

**Annual Report for 2010/2011****1. Introduction**

1.1 *The Council was elected on 11 June 2010 at the 31<sup>st</sup> AGM. During the 2010/11 term of office, 7 Council meetings were held to discuss and administer the affairs of our Association. There were also meetings and liaisons with other government staff associations concerning affairs affecting the common interests of professionals in the civil service.*

1.2 *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. the Hon. Raymond HO Chung-tai, Ir Prof. LAU Ching-kwong and Ir Prof William KO Chan-gock) on issues concerning the civil service and engineering profession. The Council also met representatives of the Civil Engineering Graduates (CEG) and NCSC Engineers/Assistant Engineers, including Assistant Geotechnical Engineers (NCSC E/AE) whose major concern was undoubtedly their career prospects.*

1.3 *The Council maintained close communications with our Hon. Adviser, Ir Dr. the Hon. Raymond HO, PS for Dev (Works) and the Works Directors. We have also established a regular dialogue with DCED and DWS on issues such as prospects of existing NCSC E/AE, succession planning, the volunteer cross-posting scheme and merging proposal of the Engineer Grades in CEDD and WSD, performance appraisal, incremental credit for experience etc.*

1.4 *The Association is delighted to see the appointment of our respectable former Council member Ir WAI Chi-sing and former members Ir LAU Ka-keung and Ir CHAN Chi-chiu as the PS for Dev (Works), DHy and DDS respectively. The Association also congratulates the appointment of Ir HON Chi-keung as the DCED. In addition, we are glad that our former Council member Ir Stephen CHU Kin-kong has promoted to Principal Government Engineer in the post of Project Manager of the New Territories East Development Office of the CEDD.*

1.5 *Our respectable Hon. President Ir Peter CHAN Pak-fong has proceeded to retirement on 11 November 2010. The Council is grateful to Ir CHAN's valuable service to the Council and the Association in the past years.*

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### 2. Contract Engineers and Assistant Engineers, including Assistant Civil Engineers (Graduate Training Scheme) and Colleagues in the Geotechnical Discipline (NCSC E/AE)

2.1 *As with over the past years, the Association cares much about the continuous employment and career prospect of the NCSC E/AE and has continued to spend considerable amount of time and effort on this issue.*

2.2 *Three civil service E recruitment exercises have been held since the lift of the civil service recruitment freeze in 2008. Last year, the Association has continued to work together with Ir Dr. the Hon. Raymond HO, PS for Dev (Works) and Heads of Grades to raise the concerns of our members on the arrangement of the civil service E recruitment exercise. While the Association congratulates the success of more serving NCSC E/AE in entering the civil service, we are not entirely satisfied with the outcome of the recruitment exercise which has not taken full account of the contribution, dedication and past performance of the serving NCSC E/AE during the past years.*

2.3 *We advocate in-service recruitment among the serving NCSC E/AE in civil service E recruitments and retention of this group of high caliber staff, who have been working with loyalty and good performance in the government for many years, by creation of more permanent civil service E posts and additional NCSC E posts or by extension of existing NCSC E contracts. In the long term, we hope that all our capable NCSC E/AE can be absorbed into the permanent civil service and a clear career ladder can be re-established for our engineering graduates.*

2.4 *As a relevant issue, the Association considers that the previous years of service of the successful candidates in civil service E recruitment exercises as NCSC E/AE have fully demonstrated their competence and suitability in joining the civil service and their years of previous NCSC/ACE(GTS) service should be taken full consideration into reduction of their probationary period/Agreement Terms under the "3+3" entry system.*

2.5 *The Association, together with HKSGOA, had raised the concern that the "3+3" entry system was not conducive to retain or attract quality staff in the civil service. The Association welcomes the implementation of the new arrangement of removing the second limb of the "3+3" system (ie 3-year Agreement terms) for newly recruited and serving civil service E. The Association would also continue to explore with the Heads of Grades the possibility of further waiving of the probationary period for serving NCSC E*

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*who are recruited as civil service E, taking into account their relevant NCSC AE/E experience.*

### 3. Civil Service Issues

3.1 *In the past year, we actively participated in many major issues concerning the civil service. Salient points are mentioned in the following paragraphs:*

#### Succession Planning

3.2 *Due to the continuous freeze in Civil Service E recruitment in the earlier years, the succession gap within the Engineer Grade has been widened. The problem has been aggravated with a low successful rate for serving NCSC E in Civil Service E recruitment. The Engineer Grade is facing a high retirement rate in the coming years and the “draining” problem is becoming more and more imminent.*

3.3 *The Association has discussed with the management the need to review the Grade management and plan for succession. 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 absorbing all serving NCSC and CEG into the civil service, creating sufficient interim NCSC AE and E vacancies during the transition period, and re-establishing the previous CEG-AE-E career path as soon as possible.*

#### Voluntary Cross Posting Scheme and Merging Proposal of Engineer Grades in CEDD and WSD

3.4 *After rolling out and conducting consultation with the staff side on its proposal to merge the Engineer Grades within CEDD and WSD in 2008, the Administration has then rolled out three rounds of voluntary cross posting scheme for Engineers in CEDD and WSD, which, we reckon as, a prelude to future merging.*

3.5 *While the Association is neutral on the subject matter, we have noted that the major concerns of engineering colleagues lie with promotion prospects, posting arrangements, scope and implementation plan of any proposed merge and performance appraisal system. We therefore advocate*

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*that the Administration should provide a comprehensive perspective on the rationale, benefits and details of any proposed merging arrangements and fully consult the staff side prior to the implementation of any intended merge. We have continued to maintain a dialogue with the Administration in discussing the latest development and requested that any proposed merging mechanism should be fair to engineers of all departments involved. We will continue to monitor the development closely.*

### Performance Appraisal

3.6 *The Council had raised the concerns of our Members on this subject on many occasions in the past years.*

3.7 *While both the Association and our Members accept the justification in setting a quota for the outstanding performers for the obvious purpose of picking the high caliber candidates to move up the career ladder, we are not convinced that there is a need to set arbitrary quotas for the other grades, such as the “Very Effective” grade. This arbitrary quota mechanism could deprive the good performers of proper recognition of performance simply because of the limitation imposed by the quota. This is most demoralizing.*

3.8 *CSB Circular No.10/2009 sets out the updated guidelines and best practices in performance management in the civil service. Besides stressing that a performance appraisal system that facilitate honest, fair, accurate and timely appraisals of staff is essential for successful management and amongst other points, the Circular has promulgated that “it is not unacceptable for the performance of the majority of officers to be in the “Very Effective” category (equivalent to the second level on a 6-point scale) for so long as honest reporting is practiced.” The Association will continue to pursue the subject matter with the Grade Management.*

### Incremental Credit for Experience (ICE)

3.9 *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. In addition, the new policy requires candidates to declare if they are willing to join Government without ICE. For those who are not willing to join Government without ICE, they will be given*

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*lower priorities irrespective of whether they are the more capable candidates or not. 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 continued to raise our objection on the arrangement to the Administration and will continue to pursue the matter.*

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

*4.1 We have, in the past year, maintained close liaison with the Education, Science and Technology Department of the Liaison Office of Central People's Government in HKSAR on issues of common interests.*

*4.2 We are grateful to the Liaison Office for their assistance in the organization of our visit to Xinjiang from 15 to 19 September 2010. The delegates met with the government officials and visited interesting sites to learn about water supply, flood management and heritage and cultural preservation in Xinjiang. Participants also enjoyed the beautiful and well preserved scenery of the Kanas lake district in the Northern part of Xinjiang as well as the tasty fruits and lamb feasts during the trip.*

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

### **5. Collaboration with Other Government Engineers Associations**

*5.1 The Association has been in the last few years working in collaboration with all 9 Government Engineers Associations on issues of common interest. Our motto is "Unity is Power" and unity can lead to good result. However, we would still very much like to work in harmony with our counterparts on issues that may affect our members.*

### **6. HKIE Activities**

*6.1 The Annual General Meeting of the HKIE this year will be held for 23 June 2011 (Thursday). The election and re-election of Vice-Presidents and Elected Ordinary Members (EOM) will also be held on the same day. The*

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*Council appeals to all Members to show your support by attending the AGM and casting your votes.*

6.2 *Our Council Member, **Ir Jenny YEUNG Fei**, will run for the HKIE EOM election in partnership with **Ir Patrick CHEUNG Yuen-fong** (Chief Building Services Engineer of ArchSD and Chairman of Association of Professional Engineers of EMSD), **Ir Jacky CHIONG Kam-yueng** (Senior Structural Engineer of BD), **Ir Dr. Wilton FOK Wai-tung** (Assistant Dean of Faculty of Engineering of HKU) and **Ir Allan CHAN Sau-kit** (Executive Director of Hip Hing Construction Co. Ltd.).*

6.3 *All the above-mentioned candidates have significant contributions in the engineering sector and participated actively in both the activities of staff associations as well as functions of HKIE in the past few years. They share the same visions about the Institution's future as well as the civil service interests. Same as previous years, this is collaboration amongst engineers of both the public and private sectors covering all engineering disciplines in Government and private practices. These candidates have the support of government engineers associations. **Your Council therefore appeals to all Members for giving support to them.***

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

## 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 membership application, and visit our Association's official website at <http://www.gcea.org.hk/> regularly to keep updated of the latest activities of the Association, benefits of Members as well as issues of the Engineer Grade.*

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### 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 IP Shing-tim )*

*Chairman*

*10 June 2011*



**Meeting with DCED on 30.11.2010**



**Meeting with DCED on 1.3.2011**





**Meeting with PS(W) on 15.4.2011**



**Meeting with DWS on 17.5.2011**



**Xinjiang Visit on 15 - 19.9.2010**

# 中联办与政府工程师工会友好会面

(2011年5月6日)



张汉雄	林兆强	赖应虔	蔡俊全	郭鹏鸿	叶承添	潘永华	张远芳	林景光	陈耀华	陈永乐	梁伟光	张巍
中联办	土木工程拓展署	房屋署	建筑署	屋宇署	香港特区	中联办	机电工程署	房屋署	房屋署	房屋署	政府水务	中联办
教科部(处长)	土木工程师协会	土木工程师协会	结构工程师协会	结构工程师协会	政府土木工程师协会	教科部(部长)	专业工程师协会	结构工程师协会	屋宇装备工程师协会	土木工程师协会	专业人员协会	教科部(主任科员)

Meeting with the Liaison Office of Central People's Government in HKSAR and Other Government Engineers' Associations on 6.5.2011