

By post and by fax at 2521 9682

29 May 2018

Mr WONG Wai Lun Michael JP
Secretary for Development
Works Branch
Development Bureau
Government Secretariat
West Wing, Central Government Offices
2 Tim Mei Avenue, Tamar, Hong Kong

Dear Mr WONG

Development Bureau - Draft Management Handbook for Direct Employment of Resident Site Staff by Consultants for Public Works Projects

Thank you for inviting the Institution to provide views on the captioned subject. We are pleased to provide herewith our views and suggestions on the subject matters for your consideration.

Thank you for your attention.

Yours sincerely



Monica YUEN (Mrs)
Chief Executive & Secretary
The Hong Kong Institution of Engineers

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MY/ML

Enclosure

**Views from the Hong Kong Institution of Engineers
on Draft Management Handbook for Direct Employment of Resident Site Staff
by Consultants for Public Works Projects**

The Hong Kong Institution of Engineers (HKIE) takes pride in the quality of site supervision and Resident Site Staff (RSS) team who are the key assets of Hong Kong's development and construction industry. They are widely recognised and well respected around the world, and their work quality has also been well recognised in overseas projects. For example, in the Belt and Road Summit organised by the Hong Kong Trade Development Council in May 2016, Mr ZHANG Dejiang, Chairman of the Standing Committee of the National People's Congress of the People's Republic of China, also gave a remark on the good quality of building construction done by the Hong Kong's consultants in Nepal. Therefore, we are of the view that the new RSS management policy shall not pose dis-engagement of RSS and new talents to join as RSS. With the slowdown of infrastructural constructions in coming years, there have been fewer new talents joining as RSS in the past years, which poses a concern on manpower to maintain the RSS capacity.

2. It is critical to note that RSS is under the Consultants' direct employment and the Consultants should be responsible for the performance of RSS. It is recommended that the Development Bureau (DevB) to remind the Managing Departments to play the role of guarding against unfair recruitment, but not direct the Consultants on how they select the most suitable staff. While the Consultants will make submissions to the Managing Departments prior to the recruitment process for information, the Managing Departments will retain a right to object with reasons but not for approval as it may take a lot of time for justification and substantiation.

3. We note that the draft Management Handbook may require more upfront administrative work for the Consultants to submit to the Managing Departments prior to commencement of the recruitment process. The HKIE suggests that the DevB may remind the Managing Departments to proceed with the commencement of the recruitment process pending for refinement of details of the Consultants' submissions.

4. In the current situation, it is aware that the Managing Departments may take longer time to approve the RSS establishment proposed by the Consultants in order to compare the RSS cost with detailed pre-tender estimation, which may shorten the period available for the Consultants to recruit RSS. As the advertisement and interview process take time and the selected candidates would also require time before taking up the new appointment, the Consultants always face the difficulty of not having adequate RSS on board to supervise a construction contract in the initial period. The HKIE suggests that the Managing Departments may consider reviewing the current mechanism to assist the Consultants in timely recruiting RSS and address their difficulty.

5. On the other hand, it is suggested that the fairness in performance management of the RSS database across different firms should be maintained.