

**Annual Report for 2005/06****1. Introduction**

*1.1 The Council was elected on 10 June 2005 at the 26<sup>th</sup> AGM. During the 2005/06 term, 6 council meetings were held to discuss and administer the affairs of our Association. There were also meetings and close liaison with other staff associations concerning affairs affecting the common interests of professionals in the civil service.*

*1.2 We received many valuable feedback and suggestions from members. These views were forwarded to the grade management through our meetings and correspondence with DCED and DWS. Close contacts were also made with our Hon. Adviser, the Hon. Ir Dr. Raymond Ho Chung-tai to exchange views concerning the engineering profession. The Council also met representatives of the Civil Engineering Graduates (CEGs) and NCSC Engineers/Assistant Engineers (NCSCE/AEs) whose major concern is their career prospects.*

*1.3 There is no question that there are still uncertainties around. Our members need to share and care, maintaining a high spirit of camaraderie. We also need stability and solidarity to face the challenges and changes with one heart and one mind. The Council has devoted much effort to the controversial subjects of the Pay Level Survey and the prospect of our young engineers. We have closely monitored and will continue to address these issues which are haunting us.*

*1.4 The Association is delighted to see the appointment of our respectable former members Ir John CHAI Sung-veng, Ir WONG Chee-keung and Ir CHAN Chi-chiu as the Director of Civil Engineering and Development, Director of Drainage Services and Director of Water Supplies respectively.*

## **2. Civil Service Issues**

### *Pay Level Survey (PLS)*

*2.1 Upon completion of the consultation process, the Government commenced the job inspection process of the PLS for the Civil Service at the beginning of this year followed by interviews with the post holders representatives from the departments. Due to the complexity and far-reaching impact it may have on our future, the Association has been working closely with our members, HKSGOA and other engineering staff associations in their preparation for and participation in the job inspection process/interviews. A working group has been formed to collaborate effort on this front. Briefing and experience sharing sessions were also held among various engineering grade colleagues.*

*2.2 We are of the view that due to the unique work of civil servants, it is not possible to make a comprehensive and equitable pay comparison with the private sector. The issue must be handled with care, and not in a rush. We will continue to work closely with HKSGOA and other engineering staff associations and will keep our members informed of the latest situation.*

### *Performance Appraisal*

*2.3 In response to our members' concern, we wrote on a couple of occasions to express our view on the subject matter and proposed a flexible and workable measure to boost staff morale.*

*2.4 While we accept the need to set a 10% quota and apply it rigidly for outstanding performers, we asked the management to allow individual department to apply a greater and unspecified margin of variation to the 50% quota for the "Very Effective (VE)" ranking. Our members fully understand that the VE ranking implies remote promotion chance, but still consider that they deserve such ranking as a true recognition and appreciation of the very effective job they did during the appraisal period.*

Resumption of Open Recruitment

2.5 At the LegCo Panel on Public Service's meeting on 20.4.2006, Secretary for the Civil Service submitted a paper entitled "Resumption of Open Recruitment for Selected Grades Included in the Second Voluntary Retirement Scheme". We wrote to the management and requested a review and uplift of the recruitment freeze for engineers.

2.6 We consider that there is a genuine manpower need for engineers in the works departments. The stop-gap measures of employing NCSC engineers should be reviewed and the recruitment freeze should be lifted as soon as possible.

Five-day Week in the Civil Service

2.7 We are glad to see that the 5-day week in the Civil Service will be implemented on 1 July 2006. We are always supportive to the promotion of flexible working hours within the civil service. The 5-day week in the civil service is a further step to allow staff more flexibility to attend to personal and family matters while safeguarding the overall provision and quality of public services.

2.8 Through our Council representatives (Ir Martin CHEUNG, Ir Peter CHAN and Ir Jerry LIU) in the HKSGOA, we continue to push for further improvements and safeguards in Civil Service benefits.

**3. Meetings with Works Directors and the Hon. Adviser**

3.1 One of our key tasks is to serve as a channel of communication between staff and the top management as we strongly believe communication is the key to fostering relationships. We had separate meetings with DCED, DWS, DDS and DHy in Nov. 2005, Jan. 2006, Feb. 2006 and May 2006 respectively to discuss and exchange views on professional issues and grade management

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*matters. Other than the above, the council also maintained informal contacts with the Works Directors throughout the year.*

*3.2 We have also been working closely with our Hon. Adviser, the Hon. Ir Dr. Raymond Ho, on many issues for the last 12 months. We maintain a close tie with him and treasure his invaluable advice throughout.*

*3.3 The Council had farewell gatherings with the former DCED, Ir TSAO Tak-kiang, and former DWS, Ir William KO, in September 2005 and January 2006 respectively. Both Ir TSAO and Ir KO are reputable engineers who have major contributions in our engineering profession.*

#### 4. **“3+3”/NCSC Engineers**

*4.1 Through the joint efforts of our young engineers, the Hon. Ir Dr. Raymond HO, Ir LO Yiu-ching and the Works Directors, the first batch of “3+3” engineers was offered permanent status in August last year upon completion of their 6 years of working in the Government. On behalf of our fellow members, we would like to thank all concerned parties once again for their immense contribution in this issue.*

*4.2 We see it as a positive sign with respect to the career development of our young engineers within the Government, and wish that both the CEGs and NCSC Es/AEs would receive similar treatment in the future.*

*4.3 We are delighted to see the conduction of an in-house recruitment for NCSC engineers last month. We wish that there will be sufficient vacancies for all suitable in-house candidates.*



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### 5. Civil Engineering Graduates (CEGs) and NCSC Assistant Engineers (NCSCAEs)

5.1 *The employment prospect of our CEGs and NCSCAEs has been an area of growing concern. It becomes obvious that prospective university graduates have shunned themselves from joining the government due to fear of unemployment upon completion of their training. In the long term, the industry will suffer due to the failure of recruiting and retaining quality graduates in the civil engineering profession, particularly for the civil service.*

5.2 *The government has been recruiting the best graduate engineers in the past years. These talented young engineers, if retained, are there to serve the community. Being the largest civil engineers staff association, we have acted as a contact point for the young engineers working in the government. We are of the view that it is not only undesirable from moral/motivation viewpoint if they lose their jobs after completing their training, it is also a failure of our human resources management and a waste of public resources.*

5.3 *The Chief Executive said that one of Hong Kong's strength was its infrastructure. To build upon this strength, the Government should ensure that future generations of engineers are of a world-class standard. Works Departments have taken the lead in this regard, and should continue to do so. We wish that a clear career development path could be re-established for the engineering graduates.*

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

6.1 *We have, in the past 12 months, had close liaison with the Social Work Department of Liaison Office of Central People's Government in HKSAR on issues of common interests. We joined the National Studies Course (國情研習班) and Labour Day Celebration held in Beijing in September 05 and May 06 respectively. We aim to*

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*promote our reputation and networking, and foster a closer link with our mainland counterparts.*

6.2 *The Council is organizing an official visit to our counterparts in the mainland in the near future. We will announce the details once they are confirmed.*

### 7. HKIE Activities

7.1 *The Annual General Meeting of the HKIE has been scheduled for 22 June 2006 (Thursday). The election for the post of Elected Ordinary Members (EOM) for the 2006/07 session 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 vote.*

7.2 *Our Council Member, **Ir Jerry LIU Tso-wing**, and member, **Ir Kenny WONG Chiu-yau**, will run for the election for the post of EOM in partnership with **Ir SIU Yin-wai**. The above-mentioned candidates participate actively in both the activities of the Association and the Institution. **Your council appeals to all members for your strong support.***

7.3 ***Your vote really matters.** We hope that our voice is constantly heard in the HKIE Council. The fact that several past Chairmen were successful in the past elections speaks volumes for the importance of your vote.*

### 8. Membership Drive

*Although the economy situation has improved, we still need a strong and united Association to cope with the uncertainties surrounding our profession today. However, the membership size is limited due to the retirement trend and recruitment freeze. Once again, we appeal to members to **encourage more fellow engineers to***

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*join our Association to boost our representative power. Please contact the Hon. Secretary at the [st.ip@housingauthority.gov.hk](mailto:st.ip@housingauthority.gov.hk) or your department's representative in Council for membership application.*

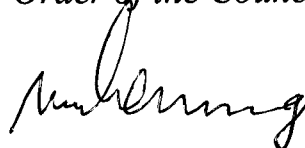
### 9. **End-Piece**

9.1 *We always take pride in our members' immense contributions to Hong Kong. This hard-earned reputation requires constant effort and sustained improvement. Uncertainty is around the construction industry, we must stand united and contribute our best efforts towards the well-being of the society and our profession. We pledge friendliness and mutual support of all government engineers in the work environment, cutting red-tape and working as a coherent team to further enhance our efficiency.*

9.2 *I like to take this opportunity to **thank you** all for your support and also wish to thank the Council members for their dedication and devotion to the affairs of the Association. Hopefully, after I hand over the reins to the new chairman, some changes (for the better) could be accomplished for our next generation of engineers – an issue of sustainability!*

***Lastly, I look forward to seeing you all at the AGM on 9 June 2006 to make this a memorable event.***

*By Order of the Council*



*(Ir Martin CHEUNG Kin-keung)*

*Chairman*

*31 May 2006*