

Annual Report for 2017/2018

1. Introduction

1.1 *The Council was elected on 20 June 2017 at the 38th Annual General Meeting (AGM). During the 2017/2018 term of office, 6 Council meetings were held to discuss and administer affairs of our Association. The Council continued receiving valuable feedback and suggestions on various civil service issues from Members. We also sought advice from our Hon. Advisers, (Ir Prof. William KO Chan-gock, Ir Prof. LAU Ching-kwong and Ir Dr. Hon. LO Wai-kwok) on issues concerning the civil service and our engineering profession. We are pleased to announce that Ir CS WAI agreed to be our Hon. Advisers in the upcoming terms starting 2018/2019.*

1.2 *The Council has been maintaining close communications with the Permanent Secretary for Development (Works) and the Works Directors. We maintained a regular dialogue with our Heads of Grade on issues such as staff resources, welfare benefits of our grades, arrangement for Final Employment (120 days) and Further Employment (FE of 5 years), incremental credit for experience (ICE), etc. The Council also actively communicated with Non-Civil Service Contract Engineers / Assistant Engineers (NCSC E/AEs) and Civil Engineering Graduates (CEGs) whose major concern would be undoubtedly their career prospects.*



1.3 *The Council has been maintaining active participations, close communications and liaisons with other nine (9) government engineers associations, the Hong Kong Institute of Environmental Protection Officers (HKIEPO), the Hong Kong Senior Government Officers Association (HKSGOA) and the Hong Kong Institution of Engineers (HKIE) concerning affairs affecting the interests of engineers in the civil service.*

2. Civil Service Issues

2.1 *During the 2016/17 term of office, we actively participated in many major issues concerning the civil service. Salient points are as follows:*

HKSAR Government Civil Engineers Association

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, and address the need to tackle increasing difficulties brought by the changing political and social environment on implementation of public infrastructure projects, the Association considers that the creation of Engineer grade posts in terms of ranks (**in particular D1 rank**) 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 also highlighted at the meetings with our Grade Management the importance of a secure career ladder “進升階梯” for our “new blood” including the creation of more permanent civil service E and AE posts to absorb all serving NCSC E/AEs and CEGs. In the meantime, ensure creation of sufficient interim NCSC AE and E vacancies during the transition period to meet the increasing workload demand. Regarding this the Association would like to thank you for the Grade Management efforts in obtaining a prominent result in the 2017 RAE. Many time-limited posts would be converted to permanent establishment. This would help increase promotion opportunities and we anticipated that more than 100 number of engineers would be joining the Government in the coming months.

Welfare Benefits of Our Grades,

2.4 With the concerted effort of 10 Government Engineers Associations, HKIEPO, HKSGOA and their supported “CS8 team” who run for the 2017 Chief Executive Election Committee election, the Chief Executive announced in the 2017 Policy Address that serving civil servants who joined the Government between 1.6.2000 and 31.5.2015 will be allowed to choose to extend their retirement age to 65 (for civilian grades) or 60 (for disciplined services grades). In this regard, CSB worked out the implementation framework and associated consultation exercise was completed on 30 April 2018. The Association has gathered comments from Members and provided our responses to CSB on 20 April 2018.

Arrangement for Final Employment (120 days) and Further Employment (FE of 5 years)

2.5 The Association welcome the initiatives for retaining talent and

HKSAR Government Civil Engineers Association

expertise such that the valuable experience of our seniors could be transferred to our next generation. The initiatives could also serve as an interim measure to allow flexibility for colleagues under the Civil Service pension schemes to plan their retirement life and, in the meantime, enhance the work force to support our highly demanding works.

Incremental Credit for Experience (ICE)

2.6 *The Association is concerned with the CSB Circular no. 2/2015 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. In this regard, we are delighted to see that the corresponding requirements on RSS recruitment might be released and hope similar arrangement could be provided for recruiting designated engineering posts. We would like to reiterate that the CSB circular has wrongly placed financial consideration as the overriding factor in its employment policy instead of the capability of the candidates.*

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 *Over the 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. We have been pursuing actively the matter with the Management 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.*

3.2 *The annual civil service E recruitment exercises have been held since the lift of the civil service recruitment freeze in 2008 and the annual civil service AE recruitment exercises have been held since 2014. The Association welcomes the continuation of the civil service AE recruitment exercise as it provides better employment opportunities to the NCSC AEs & CEGs. To enhance the success rates of our NCSC AEs & CEGs, the Association arranged mock interviews for candidates sitting CS AE recruitment interviews and professional assessments. Apart from congratulating NCSC E/AEs & CEGs who have succeeded in entering the civil service, the Association also supports the creation of more permanent civil service E/AE posts and sufficient NCSC E posts or the extension*

HKSAR Government Civil Engineers Association

of existing NCSC E contracts for securing the continuous employment of NCSC E/AEs & CEGs who have yet to be successful in the civil service recruitment exercise.

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.

4. Government Young Engineers Sub-Committee (GYES)

4.1 Our GYES has not only coordinated among NCSC Es & CEGs in raising concerns regarding their career prospects in the government but also been proactively participating in various events to facilitate networking with engineers in the public and private sectors, and the widening of horizons of our young members, and to promote the sustainable development of the young engineers. For instance, 11 members of GYES attended a site visit to the Passenger Clearance Building and Hong Kong Link Road of Hong Kong-Zhuhai-Macao Bridge on 20 January 2018.

4.2 In recent years, GYES has also assisted in arranging mock interviews and sharing sessions for candidates sitting CS AE recruitment interviews and professional assessments. The candidates found that the mock interviews and sharing sessions could help them better prepared for the assessments.

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

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



HKSAR Government Civil Engineers Association

5.2 Two of our Council Members were elected as Election Committee Members in the 2016 Election Committee Engineering Subsector Election. We also have one Council Members serving in the Council of HKIE as Elected Ordinary Member. In 2018, we will have Ir Albert CHENG, Ir Ambrose CHEONG, Ir Benedict CHEUNG and Ir Victor LO to run to the EOM election.

5.3 In addition, two of our Council Members are also Council Members of the HKSGOA, which is one of the three Staff Side representatives in the Senior Civil Service Council. The Association continued to join as an Alliance Member of the HKSGOA in this term. We have been working closely with HKSGOA and other Alliance Members on issues concerning “Pay Trend Survey”, “Extending the Retirement Age of Civil Servants”, “Enhancement of welfare for colleagues joining after year 2000”, etc.

5.4 The Association will continue to maintain collaboration with other nine government engineers associations, HKIPEO and HKSGOA to safeguard the interest of our Members.

6. Liaison Office of Central People’s Government in HKSAR

6.1 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.

6.2 We will continue to explore opportunities to broaden our members' understandings of the latest infrastructure, political and economic developments in our Motherland and to maintain dialogues with our counterparts in the Mainland so as to enhance our collaboration with Mainland professional and academic bodies. For instant, ten of our members joined the 香港特區政府工程師及環保主任協會研習交流團 in Shanghai in December 2017.



HKSAR Government Civil Engineers Association

7. Membership Drive

7.1 *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.*

7.2 *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.*

8. End-Piece

8.1 *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.*

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

By Order of the Council



(Ir Benedict LS CHEUNG)

Chairman

11 June 2017