



HKSAR Government Civil Engineers Association

41st Annual General Meeting

Guests of Honour:

Ir Dr. Hon. LO Wai-kwok (Legislative Councilor & Hon. Adviser)
Ir LAM Sai-hung (Permanent Secretary for Development (Works))
Ir LIU Chun-san (Under Secretary for Development)
Ir Ricky LAU Chun-kit (Director of Civil Engineering and Development)
Ir WONG Chung-leung (Director of Water Supplies)
Ir Jimmy CHAN Pai-ming (Director of Highways)
Ir Kelvin LO Kwok-wah (Director of Drainage Services)
Ir TANG Wai-leung (Deputy Commissioner / P&T of Transport Department)
Ms Connie YEUNG Kwong-yim (Deputy Director (D&C) of Housing Department)

Date: Thursday 18 June 2020

Time: 6:15 p.m.

SUSTAINED EXCELLENCE IN CIVIL ENGINEERING



香港特區政府土木工程師協會

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AGENDA

1. To receive and adopt the minutes of the 40th AGM held on 6.6.2019 (**Appendix 1**);
2. To receive the Annual Report for 2019/2020 (**Appendix 2**);
3. To receive the audited income and expenditure account and balance sheet for 2019/2020 (**Appendix 3**);
4. To elect members of the Council for 2020/2021 (**Appendix 4**);
5. To elect Hon. Presidents; (**Appendix 4**)
6. To appoint Hon. Advisers, Hon. Auditor and Hon. Legal Adviser;
7. Any other business.

Appendix 1

Minutes of the 40th Annual General Meeting



香港特區政府土木工程師協會
HKSAR Government Civil Engineers Association

Minutes of the 40th Annual General Meeting

Date	: 6 June 2019 (Thursday)
Time	: 7:00 p.m.
Venue	: Victoria Harbour Supreme, 3/F., Harbour Centre, 25 Harbour Road, Wan Chai, Hong Kong
No. of Voting Members present	: 101
Chairman of the Meeting	: Ir CHEUNG Lai-shun, Benedict
Secretary of the Meeting	: Ir CHEUNG Wing-yan, Konica

1. Opening Speech

1.1 The Chairman, Ir CHEUNG Lai-shun, Benedict, announced that the Association was honoured with the presence of Ir LAM Sai-hung (Permanent Secretary for Development (Works)), Ir Ricky LAU Chun-kit (Director of Civil Engineering and Development), Ir WONG Chun-leung (Director of Water Supplies), Ir Jimmy CHAN Pai-ming (Director of Highways), Ir Kelvin LO Kwok-wah (Director of Drainage Services), Ir TANG Wai-leung (Deputy Commissioner/ Planning & Technical Services, Transport Department), Ir Dr. Hon. LO Wai-kwok (Honourable Adviser), Ir Prof. KO Chan-gock, William (Honourable Adviser) and Mr LAU Ching-kwong (Honourable Adviser) as the honourable guests. The Chairman, on behalf of the Council and members of the Association, expressed a vote of thanks to the honourable guests for giving much advice and assistance to the Association over the years.

1.2 The Chairman then declared that the meeting was in order after the quorum was formed.

2. To Receive and Adopt the Minutes of the 39th AGM held on 20.6.2017

Minutes of the 38th AGM held on 14.6.2018 had been distributed to all members. No comment or amendment was suggested. The motion to adopt the minutes was proposed and seconded by members present. As there was no objection raised, the minutes were adopted.

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3. To Receive the Annual Report for 2018/2019

The Chairman presented and explained the Annual Report for 2018/2019 to the members. No question or query was raised. The motion to adopt the Annual Report for 2018/2019 was proposed and seconded by members present. As there was no objection raised, the Annual Report for 2018/2019 was adopted.

4. To Receive the Audited Income and Expenditure Account and Balance Sheet for 2018/2019

The Hon. Treasurer, Ir WONG Chi-hang, Jacky, presented the audited financial statements for the year ended 28.02.2019 to the members. No question and query was raised. The motion to adopt the Income and Expenditure Account and Balance Sheet for 2018/2019 was proposed, seconded and adopted.

5. To Elect Members of the Council for 2019/2020

5.1 The Chairman reported that there were 16 nominations for candidacy of the Council for 2019/2020. They were :-

1) Ir CHEUNG Lai-shun, Benedict	DSD
2) Ir CHEUNG Wing-yan, Konica	DSD
3) Ir CHOI Pik-lung, Ian	HyD
4) Ir LAI Hiu-ping, Rex	TD
5) Ir LAI Sze-yuen, Matthew	CEDD
6) Ir LAI Wai-man, Iman	DevB
7) Ir LAU Shing-cheong, Edwin	DSD
8) Ir LEE Chi-Ho, Horace	WSD
9) Ir LEE Kwun-chung, Johnson	WSD
10) Mr LEE Yun-cheung, Rudolf	HD
11) Ir LIU Tze-kwan, Fiona	CEDD
12) Ir MAK Yee-wa, Eva	THB
13) Ir SZETO Suet-man, Helen	CEDD
14) Ir WONG Chi-hang, Jacky	TD
15) Mr WONG Chun-fai, Jeffrey	GEO
16) Ir YEUNG Fei, Jenny	GEO

5.2 The Secretary briefly introduced each of the candidates and the voting procedures for the election of Council Members. Members were given the ballot form at the registration counter when they arrived.

5.3 Two scrutineers were elected for collecting the ballot boxes (2 nos.), counting and checking the ballot forms. The Chairman announced the voting commenced and results would be announced after the ballot counting by the scrutineers.

5.4 The scrutineers completed the ballot counting and passed the voting

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results to the Chariman for announcement. The voting results were as follows –

- (a) Total votes cast : 101
- (b) Support : 101
- (c) Against : 0
- (d) Abstain : 0

The Chairman announced that the 16 candidates were all elected as Council Members for session 2019/20. The Chairman declared that the new Council would assume office with immediate effect following the AGM.

6. To Elect Honourable Presidents

In accordance with Rule 42(A)(1) of the Association, the Chairman presented to the floor the Council's recommendation for Ir BOK Kwok-ming and Ir CHOI Chun-ming to be the Honourable Presidents. As the number of candidates for election as the Honourable Presidents was less than the number of vacancies, Ir BOK and Ir CHOI were elected at the General Meeting.

7. To Appoint Honourable Advisers, Honourable Auditor and Honourable Legal Adviser


- 7.1 On behalf of the Association, the Chairman thanked Ir Dr. Hon. LO Wai-kwok, Ir Prof. LAU Ching-kwong and Ir Prof. KO Chan-gock William for their invaluable advice as our Honourable Advisers for the 2019/2019 session. The Chairman advised that Ir Dr. LO Wai-kwok, Ir Prof. LAU Ching-kwong and Ir Prof. KO Chan-gock, William had kindly agreed to continue serving the Association for the 2019/2020 session. Ir WAI Chi-sing has also kindly agreed to serve as our Honourable Adviser starting from the 2019/2020 session.
- 7.2 On behalf of the Association, the Chairman thanked Mr CHU Luk-hang, Patrick for his valuable assistance of being the Honourable Auditor for the 2018/2019 session. The Chairman advised that Mr CHU had kindly agreed to serve the Association for the 2019/2020 session. The Council's recommendation for appointing Mr CHU Luk-hang Patrick to be the Honourable Auditor was proposed, seconded and adopted by members present.
- 7.3 On behalf of the Association, the Chairman thanked Ms Melissa PANG for her valuable assistance of being the Honourable Legal Adviser for the 2018/2019 session. The Chairman advised that Ms PANG had kindly agreed to serve the Association for the 2019/2020 session. The Council's recommendation for appointing Ms Melissa PANG to be the Honourable Legal Adviser was proposed, seconded

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and adopted by members present.

8. Any Other Business

8.1 There being no other business, the meeting was declared closed at 8:15 p.m.



Ir CHEUNG Lai-shun, Benedict
(Chairman)



Ir CHEUNG Wing-yun, Konica
(Hon. Secretary)

Appendix 2

Annual Report for 2019/2020



香港特區政府土木工程師協會

HKSAR Government Civil Engineers Association

Annual Report for 2019/2020

1. Introduction

1.1 *The Council was elected on 6 June 2019 at the 40th Annual General Meeting (AGM). During the 2019/2020 term of office, 6 Council meetings (4 by physical meetings and 2 by circulations) were held to discuss and administer affairs of our Association. Owing to the COVID-19 pandemic, several of the activities in the second half of 2019/20 session have been affected. Still, the Council arranged several activities and received valuable feedback and suggestions on various civil service issues from Members, as well as valuable advice from our Hon. Advisers, Ir Prof. William KO Chan-gock, Ir Prof. LAU Ching-kwong, Ir WAI Chi-sing and Ir Dr. Hon. LO Wai-kwok, on issues concerning the civil service and our engineering profession.*

1.2 *The Council has been maintaining close communications with the Grade Management. We maintained a regular dialogue with our Head 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 maintained 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 2019/20 term of office, we focused on several key issues concerning the civil service. Salient points are as follows:*

Staff Resources

2.2 *Hong Kong is well known of its excellent infrastructures. To upkeep the top quality of our professional services, especially in the changing political and social environment on implementation of public works, the Association considers*

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that the creation of Engineer grade posts in terms of directorate ranks (i.e. D1 or above) 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. Regarding this, the Association would like to thank you for the Grade Management efforts in obtaining a prominent result in 2019. More than 70 Senior Engineers and 20 Chief Engineers were promoted. Moreover, it is anticipated that more than 100 number of engineers would be joining the Government in the coming months.*

Welfare Benefits of Our Grades,

2.4 *Last year, the Association organized a site visit to the Central Wanchai Bypass and Island Eastern Corridor Link for broadening members’ exposure in mega scale project. We originally planned to visit the Central Kowloon Route Project for the temporary reclamation works but the visit would be rescheduled to a later date when the situation of the COVID-19 pandemic merits.*

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

2.5 *The Association welcome the initiatives for retaining talent and expertise such that the valuable experience of our seniors could be transferred to our next generation. The initiatives could also serve as interim measures 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. We would like to reiterate that the CSB circular has wrongly placed financial*

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consideration as the overriding factor in its employment policy instead of the capability of the candidates.

3. Contract Engineers and Assistant Engineers (NCSC E/AEs), including Assistant Civil Engineers (Graduate Training Scheme), and Civil Engineering Graduates (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. The annual civil service E recruitment exercises have been held since the lifting of the civil service recruitment freeze in 2008. Whereas 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. With the continuous effort, we are glad to hear that most of the NCSC E/AE were absorbed in the permanent establishment. And our CEGs got a good successful rate in obtaining CS AE offers.

3.2 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.

3.3 We understand that the Government may increase substantially the number of CEG to be recruited in 2020 for providing sufficient training places for graduate engineers. We welcome the arrangement but appropriate mechanism should be in place for continuous employment, after their completion of Scheme A training.

4. Government Young Engineers Sub-Committee (GYES)

4.1 GYES has not only coordinated among young engineers in Works Departments in raising concerns regarding their career prospects but also promoted the sustainable development of the young engineers. For instance, GYES has assisted in arranging mock interviews and sharing sessions to help

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candidates better equipped themselves for CS AE recruitment interviews and professional assessments. GYES has assisted in organizing a site visit to Central – Wan Chai Bypass Project on 23 November 2019, in which the event was well received by the participants. GYES has also been updating young engineers with the latest development of the professional expertise and news from the industry.

4.2 *In addition, GYES has been proactively participating in various events to facilitate networking with professionals in the industry and to widen the horizons of young engineers. For instance, 10 young engineers from GYES participated in a wine tasting event on 26 August 2019 co-organized by AES(YES), ASCE Greater China Section (i.e. former ASCE Hong Kong Section), HKDEA and GYES. Also, 6 young engineers from GYES attended a National Affairs Study Course in Shanghai on 1-7 December 2019 to enhance the understanding of the related administrative systems in the Mainland and had the opportunity to network with 9 engineering associations from the Government.*

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

5.1 *The Association has been in the past 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.*



Meeting with CS, SDEV, STH, SEN with other 10 Government Engineers’ Associations.

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5.2 Two of our Council Members were elected as Election Committee Members in the 2016 Election Committee Engineering Subsector Election. We also have representatives serving in the Council of HKIE as Vice-President and Elected Ordinary Members. In 2020, we will have our ex Director of Drainage Services, Ir KW MAK, to run the HKIE EOM election. He will team up with Ir Barry LEE (VP candidates), Ir Ambrose CHEN (EPD), and other representatives from various engineering sectors to run to the VP and EOM election.

5.3 The Association has two representatives as the Council Member 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 Mainland China and enhance our collaboration with Mainland professional and academic bodies. For instant, our vice chairman and eight 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 2019.





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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

18 June 2020

Appendix 3

*Financial Statements for
the Year Ended 28 February 2020*



香港特區政府土木工程師協會

HKSAR Government Civil Engineers Association

**HKSAR GOVERNMENT
CIVIL ENGINEERS ASSOCIATION**

**FINANCIAL STATEMENTS
FOR THE YEAR ENDED**

29 FEBRUARY 2020


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HKSAR Government Civil Engineers Association

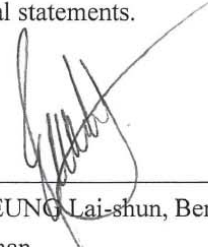
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Statement of Income and Expenditure for the year ended 29 February 2020

	<u>Note</u>	<u>2020</u> HK\$	<u>2019</u> HK\$
INCOME			
Members' subscription	2	1,800	6,600
Bank interest		70	19
Surplus from annual dinner	3	11,130	9,785
Surplus from HZMB visit		-	3,625
		13,000	20,029
EXPENDITURE			
Rental of P.O. box		370	370
Website charges		800	800
Miscellaneous expenses		875	-
		2,045	1,170
Profit for the year		10,955	18,859
Accumulated surplus brought forward		138,018	119,159
Accumulated surplus carried forward		148,973	138,018

The notes on page 3 form part of these financial statements.


 Ir LAI Hiu-ping, Rex
 Hon. Treasurer
 Hong Kong, 21 May 2020


 Ir CHEUNG Lai-shun, Benedict
 Chairman
 Hong Kong, 21 May 2020


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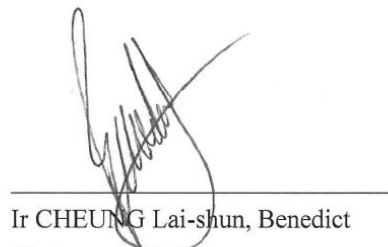
Statement of Assets and Liabilities as at 29 February 2020

	<u>2020</u>	<u>2019</u>
	HK\$	HK\$
Assets		
Cash in hand and at bank	139,813	110,054
Sundry debtors	9,160	27,964
	<u>148,973</u>	<u>138,018</u>
 Represented by:		
Accumulated surplus	<u>148,973</u>	<u>138,018</u>

The notes on page 3 form part of these financial statements.



Ir LAI Hiu-ping, Rex
Hon. Treasurer
Hong Kong, 27 May 2020



Ir CHEUNG Lai-shun, Benedict
Chairman
Hong Kong, 27 May 2020

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Notes to Financial Statements

1. **Principle accounting policies**

- (i) Annual membership subscriptions are accounted for on a cash basis.
- (ii) Interest income is accounted for on a cash basis.

2. **Members' subscription**

		<u>2020</u>
<u>Number of Members</u>	HK\$	HK\$
18 permanent members	100	<u>1,800</u>
		<u>1,800</u>

3. **Surplus from annual dinner**

	HK\$	HK\$
Contribution from Members (177 nos.)	390	69,030
Contribution from young Members, i.e. AE/CEGs (34 nos.)	200	6,800
Dinner Cost		<u>(64,700)</u>
Surplus		<u>11,130</u>

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REPORT OF THE HONORARY AUDITOR

**TO THE COUNCIL OF
HKSAR GOVERNMENT
CIVIL ENGINEERS ASSOCIATION**

I have examined the financial statements set out in pages 1 to 3 with the books and accounts of the Association and have obtained all the information and explanations I have required.

In my opinion, the financial statements give a true and correct view of the state of affairs of the Association as at 29 February 2020 and of the income and expenditure for the year ended on that date according to the best of the information and explanations given to me and as shown by the books of the Association.



CHU Luk-hang
Honorary Auditor
Hong Kong, 25 May 2020

Appendix 4

Election of Council & Hon. Presidents

Nominations for the Council for 2019/20

(3) The following members are nominated for candidacy of the Council for 2020/21 :-

1.	Ir. CHEUNG Wing-yan, Konica	DSD
2.	Ir. FUNG Chun-kong	DEVB
3.	Ir. HUI Ka-kit, Desmond	HyD
4.	Ir. LAI Hiu-ping, Rex	TD
5.	Ir. LAI Sze-yuen, Matthew	CEDD
6.	Ir. LAI Wai-man, Iman	HyD
7.	Ir. LAU Shing-cheong, Edwin	DSD
8.	Ir. LEE Chi-Ho, Horace	CEDD
9.	Ir. LEE Kwun-chung, Johnson	WSD
10.	Ir. LEE Yun-cheung, Rudolf	HD
11.	Ir. MAK Yee-wa, Eva	THB
12.	Ir. NG Kai-cheung, Jacky	WSD
13.	Ir. SZETO Suet-man, Helen	CEDD
14.	Ir. WONG Chi-hang, Jacky	CEDD
15.	Ir. WONG Tung-leung, Tony	HyD
16.	Ir. YEUNG Fei, Jenny	GEO

(B) The following members are nominated to be the Hon. Presidents :-

1.	Ir BOK Kwok-ming, Aaron	CEDD
2.	Ir CHOI Chun-Ming	DSD
3.	Ir LEUNG Siu Kong, Eddie	TD