

**Annual Report for 2011/2012****1. Introduction**

1.1 *The Council was elected on 16 June 2011 at the 32<sup>nd</sup> AGM. During the 2011/12 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, staff resources, promotion prospects, alignment of performance appraisal for civil engineer grades, incremental credit for experience etc.*

1.4 *Our respectable Hon. President Ir Martin CHEUNG Kin-keung has proceeded to retirement on 5 February 2012. The Council is grateful to Ir CHEUNG's valuable service to the Council and the Association in the past years.*

**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 *Four civil service E recruitment exercises have been held since the lift of the civil service recruitment freeze in 2008. Last year, the Association has*

## HKSAR Government Civil Engineers Association

*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.*

### 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:*

#### Staff Resources

*3.2 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.*

*3.3 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 Grade Engineer posts in order to steer and uphold the timely delivery of the public infrastructure projects in view of the increased complexity/controversy.*

*3.4 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*

## HKSAR Government Civil Engineers Association

*period, and re-establishing the previous CEG-AE-E career path as soon as possible.*

### Promotion Prospects and Review of Multi-disciplinary Posts

3.5 *In the past years, we have been raising concerns of our members on the subject of the promotion prospects of the Engineer / Geotechnical Engineer Grade and advocating for more professionals to take up posts of the Administration.*

3.6 *Our Association welcomes the Management's proposal of declassification of multi-disciplinary posts as mainstream 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 implementation of the declassification proposal. We also advocate a further review on the remaining multi-disciplinary posts with previous occupancy by members of our Grade as the next step in improving the governance structure of the Administration.*

### Alignment of Performance Appraisal for Civil Engineer Grades

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

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

3.9 *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."*

## HKSAR Government Civil Engineers Association

3.10 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.

3.11 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)

3.12 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 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 Henan and Shaanxi from 9 to 13 March 2012. The delegates met with the Henan Association for Science and Technology and the construction and operation teams of Zhengzhou-Xian Express Rail and experienced the ride on the Express Rail. The delegates also visited interesting

## **HKSAR Government Civil Engineers Association**

*sites to learn about heritage and cultural preservation in Zhengzhou, Luoyang and Xian.*

*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 the 9 other Government Engineers Associations on issues of common interest. Our motto is “Unity is Power” and unity can lead to good result.*

*5.2 The victory of the Civil Service Engineers’ Team, comprising 9 candidates supported by 10 government engineers associations and Hong Kong Senior Government Officers Association (HKSGOA), in the 2011 Election Committee (EC) Engineering Subsector Election was a good demonstration of unity among the various engineer grades in the Government. The 9 elected EC Members has taken the golden opportunity for reflecting government engineers’ concerns in meetings with the CE-elect.*

*5.3 The Association will continue to work closely with the other Government Engineers Associations.*

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

*6.1 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.*

*6.2 Following the previous success in 2008, GYES has joined with 9 young sections of professional institutions and government staff associations in organizing the 2<sup>nd</sup> Sun-yat-sen University China Study Tour from 6 to 8 April 2012. Participants benefited 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 also had the opportunity to meet and network with their counterparts working in the private sector and in other engineering disciplines.*

## HKSAR Government Civil Engineers Association

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

### 7. Visits to the New Legislative Council Complex at Tamar

7.1 *The Association were thankful to our Hon. Adviser, Ir Dr. the Hon. Raymond HO, for inviting and guiding a tour for our members and colleagues to visit the new Legislative Council Complex at Tamar on 12 May 2012 (for GYES) and 19 May 2012 (for the Association). More than 80 no. of colleagues participated and enjoyed the visits.*

### 8. HKIE Activities

8.1 *The Annual General Meeting of the HKIE this year will be held on 21 June 2012 (Thur). 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.*

8.2 *Our Hon. President, **Ir Martin CHEUNG Kin-keung**, and Immediate Past Chairman, **Ir CHOI Chun-ming**, will run for the HKIE EOM election in partnership with **Ir Daniel YING Lee-wai** (Senior Electrical & Mechanical Engineer of Architectural Services Department).*

8.3 *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 government engineers associations. **Your Council therefore appeals to all Members for giving support to them.***

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

### 9. Membership Drive

9.1 *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.*

## HKSAR Government Civil Engineers Association

9.2 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.

### 10. End-Piece

10.1 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.

10.2 Finally, I look forward to receiving your unfailing support to the Association in the years ahead.

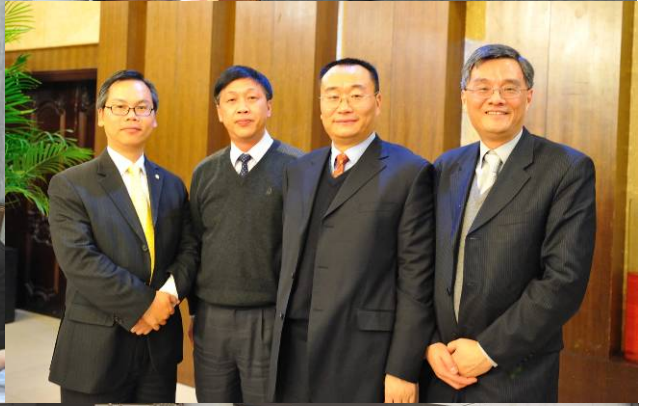
*By Order of the Council*



*( Ir IP Shing-tim )*

*Chairman*

*4 June 2012*



**Henan and Shaanxi Visit from 9 to 13.3.2012**





**Sun-yat-sen University China Study Tour from 6 to 8.4.2012**



**Visits to the New LegCo Complex at Tamar on 12&19.5.2012**



## Civil Service Engineers' Team in the 2011 Election Committee Engineering Subsector Election