



香港特區政府土木工程師協會

**HKSAR Government Civil Engineers Association**

## Annual Report for 2015/2016

### **1. Introduction**

1.1 *The Council was elected on 9 June 2015 at the 36<sup>th</sup> Annual General Meeting (AGM). During the 2015/16 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 advice from our Hon. Advisers, (Ir Prof. William KO Chan-gock, Ir Prof. LAU Ching-kwong and Dr. Hon. LO Wai-kwok) 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, proposed merger of civil engineer grades under management of the Director of Civil Engineering*



*and Development and the Director of Water Supplies, alignment exercise of performance appraisal for civil engineer grades, incremental credit for experience (ICE), etc. The Council also actively communicated with 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 WAI Chi-sing, former Permanent Secretary for Development (Works) and ex-Vice-Chairman of the Association, as the Managing Director of the Urban Renewal Authority.*

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### 2. Civil Service Issues

2.1 *During the 2015/16 term of office, we actively participated in many major issues concerning the civil service. Salient points are mentioned in the following paragraphs:*

#### 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 and measures should be in place to retain and attract a group of high-caliber "new blood" in the Engineer grade.*

2.3 *The Association highlighted the importance of the measures including the creation of more permanent civil service E and AE posts to absorb all serving NCSC E/AEs and CEGs and creation of sufficient interim NCSC AE and E vacancies during the transition period at the meetings with the Grade Management. The Association also welcomes the Management to maintain the CEG-AE-E career path.*

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

2.4 *In the past years, we 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.*

2.5 *Following declassification of 3 nos. of multi-disciplinary (MD) PM posts and 3 nos. of MD DPM posts of the Civil Engineering Development Department as mainstream E grade posts in 2014, total 35 MD E/Geo E posts have been declassified since 2012 and resulted in creating over 60 promotion opportunities and about 30 recruitment opportunities of CS E/Geo E posts. The declassification exercise 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 over the years. We advocate a further review of the remaining MD posts at a suitable juncture as the next step in further improving the governance structure of the Administration.*

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### Proposed Merger of civil engineer grades under management of the Director of Civil Engineering and Development and the Director of Water Supplies

2.6 The Council share with the Grade Management's view that the proposed merger of the civil engineer grades under management of CEDD and WSD will bring positive effect on and benefit to the long-term development of our Grade in view of the buildup of a stronger team of civil engineers and the likely synergy effect on career development and professional training of our Grade members/colleagues. We have been advocating that the Grade Management should provide a comprehensive perspective on the benefits and details of the proposed merger to address the concerns/opinions and fully consult the staff side prior to the implementation of the proposed merger.

2.7 The Grade Management conducted in July/August 2015 several sounding-out sessions with the staff side on the proposed merger. The Council members attended the sounding-out session and collected views from colleagues. We then consolidated and conveyed colleagues' concerns/opinions on the proposed merger to the Grade Management. The concerns/opinions are mainly long-term benefits to the grade, career development, promotion prospects, posting arrangements, implementation programme and alignment of performance appraisal system.

2.8 The Council had several rounds of follow-up discussions and exchanges of views with the Grade Management since the sounding-out sessions. We were glad to learn that the Grade Management much valued our members' concerns/opinions and included in the consultation documents relevant and detailed information to address the concerns/opinions. The Council will continue to communicate proactively with the Grade Management so as to safeguard the interest of our Grade.

### Performance Appraisal for Civil Engineer Grade

2.9 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 an accurate 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.

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### 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 an individual post) to do so. We consider that this circular has wrongly placed financial consideration as the overriding factor in its employment policy instead of the capability of the candidates. The Association 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 a considerable amount of time and effort on this issue. The Association has continued to pursue actively 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 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 continuation of the 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.*

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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 the well-being of the society.*

4.2 *GYES has attended the inauguration ceremony of ProHK, a professional think tank initiated by a group of young professionals, on 15 December 2015. At the ceremony, Mrs. Carrie Lam, Chief Secretary for Administration, encouraged young professionals to join hands together and offer constructive opinions for the overall development of Hong Kong. Our young engineers also had a valuable 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 (中聯辦教育及科技部) on issues 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 2<sup>nd</sup> National Studies Course for government engineers associations at the Shanghai Administration Institute (上海行政学院) from 22 to 28 October 2015. Representatives from GCEA, nine other government*

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*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-kwok, for taking time from his heavy duties in LegCo to meet the representatives and join the visits on 24 October 2015.*



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



*Visit to Commercial Aircraft Corporation of China  
Ltd. COMAC (中國商用飛機有限責任公司)*

*5.3 We will continue to maintain dialogues 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 a 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 Three of our Council Members are also either Council Members of the HKSGOA, which is one of the three Staff Side representatives in the Senior*

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*Civil Service Council. The Association also joined as an Alliance Member of the HKSGOA this year. We continue to work together with HKSGOA on issues concerning “Pay Trend Survey”, “Extending the Retirement Age of Civil Servants” etc.*

6.3 *The Association will continue to maintain collaboration with other nine government engineers associations, the Institution of Environmental Protection Officers and HKSGOA to safeguard the interest of our Members.*

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

7.1 *Three of our Council Members are also Council Members of the HKIE and they have been maintaining close communications with the other 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 23 June 2016 (Thursday). The election and re-election of Vice-Presidents and Elected Ordinary Members (EOM) will also take place on the same day. We appeal to all Members to show your support by attending the AGM and casting your votes.*

7.3 *Our Council Member, **Ir Jenny YEUNG Fei** (Chief Geotechnical Engineer, Civil Engineering and Development Department), will run for the HKIE EOM election in partnership with **Ir WONG Sek-cheung** (Assistant Director/Electrical and Mechanical, Drainage Services Department) and **Ir Prof LAM Cheuk-fung** (Senior Environmental Protection Officer, Environmental Protection 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. **We therefore appeal 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*

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*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 the membership application, and visit our Association's official website at <http://www.gcea.org.hk> regularly to keep updated on 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 2016*