

**Annual Report for 2012/2013****1. Introduction**

1.1 *The Council was elected on 7 June 2012 at the 33<sup>rd</sup> Annual General Meeting (AGM). During the 2012/13 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. Hon. LO Wai-kwok, Ir Dr. 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 (NCSC E/AE) whose major concern was undoubtedly their career prospects.*

1.3 *The Council maintained close communications with PS for Dev (Works) and the Works Directors. We also continued to maintain a regular dialogue with DCED and DWS on issues such as staff resources, promotion prospects, performance appraisal for civil engineer grades, incremental credit for experience (ICE), prospects of existing NCSC E/AE, etc.*

**2. Civil Service Issues**

2.1 *In the past year, 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.*

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2.3 *The Association has discussed with the management the need to increase the number of engineers of various ranks to cope with the social demand, and in particular, to create more Directorate Engineer posts in order to steer and uphold the timely delivery of the public infrastructure projects in view of the increased complexity / controversy. The Association will continue to work with Ir Dr. Hon. LO Wai-kwok, PS for Dev(Works) and Heads of Grade (HOGs) to raise the concerns of our members on staff resources to the Administration.*

2.4 *The Association also 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.*

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

2.5 *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.*

2.6 *Our Association welcomes the delighted outcome of the last review of multi-disciplinary (MD) posts that 29 no. of the MD posts are to be declassified as mainstream Engineer / Geotechnical Engineer Grade posts under the central authority of DCED. This 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 along the years. We advocate an early effect of the declassified posts for promotion purpose as soon as possible. We also advocate a further review on the remaining MD posts with previous occupancy by members of our Grade as the next step in improving the governance structure of the Administration.*

### Performance Appraisal for Civil Engineer Grades

2.7 *The Council had raised the serious concerns of our Members on the subject of performance appraisal on many occasions in the past years.*

2.8 *While both the Association and our Members accept the justification in setting a quota for the outstanding performers for the obvious purpose of*

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*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, and in fact, the grievances have been increasing to the limit.*

2.9 CSB Circular No.10/2009 sets out the latest 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.”

2.10 While we appreciate the Management has accorded effort in aligning and aiming to improve the performance appraisal for civil engineer grades, we are disappointed to see that the Management is proposing a ceiling proportion, which is in effect, a more stringent quota for the “Outstanding + Very Effective” category than the current system. Although there are changes in the assessment criteria for these grades, we consider that it is only a decorative change (換湯不換藥) and would not mitigate the present grievances of our members.

2.11 We advocate 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 a true 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.

### Incremental Credit for Experience (ICE)

2.12 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.*

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

3.1 *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.*

3.2 *Five civil service Engineer 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 PS for Dev (Works) and HOGs to raise the concerns of our members on the arrangement of the civil service Engineer recruitment exercise. The Association congratulates the NCSC E/AE who have succeeded in entering the civil service.*

3.3 *We advocate in-service recruitment among the serving NCSC E/AE in civil service Engineer 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 Engineer 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.*

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

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 (CLO) on issues of common interests.*

4.2 *We are grateful to the CLO and Hong Kong and Macao Affairs Office of the State Council (國務院港澳辦) for their assistance in organizing our recent visit to the Gansu Province (甘肅省) from 17 to 22 May 2013. We visited the three major cities of Lanzhou (蘭州), Jiuquan (酒泉) and Dunhuang*

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(敦煌). The delegates met with the municipal government officials of the three cities and visited some leading alternative energy enterprises (on wind energy and solar engineer) and an agricultural irrigation system (water-saving system) production company located in Jiuquan. The visits provided a valuable opportunity for experience sharing and discussions on the topics of energy and water conservation. The delegates also learnt much about heritage and cultural preservation in Jiayuguan (嘉峪關) and the famous Mogao Grottoes in Dunhuang (敦煌莫高窟). A news report of the visit was covered by 中新社 in the 中國新聞網 titled “香港政府土木工程協會訪甘肅: 文化璀璨 後續有力” (<http://culture.people.com.cn/BIG5/n/2013/0522/c172318-21578502.html>).

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 CLO.

### 5. Collaboration with Other Associations / Organizations

5.1 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 good result. In the past year, the 10 government engineers associations met from time to time for exchanging views on government engineers’ concerns.

5.2 Separately, our Government Young Engineers Sub-Committee (GYES) has not only coordinated among engineering graduates and NCSC AE/E 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.

5.3 Following the previous success in 2008 and 2012, GYES will join again with other young sections of professional institutions and government staff associations in organizing a 3<sup>rd</sup> Sun-yat-sen University China Study Tour in August 2013. Participants are expected to benefit from the tour by learning about the infrastructure development in the Pearl River Delta, current external affairs as well as the legal system and diplomatic policy in Mainland China. Our young engineers will also have the opportunity to meet and network with their counterparts working in the private sector and in other engineering disciplines.

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5.4 *The Council will continue to maintain collaboration with other government engineers associations / institutions / organizations with common objectives and organize meaningful events for our Members.*

### **6. Friendly Football Match**

6.1 *At the call of our ex-Hon. President, Ir Martin CHEUNG Kin-keung, a friendly football match was held on 16 March 2013. Members as well as retired Members of the Association enjoyed the match which also served to bid farewell to Ir Raymond HO Wai-fu, ex-PM/HKI&I of CEDD, who had been a keen supporter of our Association before he proceeded onto retirement.*

### **7. HKIE Activities**

7.1 *The AGM of the HKIE this year will be held on 25 June 2013 (Tue). The election and re-election of Vice-Presidents and Elected Ordinary Members (EOM) 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 votes.*

7.2 *Our Co-opted Member, **Ir Eva MAK Yee-wa** and Member, **Ir Johnny CHAN Chi-ho** will run for the HKIE EOM election in partnership with **Ir CHAN Chau-fat** (Chief Electrical & Mechanical Engineer of the Electrical and Mechanical Services Department) and **Ir Alex KWAN** (Executive Vice President of AECOM).*

7.3 *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. **Your Council therefore appeals 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 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.*

### 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 Jerry LIU Tso-wing )*

*Chairman*

*4 June 2013*



**Friendly Football Match on 16 March 2013**



**Meeting with DWS on 16 April 2013**





**Gansu Visit from 17 to 22 May 2013**



**Meeting with DCED on 15 May 2013**



**Meeting with PSW on 29 May 2013**