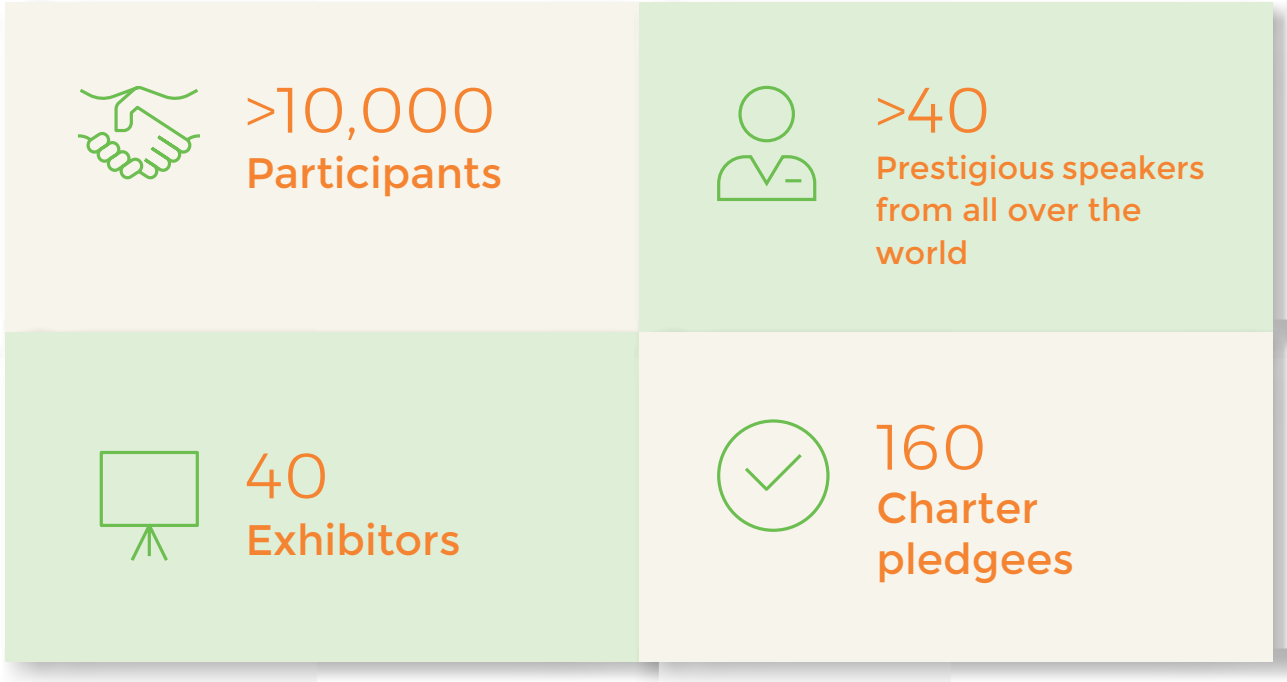


2024 CIC Construction Digitalisation Award Launching Ceremony

### Technical Tours



GCSFE 2023 brought together industry stakeholders, facilitating knowledge exchange and collaboration to promote sustainable development and enhance Environmental, Social, and Governance (ESG) performance. This highly acclaimed event also showcased cutting-edge sustainable innovations to a global audience, fostering the widespread adoption of sustainable practices in the construction industry.



In GCSFE 2023, our newly launched CIC Sustainable Construction Charter has garnered significant recognition, with 160 organisations across the value chain actively participating. This achievement highlights our industry's commitment to sustainability and sets the stage for collaborative efforts towards a more sustainable future.



## The CIC Decarbonisation-related Tools and Initiatives

The industry's green transition requires a mindset change and a concerted effort from all stakeholders. The CIC endeavours to facilitate and encourage decarbonisation in the construction industry by providing different decarbonisation-related tools and initiatives, such as the CIC Carbon Assessment Tool (CAT), CIC Green Product Certificate (GPC), and CIC Sustainable Finance Certification Scheme (SFCS).

### #1

#### CIC Carbon Assessment Tool

In 2023, the CAT underwent an upgrade, enhancing user-friendliness and expanding its database to nearly 2,000 carbon emission factors. This expansion allows for more accurate and detailed assessments, enabling practitioners to make informed decisions and drive sustainable practices in construction.

**Double carbon emission factors in the database compared to 2022**

**39%↑**

**in the cumulative number of CAT users compared to 2022**

### #2

#### CIC Green Product Certificate

We initiated additional research in 2023 to expand the scope of new product categories and update the assessment criteria for the GPC. The aim is to meet industry demands for sustainable products. This research is targeted to be completed in 2024. As of December 2023, the GPC program certified over 1,000 products, indicating growing industry adoption of green and low-carbon products.

**>1,000 certified projects**



**32%↑**

**in the cumulative number of certified products compared to the 2022 figures**

### #3

#### CIC Sustainable Finance Certification Scheme

To continuously raise awareness and deepen understanding of the SFCS among various stakeholders, we conducted over 30 engagements and training sessions throughout the year, targeting individuals from the financial and construction sectors. In addition, we kept collaborating with different parties to assist the industry in grabbing green opportunities to transit their business to reach carbon neutrality.

#### Signed Memorandum of Understanding (MoU)



MoU Signing Ceremony between the CIC and the Bank of Communications (Hong Kong)



MoU Signing Ceremony between the CIC and the ESG Consortium



## Waste Management

Since 2022, we have developed the Smart Waste Management Tool (SWMT), a web application designed to manage construction and demolition (C&D) waste data, aiming to digitalise the process of inputting, analysing, verifying and storing waste data. This tool offers immediate benefits such as saving manpower, reducing paper usage, and enhancing the accuracy, efficiency, and transparency of waste data management. Indeed, the SWMT can also significantly contribute to the decarbonisation efforts. It helps identify improvement areas, optimise waste disposal processes, and ultimately reduce carbon emissions associated with waste generation and disposal.

By collecting and analysing data on waste disposal, recycling rates, and waste types, as well as facilitating data sharing, the SWMT provides a benchmark for industry practitioners to assess their waste management practices. By promoting proper waste management and reduction at the source through this benchmark, the SWMT is crucial in supporting the transition towards a more sustainable and low-carbon future and circular economy.

After undergoing pilot trials and refinements, the SWMT was introduced in November 2023, further supporting the industry's efforts towards sustainable waste management practices.



## Key Initiatives in Operation

### Promotion of Environmentally Responsible Office Culture

We made significant strides in promoting an environmentally responsible office culture. A key initiative involved constant reminder to staff on environmental protection tips, including the implementation of a screensaver on office computers and designed to inspire and encourage eco-friendly practices among staff members. The screensaver showcases helpful tips and reminders, ranging from reducing paper usage to conserving energy and practicing responsible waste management.

### Management System / Policy

A Smart Facilities Management Control Centre (SFMCC), launched in 2023, serves as a centralised hub integrating various systems, platforms and technologies used in the daily operations of the CIC. These include the BMS, EOMS, CCTV system and IoT devices. By integrating these systems, the SFMCC enhances operational efficiency, streamlines processes, facilitates better monitoring and supports us to proactively create a strategic approach for optimising CIC facilities' performance.

We are also committed to green purchasing, encouraging our staff to consider environmental concerns when making procurement decisions. The "Green Purchasing Policy" outlined in the CIC Procurement Manual establishes general principles that must be adopted when purchasing or preparing specifications and contractual documents. These principles aim to promote environmentally friendly procurement practices in the CIC.



Smart Facilities Management Control Centre



Additional IoT sensors at Hong Kong Construction Industry Trade Testing Centre (HKCITTC)

## Energy



As a participant in the Feed-in Tariff (FiT) Scheme, the CIC-Zero Carbon Park (CIC-ZCP) has been supplying power companies with self-generated electricity from renewable power sources, resulting in economic returns.

The Hong Kong Institute of Construction (HKIC) implemented several renewable energy initiatives, including installing solar PV panels on roofs to generate solar power and connect them to the power grid. The wind-photovoltaic road lamps and solar energy lighting were also installed on the campuses. The HKIC also joined the Charter on External Lighting launched by the Environment and Ecology Bureau and adopted specific lighting practices, such as turning on and off logo signages at specified times using timers or the Lutron system. These initiatives showcase the HKIC's commitment to renewable energy adoption and sustainable practices within the school premises.

**489,875.2 kWh**  
of electricity

*(from solar power systems, wind-photovoltaic road lamps, solar energy lighting, and a biodiesel generator)*



## Material and Waste

The CIC and the HKIC actively promote recycling practices and contribute to waste reduction efforts on the campuses, such as collaborating with GREEN@KWUN TONG to collect recyclables, implementing the Smart Plastic Bottle Recycling Green Programme, etc.

Maximising resource utilisation by relocating precast concrete slabs from the Tai Po Training Ground to the Tuen Mun Training Ground for training purposes is another sustainable initiative of the HKIC.

### Recycled

>43,000 kg

of materials in 2023 within all CIC's premises



Breakdown of recycled materials:	
<b>Metal</b>	<b>Plastics</b>
29,638.9 kg	1,074.0 kg
<b>Paper / Cardboard Packing</b>	<b>Glass</b>
4,033.9 kg	272.3 kg
	<b>Others<sup>1</sup></b>
	8,072.6 kg

## Paper

We have extended our paperless efforts through fully utilising digitalisation technology in daily operations, such as Canvas System, MS TEAMS, and SharePoint. We have also replaced traditional paper-based tasks with digital format, including heat stress assessment and procurement operation processes, inspections and funding application processing of the Construction Innovation and Technology Fund (CITF).



## Green Buildings



The CIC-ZCP has achieved a Final Platinum rating under the BEAM Plus Existing Buildings v2.0 Comprehensive Scheme. This recognition signifies the outstanding sustainability performance of the building. The Platinum rating reflects excellence in various areas, including energy efficiency, indoor environmental quality, water conservation and waste management. The CIC-ZCP's achievement demonstrates its commitment to sustainable practices and is a benchmark for other buildings aspiring to enhance their environmental performance.



## Way Forward

We are fully dedicated to expanding our initiatives for sustainable construction and creating a vibrant and sustainable built environment in Hong Kong. Moving forward, we will channel our utmost efforts into prioritising the following impactful works in 2024:

### Driving Industry Impact

- Actively collaborate with industry stakeholders to pursue the ambitious goal of carbon neutrality
- Conduct a study on the feasibility of implementing Construction Site Electrification and Clean Energy Adoption
- Continue to foster the adoption of SWMT and commence the second phase enhancement of the application to incorporate material exchange functions

### Our Operation

- Carry out a comprehensive study to review and thoroughly enhance our sustainability performance and strategy
- Keep integrating sustainability principles into our corporate culture and operations, expanding electric vehicle (EV) charging facilities, implementing food waste collection, organising reuse/recycle events, and creating a paperless working environment
- Enhance recycling arrangements, such as the CIC and the HKIC continuously partnering with local recycling organisations (e.g. GREEN@COMMUNITY)
- Expand the installation of renewable energy equipment (e.g. PV panels and wind-photovoltaic road lamps)
- Digital shift in our daily operation to achieve a paperless working environment

1. Others included concrete, timbers, and safety helmets, a washing machine, small electrical appliances, light bulbs, and batteries.

## Intelligence

### Elevating capacity for a brighter future:

Accelerating innovation, advancing technology, enhancing productivity, safety and sustainability.

The construction industry is transforming extraordinarily, fuelled by ground-breaking innovations and digitalisation. Building Information Modelling (BIM), Modular Integrated Construction (MiC), and Multi-trade Integrated Mechanical, Electrical and Plumbing (MiMEP) are revolutionising productivity, quality, safety and sustainability in construction.

At the forefront of this transformative journey, we serve as the hub of innovation and digitalisation resources, offering guidance and reference materials to propel the industry forward.

We empower industry stakeholders to embrace these advancements, equipping professionals with the tools to adopt transformative technologies confidently.

Our vision is clear: to forge a collaborative ecosystem that fosters widespread adoption of smart and sustainable construction practices. By embracing cutting-edge technologies and innovations, the construction industry can unlock boundless growth opportunities, elevate project efficiency and outcomes to new heights, and create a sustainable built environment.

## Major Achievements in Driving Industry Impact

### Capacity Amplification for Revolutionary Industry Transformation



**Guidance and  
Reference Materials**



**Training and  
Development**



**Knowledge Sharing  
and Exchange**



**Funding Support**

## Guidance and Reference Materials

We regularly publish reference materials to drive industry-wide transformation and ensure the successful implementation of innovative and sustainable practices and technologies. In 2023, we issued or updated the following reference materials:

### Reference Material on Technical Requirements for Construction Robots for Painting, Plastering and Welding



The reference material outlined assessment process, obligations of suppliers, owners and operators, and technical requirements for construction robots in painting, plastering and welding trades.

### Reference Material on Statutory Requirements for Modular Integrated Construction Projects



The reference material was published in September 2019 and updated in October 2023 based on the documents and guidelines, etc., on MiC issued by the respective regulatory bodies in Hong Kong.

### Reference Material on MiC Installation and Disassembly



The reference material provided practical reference materials and enabling technologies for MiC building installation and disassembly.

### CIC Beginner's Guide on Construction Digitalisation - Adoption of BIM in Small and Medium Enterprises



Following the release of the English version in November 2022, the Chinese version of the "CIC Beginner's Guide on Construction Digitalisation - Adoption of BIM in Small and Medium Enterprises" was published in March 2023.

## Knowledge Sharing and Exchange

In 2023, substantial progress was made in promoting industry transformation through extensive knowledge-sharing and exchange initiatives. The focus was accelerating construction digitalisation, showcasing construction robots, fostering engagement with technology ventures, and enabling innovative and green technologies.

The introduction of iHub guided tours in 2021 was pivotal in connecting four exhibition centres: Construction Innovation and Technology Application Centre (CITAC), CIC-Zero Carbon Park, MiC Resources Centre, and CIC Digital Twin Hub. This interconnected network effectively facilitated the application of construction innovation, sustainability and digitalisation throughout the industry. In 2023, iHub hosted more than 650 tours and attracted over 12,000 visitors.

### CIC Digital Twin Hub

We transformed the CIC BIM Space into the CIC Digital Twin Hub in 2023, with a wider showcase of Digital Twin applications as well as a dedicated area on construction safety technologies, to accelerate construction digitalisation. It provides a collaborative platform and an array of technological showcases to facilitate knowledge exchange, nurture talent and inspire innovation in digital twin and construction technology.

The hub featured thematic areas such as the Digital Twin Application Showcase Area, Smart Construction Site Safety Corner, Multi-purpose Area, and Digital Twin Lab, offering events like digital twin experience sharing sessions, digital twin application guided tours, and advisory workshops.



CIC Digital Twin Hub Opening Ceremony in July 2023

## MiC Resources Centre

The MiC Resources Centre, as a dedicated knowledge platform for promoting MiC, facilitates the exchange of knowledge and fosters collaboration. In 2023, the centre received approximately 10,000 visitors.

We continuously update the MiC database and actively foster technical exchanges among Hong Kong, Mainland China and overseas stakeholders to optimise the MiC supply chain in Hong Kong by creating collaborative opportunities.

Stakeholders can also gain hands-on experience with the latest MiC technologies and the sustainable construction methods associated with MiC through the iHub guided tours and exchange sessions.



The China Association for Science and Technology visited the MiC Resources Centre in May 2023



Business leaders from 26 countries and regions visited the MiC Resources Centre in December 2023 as part of their visit to the 24th Hong Kong Forum

## ConTech Accelerator

After a year of effort on the ConTech Accelerator, co-organised by the CIC and the Hong Kong Science & Technology Parks Corporation, a demonstration day with presentations and Tech Venture exhibition was successfully held in August 2023 to showcase the fruitful outcomes of co-creation between industry players, highlighting the impact of collaboration in driving innovation and growth in the construction sector.



ConTech Accelerator - Demonstration Day

## Other Events

We also took a proactive approach to elevating innovative and advanced technology applications and enhancing high productivity and sustainable constructions through captivating events, such as seminars, webinars and site visits. Here are some key events that we have conducted:

**Kickoff Seminar for Workshops on Construction Robots**, organised by CITAC in October 2023, showcased over 20 cutting-edge construction robots. From building surveying to wall-finishing and inspection, these robots revolutionised every aspect of construction projects. The workshops drew an impressive participation of 68 organisations and 425 individuals, who were eager to witness first-hand the ways in which these robots could enhance productivity, eliminate repetitive tasks, and mitigate risks.



Kickoff seminar for workshops on construction robots

**CIC RnD Forum 2023 - Experience Sharing on Maturity Method for Concrete Strength Estimation** was successfully organised in October 2023. Unlike traditional concrete cube tests, the maturity method provides real-time early concrete strength assessment, enhancing productivity and quality in concrete works. Concrete sensor suppliers and contractor representatives were invited to share their experiences and provide valuable insights into site applications, offering attendees a deeper understanding of the effectiveness of the new method for concrete strength estimation.



CIC RnD Forum 2023 - Experience Sharing on Maturity Method for Concrete Strength Estimation

A series of visits for MiC included six local project and factory visits and a visit to the Greater Bay Area (GBA) in 2023. Over 150 industry practitioners actively engaged in discussions with project teams throughout these visits, fostering knowledge exchange on the latest technologies and advancements in the field.



A visit to factories and projects in the GBA in April 2023

**Webinar on MiC: Deconstruction and Relocation of First Modular Social Housing Project (Nam Cheong 220)**, co-organised with the Jockey Club Design Institute for Social Innovation of The Hong Kong Polytechnic University, was held in December 2023. By sharing the findings of the study on the module reusability of the first MiC transitional housing buildings, the sustainability benefits of MiC were emphasised.



Webinar on MiC: Deconstruction and Relocation of First Modular Social Housing Project (Nam Cheong 220)

The CITAC, recognising the importance of embracing innovative technologies in the construction industry, proactively facilitated over 269 business-to-business engagements in 2023 between potential industry users and technology ventures to address their challenges and requirements. These matching events resulted in connections between 11 SME contractors, 10 project clients, and 37 consultants with technology ventures, fostering the adoption of innovative technologies across the construction industry.

Moreover, we developed the MiC website as an all-inclusive online platform to offer comprehensive information on the latest technological advancements, project developments, and supply chain updates related to MiC for the industry and the public. In 2023 alone, the website received over 300,000 visitor views, demonstrating its popularity and effectiveness in disseminating valuable information about MiC.

## Training and Development

We are dedicated to empowering industry professionals with the latest skills and knowledge to adapt to the changing landscape and drive transformative change within the industry.

**February 2023**

Launched a signature course, “Master Class on AI for Construction”, enabling professionals to leverage AI and advanced solutions in projects

**March 2023**

Published “CIC White Paper on BIM Personnel Development in Hong Kong” aiming to meet the evolving needs of the construction industry by providing strategic recommendations and insights into BIM personnel development

**April 2023**

Completed the second cohort of the “CIC Master Class on Common Data Environment (Project Managers)”

To further enhance our “Teaching and Learning Kit” for BIM Viewer training, we introduced a new BIM Viewer platform in 2023, bringing the total number of available platforms to four, including an open BIM (IFC compatible) platform. This diverse range of platforms provides professionals with a variety of options to choose from based on their specific requirements. By the end of 2023, over 27,770 industry practitioners have completed the training and obtained the BIM Viewer certificates since the launch in 2021.

## Funding Support

### Construction Innovation and Technology Fund (CITF)

The CITF keeps contributing to diverse projects with financial support, driving the adoption of innovative and advanced technologies in the construction industry. As a crucial catalyst for sustainable development, the CITF focuses on promoting sustainable development and enhancing environmental performance. Here are some key details in 2023:

Contribution of  
**>HK\$1.1 billion**  
for projects



**>300**  
cutting-edge products

*(covered in the CITF Pre-approved List for Technologies)*

**>3,500** approved funding applications

benefiting  
**>1,100** recipients

Allowed an exclusive funding ceiling of

**HK\$1.5 million**

*(per company for the adoption of the Smart Site Safety System (4S) since April 2023)*



Smart Site Safety System (4S) briefing session – Hoisting & Rigging-related plant rental companies in Hong Kong



## Key Initiatives in Operations

We always take pride in embracing technological advancements and streamlining our daily operations by implementing several key initiatives.

One notable achievement is the launch of the Smart Facilities Management Control Centre (SFMCC) in the third quarter of 2023. This centralised hub integrates various systems, platforms and technologies utilised across our network at the CIC, including the BMS, EOMS, CCTV system and IoT devices.



Smart Facilities Management Control Centre

The primary objective of the SFMCC is to provide real-time monitoring for the facilities, leading to productivity enhancement, cost efficiency, and sustainability in our operations. By consolidating data from multiple sources, we gain a comprehensive view of our facilities, enabling us to make informed decisions and proactively create strategies and approaches to optimise the development of facilities management performance.

Dynamic analytics and control capabilities are the key features of the SFMCC. It automates data collection, provides real-time data analysis to identify improvement areas, detects anomalies, and facilitates timely actions, since proactive maintenance practices can efficiently minimise downtime, reduce repair costs and extend assets' lifespan, which ensure reliable facility operations. The SFMCC also supports benchmarking for ESG practices. By comparing our performance with the industry standards, we can identify areas for improvement and set targets for continuous enhancement.

Apart from the SFMCC, we have implemented other initiatives to enhance operational efficiency and promote a responsive work environment.

- An Employee Service Portal has been established, providing staff with a streamlined platform to report and manage IT services.
- The introduction of Robotic Process Automation (RPA) has significantly improved efficiency by automating the processing of levy application forms.
- The Safety Training Enquiry System efficiently handles course enquiries, freeing resources for enhancing engagement with applicants and stakeholders.
- Operational Dashboards and the Data Management Platform promote data-driven decision-making, transparency and accountability.
- A unified platform for Strategic Portfolio Management ensures effective KPI reporting and robust governance practices.
- The Online Programme Application System reduces manual data entry, accelerates application processing, and improves user experience while minimising environmental impact.
- The digital warehouse management system at Central Store has been developed and implemented, utilising QR codes and an e-platform for efficient stock management.
- 4S has been adopted at the HKCITTC to enhance the safety performance of trade test candidates during work, providing timely safety alerts and monitoring.
- HKCITTC utilises BIM to manage resources and generate BIM models for hot trades, assisting candidates in understanding the designs, drawings and requirements of the test projects.

## Way Forward

Looking ahead, our vision for intelligence in the construction industry is driven by a commitment to innovation, efficiency and sustainability. We will forge ahead with the following strategies to further advance our initiatives:

### Driving Industry Impact

- Continue to foster the adoption of innovative technologies and high-productivity construction practices through various events (e.g. the CIC Global Construction Digitalisation Forum and Exhibition 2024, Global Construction Robotics Day, a series of conferences, study tours, webinars, site visits, workshops)
- Empower the industry practitioners with practical knowledge and skills in leveraging Digital Twin technology through the new “Master Class on Digital Twin”
- Actively source and promote environmental friendly technologies for the Pre-approved List of the CITF, encouraging their broader adoption in the industry
- Develop additional reference materials for the industry (e.g. Beginner’s Guide on Construction Digitalisation - Cyber Security and Reference Material on BIM for Asset/Facility Management)
- Renew the exhibition of the MiC Resource Centre to introduce new technologies and maintain ongoing communication with MiC contractors and suppliers to obtain updated exhibits and technologies related to sustainability for display in the Centre



### Our Operation

- Upgrade the SFMCC by expanding its coverage to more CIC premises and integrating innovative solutions (e.g. AI CCTV, 4S, Digital Works Supervision System (DWSS), Fire Door Monitoring System)
- Adopt 4S technologies during the construction of the new outdoor training ground at Siu Lam, including a digitalised permit-to-work system, dangerous situation alerts for mobile plant operation danger zones, smart monitoring devices for workers, and AI safety monitoring system



## Culture

### Sustainability through Ethics, Health, and Safety:

Building a strong foundation for industry growth.

We emphasise fostering a culture of care and safety for our community, including our valued staff and industry practitioners. We are fully dedicated to promoting our workforce's physical and mental wellness and have invested significant resources in enhancing construction safety.

We are committed to creating a safer working environment through a comprehensive range of initiatives, including impactful promotional activities, extensive knowledge sharing of safety practices, and the proactive adoption of innovative solutions. We also strongly believe in the importance of community and neighbourhood care. With great enthusiasm, we strive to unite industry practitioners in giving back to the community with genuine love and compassion, thereby positively impacting the well-being of our staff and the broader community.

## Major Achievements in Driving Industry Impact

### Reinforcing the Culture of Safety



We are proactive in driving a transformative safety culture in the construction industry.

To achieve the ambitious goal of “Zero Accident”, the 12th Construction Safety Week (CSW) in 2023, jointly organised by the Development Bureau (DEVB) and the CIC, served as a rallying point for all stakeholders. Under the captivating theme “United for a New Site Safety Chapter,” a series of dynamic activities were curated, including the thought-provoking “Safety Conference”, the cutting-edge “Safety x Smart Site Exhibition”, and the prestigious “29th Considerate Contractors Site Award Scheme”.

Building on the success of the past three years, the “Life First” Campaign continued to gain momentum and industry support, with an astounding 313 works projects actively participating. The much-anticipated “Design for Safety” Competition was an exciting addition to the campaign, showcasing 35 remarkable projects that ingeniously integrated safety culture into their construction designs. The ever-popular “Life First” Quiz Competition kept participants engaged and entertained, injecting fun into the vital message of safety.

To the delight of industry enthusiasts, the long-awaited “Construction Safety Week Carnival” made its grand return after a five-year hiatus. Embracing the invigorating theme “Proud to be Safe,” the carnival featured an array of activities, including the adrenaline-fueled “Construction Safety Competition”, attractive game booths, and mesmerising safety drama performances.

Industry leaders and professionals eagerly participated in the influential CEO Safety Forum and the enlightening “Life First - Walk the Talk” webinars, where invaluable insights and best practices were shared, reaching an impressive audience of over 24,000 practitioners. By harnessing the collaborative power of the CIC, the DEVB and our esteemed industry peers, we are steadfastly committed to comprehensively promoting and nurturing a robust safety culture that will redefine the future of construction.

## Celebrating Excellence: Honouring Achievements and Recognising Contributions

We have launched various charters, awards and competitions to encourage and recognise outstanding achievements in safety, innovation, and sustainability within the construction industry. Key charters, awards and competitions in 2023 are summarised below.



### Sustainable Construction Charter

With a strong commitment to steering the construction industry towards carbon neutrality and bolstering its ESG performance, the Sustainable Construction Charter was introduced in 2023. It has gained support from 160 participating organisations spanning the entire value chain. Their collective commitment is a powerful symbol of the construction industry's unwavering dedication to carbon neutrality.



### Construction Digitalisation Charter

Since its launch at the end of 2022, the Construction Digitalisation Charter has garnered the support of approximately 200 organisations, all committed to collaborating and achieving digitalisation targets within the construction industry. In 2023, events, including the Construction Digitalisation Charter Pledgees Sharing and Coaching Session, were organised to facilitate knowledge exchange and assist pledgees in developing tailored strategic roadmaps.



### CIC Sustainable Construction Award

Since its launch in 2019, the CIC Sustainable Construction Award has stood as a symbol of recognition for organisations and practitioners driving sustainability in the construction industry. In its 3rd edition held in 2023, the award continued to celebrate outstanding practices and innovative approaches to sustainable construction. This prestigious accolade highlights the exceptional efforts and achievements of 29 organisations and 17 industry practitioners, showcasing their commitment to advancing sustainability.



CIC Sustainable Construction Award 2023

### Hong Kong Construction Common Data Environment Award

The 2nd Hong Kong Construction Common Data Environment Award recognised projects and organisations leveraging the Common Data Environment (CDE) for enhanced project management and collaboration. 11 awards were presented, including an additional award, the Overseas Achievement Award, for remarkable CDE adoption on non-local projects.



Hong Kong Construction Common Data Environment Award 2023

## CIC BIM Competition

The CIC BIM Competition, in its 5th year, continued its mission to encourage the practical use of BIM among construction-related higher education students. This year's competition centred around "Sustainable Design of the Construction Innovation Campus". Eight projects were recognised, showcasing students' proficiency in project coordination and digital collaboration. Through this collaborative and competitive learning platform, students gained invaluable experience leveraging BIM for sustainable design and innovation.



CIC BIM Competition 2023



建造業傑出青年選舉  
CONSTRUCTION INDUSTRY  
OUTSTANDING YOUNG PERSON AWARD

## Construction Industry Outstanding Young Person Award

Launched in 2019, the Construction Industry Outstanding Young Person Award (CIOYPA) is a biennial programme that applauds the accomplishments and contributions of young professionals in the construction industry. This prestigious award recognises their excellence and positive impact on industry development and the community. In 2023, six outstanding young industry practitioners from diverse roles within the construction industry were honoured for their pursuit of excellence, outstanding contributions, courage, and innovative thinking. Their exceptional efforts shape the industry and pave the way for a promising future.

## Construction Industry Outstanding Apprentice Awards

The Construction Industry Outstanding Apprentice Awards 2023 honoured apprentices' craftsmanship, knowledge and work attitudes. Three awardees were selected in the technician/supervisor category, while six winners were chosen in the craftsmen apprentices or trainee category, promoting apprenticeship and appreciating employers' and site trainers' contributions.

## The 2<sup>nd</sup> Hong Kong Construction Skills Competition

The 2<sup>nd</sup> Hong Kong Construction Skills Competition at HKCITTC was successfully organised in 2023. It acknowledges skilled industry practitioners and recognises exceptional workmanship among experienced masters and rising stars in the industry. This year's competition included new trades such as Carpentry (Formwork-Building Construction), Marble Work (Polishing), Repair, Maintenance, Alteration and Addition (Building Construction), Truss Out Bamboo Scaffolding, and Concreting Construction.



The 2<sup>nd</sup> Hong Kong Construction Skills Competition

## Igniting Green Living and Environmental Awareness: Empowering the Public through Engagement and Education



We are committed to transforming the perception of sustainability. As a pioneer in promoting green living and environmental awareness, since its inception, the CIC-ZCP has been serving as an inspiring beacon for a sustainable, smart city. In 2023, the “MiC Play Unit 2” in the CIC-ZCP was upgraded with sustainable materials and hexagonal-shaped, prefabricated components, creating a family-friendly communal space in a sustainable community.

Throughout the year, the CIC-ZCP showcased the pinnacle of low-carbon living, renewable energy applications, and green building design. Visitors were impressed by the transformative power of sustainable practices, including innovative recycling and upgrading building materials.

**1,032**  
complimentary guided tours

**117**  
low-carbon workshops

The year’s highlight was the highly anticipated annual event, “Construction Month 2023”: Build Green, Live Green, in November 2023, which came alive with a dazzling array of activities that excited attendees. From the Robotics x STEAM Construction Day Camp to the Percussion Instruments Marathon, the event seamlessly blended education and entertainment. The “ZCP Green Heroes” acknowledgement ceremony cum obstacle race celebrated students who were actively participated in various carbon reduction and sustainable activities; while the ZCP Green Market facilitated the exchange of second-hand goods, promoting reuse, upcycling and waste reduction.

To promote new energy sources and achieve carbon neutrality by 2050, the CIC-ZCP collaborated with various sectors to organise the “New Energy Vehicles Exhibition”, showcasing brand-new electric vehicles and innovative solutions such as those powered by ammonia and solar energy. The exhibition ignited enthusiasm for a low-carbon future, attracting over 10,000 visitors. Interactive STEAM workshops, eye-catching photo spots, and engaging booth games united people of all ages in their commitment to a sustainable lifestyle.

At the core of CIC-ZCP’s mission was nurturing the next generation of green leaders. Through the “ZCP Green Heroes” Award Badges Programme, primary and secondary students actively participated in carbon reduction activities, empowering them to contribute to the planet’s preservation. Additionally, the CIC-ZCP STEAM Lab serves as an educational platform, offering guided tours to explore innovative construction techniques and industry knowledge. In 2023, a total of 270 guided tours were organised, cultivating cross-disciplinary talents with essential skills in construction innovation aligned to pursue carbon neutrality. These initiatives inspire the young to become catalysts for change, promoting sustainability and a greener future.

## Nurturing the Spirit of Service: Cultivating Hearts that Make a Difference



We established the Construction Industry Sports & Volunteering Programme (CISVP) in October 2016 to encourage industry practitioners’ participation in sports programmes and volunteering services and to form sports and volunteer teams in their organisations.

In 2023, the CISVP surpassed all expectations by organising a multitude of volunteer activities, demonstrating our unwavering dedication to caring for the community and underprivileged groups.

**507**  
Volunteer services

**62,990**  
Number of Beneficiaries (man-time)



In a remarkable achievement, the 6th Construction Industry Volunteer Awards Scheme witnessed contributions from construction-related organisations and NGOs to the community and commended distinguished performances.

### The 6th Construction Industry Volunteer Awards Scheme

64  
Participated  
Organisations

▲42%  
(compared to 2022)

212,818  
Service Hours

▲55%  
(compared to 2022)

29,764  
Volunteers  
(man-time)

▲54%  
(compared to 2022)

The highly anticipated Lo Pan Service Month consisted of 3 signature events - the Construction Industry Lo Pan Rice Campaign, the Construction Industry Blood Donation Day, and the Construction Industry Shoreline Clean-up Day. These events collectively generated 293 rounds of services, with the support of 2,875 dedicated volunteers, leaving an indelible mark on the community.



Construction Industry Lo Pan Service Month 2023 - CIC x HKCA "Lo Pan Boxed Meal" Kick-off Ceremony

Continuing their fruitful collaboration, the CISVP and the Hong Kong Construction Association (HKCA) joined forces again for the Construction Industry Lo Pan Service Month 2023 - CIC x HKCA "Lo Pan Boxed Meal". This heart-warming endeavour aimed to support elderly and underprivileged groups by distributing hot meal boxes and goodie bags. In 2023, 27,650 "Lo Pan Rice" meal boxes were distributed.

In addition to Lo Pan Service Month, the CISVP undertook further meaningful initiatives to support the elderly. They organised 105 rounds of home repairing and moving services tailored to senior citizens' needs. Recognising the importance of ensuring the safety and well-being of the elderly, the CISVP collaborated with the Registered Specialist Trade Contractors Federation to have the "Construction Industry Volunteer Service Day". This special event focused on installing handrails, with 89 pieces being successfully installed for the benefit of elderlies.



Construction Industry Volunteer Service Day - Construction Industry Volunteer Team installing handrails for elderlies

These exceptional efforts to reinforce the objectives of CISVP and promote the spirit of sports and volunteering yielded remarkable results. The number of CISVP Corporate Members witnessed an impressive, nearly 6% increase, and the coveted “Construction Industry Caring Organisations” Logo was awarded to over 5% more deserving companies.

162

CISVP Corporate  
Members

▲ 6%

(compared to 2022)

154

Construction  
Industry Caring  
Organisations

▲ 5%

(compared to 2022)

To express gratitude to construction workers for their invaluable contributions to the sustainable development of Hong Kong and their dedication to nurturing the next generation, we have the prestigious “Scholarship for Family Members of Registered Construction Workers”. We acknowledge the academic excellence of the awardees in the 2023 Hong Kong Diploma of Secondary Education Examination and commend their family members who are registered construction workers for their continuous professional development. We trust that youth is essential in the flourishing growth of society, and we hope that the younger generation will contribute to societal improvements through the application of advanced knowledge and innovation in various professions such as medicine, dentistry, earth and environmental sciences, finance, architecture, engineering and education.

Granting

HK\$384,000

in Scholarships

Awarding

44

Prizes



## Key Initiatives in Operations

### Safety-First Mindset

Our highest priority remains the safety of our staff members. We required our staff members to attend the CIC Foundation Certificate in Construction Safety in 2023 to enhance their safety knowledge and awareness. We also organised monthly construction safety webinars for continuous learning. These webinars served as a valuable platform for sharing best practices and insights from safety experts. By providing our employees with the latest industry knowledge and information, we empowered them to stay up-to-date with safety standards and regulations.

### Strengthening Bonds in CIC’s Family

We provide the Team-building Activity Fund for each department annually, enabling our staff members to enhance team dynamics and cultivate a strong sense of belonging and pride within the CIC. As social activities have returned to normalcy, our departmental teams spared no effort in resuming their team-building activities, from sports and cooking classes to workshops, team games, outings and volunteer services. The staff members in each department embraced these invaluable opportunities to bond, collaborate and foster positive relationships, contributing to a supportive and harmonious work environment at the CIC.

In 2023, we also successfully organised the Industry Development (ID) Team Building Workshops. The workshops brought departments in the ID team closer, allowing them to form stronger bonds and enhance their communication, collaboration and creativity.

As a gesture of appreciation for our staff members’ hard work and contributions, we organised a special staff event at Hong Kong Disneyland before Christmas. This event was a fantastic opportunity for the entire CIC, including staff and their family members, to come together and celebrate. By including family members in the event, we emphasised the importance of work-life balance and recognised the support and understanding of our staff’s families.





ID Team Building Workshops



Special staff event at Hong Kong Disneyland

Moreover, our staff members were offered engaging activities during office hours to promote a vibrant and inclusive work environment and work-life balance. We value our staff members' physical and mental health and are committed to positively impacting their continuous improvement.

## Staff Training on Standard of Conduct



As part of our commitment to upholding standard of conduct and ensuring compliance with relevant legislation, all new-joined staff members are required to attend training on the Personal Data (Privacy) Ordinance, Introduction to the Anti-Discrimination Laws of Hong Kong, and Introduction to the Anti-Bribery Ordinance of Hong Kong on a compulsory basis. Staff are also required to attend an annual refresher course on the protection of personal data to enhance their awareness and relevant knowledge.

## Way Forward

We are dedicated to continuously investing our efforts to ensure the safety and well-being of our staff, industry practitioners and the community. To strengthen this commitment, we will be pursuing the following initiatives:

### Driving Industry Impact

- Keep promoting construction safety culture in the industry through various safety promotion activities, including webinars, campaigns, master classes, etc.
- Strengthen commitment to sports and volunteering to promote community involvement and caring.
- Continue as a platform for industry stakeholders to share experience in construction digitalisation and sustainable construction.

### Our Operation

- Establish a training programme for our staff to drive continual improvement in occupational safety and health (OS&H).
- Prioritise well-being in the workplace by providing various caring activities for our staff.



## Talent

### Empowering Workforce, Enabling Limitless Possibilities:

Fuelling productivity and industry growth.

The sustainable development of the local construction industry relies heavily on a highly skilled and professional workforce. With an impeccable track record over four decades, we have consistently excelled in attracting, retaining and nurturing talent through our comprehensive training and qualifications system. The invaluable contributions of the construction workforce have been instrumental in driving the prosperous development of the local economy.

Being committed to further empowering practitioners, we remain steadfast in our mission to foster professionalism, knowledge, skills, innovation, safety and sustainability. We are dedicated to cultivating an energetic and skilled workforce that meets the industry's evolving needs. By prioritising innovation and demonstrating an unrelenting drive for professional development, we actively shape a promising future for the construction sector. Together, we build a brighter tomorrow, where excellence and progress go hand in hand.

## Major Achievements in Driving Industry Impact

### Nurturing the Future of Construction: Hong Kong Institute of Construction

The Hong Kong Institute of Construction (HKIC), is dedicated to cultivating a skilled and accomplished construction workforce in Hong Kong. We aim to nurture an accomplished construction workforce with sound professional skills, theoretical knowledge, safety awareness, innovative ideas, passion and pride for the Hong Kong construction industry.

At the HKIC, we offer comprehensive training programmes that integrate practical site experience and whole-person education to ensure the holistic development of industry professionals. Since 2018, our motto "To dedicate • To excel" has guided our commitment to producing highly skilled talents for the construction industry. We also took a step further by establishing the School of Professional Development in Construction (SPDC) in 2020. The school is designed to provide advanced professional and continuous education opportunities for industry practitioners, enabling them to stay updated with the latest industry trends and advancements.

In 2023, the HKIC successfully organised a diverse range of 258 training courses to cater to the needs of the construction industry. These courses included the following:



4 Advanced Diploma Programmes



8 Diplomas in Construction Programme



6 Certificates in Construction Programme



69 Part-time Courses offered by HKIC



76 Part-time Courses offered by SPDC



36 Short Courses



52 Skill Enhancement Courses



7 Commissioned Courses

Besides providing training for young professionals, we emphasise on students' holistic development and future planning. The HKIC actively organises various activities to enhance their learning experience and encourage personal growth. These activities include experience-sharing sessions, workshops, skills competitions and information days, all aimed at broadening students' perspectives and allowing them to explore new skills and engage in diverse exchanges and competitions.

In November and December 2023, the HKIC organised two inspiring sharing sessions. The first session focused on "Craftsmanship", where industry experts shared their journeys of becoming skilled craftsmen. The second session explored the theme of "Innovation and Craftsmanship", with the experts discussing how innovation and craftsmanship intersect. These sessions gave the participants valuable insights into the spirit and skills of craftsmanship and guidance on how to equip themselves and pursue their goals.



Sharing Session on "Innovation and Craftsmanship"

In recent years, the HKIC has made significant efforts to collaborate with secondary schools in promoting STEM (Science, Technology, Engineering and Mathematics) education. To align with future education policies and directions, the HKIC transformed the "STEM Alliance" into the "STEAM Alliance" in 2023. The STEAM Alliance strives to enhance the exposure and awareness of engineering and technology among secondary school students.



STEAM Alliance Launching Ceremony

The HKIC, through the STEAM Alliance, organised various activities for students, teachers and parents. These activities encompassed events such as "Teacher Development Day" and parent activities around the construction industry. Participants were involved in visits to the Construction Exhibition Hub, sharing sessions by industry professionals, campus open days, taster programmes, STEAM Alliance competitions and more. These initiatives provided multiple perspectives on the construction industry, helping students, teachers and parents better understand the industry's significance.

### Recognising Skilled Workers: Trade Testing

The Hong Kong Construction Industry Trade Testing Centre (HKCITTC) provides independent and credible trade testing services for the construction industry. The HKCITTC offers trade tests in five categories, covering over 150 trade divisions for construction workers. These categories include:

- Civil and building construction trade tests
- Construction-related electrical and mechanical trade tests
- Trade test for Grade A electrical work
- Certification tests for machineries and cranes operation
- Other skills assessments

In 2023, the HKCITTC conducted **26,122** trade tests



Launched Truss-out Scaffolder (TOS) Safety Training in 2023

The HKCITTC is also dedicated to enhancing the understanding of trade test scopes and skills and elevating the professional status of skilled workers. In 2023, several improvements were implemented to the trade test assessments. Here are the vital improvements that have been implemented:

- **Incorporation of New Elements:** Focus on assessing candidates' understanding and application of good safety practices, professional ethics and housekeeping standards specific to their chosen trades
- **Trade Test Preparation Briefing for 20 Hot Trades:** Helps candidates better understand the expectations of the trade tests for successfully passing the test
- **Introduction of Voluntary Pre-Test Preparation Courses:** Designed to better prepare candidates for the trade tests by providing them with targeted training and guidance
- **Provision of "Enhancement Suggestions":** Serve as a post-evaluation document, pinpointing areas where trade test candidates can further improve their skills and knowledge

### Recognising Contractors: Registered Specialist Trade Contractors Scheme

To develop the construction industry by creating a pool of professional and dedicated trade contractors with specialised skills through a recognised registration system, the Registered Specialist Trade Contractors Scheme (RSTCS) was established in 2019.

In 2023, we expanded RSTCS by upgrading three additional trades, including "Levelling & Setting Out", "Building Maintenance", and "Interior Fitting-out". This expansion brings the total number of designated trades to 14, fostering specialisation and promoting a pool of skilled trade contractors. As of the end of 2023, the numbers of registered companies under the RSTCS are:

**7,290**  
Registered Companies

**1,956**  
Registered Specialist  
Trade Contractors

**5,334**  
Registered Subcontractors

To further promote professionalism and encourage cross-discipline collaboration among specialist trades, we introduced the "Good Practice Manuals" webpage on the RSTCS website, featuring two valuable manuals: the "Good Practice Manual on Concreting Formwork Specialist Trade" and the "Good Practice Manual on Reinforcement Bar Fixing Specialist Trade".

### Supporting Frontline Industry Practitioners: Promote Growth and Well-being



In 2023, we implemented several key initiatives to prioritise the ongoing professional training and well-being of frontline practitioners in the construction industry. These initiatives aimed to foster continuous growth and enhance the professionalism and integrity of registered construction workers.

- **Two Specialist Trade Technical Webinars** showcased innovative technology adoption and shared construction project experience of specialist trades, attracting over 1,445 participants to attend online.
- **Building a Clean and Fair Construction Industry through Collaboration Anti-corruption Summit and Commitment to Action Agenda**, jointly organised with the Independent Commission Against Corruption (ICAC) and the Development Bureau, attracting over 2,079 participants attending both online and in-person.
- **Three Seminars on the Introduction of Integrity Risk in the Construction Industry**, with over 3,520 participants attending both online and in-person, aimed to assist construction practitioners in establishing and enhancing their immunity against corruption and helping them avoid falling into corruption traps.
- **Two Health Talks on "Stretching and Pain Relief" and "Positive Psychology - The Happiness Equation"**, attracting over 175 participants attending both online and in-person.
- **A Health Assessment** for ethnic minorities registered workers and their families.

## Key Initiatives in Operations

Empowering our staff is essential for building a sustainable work environment. We embrace our core belief of “Work Together · Learn Together” and are dedicated to implementing all-rounded talent development programmes that prioritise training, mentorship and continuous learning initiatives. By investing in the growth and advancement of our staff members, we aim to cultivate their skills, knowledge and overall well-being. This commitment drives staff performance and ensures the long-term success and resilience of the CIC. Through collaboration and a shared commitment to growth, we create a dynamic and sustainable workplace where our staff thrive.

Moreover, in light of the challenging situation in the employment market, we have implemented several initiatives to acquire, retain and develop talents in 2023. We have collaborated closely with individual Line Heads to understand their manpower needs, engaged Executive Search Firms to identify talents, streamlined the recruitment process, benchmarked market remuneration packages and rewarded high-performing staff with promotion opportunities. We have also revamped our onboarding induction and orientation programmes to better prepare new joiners for integrating into our corporate culture and work environment. In 2023, the following initiatives were arranged:

### Individual Development Programmes

Tailored “Individual Development Programmes” for high-performing staff with the potential to assume critical roles in the future. We arranged them to meet regularly with internal and external mentors and attended high-level management and leadership courses, both locally and overseas.

### CIC Graduate Trainees Programme

Recruited fresh graduates as Graduate Trainees and provided them with comprehensive training to prepare for advancement within the CIC. In addition to on-the-job training, Graduate Trainees participated in monthly retreats and industry-specific sessions to enhance their knowledge and soft skills.

### Training Workshops

Throughout the year, we conducted various workshops to keep our staff abreast of the latest developments in technology, safety, personal data protection, cyber security, and related ordinances. These workshops attracted more than 2,300 participants.

### Soft Skills Workshops

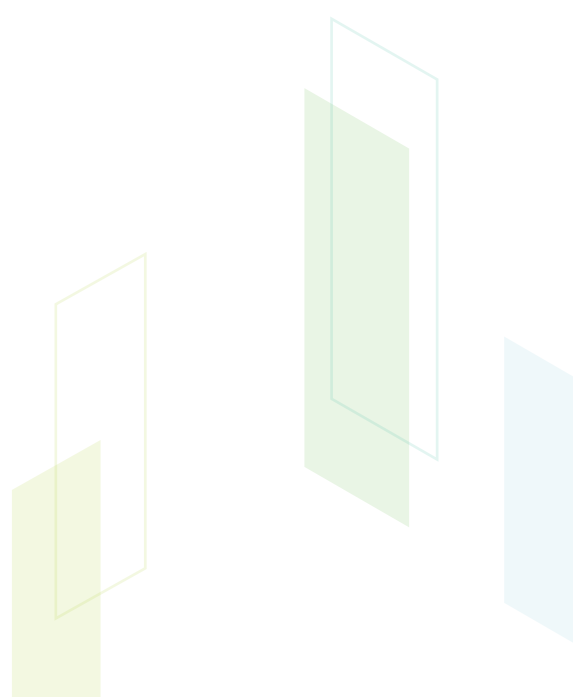
We organised workshops on communication, presentation and team building to enhance the soft skills of staff across different levels. These workshops attracted around 500 participations.

### CIC Talents Development Excellence Talk

We hosted four talks, inviting distinguished guests, including Mr. Dick LEE, Executive Director of Hong Kong Institute for Public Administration, Ms. Cally CHAN, General Manager of Microsoft Hong Kong and Macau, Dr. Charleston SIN, Executive Director of MIT Hong Kong Innovation Node, as well as Dr. CHAN Ka-kui, the former Chairman of the CIC, to share valuable insights on leadership, management, innovation and technology with our staff. These talks gained approximately 800 participants.

### Online Learning Platform

We offer free access to online learning platform to our staff, allowing them to flexibility to learn anytime anywhere. 94% of staff have activated the platform, with an average of over 21 learning hours per staff in 2023.



## Way Forward

We are deeply committed to enhancing knowledge and professionalism within the organisation and the broader construction industry. We recognise that continuous learning, innovation and a culture of excellence are essential for driving positive change and ensuring a thriving future.

### Driving Industry Impact

- Promote the Good Practice Manuals, foster industry exchanges and learning, and create additional growth and development opportunities for industry practitioners
- Review the requirements of the registration systems, continuously improve and expand the scope of requirements, strengthen the capabilities and skills of core personnel in the registered companies, and step up the regulatory mechanisms related to safety.
- Encourage industry practitioners to participate in continuous competence development activities through continuing professional development requirements
- Launch and promote Repair, Maintenance, Alteration and Addition (RMAA) skill assessment programme to the industry

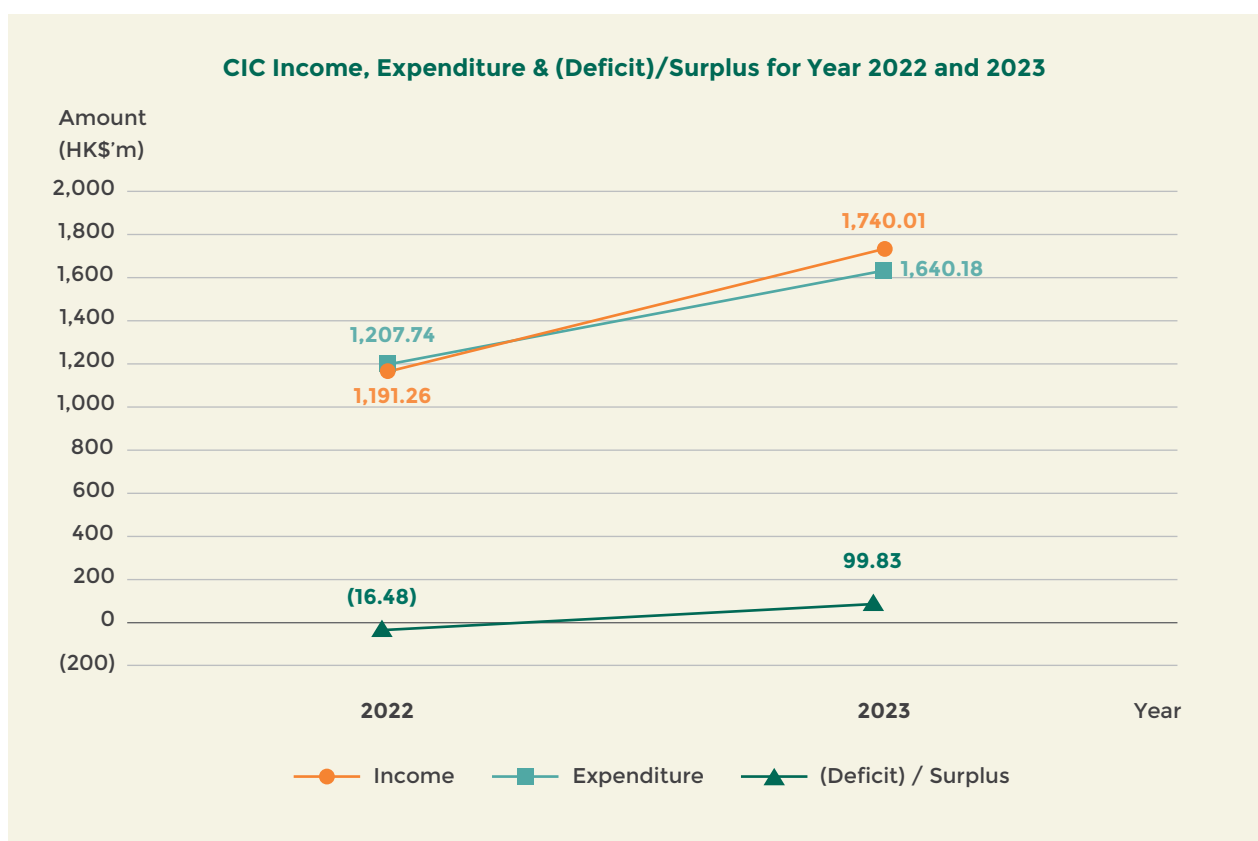
### Our Operation

- Exchange ideas for enhancing training standards
- Initiate ESG training for our staff to strengthen their ESG knowledge and skills

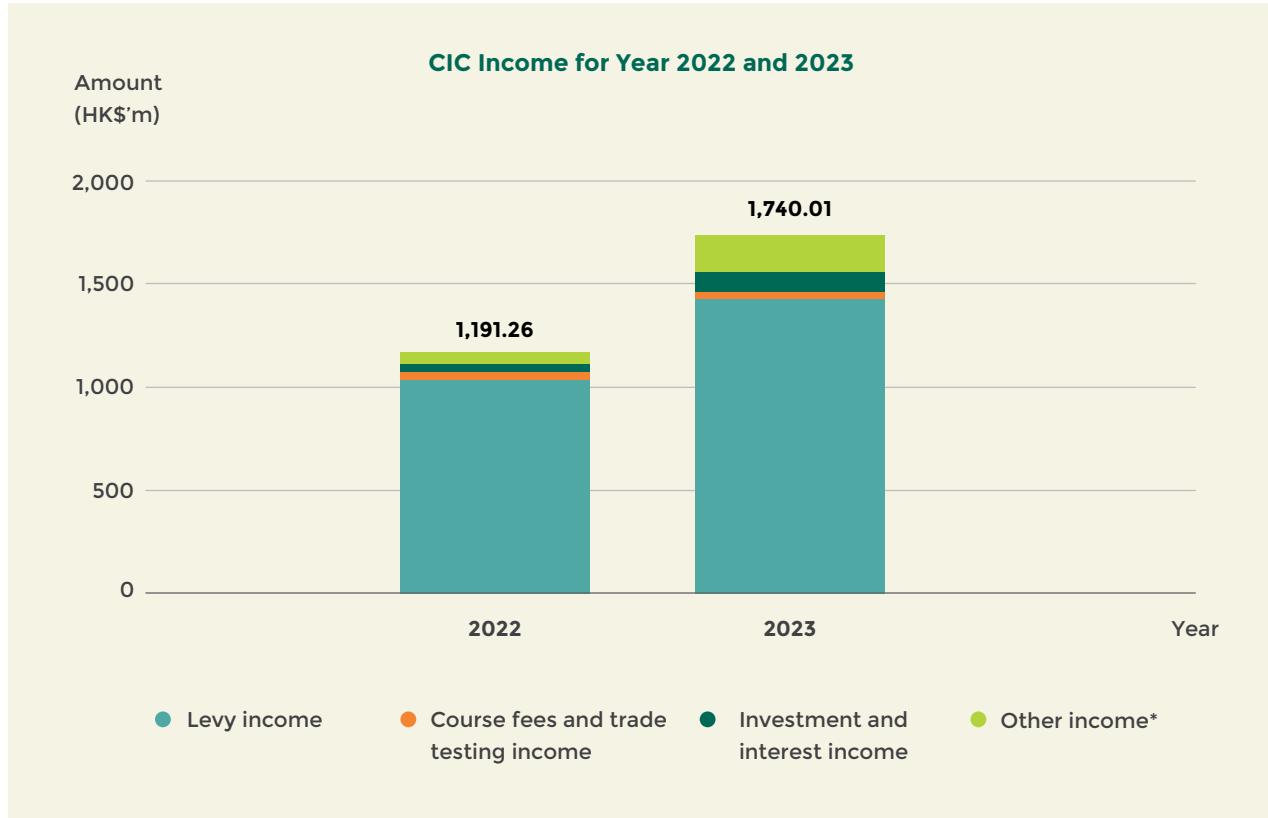
# HIGHLIGHTS OF AUDITED FINANCIAL STATEMENTS FOR 2023

## Highlights of the audited financial statements of the CIC Group

Based on the audited consolidated financial results for the year ended 31 December 2023, total income of CIC Group was \$1,740.01m (2022: \$1,191.26m), an increase of \$548.75m or 46.1% against last year. Total expenditure for 2023 was increased by \$432.44m or 35.8% to \$1,640.18m (2022: \$1,207.74m). The operating results for 2023 recorded a surplus of \$99.83m (2022: deficit of \$16.48m).



Total income of CIC in 2023 was \$1,740.01m, an increase of \$548.75m or 46.1% against \$1,191.26m in 2022.



\* Other income in the above bar chart includes reimbursement of trainees' allowances, support on promotion campaign, registration fee income from workers and sub-contractors, and other miscellaneous income.

Levy income increased to \$1,431.42m in 2023 (2022: \$1,059.88m) and contributed 82.3% (2022: 89.0%) of total income. The 35.1% year-on-year increase in levy income in 2023 was mainly caused by the increase in Civil & Building works in public sector and Building works in private sector. Total levy assessed on the value of construction operations in the private and public sectors (including others) amounted to \$639.13m (2022: \$487.06m) and \$772.06m (2022: \$570.14m) respectively, representing 44.7% (2022: 46.0%) and 53.9% (2022: 53.8%) of total levy income. In addition, penalty on overdue levy and surcharge amounted to \$3.17m (2022: \$0.77m) and \$17.06m in 2023 (2022: \$1.92m) respectively.

Workers registration fee income for 2023 decreased to \$1.69m (2022: \$3.50m) due to amortisation effect of income from previous years.

Course fees and related income decreased to \$27.50m in 2023 (2022: \$29.33m) with lower income from part-time courses.

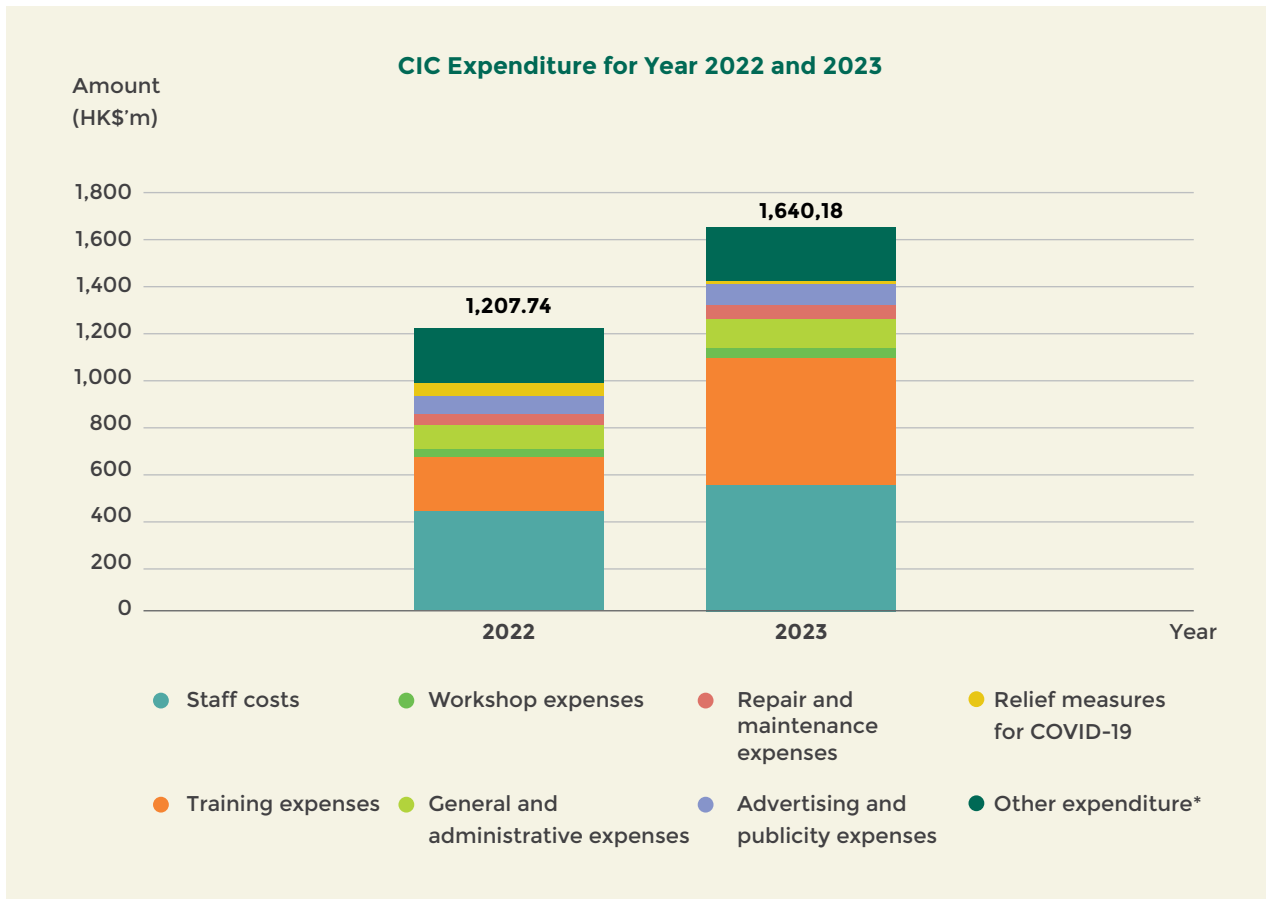
Trade testing income for 2023 slightly decreased to \$4.90m (2022: \$4.92m).

Investment and interest income for 2023 increased to \$86.31m (2022: \$32.94m). The increase was mainly due to higher interest rates on time deposits.

Other income of \$188.19m in 2023 (2022: \$60.68m) mainly comprised of the reimbursement income of trainees' allowances from the Government under various schemes, including Intermediate Tradesman Collaborative Training Scheme ("ITCTS"), Construction Industry Council Approved Technical Talents Training Programmes ("CICATP"), Enhanced Construction Manpower Training Scheme ("ECMTS"), Advanced Construction Manpower Training Scheme ("ACMTS") and other schemes, as well as other miscellaneous income. The increase in other income in 2023 was mainly contributed by increase in reimbursement for ITCTS, ECMTS, CICATP, ACMTS, In-service General Workers Upskills Course ("ISGWUC"), and support on promotion campaign.



Total expenditure of CIC in 2023 was \$1,640.18m, an increase of \$432.44m or 35.8% against \$1,207.74m in 2022.



\* Other expenditure includes depreciation and net impairment losses on levy receivables.

Staff costs amounted to \$546.31m in 2023 (2022: \$456.18m). The increase of 19.8% was mainly due to annual salary adjustments and recruitment of reactive staff headcount for various departments.

Training expenses increased by 149.7% to \$566.33m in 2023 (2022: \$226.83m) mainly due to increase in training expenses for ITCTS, ECMTS, CICATP and ISGWUC.

Workshop expenses increased by 18.5% to \$38.19m in 2023 (2022: \$32.24m) mainly due to higher expenditure on consumable materials and tools, utilities and personal protective equipment.

General and administrative expenses amounted to \$117.39m in 2023 (2022: \$94.25m). The 24.6% increase in 2023 was mainly due to the operating expenses for imported labour quarters, higher expenses on internet and broadband services, study tour and conference, and overseas travelling.

Repair and maintenance expenses amounted to \$57.35m in 2023 (2022: \$42.08m). The 36.3% increase was mainly due to higher maintenance expenses on computer equipment and software, and building services installation.

Expenses on relief measures for COVID-19 decreased by 83.1% to \$10.03m in 2023 (2022: \$59.35m).

Advertising and publicity expenses increased by 17.8% to \$85.76m in 2023 (2022: \$72.81m) mainly due to spending on Global Construction Sustainability Forum and Exhibition 2023 (GCSFE 2023), higher expenses for advertising on training courses, outreach to stakeholders and CIC Luncheon, partly offset by decrease in spending on Construction Innovation Expo and the publicity events of the 15th Anniversary of CIC in prior year.

Depreciation amounted to \$218.46m in 2023 (2022: \$222.96m), a decrease of 2.0% against last year.

As at 31 December 2023, the Council held a total of \$3,266.31m as total fund and reserves, compared with \$3,169.34m as at 31 December 2022.

# INDEPENDENT AUDITOR'S REPORT

## TO THE MEMBERS OF CONSTRUCTION INDUSTRY COUNCIL

(Established under the Construction Industry Council Ordinance, Hong Kong Special Administrative Region)

### Opinion

We have audited the consolidated financial statements of Construction Industry Council ("the Council") and its subsidiaries (collectively referred to as the "Group") set out on pages 194 to 220, which comprise the consolidated statement of financial position as at 31 December 2023, and the consolidated statement of profit or loss and other comprehensive income, consolidated statement of changes in fund and reserves, and consolidated statement of cash flows for the year then ended, and notes to the consolidated financial statements, including material accounting policy information and other explanatory information.

In our opinion, the consolidated financial statements give a true and fair view of the consolidated financial position of the Group as at 31 December 2023, and of its consolidated financial performance and its consolidated cash flows for the year then ended in accordance with Hong Kong Financial Reporting Standards ("HKFRSs") issued by the Hong Kong Institute of Certified Public Accountants ("HKICPA").

### Basis for Opinion

We conducted our audit in accordance with Hong Kong Standards on Auditing ("HKSA") issued by the HKICPA. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Consolidated Financial Statements section of our report. We are independent of the Group in accordance with the HKICPA's Code of Ethics for Professional Accountants (the "Code"), and we have fulfilled our other ethical responsibilities in accordance with the Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### Other Information

The Council members are responsible for the other information. The other information comprises the information included in the annual report, but does not include the consolidated financial statements and our auditor's report thereon.

Our opinion on the consolidated financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the consolidated financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the consolidated financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

### Responsibilities of Council members for the Consolidated Financial Statements

The Council members are responsible for the preparation of the consolidated financial statements that give a true and fair view in accordance with HKFRSs issued by the HKICPA, and for such internal control as the Council members determine is necessary to enable the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, the Council members are responsible for assessing the Group's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Council members either intend to liquidate the Group or to cease operations, or have no realistic alternative but to do so.

The Council members are also responsible for overseeing the Group's financial reporting process.

The Audit Committee of the Council assists the Council members in discharging their responsibilities in this regard.

## Auditor's Responsibilities for the Audit of the Consolidated Financial Statements

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion solely to you, as a body, in accordance with section 26 of the Construction Industry Council Ordinance, and for no other purpose. We do not assume responsibility towards or accept liability to any other person for the contents of this report. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with HKSA's will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these consolidated financial statements.

As part of an audit in accordance with HKSA's, we exercise professional judgement and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Group's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Council members.
- Conclude on the appropriateness of the Council members' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the consolidated financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained

up to the date of our auditor's report. However, future events or conditions may cause the Group to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the consolidated financial statements, including the disclosures, and whether the consolidated financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the Group to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit opinion.

We communicate with the Audit Committee regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

**Deloitte Touche Tohmatsu**

**Certified Public Accountants**

Hong Kong

19 April 2024

# FINANCIAL STATEMENTS

## Consolidated statement of profit or loss and other comprehensive income

For the year ended 31 December 2023

	Notes	2023 HK\$	2022 HK\$
<b>Income</b>			
Levy income	4	<b>1,431,416,579</b>	1,059,882,291
Workers registration fee income	5	<b>1,694,213</b>	3,496,948
Course fees and related income	6	<b>27,501,957</b>	29,333,433
Trade testing income	6	<b>4,897,906</b>	4,924,749
Investment and interest income	7	<b>86,311,533</b>	32,940,677
Other income	8	<b>188,186,784</b>	60,682,568
		<b>1,740,008,972</b>	1,191,260,666
<b>Expenditure</b>			
Staff costs	9	<b>546,313,053</b>	456,176,210
Training expenses		<b>566,333,160</b>	226,828,216
Workshop expenses		<b>38,189,723</b>	32,235,325
General and administrative expenses	10	<b>117,386,666</b>	94,251,414
Relief measures for COVID-19	11	<b>10,027,179</b>	59,345,375
Repair and maintenance expenses		<b>57,348,569</b>	42,081,544
Advertising and publicity expenses		<b>85,760,278</b>	72,811,977
Depreciation	12	<b>218,464,262</b>	222,960,411
Net impairment losses on levy receivables	16	<b>353,109</b>	1,054,244
		<b>1,640,175,999</b>	1,207,744,716
<b>Surplus (deficit) for the year</b>		<b>99,832,973</b>	(16,484,050)
<b>Other comprehensive expense for the year</b>			
Item that will not be reclassified to profit or loss:			
Equity instruments at fair value through other comprehensive income			
- Decrease in fair value		<b>(2,864,668)</b>	(129,623)
<b>Surplus (deficit) and total comprehensive Income (expense) for the year</b>		<b>96,968,305</b>	(16,613,673)

# FINANCIAL STATEMENTS

## Consolidated statement of financial position At 31 December 2023

	Notes	2023 HK\$	2022 HK\$
<b>Non-current assets</b>			
Property, plant and equipment	13	<b>926,281,638</b>	981,368,607
Construction in progress	13	<b>71,993,758</b>	70,209,642
Debt instruments at amortised cost	14	<b>258,352,870</b>	260,420,621
Equity instruments at fair value through other comprehensive income ("FVTOCI")	15	<b>7,855,154</b>	10,719,822
		<b>1,264,483,420</b>	1,322,718,692
<b>Current assets</b>			
Levy receivables	16	<b>103,039,594</b>	96,097,969
Deposits, prepayments and other receivables	17	<b>180,616,209</b>	105,809,212
Cash and bank balances	18	<b>3,932,625,959</b>	3,866,857,604
		<b>4,216,281,762</b>	4,068,764,785
<b>Current liabilities</b>			
Accounts and other payables and accruals	19	<b>385,346,027</b>	333,544,545
Construction Innovation and Technology Fund	20	<b>1,808,033,646</b>	1,864,328,549
Lease liabilities	21	<b>6,282,621</b>	7,559,286
Contract liabilities	22	<b>8,173,273</b>	8,447,119
		<b>2,207,835,567</b>	2,213,879,499
<b>Net current assets</b>		<b>2,008,446,195</b>	1,854,885,286
<b>Total assets less current liabilities</b>		<b>3,272,929,615</b>	3,177,603,978

# FINANCIAL STATEMENTS

## Consolidated statement of financial position (continued)

At 31 December 2023

	Notes	2023 HK\$	2022 HK\$
<b>Non-current liabilities</b>			
Lease liabilities	21	<b>2,741,180</b>	5,695,561
Contract liabilities	22	<b>3,880,188</b>	2,568,475
		<b>6,621,368</b>	8,264,036
<b>Net assets</b>			
		<b>3,266,308,247</b>	3,169,339,942
Represented by:			
Accumulated fund		<b>2,874,311,372</b>	2,774,478,399
General reserve		<b>389,353,310</b>	389,353,310
Investment revaluation reserve		<b>2,643,565</b>	5,508,233
<b>Total fund and reserves</b>			
		<b>3,266,308,247</b>	3,169,339,942

The consolidated financial statements on pages 194 to 220 were approved and authorised for issue by the Council members of Construction Industry Council on 19 April 2024 and were signed on their behalf by:

HO On-sing, Thomas  
*Chairman*

MA Hok-ming, Kevin  
*Council member*

# FINANCIAL STATEMENTS

## Consolidated statement of changes in fund and reserves For the year ended 31 December 2023

	Accumulated fund HK\$	General reserve HK\$ (Note (a))	Investment revaluation reserve HK\$ (Note (b))	Total HK\$
At 1 January 2022	2,790,962,449	389,353,310	5,637,856	3,185,953,615
Deficit for the year	(16,484,050)	-	-	(16,484,050)
Other comprehensive expense or the year	-	-	(129,623)	(129,623)
At 31 December 2022	<b>2,774,478,399</b>	<b>389,353,310</b>	<b>5,508,233</b>	<b>3,169,339,942</b>
Surplus for the year	<b>99,832,973</b>	-	-	<b>99,832,973</b>
Other comprehensive expense for the year	-	-	<b>(2,864,668)</b>	<b>(2,864,668)</b>
At 31 December 2023	<b>2,874,311,372</b>	<b>389,353,310</b>	<b>2,643,565</b>	<b>3,266,308,247</b>

Notes:

- (a) General reserve has been set up to record the statutory transfer of net assets from Construction Industry Training Authority on 1 January 2008 and Construction Workers Registration Authority on 1 January 2013. The general reserve was created for employing the reserve in the operations of the Council or by investing the reserve in such manner as the Council members think fit. The Council members may apply the general reserve for any other special purpose.
- (b) Investment revaluation reserve comprises the cumulative net change in the fair value of equity investments at FVTOCI held at the end of the reporting period and is dealt with in accordance with the accounting policy in Note 3.

# FINANCIAL STATEMENTS

## Consolidated statement of cash flows

For the year ended 31 December 2023

	Notes	2023 HK\$	2022 HK\$
<b>Operating activities</b>			
Surplus (deficit) for the year		<b>99,832,973</b>	(16,484,050)
Adjustments for:			
Net impairment losses on levy receivables		<b>353,109</b>	1,054,244
Interest expense on lease liabilities		<b>225,533</b>	357,395
Depreciation		<b>218,464,262</b>	222,960,411
Investment and interest income		<b>(86,311,533)</b>	(32,940,677)
Losses on disposal of property, plant and equipment		<b>143,525</b>	648,821
		<b>232,707,869</b>	175,596,144
<b>Operating cash flow before movements in working capital</b>			
Increase in levy receivables		<b>(7,294,734)</b>	(15,090,243)
Increase in deposits, prepayments and other receivables		<b>(54,541,465)</b>	(1,724,284)
Decrease in accounts and other payables and accruals		<b>(725,828)</b>	(113,864,195)
Increase (decrease) in contract liabilities		<b>1,037,867</b>	(4,631,340)
Net cash from operating activities		<b>171,183,709</b>	40,286,082
<b>Investing activities</b>			
Placement in bank deposits with maturity over three months		<b>(2,235,020,471)</b>	(3,746,040,000)
Withdrawal of bank deposits with maturity over three months		<b>4,380,020,471</b>	2,448,927,170
Interest received		<b>63,856,547</b>	13,119,288
Dividend received from equity instruments at FVTOCI		<b>339,612</b>	373,314
Proceeds received on disposal of property, plant and equipment		<b>24,282</b>	4,500
Payment for purchase of property, plant and equipment		<b>(161,733,353)</b>	(72,976,868)
Net cash from (used in) investing activities		<b>2,047,487,088</b>	(1,356,592,596)
<b>Financing activities</b>			
Repayment of lease liabilities	21	<b>(7,902,442)</b>	(7,573,752)
Construction Innovation and Technology Fund provided by Development Bureau	20	-	1,200,000,000
Net cash (used in) from financing activities		<b>(7,902,442)</b>	1,192,426,248
		<b>2,210,768,355</b>	(123,880,266)
<b>Net increase (decrease) in cash and cash equivalents</b>			
<b>Cash and cash equivalents at the beginning of the year</b>		<b>120,817,604</b>	244,697,870
<b>Cash and cash equivalents at the end of the year</b>		<b>2,331,585,959</b>	120,817,604
<b>Analysis of the balances of cash and cash equivalents</b>			
Cash and bank balances		<b>3,932,625,959</b>	3,866,857,604
Less: Time deposits with original maturity over three months		<b>(1,601,040,000)</b>	(3,746,040,000)
		<b>2,331,585,959</b>	120,817,604



# NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

For the year ended 31 December 2023

## 1. GENERAL

The Construction Industry Council (the “Council”) was established as a statutory body on 1 February 2007 in Hong Kong under the Construction Industry Council Ordinance. The Council acts as an industry coordinating body. Its principal functions are to forge consensus on long-term strategic issues, convey the industry’s needs and aspirations to Government, as well as provide a communication channel for Government to solicit advice on all construction-related matters. In order to propagate improvements across the entire industry, the Council is empowered to formulate codes of conduct, administer registration and rating schemes, steer forward research and manpower development, facilitate adoption of construction standards, promote good practices and compile performance indicators.

The address of the registered office of the Council is located at 38/F., COS Centre, 56 Tsun Yip Street, Kwun Tong, Kowloon, Hong Kong.

The Group’s consolidated financial statements are presented in Hong Kong dollar, which is the same as the functional currency of the Council and its subsidiaries.

## 2. APPLICATION OF NEW AND AMENDMENTS TO HONG KONG FINANCIAL REPORTING STANDARDS (“HKFRSs”)

### New and amendments to HKFRSs that are mandatorily effective for the current year

In the current year, the Group has applied the following amendments to HKFRSs issued by the Hong Kong Institute of Certified Public Accountants (“HKICPA”) for the first time, which are mandatorily effective for the Group’s annual period beginning on 1 January 2023 for the preparation of the consolidated financial statements:

HKFRS 17 (including the October 2020 and February 2022 Amendments to HKFRS 17)	Insurance Contracts
Amendments to HKAS 8	Definition of Accounting Estimates
Amendments to HKAS 12 arising	Deferred Tax related to Assets and Liabilities from a Single Transaction
Amendments to HKAS 12	International Tax Reform - Pillar Two model Rules
Amendments to HKAS 1 and HKFRS Practice Statement 2	Disclosure of Accounting Policies

Except as described below, the application of the new and amendments to HKFRSs in the current year has had no material impact on the Group’s consolidated financial positions and performance for the current and prior years and/or on the disclosures in these consolidated financial statements.

## NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

For the year ended 31 December 2023

### Impacts on application of Amendments to HKAS 1 and HKFRS Practice Statement 2 Disclosure of Accounting Policies

The Group has applied the amendments for the first time in the current year. HKAS 1 Presentation of Financial Statements is amended to replace all instances of the term “significant accounting policies” with “material accounting policy information”. Accounting policy information is material if, when considered together with other information included in an entity’s financial statements, it can reasonably be expected to influence decisions that the primary users of general purpose financial statements make on the basis of those financial statements.

The amendments also clarify that accounting policy information may be material because of the nature of the related transactions, other events or conditions, even if the amounts are immaterial. However, not all accounting policy information relating to material transactions, other events or conditions is itself material. If an entity chooses to disclose immaterial accounting policy information, such information must not obscure material accounting policy information.

HKFRS Practice Statement 2 Making Materiality Judgements (the “Practice Statement”) is also amended to illustrate how an entity applies the “four-step materiality process” to accounting policy disclosures and to judge whether information about an accounting policy is material to its financial statements. Guidance and examples are added to the Practice Statement.

The application of the amendments has had no material impact on the Group’s financial positions and performance but has affected the disclosure of the Group’s accounting policies set out in Note 3 to the financial statements.

### New and amendments to HKFRSs in issue but not yet effective

The Group has not early applied the following new and amendments to HKFRSs, potentially relevant to the Group, that have been issued but are not yet effective:

Amendments to HKFRS 10 and HKAS 28	Sale or Contribution of Assets between an Investor and its Associate or Joint Venture <sup>1</sup>
Amendments to HKFRS 16	Lease Liability in a Sale and Leaseback <sup>2</sup>
Amendments to HKAS 1	Classification of Liabilities as Current or Non-current and related amendments to Hong Kong Interpretation 5 (2020) <sup>2</sup>
Amendments to HKAS 1	Non-current Liabilities with Covenants <sup>2</sup>
Amendments to HKAS 7 and HKFRS 7	Supplier Finance Arrangements <sup>2</sup>
Amendments to HKAS 21	Lack of Exchangeability <sup>3</sup>

1. Effective for annual periods beginning on or after a date to be determined

2. Effective for annual periods beginning on or after 1 January 2024

3. Effective for annual periods beginning on or after 1 January 2025

The Council members anticipate that the application of all other new and amendments to HKFRSs will have no material impact on the consolidated financial statements in the foreseeable future.

# NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

For the year ended 31 December 2023

## 3. MATERIAL ACCOUNTING POLICY INFORMATION

The consolidated financial statements have been prepared in accordance with HKFRSs issued by the HKICPA under the historical cost basis except for certain financial instruments that are measured at fair values, as explained in the accounting policies set out below. Historical cost is generally based on the fair value of the consideration given in exchange for goods and services.

Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date, regardless of whether that price is directly observable or estimated using another valuation technique. In estimating the fair value of an asset or a liability, the Group takes into account the characteristics of the asset or liability if market participants would take those characteristics into account when pricing the asset or liability at the measurement date. Fair value for measurement and/or disclosure purposes in these consolidated financial statements is determined on such a basis, except for leasing transactions that are accounted for in accordance with HKFRS 16, and measurements that have some similarities to fair value but are not fair value, such as value in use in HKAS 36 "Impairment of Assets".

In addition, for financial reporting purposes, fair value measurements are categorised into Level 1, 2 or 3 based on the degree to which the inputs to the fair value measurements are observable and the significance of the inputs to the fair value measurement in its entirety, which are described as follows:

- Level 1 inputs are quoted prices (unadjusted) in active markets for identical assets or liabilities that the entity can access at the measurement date;
- Level 2 inputs are inputs, other than quoted prices included within Level 1, that are observable for the asset or liability, either directly or indirectly; and
- Level 3 inputs are unobservable inputs for the asset or liability.

The significant accounting policies are set out below:

### Basis of consolidation

The consolidated financial statements incorporate the financial statements of the Council and entities controlled by the Council and its subsidiaries.

All intra-group assets and liabilities, equity, income, expenses and cash flows relating to transactions between members of the Group are eliminated in full on consolidation.

### Revenue from contracts with customers

The Group recognises revenue when a performance obligation is satisfied, i.e. when "control" of the services underlying the particular performance obligation is transferred to the customer.

A contract liability represents the Group's obligation to deliver services to a customer for which the Group has received consideration (or an amount of consideration is due) from the customer.

*Over time revenue recognition: measurement of progress towards complete satisfaction of a performance obligation*

### Output method

The progress towards complete satisfaction of a performance obligation is measured based on output method.

### Levy income

Levy income is accounted for on an accrual basis and is recognised when the assessment of the value of construction works by the Group are complete.

## NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

For the year ended 31 December 2023

### Government grants

Government grants that are receivable as compensation for expenses or losses already incurred are recognised in profit or loss in the period in which they become receivables.

### Property, plant and equipment and construction in progress

Property, plant and equipment held for use in the provision of services or for administrative purposes are stated in the consolidated statement of financial position at cost less subsequent accumulated depreciation and accumulated impairment losses, if any.

Construction in progress represented the expenditure made for construction of property, plant and equipment for provision of services or administrative purpose. Construction in progress is carried at cost less any recognised impairment loss. Such items are classified to the appropriate categories of property, plant and equipment when completed and ready for intended use.

Depreciation is recognised so as to write off the cost of items of property, plant and equipment other than construction in progress less their residual values over their estimated useful lives, using the straight-line method. The estimated useful lives, residual values and depreciation method are reviewed at the end of each reporting period, with the effect of any changes in estimate accounted for on a prospective basis.

Depreciation is calculated using the straight-line method over their estimated useful lives as follows:

Leasehold land and building	25 - 50 years
Motor vehicles	5 years
Computer equipment	2 - 5 years
Renovation and building facilities	2 - 5 years
Furniture and fixtures	10 years
Facilities, tools, machinery and workshop equipment	5 years
Other equipment	10 years

Right-of-use assets are depreciated over the shorter period of the lease term and the useful life of the underlying asset.

### Impairment of tangible assets

At the end of each reporting period, the Group reviews the carrying amounts of the tangible assets to determine whether there is any indication that those assets have suffered an impairment loss or an impairment loss previously recognised no longer exists or may have decreased.

### Cash and cash equivalents

Cash and cash equivalents presented on the consolidated statement of financial position include: (a) cash, which comprises of cash on hand and demand deposits, excluding bank balances that are subject to regulatory restrictions that result in such balances no longer meeting the definition of cash; and (b) cash equivalents, which comprises of short-term (generally with original maturity of three months or less), highly liquid investments that are readily convertible to a known amount of cash and which are subject to an insignificant risk of changes in value. Cash equivalents are held for the purpose of meeting short-term cash commitments rather than for investment or other purposes.

For the purposes of the consolidated statement of cash flows, cash and cash equivalents consist of cash and cash equivalents as defined above.

# NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

For the year ended 31 December 2023

## Employee benefits

Salaries, gratuities, paid annual leave, contributions to defined contribution retirement plans are accrued in the year in which the associated services are rendered by employees.

## Leases

A contract is, or contains, a lease if the contract conveys a right to control the use of an identified asset for a period of time in exchange for consideration.

The Group recognises a right-of-use asset and a lease liability at the lease commencement date. The right-of-use asset is initially measured at cost and subsequently at cost less any accumulated depreciation, and impairment losses. The right-of-use asset is depreciated over the shorter of the asset's useful life and the lease term on a straight-line basis.

The Group presents right-of-use assets in property, plant and equipment, the same line item within which the corresponding underlying assets would be presented if they were owned.

The lease liability is initially measured at the present value of the lease payments that are not paid at the commencement date, discounted using.

Payments associated with short-term leases (i.e., leases with a lease term of 12 months or less) and low value leases are recognised on a straight-line basis as an expense in the profit or loss.

## Financial instruments

Financial assets and financial liabilities are initially measured at fair value except for receivables arising from contracts with customers which are initially measured in accordance with HKFRS 15.

### Financial assets

#### *Classification and subsequent measurement of financial assets*

Financial assets that meet the following conditions are subsequently measured at amortised cost:

- the financial asset is held within a business model whose objective is to collect contractual cash flows; and
- the contractual terms give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding.

Financial assets that meet the following conditions are subsequently measured at FVTOCI:

- the financial asset is held within a business model whose objective is achieved by both collecting contractual cash flows and selling; and
- the contractual terms give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding.

All other financial assets are subsequently measured at fair value through profit or loss.

#### *Equity instruments designated as at FVTOCI*

Investments in equity instruments at FVTOCI are subsequently measured at fair value with gains and losses arising from changes in fair value recognised in other comprehensive income and accumulated in the investment revaluation reserve; and are not subject to impairment assessment. The cumulative gains or losses will not be reclassified to profit or loss on disposal of the equity investments, and will be transferred to accumulated fund.

## NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

For the year ended 31 December 2023

### *Impairment of financial assets*

The Group recognises a loss allowance for expected credit loss ("ECL") on financial assets which are subject to impairment under HKFRS 9 (including deposits, other receivables, bank balances and debt instruments at amortised cost).

The Group has elected to measure loss allowances for levy receivables using a provision matrix that is based on the Group's historical credit loss experience, adjusted for forward-looking factors specific to the debtors and the economic environment.

For other financial assets subject to ECL, the Group measures the loss allowance equal to 12m ECL.

#### **(i) Significant increase in credit risk**

In assessing whether the credit risk has increased significantly since initial recognition, the Group compares the risk of a default occurring on the financial instrument as at the reporting date with the risk of a default occurring on the financial instrument as at the date of initial recognition.

#### **(ii) Definition of default**

For internal credit risk management, the Group considers an event of default occurs when information developed internally or obtained from external sources indicates that the debtor is unlikely to pay its creditors, including the Group, in full.

Irrespective of the above, the Group considers that default has occurred when a financial asset is more than 90 days past due unless the Group has reasonable and supportable information to demonstrate that a more lagging default criterion is more appropriate.

#### **(iii) Credit-impaired financial assets**

A financial asset is credit-impaired when one or more events that have a detrimental impact on the estimated future cash flows of that financial asset have occurred.

#### **(iv) Write-off policy**

The Group writes off a financial asset when there is information indicating that the counterparty is in severe financial difficulty and there is no realistic prospect of recovery.

#### **(v) Measurement and recognition of ECL**

The measurement of ECL is a function of the probability of default, loss given default (i.e. the magnitude of the loss if there is a default) and the exposure at default. The assessment of the probability of default and loss given default is based on historical data adjusted by forward-looking information. Estimation of ECL reflects an unbiased and probability-weighted amount that is determined with the respective risks of default occurring as the weights.

Where ECL is measured on a collective basis or cater for cases where evidence at the individual instrument level may not yet be available, the financial instruments are grouped on the nature of financial instruments and past-due status.

The Group recognises an impairment gain or loss in profit or loss for all financial instruments by adjusting their carrying amount, with the exception of deposits and other receivables, where the corresponding adjustment is recognised through a loss allowance account.

## NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

For the year ended 31 December 2023

### Financial liabilities

Financial liabilities are classified according to the substance of the contractual arrangements entered into and the definition of a financial liability.

Financial liabilities (including accounts and other payables and Construction Innovation and Technology Fund ("CITF")) are subsequently measured at amortised cost, using the effective interest method.

### Derecognition of financial instruments

The Group derecognises a financial asset only when the contractual rights to the cash flows from the asset expire, or when it transfers the financial asset and substantially all the risks and rewards of ownership of the asset to another entity.

On derecognition of a financial asset measured at amortised cost, the difference between the asset's carrying amount and the sum of the consideration received and receivable is recognised in profit or loss.

On derecognition of an investment in equity instrument which the Group has elected on initial recognition to measure at FVTOCI, the cumulative gains or losses previously accumulated in the investment revaluation reserve is not reclassified to profit or loss, but is transferred to accumulated fund.

The Group derecognises a financial liability when the Group's obligations are discharged, cancelled or have expired. The difference between the carrying amount of the financial liability derecognised and the consideration paid and payable is recognised in profit or loss.

### Investment properties

Investment property is a property held either to earn rentals or for capital appreciation or for both, but not held for use in the production or supply of goods or services or for administrative purposes. Investment property is stated at cost less subsequent accumulated depreciation and any accumulated impairment loss. Depreciation is charged so as to write off the cost of investment property net of expected residual value over the estimated useful life using the straight-line method. The useful life, residual value and depreciation method are reviewed, and adjusted if appropriate, at the end of each reporting period.

### Foreign currencies

Transactions entered into by Group entities in currencies other than the currency of the primary economic environment in which they operate (the "functional currency") are recorded at the rates ruling when the transactions occur. Foreign currency monetary assets and liabilities are translated at the rates ruling at the end of reporting period. Non-monetary items carried at fair value that are denominated in foreign currencies are retranslated at the rates prevailing on the date when the fair value was determined. Non-monetary items that are measured in terms of historical cost in a foreign currency are not retranslated.

## NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

For the year ended 31 December 2023

### 4. LEVY INCOME

	2023 HK\$	2022 HK\$
Private sector	<b>639,126,247</b>	487,055,478
Public sector	<b>618,206,829</b>	458,555,934
Others (Note)	<b>153,854,897</b>	111,582,259
Penalty on overdue levy	<b>3,172,185</b>	766,659
Surcharge	<b>17,056,421</b>	1,921,961
	<b>1,431,416,579</b>	1,059,882,291

Note: Others include levy income on construction operations relating to the port and airport development, Mass Transit Railway, etc.

In accordance with the provisions of section 32 of the Construction Industry Council Ordinance, a levy is imposed at the rate of 0.5% on the value of all construction operations undertaken or carried out in Hong Kong, for which the tender has been submitted on or after 30 July 2018, and with a total value exceeding HK\$3,000,000\*(see below).

In addition, in accordance with the provisions of section 23 of the Construction Workers Registration Ordinance, a levy is imposed at the rate of 0.03% on the value of all construction operations undertaken or carried out in Hong Kong, for which the tender has been submitted or a construction contract has been entered or the construction operations have begun on or after 30 July 2018 and with a total value exceeding HK\$3,000,000# (see below).

\* Any construction operations which have commenced or been tendered before 30 July 2018, the levy threshold is HK\$1,000,000. The levy rate for these operations was 0.5%, effective on 20 August 2012 while it was 0.4% before 20 August 2012 and 0.25% before 10 January 2000.

# Any construction operations which have commenced or been tendered between 24 February 2005 and 29 July 2018, the levy threshold is HK\$1,000,000.

### 5. WORKERS REGISTRATION FEE INCOME

Workers registration fees are collected from construction workers who are applying for registration which normally has a validity period of 60 months in accordance with the Construction Workers Registration (Fees) Regulation (Cap 583 (B)). Workers registration fee income is recognised over time and the advances received relating to future periods are treated as contract liabilities (Note 22). Revenue is recognised on a time proportion basis based on the output method.

### 6. COURSE FEES AND RELATED INCOME AND TRADE TESTING INCOME

Course fees and related income is recognised over time. Trade testing income is recognised at a point in time. All these incomes represent contracts with customers and were derived from Hong Kong.

#### (i) Course fees and related income

The Group provides construction training courses to trainees. Such courses are recognised as a performance obligation satisfied over time as the trainee simultaneously receives and consumes the benefits provided by the Group's performance as the Group performs. Revenue is recognised over the period of training based on the output method.

All courses are for periods of one year or less. As permitted under HKFRS 15, the transaction price allocated to these unsatisfied contracts is not disclosed.



# NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

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## (ii) Trade testing income

The Group provides trade testing services to construction industry practitioners. Such services are recognised at a point of time upon the completion of the testing.

All trade testing services are for periods of one year or less. As permitted under HKFRS 15, the transaction price allocated to these unsatisfied contracts is not disclosed.

## 7. INVESTMENT AND INTEREST INCOME

	2023 HK\$	2022 HK\$
Interest on bank deposits	<b>80,374,952</b>	26,923,669
Interest on debt instruments at amortised cost	<b>5,596,969</b>	5,643,694
Dividend from equity instruments at FVTOCI	<b>339,612</b>	373,314
	<b>86,311,533</b>	32,940,677

## 8. OTHER INCOME

	2023 HK\$	2022 HK\$
Reimbursement of trainees' allowance (Note 1)	<b>153,968,531</b>	39,308,450
Registration fee income from sub-contractors (Note 2)	<b>3,437,808</b>	3,131,517
Income from conferences and workshops	<b>1,706,017</b>	5,010,342
Income from short-term rental of devices	<b>638,617</b>	994,046
Reimbursement of promotion expenses (Note 1)	<b>11,554,929</b>	6,550,425
Other miscellaneous income	<b>16,667,191</b>	5,651,305
Foreign exchange gain, net	<b>213,691</b>	36,483
	<b>188,186,784</b>	60,682,568

Note 1: Reimbursement of trainees' allowance and reimbursement of promotion expenses represented the receivable from the Government in respect of the allowances paid by the Group to the trainees for several approved training schemes and promotion expenses paid by the Group which are regarded as government grants.

Note 2: Registration fees are collected from sub-contractors who are applying for registration which normally has a validity period of 36 or 60 months on and after 1 July 2017. Registration fee income is recognised over time and the advances received relating to future periods are treated as contract liabilities (Note 22). Revenue is recognised on a time proportion basis based on the output method.

## NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

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### 9. STAFF COSTS

	2023 HK\$	2022 HK\$
Salaries, wages and other benefits	523,486,420	436,120,876
Contributions to defined contribution retirement plan	22,826,633	20,055,334
	<b>546,313,053</b>	456,176,210

### 10. GENERAL AND ADMINISTRATIVE EXPENSES

General and administrative expenses included:

	2023 HK\$	2022 HK\$
Auditor's remuneration	696,086	621,700
Losses on disposal of property, plant and equipment	143,525	648,821

### 11. RELIEF MEASURES FOR COVID-19

	2023 HK\$	2022 HK\$
One off relief measure for COVID-19	-	6,517,323
Allowance paid and other expense incurred to support workers under the Construction Industry Caring Campaign - Fight against Novel Coronavirus	8,565,593	56,963,693
Other COVID-19 relief measures	1,461,586	6,472,012
	<b>10,027,179</b>	69,953,028
Less: Fundings from the Construction Industry Caring Campaign	-	(10,607,653)
	<b>10,027,179</b>	59,345,375

### 12. DEPRECIATION

	2023 HK\$	2022 HK\$
Depreciation charges:		
- owned assets	209,755,467	214,533,399
- right-of-use assets	8,708,795	8,427,012
	<b>218,464,262</b>	222,960,411

# NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

For the year ended 31 December 2023

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## 13. PROPERTY, PLANT AND EQUIPMENT AND CONSTRUCTION IN PROGRESS

	Leasehold land and building (note) HK\$	Motor vehicles HK\$	Computer equipment HK\$	Renovation and building facilities HK\$	Furniture and fixtures HK\$	Facilities, tools, machinery and workshop equipment HK\$	Other equipment HK\$	Total property, plant and equipment HK\$	Construction in progress HK\$	Total HK\$
<b>Cost</b>										
At 1 January 2022	603,036,180	1,025,342	152,861,955	1,011,776,492	9,759,897	126,484,706	42,039,695	1,946,984,267	108,456,632	2,055,440,899
Additions	1,276,739	-	-	-	-	-	-	1,276,739	72,974,867	74,251,606
Disposals	-	-	-	(3,714,646)	(30,450)	(1,015,589)	(409,273)	(5,169,958)	-	(5,169,958)
Transfer	-	395,946	29,066,008	74,025,095	-	6,320,372	1,414,436	111,221,857	(111,221,857)	-
At 31 December 2022	604,312,919	1,421,288	181,927,963	1,082,086,941	9,729,447	131,789,489	43,044,858	2,054,312,905	70,209,642	2,124,522,547
Additions	3,595,863	159,000	29,822,052	91,287,626	326,100	35,712,607	2,641,852	163,545,100	1,784,116	165,329,216
Disposals	-	-	(2,474,109)	(79,292)	-	(1,609,389)	(242,892)	(4,405,682)	-	(4,405,682)
At 31 December 2023	607,908,782	1,580,288	209,275,906	1,173,295,275	10,055,547	165,892,707	45,443,818	2,213,452,323	71,993,758	2,285,446,081
<b>Accumulated depreciation</b>										
At 1 January 2022	128,652,332	611,973	96,408,405	513,374,470	4,548,921	93,205,704	17,698,719	854,500,524	-	854,500,524
Charge for the year	23,276,727	197,260	21,850,422	157,893,519	887,384	13,965,400	4,889,699	222,960,411	-	222,960,411
Written off on disposals	-	-	-	(3,329,498)	(21,405)	(909,575)	(256,159)	(4,516,637)	-	(4,516,637)
At 31 December 2022	151,929,059	809,233	118,258,827	667,938,491	5,414,900	106,261,529	22,332,259	1,072,944,298	-	1,072,944,298
Charge for the year	23,558,510	200,268	23,475,942	150,591,813	902,647	14,773,665	4,961,417	218,464,262	-	218,464,262
Written off on disposals	-	-	(2,374,109)	(79,292)	-	(1,609,389)	(175,085)	(4,237,875)	-	(4,237,875)
At 31 December 2023	175,487,569	1,009,501	139,360,660	818,451,012	6,317,547	119,425,805	27,118,591	1,287,170,685	-	1,287,170,685
<b>Carrying amounts</b>										
At 31 December 2023	432,421,213	570,787	69,915,246	354,844,263	3,738,000	46,466,902	18,325,227	926,281,638	71,993,758	998,275,396
At 31 December 2022	452,383,860	612,055	63,669,136	414,148,450	4,314,547	25,527,960	20,712,599	981,368,607	70,209,642	1,051,578,249

Note: Included in leasehold land and building are office premises carried at historical cost of HK\$1, which is leased out to earn rental income. The market value estimated by the Council as at 31 December 2023 is HK\$38,500,000 (31 December 2022: HK\$39,000,000), the determination of which was supported by market evidence. The gross rental income earned for the year was HK\$912,000 (2022: HK\$912,000) and was included in the other miscellaneous income.

## NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

For the year ended 31 December 2023

### 14. DEBT INSTRUMENTS AT AMORTISED COST

	2023 HK\$	2022 HK\$
Debt instruments, with fixed interest rate of 1.65% to 4.65% (2022: 1.65% to 4.65%) per annum and maturity date in 2025 to 2027 (2022: 2025 to 2027)	<b>258,352,870</b>	260,420,621

### 15. EQUITY INSTRUMENTS AT FVTOCI

	2023 HK\$	2022 HK\$
Equity securities listed on the Stock Exchange of Hong Kong, at fair value	<b>7,855,154</b>	10,719,822

Note: The above listed equity investments represent ordinary shares of entities listed in Stock Exchange of Hong Kong. These investments are not held for trading, instead, they are held for long-term strategic purposes. The Council members have elected to designate these investments in equity instruments as at FVTOCI as they believe that recognising short-term fluctuations in these investments' fair value in profit or loss would not be consistent with the Group's strategy of holding these investments for long-term purposes and realising their performance potential in the long run.

On disposal of these equity investments, any related balance within the investment revaluation reserve is reclassified to accumulated fund.

### 16. LEVY RECEIVABLES

	2023 HK\$	2022 HK\$
Levy receivables	<b>112,126,544</b>	104,831,810
Less: loss allowance	<b>(9,086,950)</b>	(8,733,841)
	<b>103,039,594</b>	96,097,969

All levy receivables are expected to be recovered within one year.

The average credit period on levy receivables granted to the contractors is 28 days (2022: 28 days) after the date of the notice of assessment.

No penalty is imposed on the contractor for the specified period of 28 days. Thereafter, penalty is imposed at 5% of the unpaid amount. If the amount of the levy or surcharge, including any penalty imposed remains unpaid within three months after the expiry of the specified period, a further penalty of 5% of the unpaid amount will be imposed on the outstanding balance. The Group would provide fully for all long outstanding receivables, having considered, inter alia, the likelihood of recoverability based on historical experience.

As at 31 December 2023, included in the Group's levy receivables balances are receivables with a carrying amount of HK\$17,812,176 (2022: HK\$3,866,380) which were past due at the end of the reporting period for which the Group had not provided for any impairment loss as there has not been a significant change in credit quality and the amounts are still considered recoverable.

# NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

For the year ended 31 December 2023

## Impairment of levy receivables

Impairment losses on levy receivables are recorded using an allowance account unless the Group is satisfied that recovery of the amount is remote, in which case the impairment loss is written off against levy receivables directly.

The movement in the loss allowance for levy receivables is as follows:

	HK\$
At 1 January 2022	7,679,597
Reversal of impairment losses	(1,330,399)
Impairment losses recognised	2,384,643
At 31 December 2022	8,733,841
Reversal of impairment losses	<b>(2,065,335)</b>
Impairment losses recognised	<b>2,418,444</b>
At 31 December 2023	<b>9,086,950</b>

At 31 December 2023, levy receivables of HK\$6,860,193 (2022: HK\$6,668,506) were individually determined to be impaired and full impairment loss were recognised in the allowance account. The individually impaired receivables related to contractors that were either under liquidation or in financial difficulties and the Group assessed that the full amount of the receivables to be irrecoverable.

In determining the recoverability of levy receivables, the Group collectively considered any change in the credit quality of the levy receivables from the date credit was initially granted up to the reporting date. The concentration of credit risk is limited due to the contractor base being large and unrelated.

## 17. DEPOSITS, PREPAYMENTS AND OTHER RECEIVABLES

	2023 HK\$	2022 HK\$
Deposits and prepayments	<b>17,529,840</b>	11,543,966
Other receivables		
- Interest receivables - The Group	<b>47,657,083</b>	25,617,469
- Interest receivables - CITF (Note 20)	<b>4,106,228</b>	3,932,314
- Receivable from the Government	<b>104,007,514</b>	32,999,532
- Receivables from Anti-epidemic Fund applicants (Note 19)	<b>77,611</b>	25,727,526
- Others	<b>7,237,933</b>	5,988,405
	<b>163,086,369</b>	94,265,246
	<b>180,616,209</b>	105,809,212

## NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

For the year ended 31 December 2023

### 18. CASH AND BANK BALANCES

Cash and deposits at banks comprise cash and time deposits held by the Group for the purpose of meeting the Group's cash commitments, which time deposits as at 31 December 2023 carry interest at market rate range from 3.88% to 5.42% (2022: 0.15% to 5.90%).

	2023 HK\$	2022 HK\$
Deposits with banks		
-with original maturity less than three months		
- The Group	360,000,000	-
- CITF	1,752,000,000	-
- with original maturity over three months		
- The Group	1,601,040,000	1,909,040,000
- CITF (Note 20)	-	1,837,000,000
	<b>3,713,040,000</b>	3,746,040,000
Bank balances and cash		
- The Group	151,670,760	79,473,994
- Construction Industry - Anti-epidemic fund	15,987,781	17,947,375
- CITF (Note 20)	51,927,418	23,396,235
	<b>219,585,959</b>	120,817,604
	<b>3,932,625,959</b>	3,866,857,604

Deposits and bank balances totalling HK\$1,803,927,418 (2022: HK\$1,860,396,235) being CITF (Note 20) are kept at earmarked bank accounts.

### 19. ACCOUNTS AND OTHER PAYABLES AND ACCRUALS

	2023 HK\$	2022 HK\$
Construction Industry - Anti-epidemic Fund (Note)	16,065,392	43,674,901
Other payables and accruals	369,280,635	289,869,644
	<b>385,346,027</b>	333,544,545

Note: On 11 June 2020, Development Bureau announced that the Anti-epidemic Fund would provide support to the construction industry.

The Council was commissioned by Development Bureau to be the implementation partner to handle application and disburse the subsidies of the Anti-epidemic Fund. The Council opened a designated bank account for the custody of the fund.

As at 31 December 2023, the fund balance accumulated to HK\$16,065,392 (2022: HK\$43,674,901) for which HK\$15,987,781 (2022: HK\$17,947,375) and HK\$77,611 (2022: HK\$25,727,526) are included in cash and bank balances (Note 18) and other receivables (Note 17) respectively.

# NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

For the year ended 31 December 2023

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## 20. CONSTRUCTION INNOVATION AND TECHNOLOGY FUND

The Finance Committee of the Legislative Council approved the establishment of the CITF on 16 July 2018, with an allocation of HK\$1,000,000,000 for use over a tentative period of 5 years. On 29 June 2022, the Finance Committee of the Legislative Council had approved the injection of HK\$1,200,000,000 to the fund to support its continued operation and implementation of the enhancement measure launched on 1 January 2022. Subsequent to the injection in 2022, the fund is intended to be opened for applications for a further 5 years from 2023 onwards subject to availability of the funding. CITF is to encourage wider adoption of innovative construction methods and technology in the construction industry with a view to promoting productivity, uplifting built quality, improving site safety and enhancing environmental performance of the construction industry. The Council was commissioned by the Development Bureau of the Government of Hong Kong Special Administrative Region to be the implementation partner. The Council maintains a designated bank account for the CITF.

As at 31 December 2023, the fund balance accumulated to HK\$1,808,033,646 (2022: HK\$1,864,328,549) of which HK\$1,803,927,418 (2022: HK\$1,860,396,235) and HK\$4,106,228 (2022: HK\$3,932,314) are included in cash and bank balances (Note 18) and interest receivables (Note 17) respectively. The unutilised amount has to be returned to the Development Bureau.

## 21. LEASE LIABILITIES

The Group leases a number of properties in Hong Kong and the People's Republic of China with fixed periodic payments over the lease terms.

The Group also leases certain items of equipment with fixed payments over the lease terms.

### Right-of-use assets

The analysis of the net book value of right-of-use assets by class of underlying asset is as follows:

Right-of-use assets	Leasehold land and building HK\$	Other equipment HK\$	Total HK\$
At 1 January 2022	17,465,960	4,498,724	21,964,684
Additions	1,276,739	-	1,276,739
Depreciation	(6,685,571)	(1,741,441)	(8,427,012)
At 31 December 2022	12,057,128	2,757,283	14,814,411
Additions	<b>3,595,863</b>	-	<b>3,595,863</b>
Depreciation	<b>(6,967,354)</b>	<b>(1,741,441)</b>	<b>(8,708,795)</b>
At 31 December 2023	<b>8,685,637</b>	<b>1,015,842</b>	<b>9,701,479</b>

## NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

For the year ended 31 December 2023

Future lease payments are due as follows:

2023	Minimum lease payments HK\$	Interest HK\$	Present value HK\$
Not later than one year	6,400,385	117,764	6,282,621
Later than one year and not later than five years	2,797,794	56,614	2,741,180
	<b>9,198,179</b>	<b>174,378</b>	<b>9,023,801</b>

2022	Minimum lease payments HK\$	Interest HK\$	Present value HK\$
Not later than one year	7,772,173	212,887	7,559,286
Later than one year and not later than five years	5,746,092	50,531	5,695,561
	13,518,265	263,418	13,254,847

For both years, the Group leases various offices for its operations lease contracts are entered into fixed term of 12 months to 36 months.

### Movement of lease liabilities

	2023 HK\$	2022 HK\$
At 1 January	13,254,847	19,196,465
Additions	3,445,863	1,274,739
Interest expenses	225,533	357,395
Interest element of lease payment	(225,533)	(357,395)
Capital element of lease payment	(7,676,909)	(7,216,357)
At 31 December	<b>9,023,801</b>	13,254,847

The present value of future lease payments is analysed as:

	2023 HK\$	2022 HK\$
Current liabilities	6,282,621	7,559,286
Non-current liabilities	2,741,180	5,695,561
	<b>9,023,801</b>	13,254,847

### Leases - other disclosures

	2023 HK\$	2022 HK\$
Low value lease expense	1,848,035	2,360,563
Interest expenses	225,533	357,395



# NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

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## 22. CONTRACT LIABILITIES

	2023 HK\$	2022 HK\$
Course fees and related income	4,496,378	3,961,619
Workers registration fees	2,198,527	1,959,360
Registration fees from sub-contractors	5,358,556	5,094,615
	<b>12,053,461</b>	11,015,594
Current	<b>8,173,273</b>	8,447,119
Non-current	<b>3,880,188</b>	2,568,475
	<b>12,053,461</b>	11,015,594

Contract liabilities, that are not expected to be settled within the Group's normal operating cycle, are classified as non-current based on the Group's earliest obligation to transfer services to the customers.

The following table shows how much of the revenue recognised in the current year relates to brought-forward contract liabilities.

	Course fees and related income HK\$	Workers registration fees HK\$	Registration fees from sub-contractors HK\$	Total HK\$
At 1 January 2022	3,992,933	5,456,278	6,197,723	15,646,934
Decrease in contract liabilities as a result of recognising revenue during the year that was included in the contract liabilities at the beginning of the year	(3,992,933)	(3,496,918)	(2,976,695)	(10,466,546)
Increase in contract liabilities as a result of receipt in advance during the year	3,961,619	-	1,873,587	5,835,206
At 31 December 2022	<b>3,961,619</b>	<b>1,959,360</b>	<b>5,094,615</b>	<b>11,015,594</b>
Decrease in contract liabilities as a result of recognising revenue during the year that was included in the contract liabilities at the beginning of the year	<b>(3,961,619)</b>	<b>(1,694,213)</b>	<b>(2,791,287)</b>	<b>(8,447,119)</b>
Increase in contract liabilities as a result of receipt in advance during the year	<b>4,496,378</b>	<b>1,933,380</b>	<b>3,055,228</b>	<b>9,484,986</b>
At 31 December 2023	<b>4,496,378</b>	<b>2,198,527</b>	<b>5,358,556</b>	<b>12,053,461</b>

Typical payment terms which impact on the amount of contract liabilities recognised are as follows:

### (a) Course fee and related income

When the Group receives course fees before the construction training course commences, it gives rise to contract liabilities at cash receipt, until the amount is recognised as course fees and related income. The Group typically receives the full amount of the construction training course fees before the course commences.

## NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

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### (b) Workers registration fees

The workers registration fees normally have a validity period of 60 months in accordance with the Construction Workers Registration (Fees) Regulation (Cap 583 (B)). When the Group receives the registration fees from the construction workers, it gives rise to contract liabilities at cash receipt, until the amount is recognised as registration fee income over the period.

### (c) Registration fees from sub-contractors

The registration fees from sub-contractors normally have a validity period of 60 months under the Registered Specialist Trade Contractors Scheme. When the Group receives the registration fees from the sub-contractors, it gives rise to contract liabilities at cash receipt, until the amount is recognised as registration fee income over the period.

## 23. TAXATION

Pursuant to section 28 of the Construction Industry Council Ordinance, the Council is exempted from taxation under the Inland Revenue Ordinance.

Zero Carbon Building, a wholly owned subsidiary of the Council, is exempted from Hong Kong Profits Tax under section 88 of the Inland Revenue Ordinance.

Hong Kong Institute of Construction, a wholly owned subsidiary of the Council, is exempted from Hong Kong Profits Tax under section 88 of the Inland Revenue Ordinance.

Construction Sector Imported Labour Quarters Limited, a wholly owned subsidiary of the Council, had applied for exemption from Hong Kong Profits Tax under section 88 of the Inland Revenue Ordinance, the ratification process is in progress.

## 24. CAPITAL RISK MANAGEMENT

The Group manages its capital to ensure that the Group will be able to continue as a going concern through the optimisation of the debt and equity balances. The Group's overall strategy remains unchanged from prior year.

The capital structure of the Group consists of capital fund. The Council members of the Group review the capital structure periodically. As part of this review, the Group will balance its overall capital structure through obtaining finances from available sources.

## 25. FINANCIAL INSTRUMENTS

### (a) Categories of financial instruments

	2023 HK\$	2022 HK\$
<b>Financial assets</b>		
Financial assets at amortised costs (including cash and bank balances)	<b>4,460,727,154</b>	4,321,253,351
Equity instrument at FVTOCI	<b>7,855,154</b>	10,719,822
<b>Financial liabilities</b>		
Financial liabilities at amortised cost	<b>1,913,150,589</b>	1,970,451,345

# NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

For the year ended 31 December 2023

## (b) Financial risk management objectives and policies

The Group's financial instruments include equity and debt instruments, deposits, levy and other receivables, cash and bank balances and accounts and other payables. The risks associated with these financial instruments include credit risk, liquidity risk, interest rate risk and equity price risk. The policies on how to mitigate these risks are set out below. Management manages and monitors these exposures to ensure appropriate measures are implemented on a timely and effective manner. The Group's overall strategy remains unchanged from prior year.

### Credit risk

The Group's maximum exposure to credit risk which will cause a financial loss to the Group due to failure to discharge an obligation by the counterparties is arising from the carrying amounts of the respective recognised financial assets as stated in the consolidated statement of financial position.

In order to minimise credit risk, the Group has policies in place for the determination of credit limits, credit approvals and other monitoring procedures to ensure that follow-up action is taken to recover overdue debts. In addition, the Group performs impairment assessment under ECL model on levy receivables to ensure that adequate impairment losses are made. Levy receivables are assessed generally by using a provision matrix and the Group also actively monitors the outstanding amounts owed by each contractor and identifies any credit risks in a timely manner in order to reduce the risk of a credit related loss. In this regard, the Council members consider that the Group's credit risk is significantly reduced.

For deposits and other receivables, the Group performs impairment assessment under 12m ECL model. The credit risk on deposits and other receivables are limited because the counterparties are entities with good repayment history and credit ratings and/or exposure at default is low. In this regard, the Council members consider that the Group's credit risk is significantly reduced.

The Group only invests in debt securities with low credit risk. The Group's debt instruments at amortised cost are bonds issued by corporations that are graded by the top credit rating among rating agencies. Therefore, these investments are considered to be low credit risk investments and the loss allowance is assessed on 12m ECL basis.

The Group's bank balances are deposited with banks with high credit ratings and therefore the credit risk of these bank balances is low and the loss allowance is assessed on 12m ECL basis.

The Council members consider that no additional provision for the above items has to be made as it is immaterial.

Other than concentration of credit risk on liquid funds which are deposited with several banks with high credit rating and the investments in the debt instruments at amortised cost, the Group has no significant concentration of credit risk, with exposure spread over a number of counterparties.

## NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

For the year ended 31 December 2023

### Liquidity risk

Ultimate responsibility for liquidity risk management rests with the Council, which has built an appropriate liquidity risk management framework for the management of the Group's short, medium and long-term funding and liquidity requirements. The Group managed liquidity risk by continuously monitoring forecast and actual cash flows.

The following table details the remaining contractual maturities at the end of the reporting period of the non-derivative financial liabilities, which are based on the contractual undiscounted cash flows (including interest payments computed using contractual rates or, if floating, based on rates current at the reporting date) and the earliest date the Group can be required to pay.

	Weighted Average Interest rate HK\$	Carrying amounts HK\$	Total contractual undiscounted cash flows HK\$	Within 1 year or on demand HK\$	More than 1 year but less than 5 years HK\$
<b>2023</b>					
Accounts and other payables	-	105,116,943	105,116,943	105,116,943	-
Construction Innovation and Technology Fund	-	1,808,033,646	1,808,033,646	1,808,033,646	-
Lease liabilities	2.2%	9,023,801	9,198,179	6,400,385	2,797,794
		1,922,174,390	1,922,348,768	1,919,550,974	2,797,794
<b>2022</b>					
Accounts and other payables	-	106,122,795	106,122,795	106,122,795	-
Construction Innovation and Technology Fund	-	1,864,328,549	1,864,328,549	1,864,328,549	-
Lease liabilities	2.2%	13,254,847	13,518,265	7,772,173	5,746,092
		1,983,706,191	1,983,969,609	1,978,223,517	5,746,092

### Interest rate risk

The Group is exposed to fair value interest rate risk in relation to debt instruments at amortised cost. The Group currently does not use any derivative contracts to hedge its exposure to interest rate risk. However, the Council members will consider hedging significant interest rate exposure should the need arise.

The Group is exposed to cash flow interest rate risk through the impact of rate changes on interest bearing financial assets. Interest bearing financial assets are mainly cash and deposits at banks which are all short term in nature. Therefore, any future variations in interest rates will not have a significant impact on the results of the Group.

### Equity price risk

The Group is exposed to equity price changes arising from equity investments at FVTOCI. All of these investments are listed on the Stock Exchange of Hong Kong.

Listed investments held in equity investments at FVTOCI portfolio have been chosen based on their longer term growth potential and are monitored regularly for performance against expectations.

# NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

For the year ended 31 December 2023

## Equity price risk sensitivity analysis

The sensitivity analysis below has been determined based on the exposure to equity price risk on listed equity interests at the reporting date.

If the prices of the equity investments at FVTOCI had been 20% higher/lower, the Group's investment revaluation reserve would increase/decrease by HK\$1,571,031 (2022: HK\$2,143,964).

## Currency risk

The Group exposed to currency risk primarily through holding debt instruments at amortised cost in USD.

As USD is pegged with HKD, no sensitivity analysis has been disclosed.

## (c) Fair value measurements of financial instruments

### (i) Financial instruments measured at fair value

The fair values of listed equity investments at FVTOCI which are traded on active markets are determined with reference to quoted market bid prices. The Group holds listed equity investments at FVTOCI amounting to HK\$7,855,154 (2022: HK\$10,719,822), which are grouped into Level 1 in the fair value hierarchy.

During the years ended 31 December 2023 and 2022, there were no transfers between Level 1 and Level 2, or transfers into or out of Level 3. The Group's policy is to recognise transfers between levels of fair value hierarchy as at the end of the reporting period in which they occur.

### (ii) Fair values of financial instruments carried at other than fair value

The carrying amounts of the Group's financial instruments carried at amortised costs are not materially different from their fair values as at 31 December 2023 and 2022.

## 26. CAPITAL COMMITMENTS

Capital commitments outstanding at 31 December 2023 and 2022 not provided for in the consolidated financial statements were as follows:

	2023 HK\$	2022 HK\$
Contracted for	<b>109,455,164</b>	107,845,794

Capital commitments relate to the acquisition of plant and equipment, renovation works and acquisition or development of computer equipment.

## NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

For the year ended 31 December 2023

### 27. RELATED PARTY DISCLOSURES

#### (a) Related party transactions

As the members of the Council were being drawn from private or public construction industry sector organisations, it is inevitable that transactions will take place with organisation in which a member may have an interest. All transactions involving organisations in which members of the Group may have an interest, subsisted at the end of the year or at any time during the year, were conducted on normal commercial terms and in accordance with the Group's procurement procedures.

During the year, the Group entered into the following non-trade transactions with related party:

	2023 HK\$	2022 HK\$
<b>Nature of transactions</b>		
Funding support to Hong Kong Green Building Council Limited	4,106,931	3,944,732

#### (b) Related party balance

Balance with related parties at the end of the reporting period are as follows:

	2023 HK\$	2022 HK\$
Net amount due from Hong Kong Green Building Council Limited	87,594	148,014

Hong Kong Green Building Council Limited is a related company, in which several members of the Council are also directors of Hong Kong Green Building Council Limited.

### 28. SUBSIDIARIES

Details of the Council's subsidiaries at 31 December 2023 and 2022 are as follows:

Name of subsidiaries	Place of incorporation	Effective interest held by the Council		Principal activities
		2023 Directly %	2022 Directly %	
Zero Carbon Building (Note (a))	Hong Kong	100	100	Operating and managing CIC- Zero Carbon Park
Hong Kong Institute of Construction (Note (b))	Hong Kong	100	100	Provision of training course for the construction industry
Construction Sector Imported Labour Quarters Limited	Hong Kong	100	N/A	Operating and managing imported labour quarters

Notes:

- (a) As at 31 December 2023, the capital fund of this subsidiary amounting to HK\$226,496,415 (2022: HK\$207,052,065) representing the accumulated contributions from the Council.
- (b) As at 31 December 2023, the capital fund of this subsidiary amounting to HK\$2,744,766,380 (2022: HK\$1,951,006,154) representing the accumulated contributions from the Council.

## Number of Higher Paid Staff

The actual remuneration of staff members exceeding \$1,000,000 in 2022 and 2023 is shown below:

	2023 Number of Individuals	2022 Number of Individuals
<b>\$1,000,000 and above</b>	57	36



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