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## Memorandum

Ref TH/as/2240  
Date 18 December 2013  
From Thomas Ho  
To Ms Doris Ho, JP  
Head, Policy and Project Co-ordination Unit  
Government of the HKSAR  
Subject **Public Engagement Exercise on Population Policy**

Dear Doris,

Many thanks for coming to LAB to explain the strategy.

In the area of Construction, I feel that the supplementary importation scheme is only a short term fix for the next 3-4 years.

Long term we need to train up the 10,000 experienced workers like Germany and UK.

My letter to the Chairman of CIC explaining my rationale is attached.

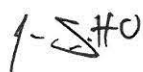
In terms of Productivity, as I explained, the Industry had a drop from 90s to now: -

90s – 1000 workers are doing 780m worth of work  
Now – 1000 workers are only doing around 600-650m

HK should have their core skills back.

1. Cut and bend – both UK, Australia, Singapore are having around 80%-90% cut and bend facilities for their construction industry and HK had got none. By having cut and bend, this can help to save 40% of the steel fixers contents.
2. Precast and prefabrication facilities in HK – for the last 12 months the cost of precast façade had doubled because of fuel cost, transportation cost, etc and HK should have their own yard. The construction cost is now too high.
3. Singapore is adopting BIM as their national strategy to improve on productivity and HK should do the same. This could attract youngsters into the industry.

Regards



Thomas Ho, JP  
Member, Labour Advisory Board





香港建築扎鐵商會有限公司

HONG KONG BAR-BENDING CONTRACTORS ASSOCIATION, LIMITED

檔案編號外文 0801

香港建造商會

會長

何安誠 太平紳士

尊敬的何會長鈞鑒：

十大基建已進入高峰期，公私營房屋也加快興建，導致扎鐵人手嚴重短缺，目前行業工人持有紮鐵大工的熟練工人根本不能滿足現時的建造工程，本會多年來致力興建造業議會緊密聯繫培育新人入行，但仍未能滿足行業的人力需求，入行不足一年之學徒被個別不良散工蛇頭乘機以不供強積金及避稅為名招攬充當大工做散工，每日支取 HK\$1,530.00 大工工資，事情這樣發展下去，將會影響建築業界優良傳統的典範，現將問題列出如下：

1. 安全：入行不足一年之學徒便充當大工，對地盤的運作經驗有限，導致工傷多是難以避免的。
2. 成本：學徒支取每日 HK\$1,530 的大工工資，以判價計算生產量，每工虧損過千元，這樣繼續下去，承判商還能生存多久？到頭來又是建築公司與承判商的共同損失。
3. 承判商要求散工蛇頭及散工供強積金，散工蛇頭便不會派散工到地盤開工，而建築公司逾期又要罰款，因此承判商唯有無奈地接受，散工而不供強積金將會引致無法估計的風險。
4. 工商兩會公佈由 2014 年 5 月 1 日起假日如需開工，需收取 1 倍半工資，但目前已有個別建築商為了加快工程進度於假日開工經已提前支付 1½ 工計算。
5. 工商兩會公佈由 2014 年 5 月 1 日起蛇頭服務費每工為 HK\$40，但蛇頭在 2013 年 6 月起至今已收取每工 HK\$40 之服務費，從原來每工 HK\$20 增加至 HK\$40，增幅是以倍數計，唯承判商為了依期完成扎鐵工程，也都無奈地支付。

由於個別建築公司地盤需指定安排相當人數於地盤，建築公司管理人員聲稱如承判商不能達到指定的人數在地盤，將會不發放糧款，承判商被迫聘請非熟練工人。

在這樣的情況下，本會懇請建造商會及各建築公司理解及支持，並給予兩星期的時間糾正目前扎鐵行業面對的問題，並希望貴商會能早日安排會議討論上述相關之問題。

如蒙府允，本會至深荷感。

本會誠待以覆！

謹此專函 並頌

鈞安！

抄送：

發展局、勞工處、積金局、  
各大建築公司、建造業總工會



會長：莫想深

2013 年 11 月 18 日



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香港建造商會  
Hong Kong Construction Association

Ref: 0200020400

17 December 2013

Mr LEE Shing See, GBS, OBE, JP  
Chairman  
Construction Industry Council  
15/F Allied Kajima Building  
138 Gloucester Road  
Wanchai, HK

**By fax and by post**  
2100 9090

Dear

SS,

We have conducted another snapshot survey on 5 Nov and as compared with the survey in April there was a deterioration of 1 percent in the experienced labour shortage.

The shortage of skilled workers for new works are projected to be around 10,000.

The shortage is acute and it is projected the next 6 months could be worse.

At the same time we have received a letter from the rebar benders association and pointed out the semi-skilled workers are causing safety, productivities and more alarming not paying for MPF etc.

This could be the tip of the iceberg.

We are also aware in the continuous monitoring by MTR, there could be a shortage of some 4000 and 5000 experienced workers within their projects. They have also observed some semi-skilled are working as skilled workers.

In addition to seeking help from CIC to assist in easing the labour shortage problem we explore whether we can change the strategy from training semi-skilled to skilled?

We believe the environment is right and we should have structural training like Germany or UK and train up the 10,000 experienced workers in the next 3-4 years' time.

As now a concreter is earning around 1800 per day, a steel fixer around the same and the carpenter 2500.

The SLS is only a short term fix.

We are very pleased with the Government commitment of the 70 billion plus work for the next 10 years and we should plan for our future.

Long term we should train up a sustainable work force for this Golden Era.

# 香港建造商會

## Hong Kong Construction Association

We are not lacking of funding as each year we are spending some 500 m for training either from the training levy collected or the 320 m fund from the HKSAR.

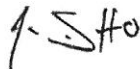
We feel that we could enlarge and expand the "First-hire-then-train" scheme (先聘請後培訓計劃) to 3-4 years and say pay the trainee well to attract them, for example:-

First year	15,000 per month
Second year	20,000 per month
Third year	25,000 per month...

I am quite sure there are challenges ahead in this proposed scheme, however, we believe we need to start somewhere. The SLS may not help us forever!

The above is only a proposal and please be assured that HKCA are ready to contribute.

Regards



Thomas Ho  
President

cc. CIC members

Hon Abraham Shek, GBS, JP, Member, Legislative Council (Fax: 2588 1623)

Hon Dr Lo Wai Kwok, Member, Legislative Council (Fax: 2539 0621)

Hon Tony Tse, Member, Legislative Council (Email: [info@tonytsewaichuen.com](mailto:info@tonytsewaichuen.com))

# Survey Findings on Shortage of Registered Skill Workers (RSW) as at 5 Nov 2013

up to 4 Dec 2013 returns

## Survey Summary

		HKCA	
		1-Nov-12	10-Apr-13
No. of Members Reponded	a	20	18
No. of Projects	b	173	159
Number of RSW on Site	c	32,248	24,428
Estimated Shortage of RSW	d	4,876	3,831
Total RSW Required	e = c + d	37,124	28,259
% of RSW Shortage	f = d/c	15.12%	15.68%
<b>CWRA Records</b>			
Construction Workers on Sites	g	65,616	59,456
% of the Surveyed Construction Workers	h = c/g	49.15%	41.09%
Estimated Total RSW Shortage	i = g/f	9,921	9,324

Estimated Total Number of RSW required in 6 & 12 months in future

6 month ahead	10 Oct 2013	17,600
12 months ahead	10 April 2014	14,327

## Survey Result

		HKCA
		5-Nov-13
		16
		153
		24,307
		4,064
		28,371
		16.72%
* estimated		60,000
		40.51%
		10,032
5 May 2014		21,480
5 Nov 2014		18,966

## Top 20 Trades with the highest shortage in terms of numbers

Trade Code	Trade Name	Surveyed No. of RSW on Site	Estimated Shortage of RSW	Shortage %	Estimated Total Shortage based on 40% sample size
		j	k	l = k/j	m = k/h
C304	Bar Bender and Fixer	1,055	285	27%	704
C307a	Carpenter (Formwork-Building Construction)	719	269	37%	664
E305	Electrical Fitter	937	246	26%	607
C309	Concretor	319	158	50%	390
C318	General Welder	797	153	19%	378
C307b	Carpenter (Formwork-Civil Construction)	282	147	52%	363
C341	Rigger/Metal Formwork Erector	563	139	25%	343
C337	Plasterer	418	126	30%	311
C323	Leveller	455	101	22%	249
C305	Bricklayer	118	88	75%	217
C328	Metal Worker	316	80	25%	197
C338	Plumber	460	78	17%	193
C329	Painter and Decorator	325	73	22%	180
C346	Structural Steel Welder	143	63	44%	156
C326	Mason	70	58	83%	143
E314	Refrigeration/Airconditioning/Ventilation Mechanic	243	55	23%	136
C314	Drainlayer	229	52	23%	128
C322	Joiner	88	49	56%	121
C325	Marine Construction Plant Operator / Worker	216	49	23%	121
C327	Metal Scaffolder	145	46	32%	114

Trade Code	Trade Name	05-Nov-2013			
		Surveyed No RSW on Site	Estimated Shortage of RSW	Total RSW Required	Shortage %
		a	b	c = a+b	d = b/a
C406	General Worker / Labourer	13,211	1,110	14,321	8%
C304	Bar Bender and Fixer	1,055	285	1,340	27%
C307a	Carpenter (Formwork-Building Construction)	719	269	988	37%
E305	Electrical Fitter	937	246	1,183	26%
C309	Concretor	319	158	477	50%
C318	General Welder	797	153	950	19%
C307b	Carpenter (Formwork-Civil Construction)	282	147	429	52%
C341	Rigger/Metal Formwork Erector	563	139	702	25%
C337	Plasterer	418	126	544	30%
C323	Leveller	455	101	556	22%
C305	Bricklayer	118	88	206	75%
C328	Metal Worker	316	80	396	25%
C338	Plumber	460	78	538	17%
C329	Painter and Decorator	325	73	398	22%
C346	Structural Steel Welder	143	63	206	44%
C326	Mason	70	58	128	83%
E314	Refrigeration/Airconditioning/Ventilation Mechanic	243	55	298	23%
C314	Drainlayer	229	52	281	23%
C322	Joiner	88	49	137	56%
C325	Marine Construction Plant Operator / Worker	216	49	265	23%
C327	Metal Scaffolder	145	46	191	32%
C324	Marble Worker	170	45	215	26%
C310	Construction Plant Mechanic	230	39	269	17%
E306	Fire Service Mechanic	131	39	170	30%
C303	Bamboo Scaffolder	150	38	188	25%
C348	Trackworker	4	35	39	875%
C404	Bar Bender and Fixer	44	35	79	80%
C339	Rock Breaking Driller	58	30	88	52%
C407b	Carpenter (Formwork-Civil Construction)	17	30	47	176%
C345	Structural Steel Erector	127	29	156	23%
C319	Glazier	88	28	116	32%
C333b	Plant and Equipment Operator (Excavator)	246	24	270	10%
C302	Asphalter (Road Construction)	58	19	77	33%
C349a	Truck Driver (Heavy goods vehicles)	96	19	115	20%
E303	Cable Jolter (Power)	73	18	91	25%
E311	Overhead Linesman	54	18	72	33%
E310	Mechanical Fitter	138	16	154	12%
C441	Rigger/Metal Formwork Erector	11	13	24	118%
C334b	Plant and Equipment Operator (Gantry Crane)	14	12	26	86%
C335	Plant and Equipment Operator (Piling)	60	12	72	20%
C409	Concretor	34	11	45	32%
C335a	Plant and Equipment Operator (Bored Pile)	12	10	22	83%
E405a	Control Panel Assembler	3	10	13	333%
C334d	Plant and Equipment Operator (Truck-mounted Crane)	63	9	72	14%
C347	Tiler	120	9	129	8%
C313	Diver	21	8	29	38%
C405	Bricklayer	6	8	14	133%
C334a	Plant and Equipment Operator (Crawler-mounted Mobile Crane)	89	7	96	8%
C311	Curtain Wall Installer	42	6	48	14%
C423	Leveller	44	6	50	14%
C320	Ground Investigation Operator/Driller/Borer	111	5	116	5%
C407a	Carpenter (Formwork-Building Construction)	27	5	32	19%
C418	General Welder	64	5	69	8%
C420	Ground Investigation Operator/Driller/Borer	10	5	15	50%
E405b	Electrical Wireman	7	5	12	71%
C330a	Piling Operative (Bored Pile)	30	4	34	13%
E306a	Fire Service Electrical Fitter	2	4	6	200%
E305b	Electrical Wireman	2	3	5	150%
C330	Piling Operative	8	2	10	25%
C331	Pipelayer	38	2	40	5%
C333c	Plant and Equipment Operator (Loader)	16	2	18	13%
C349c	Truck Driver (Medium goods vehicles)	32	2	34	6%
C350	Window Frame Installer	10	2	12	20%
C410	Construction Plant Mechanic	5	2	7	40%
C437	Plasterer	5	2	7	40%
C321	Grouting Worker	8	1	9	13%
C333d	Plant and Equipment Operator (Mini-loader)	14	1	15	7%
C349b	Truck Driver (Special purpose vehicles)	3	1	4	33%
E314a	Refrigeration/Air-conditioning/Ventilation Mechanic (Air System)	7	1	8	14%
E314b	Refrigeration/Air-conditioning/Ventilation Mechanic (Electrical control)	13	1	14	8%
E314c	Refrigeration/Air-conditioning/Ventilation Mechanic (Thermal Insulation)	-	1	1	
C351	Tunnel Worker	223	-	223	

Trade Code	Trade Name	05-Nov-2013			
		Surveyed No RSW on Site	Estimated Shortage of RSW	Total RSW Required	Shortage %
		a	b	c = a+b	d = b/a
C333	Plant and Equipment Operator	73	-	73	
C427	Metal Scaffolder	31	-	31	
C334c	Plant and Equipment Operator (Tower Crane)	29	-	29	
C333e	Plant and Equipment Operator (Miniloader With Attachments)	25	-	25	
C336a	Plant and Equipment Operator (Tunneling) Jumbo Drilling	21	-	21	
E309a	Lift mechanic	21	-	21	
C343	Shotfirer	14	-	14	
C333a	Plant and Equipment Operator (Bulldozer)	13	-	13	
C336c	Plant and Equipment Operator (Tunneling) - Segment Erection	12	-	12	
C432	Builder's Lift Operator	12	-	12	
C334e	Plant and Equipment Operator (Wheeled Telescopic Mobile Crane)	10	-	10	
C301	Asphalter (Waterproofing)	9	-	9	
E306b	Fire Service Mechanical Fitter	9	-	9	
C312a	Demolition Worker (Building)	8	-	8	
C357	Plant and Equipment Operator (Suspended Working Platform)	8	-	8	
C447	Tiler	8	-	8	
C336b	Plant and Equipment Operator (Tunneling) - Locomotive Operation	6	-	6	
C438	Plumber	6	-	6	
E375	Gas Installer	6	-	6	
E406a	Fire Service Electrical Fitter	6	-	6	
C429	Painter and Decorator	5	-	5	
C340	Prestressing Operative	3	-	3	
C403	Ba mboo Scaffolder	3	-	3	
E305a	Control Panel Assembler	3	-	3	
E406b	Fire Service Mechanical Fitter	3	-	3	
C308	Concrete Repairer (Spalling Concrete)	2	-	2	
C349d	Truck Driver (Articulated vehicles)	2	-	2	
C454	Painter (Texture-Spray)	2	-	2	
C330b	Piling Operative (Percussive Pile)	1	-	1	
C335b	Plant and Equipment Operator (Percussive Pile)	1	-	1	
C342	Shotcretor	1	-	1	
C355	Paving Block Layer	1	-	1	
C422	Joiner	1	-	1	
C424	Marble Worker	1	-	1	
C428	Metal Worker	1	-	1	
E309b	Escalator Mechanic	1	-	1	
E314d	Refrigeration/Air-conditioning/Ventilation Mechanic (Unitary System)	1	-	1	
E324	Communication System Mechanic	1	-	1	
E314e	Refrigeration/Airconditioning/Ventilation Mechanic (Water System)	-	-	-	
E414a	Refri./Air-con./Ventilation Mechanic (Air System)	-	-	-	
C414	Drainlayer	-	-	-	
C450	Window Frame Installer	-	-	-	
E410	Mechanical Fitter	-	-	-	
E414d	Refri./Air-con./Venti. Mechanic (Unitary System)	-	-	-	
E414b	Refri./Air-con./Venti. Mech. (Electrical control)	-	-	-	
C352	Asbestos Abatement Worker	-	-	-	
E414e	Refri./Air-cond./Venti. Mechanic (Water System)	-	-	-	
E323	Building Security System Mechanic	-	-	-	
E414c	Refri./Air-con./Venti. Mech. (Thermal Insulation)	-	-	-	
E424	Communication System Mechanic	-	-	-	
C316b	Floor Layer (Timber Flooring)	-	-	-	
C426	Mason	-	-	-	
C347a	Tiler (Mosaic)	-	-	-	
C306	Carpenter (Fender)	-	-	-	
C336d	Plant and Equipment Operator (Tunneling) - Tunnel Boring Machine	-	-	-	
C347b	Tiler (Tile)	-	-	-	
C353	Hand-dug Caisson Worker	-	-	-	
C356	Plant and Equipment Operator (Demolition) - Excavator	-	-	-	
C419	Glazier	-	-	-	
E423	Building Security System Mechanic	-	-	-	
C312b	Demolition Worker (Unauthorized Building Works)	-	-	-	
C316	Floor Layer	-	-	-	
C316a	Floor Layer (PVC Flooring)	-	-	-	
C416	Floor Layer	-	-	-	
C416a	Floor Layer (PVC Flooring)	-	-	-	
C416b	Floor Layer (Timber Flooring)	-	-	-	
C445	Structural Steel Erector	-	-	-	
		24,307	4,064	28,371	
		Shortage %		16.72%	