

**Annual Report for 2014/2015****1. Introduction**

1.1 *The Council was elected on 6 June 2014 at the 35<sup>th</sup> Annual General Meeting (AGM). During the 2014/15 term of office, 6 Council meetings were held to discuss and administer the affairs of our Association. The Council received many valuable feedback and suggestions on various civil service issues from our Members. We also sought advices from our Hon. Advisers, (Ir Dr. Hon. LO Wai-kwok, Ir Prof. LAU Ching-kwong and Ir Prof. William KO Chan-gock) on issues concerning the civil service and engineering profession.*

1.2 *The Council has been maintaining close communications with the Permanent Secretary for Development (Works) and the Works Directors. We also continued to maintain a regular dialogue with the Heads of Grade on issues such as staff resources, promotion prospects, pay adjustment, performance appraisal for civil engineer grades, incremental credit for experience (ICE), etc. The Council also met representatives of the Non-Civil Service Contract Engineers / Assistant Engineers (NCSC E/AEs) and Civil Engineering Graduates (CEGs) whose major concern was undoubtedly their career prospects.*

1.3 *The Council has been maintaining active participations, close communications and liaisons with other government engineers associations, the Hong Kong Senior Government Officers Association (HKSGOA) and the Hong Kong Institution of Engineers (HKIE) concerning affairs affecting the interests of professionals in the civil service.*

1.4 *The Association congratulates the appointment of Ir HON Chi-keung as the Permanent Secretary for Development (Works). The Association is also delighted to see the appointment of Ir Daniel CHUNG Kum-wah and Ir Edwin TONG Ka-hung as the Director of Civil Engineering and Development and the Director of Drainage Services respectively.*

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### 2. Civil Service Issues

2.1 *During the 2014/15 term of office, we actively participated in many major issues concerning the civil service. Salient points are mentioned in the following paragraphs:*

#### Inadequate Staff Resources

2.2 *In order to maintain Hong Kong's competitiveness as a top-class metropolis through the successful implementation of the current and upcoming mega-scale infrastructure projects, the Association considers that the creation of Engineer grade posts in terms of ranks and numbers should be accorded with top priority.*

2.3 *The Association has discussed with the Administration the need to increase the number of engineers of various ranks to cope with the social demand, and in particular, to create more Directorate D1 and D2 Engineer posts in order to steer and uphold the timely delivery of the public infrastructure projects in view of the increased complexity / controversy. Following the meeting with the Secretary for Development, the Permanent Secretary for Development (Works) and the Heads of Grade in our previous term of office, the Association met with Ir Dr. Hon. LO Wai-kyok, the Under Secretary for Transport and Housing, the Permanent Secretary for Development (Works), the Director of Highways and the Deputy Commissioner/Planning & Technical Services of the Transport Department on 19 September 2014 to raise the concerns of our Members on staff resources to the Administration.*



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2.4 *In addition, the Association considers that measures should be in place to retain and attract a group of high-calibre “new blood” in the Engineer grade so as to uphold the quality engineering service to the public. Such measures should include creation of more permanent civil service E and AE posts to absorb all serving NCSC E/AEs and CEGs, creating sufficient interim NCSC AE and E vacancies during the transition period. The Association also welcomes the re-establishment of the CEG-AE-E career path.*

### Promotion Prospects and Review of Multi-disciplinary (MD) Posts

2.5 *In the past years, the Association have been raising concerns of our Members on the subject of the promotion prospects of the Engineer grade and advocating for more professionals to take up posts of the Administration.*

2.6 *Our Association welcomes the delighted outcome of the recent further review of MD posts that 6 no. of the MD posts, namely 3 no. of Project Manager (at D3 level) and 3 no. of Deputy Project Manager (at D2 level) posts in the Development Offices of the Civil Engineering Development Department, are declassified as mainstream Engineer grade posts under the central authority of Director of Civil Engineering and Development. This not only reinforces the multi-skill capability of Members of our grade, but also confirms the contributions having been made by Members of our grade in delivering quality civil service all along the years.*

### Performance Appraisal for Civil Engineer Grade

2.7 *The Association had raised the concerns of our Members on the subject of performance appraisal on many occasions in the past years. The Association has been advocating that the spirit of CSB Circular No. 10/2009 in relation to the “Very Effective” grade should be upheld and the appraisal report should be a true reflection of the staff’s performance. Any quota or ceiling for the “Very Effective” grade is considered unnecessary. The Association will continue to pursue the subject matter with the Grade Management.*

2.8 *The Association appreciates the Management has accorded effort in aligning and aiming to improve the performance appraisal for civil engineer grade by launching the new Guidance Notes on the Completion of Appraisal Form for Civil Engineer Grade. The issue of supplementary notes in end 2013 had aroused discussions amongst our fellow colleagues when the annual appraisals for the Engineer rank were being conducted. We have requested*

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*the Management to ensure that the rating of appraisal report would be consistent across the board among all departments and fairness would be achieved. The Association welcomes the recent announcement of additional guidelines on completion of performance appraisal form for civil engineer grade.*

### 2013 Pay Level Survey

2.9 *To safeguard the interest of our fellow engineers, the Association coordinated with HKSGOA and other 29 senior civil servants associations and issued a joint letter to the Standing Committee expressing views that an early and appropriate adjustment on the pay level for the concerned grades should be made in accordance with the establishment mechanism so as to maintain the staff morale. Finally, the Standing Committee recommended and the Chief Executive-in-Council decided to increase senior civil servant and directorate civil servant salaries by 3%, backdated to 1 October 2014.*

### Incremental Credit for Experience (ICE)

2.10 *The Association remains deeply concerned with the promulgation of CSB Circular No. 10/2007 which makes “recruitment difficulty” a mandatory requirement when considering the granting of ICE; unlike previously HODs/HOGs were delegated with the authority to judge whether there were operational reasons (e.g. the specific requirement for a certain skill set/experience in a certain post) to do so. The Council considers that this circular has wrongly placed financial consideration as the overriding factor in its employment policy instead of the capability of the candidates. We have raised our objection against the arrangement to the Administration and will continue to pursue the matter.*

### **3. Contract Engineers and Assistant Engineers, including Assistant Civil Engineers (Graduate Training Scheme), and Civil Engineering Graduates (NCSC E/AEs & CEGs), including colleagues in the Geotechnical Discipline**

3.1 *As with over the past years, the Association cares much about the continuous employment and career prospect of the NCSC E/AEs & CEGs and has continued to spend considerable amount of time and effort on this issue. Last year, the Association has continued to actively pursue the matter with the Permanent Secretary for Development (Works) and the Heads of Grade by raising the concerns of our Members on the arrangement of the recruitment*

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*exercises with a view to retaining a group of high caliber staff, who have been working with loyalty and good performance in the government for many years, to be the successors of our grade. We appreciate the Management shares the same view with us.*

3.2 *Annual civil service Engineer recruitment exercises have been held since the lift of the civil service recruitment freeze in 2008 and annual civil service Assistant Engineer recruitment exercises have been held since 2014. The Association welcomes the newly introduced civil service Assistant Engineer recruitment exercise as it provides better employment opportunities to the NCSC AEs & CEGs. The Association congratulates the NCSC E/AEs & CEGs who have succeeded in entering the civil service. For those who have yet to be successful in the civil service recruitment exercises, the Association supports the creation of more permanent civil service E/AE posts and additional NCSC E posts or the extension of existing NCSC E contracts for securing the continuous employment and career prospect of NCSC E/AEs & CEGs within the government.*

3.3 *The Association has always advocating in-service recruitment among the serving NCSC E/AEs & CEGs for the civil service Engineer and Assistant Engineer recruitments. We consider that these important assets of the government, who have received much training and gained valuable experience in the works departments, should be retained for the succession of the Engineer grade. Though the current arrangement is not the ideal one being pursued by us, we hope that all our capable NCSC E/AEs & CEGs can ultimately be absorbed into the civil service and a clear career ladder can be re-established to attract high caliber engineering graduates in joining the civil service.*

#### **4. Government Young Engineers Sub-Committee (GYES)**

4.1 *Our GYES has not only coordinated among NCSC E/AEs & CEGs in raising concerns regarding their career prospects in the government, but also has collaborated with other young engineers organizations in organizing activities for our Members and for the well-being of the society.*

4.2 *GYES has joined with other prominent professional institutions and government staff associations in organizing the Young Engineers' Reception 2015 on 9 May 2015. We are grateful to have Ir Dr. Hon. LO Wai-kwok to share his insight on capturing the opportunity by young engineers. Our young*

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*engineers also had the opportunity to meet and network with their counterparts working in the private sector and in other engineering disciplines.*

*4.3 GYES will continue to maintain collaboration with other young engineers organizations and to organize activities so as to facilitate networking among young engineers in the public and private sectors, and the widening of horizons of our young members.*

### **5. Liaison Office of Central People's Government in HKSAR**

*5.1 We have been maintaining close liaison with the Education, Science and Technology Department of the Liaison Office of Central People's Government in HKSAR on issue of common interest.*

*5.2 We are grateful to the Liaison Office and Hong Kong and Macao Affairs Office of the State Council (國務院港澳辦) for their assistance in organizing the 1st National Studies Course for government engineers associations at the Shanghai Administration Institute (上海行政学院) from 2 to 8 November 2014. Representatives from GCEA, nine other government engineers associations and Institution of Environmental Protection Officers had a valuable opportunity to join the course to broaden participants' understandings of the latest infrastructure, political and economic developments in our Motherland. We also thank our Hon. Adviser, Ir Dr. Hon. LO Wai-kiwok, for taking time from his heavy duties in LegCo to join the inauguration ceremony of the course.*



*Lectures at Shanghai Administration Institute  
(上海行政学院)*



*Meeting with Shanghai Association for Science  
and Technology (上海市科学技术学会)*

 香港特區政府土木工程師協會  
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Meeting with Shanghai Federation of Labour  
(上海市總工會)



Visit to Shanghai Academy of Space Flight  
Technology (上海航天局)

5.3 We are glad to have the assistance from the Liaison Office and the China Association for Science and Technology (中國科學技術協會) in organizing our recent visit to the Heilongjiang Province (黑龍江省) from 6 to 10 February 2015. The delegates met with the municipal government officials of the Office of Housing and Urban-rural Development of the Heilongjiang Province (黑龍江省住房和城鄉建設廳) and academics and researchers of the Institute of Engineering Mechanics of the China Earthquake Administration (中國地震局工程力學研究所) and the Harbin Institute of Technology (哈爾濱工業大學). The meetings provided a valuable opportunity for experience sharing and discussions on the topics of infrastructural developments and latest researches in civil and earthquake engineering. The delegates also visited the rural area of Heilongjiang and learnt much about cultural preservation and landscape features there.



Meeting with Office of Housing & Urban-rural  
Development of the Heilongjiang Province  
(黑龍江省住房和城鄉建設廳)



*Visit to Institute of Engineering Mechanics of the  
China Earthquake Administration  
(中國地震局工程力學研究所)*



*Visit to Harbin Institute of Technology  
(哈爾濱工業大學)*

5.4 *The Council will continue to maintain dialogue with our counterparts on the Mainland so as to enhance our collaboration with Mainland professional and academic bodies and understanding of the political and administrative systems in our Motherland. To achieve this, we look forward to the continued assistance of the Liaison Office.*

## **6. Collaboration with Other Government Engineers Associations and the Hong Kong Senior Government Officers Association (HKSGOA)**

6.1 *The Association has been in the last few years working in collaboration with the nine other government engineers associations on issues of common interest. Our motto is “Unity is Power” and unity can lead to good result. In the past years, the ten government engineers associations met from time to time for exchanging views on government engineers’ concerns.*

6.2 *Four of our Council Members are also either Council Members / Co-opted Members of the HKSGOA, which is one of the three Staff Side representatives in the Senior Civil Service Council. GCEA has decided this year to join as an Alliance Association Member of the HKSGOA. We will work together with HKSGOA on issues concerning “Pay Trend Survey”, “Extending the Retirement Age of Civil Servants” and etc.*

6.3 *The Association will continue to maintain collaboration with other government engineers associations and HKSGOA with common objectives in order to safeguard the interest of our Members.*



## **7. Hong Kong Institution of Engineers (HKIE)**

7.1 *Four of our Council Members are also Council Members of the HKIE and they have been maintaining close communications with the other eight Civil Service EOM Council Members in the HKIE Council to exchange view on issues of common interest.*

7.2 *The AGM of the HKIE this year will be held on 29 June 2015 (Mon). The election and re-election of Vice-Presidents and Elected Ordinary Members (EOM) will also be held on the same day. The Council appeals to all Members to show your support by attending the AGM and casting your votes.*

7.3 *Our Council Member, **Ir Edwin LAU Shing-cheong** (Senior Engineer of the Drainage Services Department), will run for the HKIE EOM election in partnership with **Ir Richard CHAN Chi-wai** (Chief Electrical & Mechanical Engineer of the Electrical and Mechanical Services Department), **Ir Simon WONG Kin-kwok** (Senior Structural Engineer of the Architectural Services Department) and **Ir Albert TAM A-ray** (Senior Structural Engineer of the Building Department). All the above-mentioned candidates have significant contributions in the engineering sector and participated actively in both the activities of staff associations and engineering professional associations as well as functions of the HKIE in the past few years. They share the same visions about the Institution's future as well as the civil service interests. **Your Council therefore appeals to all Members for giving support to them.***

7.4 *Your vote really matters. We hope that our voice is constantly heard in the HKIE Council.*

## **8. Membership Drive**

8.1 *Unity plays an important part in our fight for the benefits for our Members as well as for the civil service at large. It is encouraging to see that our membership has been growing. We hope that our Association will continue to grow. Once again, we appeal to Members to **encourage more fellow engineers to join our Association** so as to boost our representation.*

8.2 *Please contact our Hon. Secretary or your department's representative in Council for membership application, and visit our Association's official website at <http://www.gcea.org.hk> regularly to keep*

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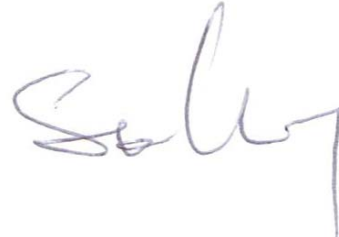
*updated of the latest activities of the Association, benefits of Members as well as issues of the Engineer grade.*

### 9. End-Piece

9.1 *I would like to take this opportunity to thank you all for your support and to thank the Council Members for their dedication and devotion to the affairs of the Association in the past year.*

9.2 *Finally, I look forward to receiving your unfailing support to the Association in the years ahead.*

*By Order of the Council*



*( Ir Eddie LEUNG Siu-kong )  
Chairman  
2 June 2015*