

**Annual Report for 2009/2010****1. Introduction**

1.1 *The Council was elected on 12 June 2009 at the 30<sup>th</sup> AGM. During the 2009/10 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 advice 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 (CEGs) and NCSC Engineers/Assistant Engineers, including Assistant Geotechnical Engineers (NCSC Es/AEs) 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 Engineer Grade strength/ establishment, promotion prospect, performance appraisal, voluntary cross posting scheme of the Engineer Grades in CEDD and WSD, NCSC Es/AEs, etc.*

1.4 *The Association is delighted to learn that our respectable former member Ir WAI Chi-sing will assume the post of PS for Dev (Works) on 16 June 2010 upon the retirement of Ir MAK Chai-kwong.*

**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:*

Creation of Engineer Grade Posts

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.*

2.3 *We continue to follow up with the Administration on the need to increase the number of engineers of various ranks to cope with the social demand and to create more Directorate Grade Engineer posts in order to steer and uphold the timely delivery of the public infrastructure projects in view of the increased complexity/controversy. In addition, how serving NCSC engineers could be deployed back into the civil service in view of their acquisition of government experience and the application of incremental credit for experience (ICE) for the Engineer Grade are two issues of direct relevance to retain a team of quality engineering workforce within the Government to implement the infrastructure developments of Hong Kong as planned.*

Voluntary Cross Posting Scheme of Engineer Grades in CEDD and WSD

2.4 *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 two rounds of voluntary cross posting scheme for Engineers in CEDD and WSD, which, to us, is a prelude to any future proposed merge.*

2.5 *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 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.*

Post-Service Outside Work for Directorate Civil Servants

2.6 *In response to the review on control regime for post-service outside work for directorate civil services, the Association, with Hong Kong Senior Government Officers Association (HKSGOA) and other government staff associations, has previously written to the Committee on Review of Post-service Outside Work for Directorate Civil Servants expressing our objection to any across-the-board lengthening of the sanitization period or tightening of the existing policy on the matter. The Association has continued to follow up the issue in giving further comments on the recommendations laid down in the Report on Review of Post-service Outside Work for Directorate Civil Servants.*

2.7 *The Association considers that the right to employment after retirement should not be usurped and that the existing regulations governing the post-service outside work for civil servants are effective in preventing possible conflict of interests between the civil service job and post-service employment. The Association supports that clearer guidelines be in place to allow more appropriate assessment of the post-service employment applications for some senior directorates who have held special or sensitive position before retirement. The Association will continue to collaborate with HKSGOA and other government staff associations to express views to protect the interests of our members.*

Performance Appraisal

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

2.9 *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.*

2.10 *CSB Circular No.10/2009 issued in November last year 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*

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*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)*

*2.11 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 lower priorities irrespective 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.*

### *2009 Civil Service Pay Adjustment for Senior Civil Servants*

*2.12 The Association has actively involved and taken the lead to form an alliance with 22 other government professionals associations to raised our strong objection to the proposed pay adjustment of -5.38% under the Public Officers Pay Adjustment Bill submitted by the Government. We wrote letters to the Chief Executive, the Chairman of the Bills Committee, political parties and also all 60 LegCo members and arranged a series of lobbying sessions with different LegCo members to reflect our members’ disappointment and strong objection over the pay adjustment which would affect many of our Engineer Grade colleagues. I would like to take this opportunity to express my special thanks to Ir Dr. the Hon. Raymond HO for his full support rendered to us on this issue.*

*2.13 Although the downward pay adjustment was eventually effected after hot debates in the LegCo, valuable experience has been gained and the Association’s belief of “unity is power” has been reinforced. The Association has taken the*

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*opportunity to enhance and strengthen the collaboration platform among various government professionals associations and would continue to lead more collaboration initiatives on issues of common interests, and to protect and uphold members' interests.*

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

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

*3.2 Two civil service E recruitment exercises have been held in 2008 and 2009 respectively 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 Es/AEs 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 Es/AEs during the past years.*

*3.3 We advocate in-service recruitment among the serving NCSC Es/AEs 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 Es/AEs can be absorbed into the permanent civil service and a clear career ladder can be re-established for our engineering graduates.*

*3.4 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 Es/AEs have fully demonstrated their competence and suitability in joining the civil service and their years of previous NCSC/ACE(GTS) service should be*



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*taken full consideration into reduction of their probationary period/Agreement Terms under the "3+3" entry system.*

3.5 *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 is glad to note that CSB has recently proposed that the second limb of the "3+3" system (ie 3-year Agreement terms) will be removed and a new recruit will normally be considered for appointment on permanent terms upon satisfactory completion of the probation period, and the LegCo's support has been secured.*

3.6 *While the Association would monitor the implementation of the new and transitional arrangements of the entry system for newly recruited and serving civil service Es, the Association would also continue to explore with the Heads of Grades the possibility of further waiving of the probationary period for serving NCSC Es who are recruited as civil service Es, taking into account their relevant NCSC AE/E experience.*

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

4.1 *We have, in the past year, maintained close liaison with the Social Work Department and 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 previous visits to various parts of the Mainland. We have been actively arranging an upcoming visit to Xinjiang later this year to meet with the government officials and to visit the major infrastructures and sites thereat.*

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. Government Young Engineers Sub-Committee (GYES)**

5.1 *Our GYES has not only coordinated among engineering graduates and NCSC AEs/Es 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 and for the well being of the Society.*

5.2 *In the past year, GYES has continued to support 512 Young Engineers Alliance (512年青工程師大聯盟) to organize the School Rebuilding Campaign for 5.12 Earthquake Stricken Areas in Sichuan named “One Person One Square Metre” (「一人一平方、共建新學堂」). We are glad that the 1<sup>st</sup> school rebuilding project taken up by 512 Young Engineers Alliance in reconstructing the new school building of Yuanjia Keyu School in the district of Jingyang of the city of Deyang in Sichuan Province (四川省德陽市旌陽區袁家可育學校) has been completed and the new school building, installed with the latest technology of anti-seismic device and multi-media classrooms, was opened by the Chief Secretary, Mr TANG Ying-yen, GBM, GBS, JP on 1 September 2009. Apart from being actively involved in the fund raising and engineering working groups of the project, GYES also took part in organizing a 3 days-2 nights visit in Hong Kong for a delegation of 30 no. of teachers and students from Yuanjia Keyu School (四川省德陽市旌陽區袁家可育學校) and Yingxiu Primary School (四川省汶川縣映秀小學) in end January 2010. The aim of the visit was to allow the teachers and students from Sichuan to have a chance to retreat from the earthquake stricken areas and to know more about Hong Kong. The visit also allowed the Sichuan students to meet the young engineers as well as Hong Kong students, who have been their pen-pals since the disastrous earthquake, in person, and to enjoy visiting the Hong Kong Disneyland and the Science Museum together.*

5.3 *We would like to take this opportunity to thank everyone who has rendered the greatest and most generous support towards the School Rebuilding Campaign for Sichuan. Apart from the reconstruction work in Sichuan, we would also like to appeal to all colleagues to support all meaningful activities related to the rescue and reconstruction work in Qinghai after the 4.14 tragic and painful earthquake.*

5.4 *With the assistance from the Education, Science and Technology Department of Liaison Office of Central People’s Government in HKSAR, GYES has joined once again with the seven young sections of professional institutions*

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*and government staff associations in organizing a Guangzhou-Wuhan Express Rail Experience Tour in early March 2010. In the Experience Tour, our young engineers, while networking with their counterparts working in the private sector and in other engineering disciplines, had the opportunity to experience the efficiency that could be brought about by express mass transportation railway system and to appreciate the strategic planning of the railway network and its role to the inter-city developments in China.*

5.5 *GYES and the Association will continue to maintain collaboration with other institutions/associations with common objectives and organize meaningful events for our Members.*

### 6. **HKIE Activities**

6.1 *The Annual General Meeting of the HKIE has been scheduled for 28 June 2010 (Monday). The election of Vice-President and Elected Ordinary Members (EOM) for the 2009/10 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 votes.*

6.2 *Our Council Member, **Ir Eddie LEUNG Siu-kong**, will run for the HKIE EOM election in partnership with **Ir David CHANG Chung-hung** (Senior Geotechnical Engineer of CEDD and Chairman of CEDD Geotechnical Engineers' Association), **Ir CHOY Chun-chuen** (Senior Structural Engineer of ArchSD and Vice-Chairman of ArchSD Structural Engineers' Association).*

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. These candidates have the support of the 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.*



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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 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.*

### 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. CHOI Chun-ming)*

*Chairman*

*7 June 2010*



**Meeting with DCED on 8.4.2010**



**Meeting with DWS on 26.4.2010**





**The Reconstruction of Yuanjia Keyu School, Jingyang District, Deyang City, Sichuan Province**  
**(四川省德阳市旌阳区袁家可育学校)**  
**(Organised by 512 Young Engineers Alliance)**





**Visit to Hong Kong of Teachers and Students from  
 Yuanjia Keyu School (四川省德陽市旌陽區袁家可育學校) &  
 Yingxiu Primary School (四川省汶川縣映秀小學)  
 on 29 to 31 January 2010  
 (Organised by 512 Young Engineers Alliance)**





**Guangzhou-Wuhan Express Rail Experience Tour  
on 6 & 7 March 2010**