

LEGISLATIVE COUNCIL BRIEF

Construction Workers Registration Ordinance (Cap. 583)

Construction Workers Registration (Exemption) Regulation

Construction Workers Registration Ordinance (Amendment of Schedules 1 and 1A) Notice 2016

INTRODUCTION

A Under section 63A of the Construction Workers Registration Ordinance (Chapter 583) (CWRO), the Secretary for Development (SDEV) has made the Construction Workers Registration (Exemption) Regulation (“the Exemption Regulation”) (**Annex A**) to exempt specified construction work and persons from the application of certain prohibition provisions of CWRO.

B 2. Under section 65 of CWRO, SDEV has also made the Construction Workers Registration Ordinance (Amendment of Schedules 1 and 1A) Notice 2016 (“the Amendment Notice”) (**Annex B**) to amend Schedule 1 of CWRO to increase the number of designated trade divisions from 139 to 142, to amend Schedule 1A of CWRO to provide for the relevant work across arrangements, and to provide relevant transitional arrangements.

BACKGROUND AND JUSTIFICATIONS

3. CWRO was enacted in July 2004. Its prohibition requirements are implemented in phases. Phase one prohibition¹ was smoothly implemented in September 2007. The remaining phase of prohibition, which is yet to be implemented, is commonly called

¹ Unregistered workers are prohibited from carrying out construction work on construction site.

“designated workers for designated skills” requirement² (DWDS requirement).

4. In anticipation that some stakeholders would encounter difficulties upon implementation of the DWDS requirement, we introduced the Construction Workers Registration (Amendment) Ordinance 2014³ (CWR(A)O) to LegCo in April 2014. After scrutiny by LegCo, CWR(A)O was enacted on 18 December 2014 and took effect on 1 April 2015.

5. CWR(A)O has pre-set the commencement date for the DWDS requirement at two years following the commencement of CWR(A)O in order to set a clear goal for the construction industry to prepare for it. With CWR(A)O took effect on 1 April 2015, the DWDS requirement will come into operation⁴ on 1 April 2017⁵.

6. CWR(A)O has also added section 63A to CWRO to empower SDEV making a regulation to exempt specified construction work and persons from the DWDS requirement. Details of the exemption proposal have been worked out and consulted with stakeholders. Before finalising the exemption proposal, we comprehensively reviewed the details in early 2016 and consulted the Construction Workers Registration Board (CWRB)⁶ as well as other key stakeholders including trade associations and labour unions.

² The DWDS requirement forbids any registered worker from carrying out skill work unless the worker is a registered skilled/semi-skilled worker of relevant trade division or under instruction and supervision of another person who is a registered skilled/semi-skilled worker of the relevant trade divisions. The provisions under CWRO that are not yet in operation, including sections 3(2) to (4), 4, 5(Partly), 6(Partly) and 48(1)(b) to (d), are related to DWDS requirement.

³ The key features of CWR(A)O are set out in the LegCo Brief of the relevant Bill issued in April 2014.

⁴ For the DWDS requirement to come into operation on 1 April 2017, all the provisions under CWRO that are not yet in operation are to commence by a commencement notice, while all the remaining provisions under CWR(A)O are to commence pursuant to its section 1(3).

⁵ CWR(A)O has pre-set that the DWDS requirement will not apply to specified maintenance work and minor construction work on 1 April 2017 to facilitate gradual adaptation by stakeholders. We will closely monitor the implementation of the DWDS requirement and widely consult stakeholders before SDEV considers appointing an appropriate day to extend the DWDS requirement to all construction work.

⁶ The Construction Workers Registration Board is formed under the Construction Industry Council to perform the registration function under CWRO.

7. Further, CWR(A)O has revamped the construction workers registration system⁷. In formulating the amendment proposal, the Construction Industry Council (CIC) have received requests for addition of other trade divisions, including “false ceiling installer”, “partition (metal frame) installer” and “cable jointer (dead cable)” (Three Trade Divisions) but there was insufficient time to process the requests before the finalisation of the amendment proposal in April 2014. After due deliberation, CIC and industry stakeholders have recently reached consensus to add the Three Trade Divisions. On 11 May 2016, CIC formally requested SDEV to amend CWRO for addition of the Three Trade Divisions.

The Exemption Regulation

8. Pursuant to section 63A of CWRO, SDEV has made the Exemption Regulation to provide exemption from the DWDS requirement in three aspects, namely “emergency construction work”, “small scale construction work” and “persons who are exempted under other specified ordinances”.

Exemption for “Emergency Construction Work”

9. To allow contractors taking immediate action under emergency situation in the interests of the public, the Exemption Regulation exempts specified emergency construction work from the DWDS requirement for a period of 72 hours counting from the time at which the responsible contractor becomes aware of the emergency. Upon becoming aware of the emergency, the contractor must notify CIC of the commencement of the emergency work within 48 hours, and must submit a record of the emergency work to CIC within 96 hours.

10. In devising the proposed exemption for emergency construction work, we have taken into account all relevant factors including necessity, trade practice and safety consideration⁸. The specified emergency construction work includes the emergency work for saving human life, preventing personal injury, preventing damage to property, or preventing serious interruption or disruption to a public transport system or utility service. After due discussions and

⁷ CWR(A)O has revamped the registration system to change the registration basis from “trade” to “trade division”, to create new “trade divisions”, as necessary, to allow concerned workers to register under their respective modular skills, to allow skilled workers working across similar “skills”, and to create “master” trade division for registration encouraging development of multiple skills. It has modified the 99 trades under CWRO Schedule 1 to 37 trades and 139 trade divisions.

⁸ Details are set out in paragraph 3 of LegCo Paper No. CB(1)163/16-17(01).

consultation with stakeholders, the skill work to be exempted is limited to the ones involving the skills of the 47 designated trade divisions at Schedule 1 of the Exemption Regulation. In addition, the proposed exemption will not in any way waive the legal liabilities⁹ of relevant proprietors/employers in safeguarding the safety and health of workers/employees at work.

Exemption for “Small scale Construction Work”

11. According to the construction trade practices, some small scale construction work only requires relatively lower skill level of various trade divisions and is normally carried out by registered general workers. These general workers may not possess the full skill set or attain the required skill level to register under the relevant trade divisions involved in their work. To allow these general workers to continue their work, the Exemption Regulation exempts certain small scale construction work from the DWDS requirement. Similar to the exemption for emergency construction work, the skill work to be exempted is limited to the ones involving the skills of the 47 designated trade divisions at Schedule 1 to the Exemption Regulation. Details of the exemption, worked out after due discussions in the Task Force on Amendments to CWRO¹⁰ and consultation with stakeholders, are at Schedules 2 and 3 to the Exemption Regulation.

Exemption for Person already Exempted under other Specified Ordinances

12. In order not to affect the operation of the existing exemptions under the Gas Safety (Registration of Gas Installers and Gas Contractors) Regulations (Cap. 51D), the Electricity Ordinance (Cap. 406) and the Lifts and Escalators Ordinance (Cap. 618), the Exemption Regulation exempts a person from the DWDS requirement as and when the person is already exempted similar requirement under these Ordinances¹¹.

⁹ The Factories and Industrial Undertakings Ordinance (Cap. 59) and the Occupational Safety and Health Ordinance (Cap. 509) have set out the legal requirements for proprietors/employers to protect the safety and health of workers/employees at work, including those engaged in emergency construction work and rescue work.

¹⁰ Members of the Task Force include the Development Bureau, CIC, The Real Estate Developers Association of Hong Kong, The Hong Kong Construction Association, The Hong Kong Federation of Electrical and Mechanical Contractors Limited, Hong Kong Construction Sub-Contractors Association, Hong Kong General Building Contractors Association, Hong Kong Construction Industry Employees General Union, The Federation of Hong Kong Electrical and Mechanical Industries Trade Unions and Construction Site Workers General Union.

¹¹ We have explained to the Bills Committee for the Bill of CWR(A)O the exemption for person already exempted under other specified ordinances vide LegCo Paper No. CB(1)1684/13-14(03) (response to paragraph 8 refers).

Addition of Trade Divisions

13. Based on CIC's request as stated in paragraph 7 above, SDEV has made the Amendment Notice pursuant to section 65 of CWRO to amend Schedule 1 of CWRO for adding the Three Trade Divisions, to amend Schedule 1A of CWRO to provide for the relevant work across arrangements¹², and to provide relevant transitional provisions¹³. The description of skills, registration qualifications and work across arrangements of the Three Trade Divisions are at **Annex C**.

14. The skills of "false ceiling installer" and "partition (metal frame) installer" are not covered under CWRO. The addition of these two trade divisions was initiated by the relevant labour union in late 2013. Based on the established mechanism¹⁴ of adding new trade divisions, CIC has scrutinised the labour union's request and industry consensus was reached in May 2016.

15. In addition, according to existing trade practices, there are workers who may concentrate only on the skill of "cable jointer (dead cable)" which is a modular skill of an existing trade division "cable jointer (power)". The addition of this trade division was initiated in late 2013 by a working group of CIC in order to facilitate these workers to seek registration to meet the DWDS requirement. This trade division was not added at that time to CWR(A)O because more time was required to consult industry stakeholders. In May 2016, industry consensus was reached for such addition.

16. To recognize the working experience and ensure smooth transition of senior workers, based on CIC's request, the Amendment Notice introduces a one-off grandfathering arrangement for those workers of the Three Trade Divisions who will have possessed an aggregate of not less than 10 years' relevant work experience upon addition of the Three Trade Divisions. Following similar arrangement under CWR(A)O, eligible workers may directly apply for registration as registered skilled workers of the relevant new trade divisions within 18 months upon the addition of the Three Trade Divisions. Late

¹² The work across arrangement is stipulated under section 3A of CWRO, which allows registered skilled workers of certain trade divisions to carry out the skilled work of other specified trade division(s) of similar work nature, but not to provide instruction and supervision to other workers for such work. The work across arrangement is applicable to the relevant trade divisions specified in Schedule 1A of CWRO.

¹³ Pursuant to section 65 of CWRO, SDEV may by notice published in the Gazette amend the Schedules of CWRO, and that notice may contain any incidental, supplementary, consequential, transitional or saving provision that may be necessary or expedient due to the notice.

¹⁴ The established mechanism of adding new trade divisions was stated in paragraph 10 of our LegCo Paper No. CB(1)1583/13-14(05) submitted to the Bills Committee of the Bill of CWR(A)O.

application is acceptable only if a fair and reasonable reason exists.

THE EXEMPTION REGULATION AND AMENDMENT NOTICE

17. The main provisions of the Exemption Regulation are as follows –

- (a) **Part 1** contains preliminary provisions. It provides for the commencement of the Exemption Regulation and the definition of expression used in the regulation.
- (b) **Parts 2 and 3** contain provisions relating to the exemptions for emergency construction work and small scale construction work (paragraphs 9 to 11 above refer).
- (c) **Part 4** contains provisions relating to the exemption for persons already exempted under other specified ordinances (paragraph 12 above refers).

18. The main provisions of the Amendment Notice are as follows –

- (a) **Part 1** contains preliminary provisions. It provides for the commencement of the Amendment Notice.
- (b) **Part 2** contains provisions to amend Schedule 1 of CWRO to increase the number of designated trade divisions from 139 to 142, and to amend Schedule 1A of CWRO to provide for the work across arrangements (paragraphs 13 to 15 above refer).
- (c) **Part 3** contains transitional provisions required due to the amendments to the Schedule 1 of CWRO, including, inter alia, the one-off senior workers registration arrangements for the Three Trade Divisions (paragraph 16 above refers).

LEGISLATIVE TIMETABLE

19. The legislative timetable is as follows –

Publication in the Gazette	9 December 2016
Tabling in LegCo	14 December 2016
Commencement Date	1 April 2017 ¹⁵

IMPLICATIONS OF THE PROPOSAL

20. The proposal is in conformity with the Basic Law, including the provisions concerning human rights. On economic implications, the Exemption Regulation can facilitate the smooth implementation of the DWDS requirement under CWRO, which would enhance the quality and standards of the construction industry to the benefit of the long-term development of the sector. The proposal has no financial and civil service, productivity, environmental, sustainability or family implications. The proposal does not affect the current binding effect of CWRO or its subsidiary legislation.

PUBLIC CONSULTATION

21. For the Exemption Regulation, we conducted extensive discussions and consultation with relevant industry stakeholders during the process of formulating the CWR(A)O from 2010 to 2013, amounting to more than 100 meetings (including 5 sessions of construction industry-wide consultation forums which are opened to the general public). We also consulted CWRB as well as other key stakeholders including trade associations and labour unions in early 2016 before finalising the regulation.

22. For the Amendment Notice, CIC conducted extensive discussions and consultation with the relevant industry stakeholders, and have reached consensus with the stakeholders before requesting SDEV to amend CWRO for adding the Three Trade Divisions.

23. On 8 November 2016, we briefed the LegCo Panel on Development on the enactment of the Exemption Regulation and the addition of the Three Trade Divisions under CWRO, and the legislative timetable. No objection was raised to the proposal.

¹⁵ For the Amendment Notice, pursuant to its section 1(1) and subject to its section 1(2), it is to commence on 1 April 2017. For the Exemption Regulation, pursuant to its section 1(1) and subject to its section 1(2), it is to commence on the date on which section 3(2) of CWRO comes into operation. SDEV will make a commencement notice by early 2017 to effect the remaining provisions (including section 3(2)) of CWRO on 1 April 2017.

PUBLICITY

24. A spokesperson will be available to handle the media and public enquiries.

25. For implementing the Exemption Regulation and the Amendment Notice, CIC will launch a series of publicity and promotional activities aiming at giving industry stakeholders a better understanding of the requirements. Preliminary activities include issuing relevant guidelines, launching a smartphone application to disseminate useful information, promoting key requirements at construction sites and conducting briefing sessions for industry stakeholders.

26. For information, to prepare for implementing the DWDS requirement under CWRO on 1 April 2017, CIC launched an extensive publicity and promotional campaign since January 2015. Details of the publicity and promotional activities are set out at **Annex D**.

D

ENQUIRIES

27. For enquiries, please contact Mr. Dominic CHOW, Principal Assistant Secretary for Development (Works)¹ at 3509 8275.

Development Bureau
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Construction Workers Registration (Exemption) Regulation

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Construction Workers Registration (Exemption) Regulation

(Made by the Secretary for Development under section 63A of the
Construction Workers Registration Ordinance (Cap. 583))

Part 1

Preliminary

1. Commencement

- (1) Subject to subsection (2), this Regulation comes into operation on the day on which section 3(2) of the Construction Workers Registration Ordinance (Cap. 583) comes into operation.
- (2) Items 25 and 31 of Schedule 1 and items 14 and 18 of Schedule 3 come into operation on the expiry of 24 months beginning on the day on which section 3(2) of the Construction Workers Registration Ordinance (Cap. 583) comes into operation.

2. Interpretation

In this Regulation—

required skills (規定技能), in relation to a designated trade division, means the skills described in column 3 of Schedule 1 to the Ordinance opposite the trade division.

Part 2

Exemption for Emergency Construction Work

3. Interpretation of Part 2

In this Part—

controller (主管), in relation to a construction site, means—

- (a) the principal contractor for the site; or
- (b) if there is no principal contractor for the site, a person who has control over, or is in charge of, the site;

emergency work (緊急工作) means any construction work reasonably required to be carried out immediately on a construction site due to an emergency, for one or more of the following purposes—

- (a) saving human life;
- (b) preventing personal injury;
- (c) preventing damage to property;
- (d) preventing serious interruption or disruption to a public transport system or utility service;

material time (關鍵時間), in relation to any emergency work on a construction site, means the earliest time at which a controller of the construction site becomes aware of the emergency due to which the work is required.

4. Exemption for emergency work

- (1) This section applies to any emergency work that—
 - (a) involves any required skills of a designated trade division specified in column 2 of Schedule 1 (*Schedule 1 required skills*); and

- (b) is carried out on a construction site within 72 hours immediately after the material time.
- (2) To the extent of the involvement of the Schedule 1 required skills in carrying out the emergency work—
 - (a) the emergency work is exempted from sections 3(2), 3A, 4 and 48(1)(b) of the Ordinance; and
 - (b) the following persons are exempted from section 4A of the Ordinance—
 - (i) the employer of a person personally carrying out the emergency work;
 - (ii) the principal contractor for the construction site.

5. Duty to notify and submit record

- (1) If any emergency work specified in section 4(1)(a) is carried out on a construction site within 48 hours immediately after the material time, a controller of the construction site must, within that period, notify the Council of the time at which the emergency work commences.
- (2) The notification must be made in a specified form.
- (3) A controller of a construction site on which any emergency work specified in section 4(1) is carried out must, within 96 hours immediately after the material time, submit to the Council a record of the emergency work.
- (4) The record must be submitted in a specified form.
- (5) A person who, without reasonable excuse, contravenes subsection (1) or (3) commits an offence and is liable on conviction to a fine at level 3.

Part 3

Exemption for Small Scale Construction Work

6. Exemption for specified small scale construction work

- (1) Subsection (2) applies to any construction work described in column 2 of Schedule 2 that—
 - (a) is carried out on a construction site;
 - (b) involves any required skills of a designated trade division specified in column 2 of Schedule 1 (*Schedule 1 required skills*); and
 - (c) meets all the requirements set out in column 3 of Schedule 2 opposite the description (*applicable requirements*) when the construction work commences.
- (2) Throughout the period during which the construction work meets all the applicable requirements and to the extent of the involvement of the Schedule 1 required skills in carrying out the construction work—
 - (a) the construction work is exempted from sections 3(2), 3A, 4 and 48(1)(b) of the Ordinance; and
 - (b) the following persons are exempted from section 4A of the Ordinance—
 - (i) the employer of a person personally carrying out the construction work;
 - (ii) the principal contractor for the construction site.
- (3) Subsection (4) applies to any construction work described in column 2 of Schedule 2 that—
 - (a) is carried out on a construction site;
 - (b) involves any Schedule 1 required skills; and

- (c) does not meet all the applicable requirements when the construction work commences.
- (4) Throughout the period during which any uncompleted part of the construction work meets all the applicable requirements and to the extent of the involvement of the Schedule 1 required skills in carrying out that part of the construction work—
 - (a) that part of the construction work is exempted from sections 3(2), 3A, 4 and 48(1)(b) of the Ordinance; and
 - (b) the following persons are exempted from section 4A of the Ordinance—
 - (i) the employer of a person personally carrying out that part of the construction work;
 - (ii) the principal contractor for the construction site.

7. Exemption for small scale construction work involving certain designated trade divisions

- (1) Subsection (2) applies to any construction work that—
 - (a) is carried out on a construction site;
 - (b) involves any required skills of a designated trade division specified in column 2 of Schedule 3 (*Schedule 3 required skills*); and
 - (c) meets all the requirements set out in column 3 of Schedule 3 opposite the trade division (*applicable requirements*) when the construction work commences.
- (2) Throughout the period during which the construction work meets all the applicable requirements and to the extent of the involvement of the Schedule 3 required skills in carrying out the construction work—
 - (a) the construction work is exempted from sections 3(2), 3A, 4 and 48(1)(b) of the Ordinance; and

- (b) the following persons are exempted from section 4A of the Ordinance—
 - (i) the employer of a person personally carrying out the construction work;
 - (ii) the principal contractor for the construction site.
- (3) Subsection (4) applies to any construction work that—
 - (a) is carried out on a construction site;
 - (b) involves any Schedule 3 required skills; and
 - (c) does not meet all the applicable requirements when the construction work commences.
- (4) Throughout the period during which any uncompleted part of the construction work meets all the applicable requirements and to the extent of the involvement of the Schedule 3 required skills in carrying out that part of the construction work—
 - (a) that part of the construction work is exempted from sections 3(2), 3A, 4 and 48(1)(b) of the Ordinance; and
 - (b) the following persons are exempted from section 4A of the Ordinance—
 - (i) the employer of a person personally carrying out that part of the construction work;
 - (ii) the principal contractor for the construction site.

8. Exemption for small value construction work

- (1) This section applies to any construction work carried out on a construction site—
 - (a) that involves any required skills of a designated trade division specified in column 2 of Schedule 1 (*Schedule 1 required skills*); and
 - (b) the value of which does not exceed \$100,000.

- (2) To the extent of the involvement of the Schedule 1 required skills in carrying out the construction work—
- (a) the construction work is exempted from sections 3(2), 3A, 4 and 48(1)(b) of the Ordinance; and
 - (b) the following persons are exempted from section 4A of the Ordinance—
 - (i) the employer of a person personally carrying out the construction work;
 - (ii) the principal contractor for the construction site.
- (3) However, subsection (2) does not apply if—
- (a) contiguous to the construction work there is any other construction work; and
 - (b) the total value of the construction work and that other construction work exceeds \$100,000.

- (4) In this section—

construction contract (建造合約) has the meaning given by section 2(1) of the Construction Industry Council Ordinance (Cap. 587);

value (價值)—

- (a) for any construction work that is carried out under a construction contract—
 - (i) subject to subparagraph (ii), means the consideration attributable to the construction work as stated in, or ascertainable by reference to, the contract; or
 - (ii) if the consideration referred to in subparagraph (i) is below the reasonable consideration to be expected on the open market for the carrying out of the construction work, means that reasonable consideration; or

- (b) for any construction work that is not carried out under a construction contract, means the reasonable consideration to be expected on the open market for the carrying out of the construction work.
- (5) For the purposes of paragraphs (a)(ii) and (b) of the definition of **value** in subsection (4), the Council may, when ascertaining the reasonable consideration to be expected on the open market for the carrying out of any construction work, have regard to all or any of the following matters—
- (a) the cost or value of materials used in the construction work;
 - (b) the cost or value of time, work and labour involved in the construction work;
 - (c) the equipment used in the construction work;
 - (d) such overhead costs incurred in relation to the construction work as the Council considers reasonable;
 - (e) the reasonable profit to be expected on the open market for the carrying out of the construction work;
 - (f) any other matters that the Council considers appropriate.

Part 4**Exemption Based on Other Enactments****9. Exemption for person exempted under other enactments**

- (1) This section applies if—
- (a) a person who is a registered construction worker personally carries out on a construction site construction work that involves any required skills of a designated trade division specified in column 2 of Schedule 4 (*Schedule 4 required skills*);
 - (b) an exemption specified in column 3 of Schedule 4 opposite the trade division is granted to the person, or to a class of persons to which the person belongs; and
 - (c) the exemption is in force at the time when the person carries out the construction work.
- (2) In carrying out the construction work, the person is exempted from sections 3(2), 3A, 4 and 48(1)(b) of the Ordinance to the extent of the involvement of the Schedule 4 required skills—
- (a) covered by the exemption mentioned in subsection (1)(b); and
 - (b) applied by the person in carrying out the construction work.
- (3) In relation to the person's carrying out of the construction work, the person's employer and the principal contractor for the construction site are exempted from section 4A of the Ordinance to the extent of the involvement of the Schedule 4 required skills as described in subsection (2)(a) and (b).

Schedule 1

[ss. 4, 6 & 8]

Designated Trade Divisions Specified for Purposes of Sections 4, 6 and 8

Column 1 Item	Column 2 Designated trade divisions
1.	Carpenter (Fender)
2.	Carpenter (Formwork—Civil Construction)
3.	Carpenter (Formwork—Civil Construction) (Striking)
4.	Carpenter (Formwork—Building Construction)
5.	Carpenter (Formwork—Building Construction) (Striking)
6.	Joiner
7.	Joiner (Assembling)
8.	Leveller
9.	Waterproofing Worker (Liquid Membrane)
10.	Waterproofing Worker (Burn-type Felt)
11.	Waterproofing Worker (Adhesive-type Felt)
12.	Plumber
13.	Drainlayer
14.	Paving Block Layer
15.	Plasterer
16.	Plasterer (Floor)
17.	Mason

Column 1 Item	Column 2 Designated trade divisions
18.	Bricklayer
19.	Tiler
20.	Tiler (Mosaic)
21.	Tiler (Tile)
22.	Demolition Worker (Building)
23.	Metal Worker
24.	Structural Steel Erector
25.	False Ceiling Installer
26.	Concretor
27.	Concrete Repairer (Spalling Concrete)
28.	Marble Worker (Polishing)
29.	Marble Worker (Dry Fixing)
30.	Marble Worker (Wet Fixing)
31.	Partition (Metal Frame) Installer
32.	Glazier
33.	Floor Layer (Timber Flooring)
34.	Floor Layer (PVC Flooring)
35.	Bar Bender and Fixer
36.	Painter and Decorator (Roller Painting)
37.	Painter and Decorator (Surface Filling)
38.	Painter and Decorator (Emulsion Painting)
39.	Painter and Decorator (Brushing Lacquering)
40.	Painter and Decorator (Synthetic Painting)
41.	Painter and Decorator (Clear Lacquering)

Column 1 Item	Column 2 Designated trade divisions
42.	Painter and Decorator (Texture-spray)
43.	Painter and Decorator (Metal Paint Spray)
44.	Painter and Decorator (Paperhanging)
45.	Painter and Decorator (Sign Writing)
46.	Asphalter (Road Construction)
47.	Electrical Wireman

Schedule 2

[s. 6]

Small Scale Construction Work under Section 6

Column 1 Item	Column 2 Description of construction work	Column 3 Requirements
1.	Construction or alteration of U-channel, dish-channel or similar surface channel, underground gravity drain, pipe, duct, culvert or other underground non-pressurized pipe or duct	(a) Depth of excavation \leq 1.2 m (b) Distance between any point of excavation and any retaining structure or slope toe \geq depth of excavation (c) If carried out beside the crest of a slope— (i) gradient of slope \leq 15 degrees; (ii) height of slope \leq 3 m; and (iii) distance between any point of excavation and outer edge of crest is at least 1.5 times the height of slope

Column 1 Item	Column 2 Description of construction work	Column 3 Requirements
2.	Construction or alteration of aboveground gravity drain, pipe, duct or other aboveground non-pressurized pipe or duct	(a) Internal diameter \leq 300 mm (b) Not embedded in structure other than passing through a wall or slab
3.	Construction or alteration of catchpit, manhole, gully, sandtrap, cable draw pit, valve pit or other similar service pit	(a) Peripheral plan area \leq 2 m ² (b) Depth \leq 1.3 m
4.	Construction or alteration of concrete wall or brick wall (other than load bearing wall)	(a) No alteration of structural element involved (b) For external reinforced concrete wall—wall height from ground level \leq 0.9 m (c) For external reinforced concrete wall serving only as planter wall but not parapet—wall height from ground level \leq 1.2 m (d) For external brick wall—wall height from ground level \leq 1.1 m

Column 1 Item	Column 2 Description of construction work	Column 3 Requirements
		(e) For internal reinforced concrete or brick wall— (i) wall height from adjoining floor level ≤ 2.6 m (ii) thickness ≤ 150 mm (including wall finishes)
5.	Repair or maintenance of concrete wall or brick wall (other than load bearing wall)	(a) No alteration of structural element involved (b) For reinforced concrete wall—wall height from adjoining ground level or adjoining floor level ≤ 2.6 m (c) For brick wall—wall height from adjoining ground level or adjoining floor level ≤ 3 m
6.	Construction of bituminous road or pavement	(a) Road or pavement area ≤ 50 m ² (b) For trench work—reinstatement width ≤ 500 mm

Column 1 Item	Column 2 Description of construction work	Column 3 Requirements
7.	Construction of plain or reinforced concrete road (including run-in on pavement or track)	Road area ≤ 30 m ²
8.	Construction of pavement or track (excluding run-in) with plain or reinforced concrete	Nil
9.	Construction of reinforced concrete, steel or wooden boardwalk	(a) For reinforced concrete or steel boardwalk structure—span ≤ 4.5 m (b) For wooden boardwalk structure—span ≤ 3 m (c) Height of boardwalk structure from adjoining ground level (when construction work is finished) to its finished level where people walk on it ≤ 1.5 m
10.	Construction, replacement or repair of metal handrail, barrier fence, or other protective	Difference in height between level on which metal railing is located and its adjoining ground level ≤ 2 m

Column 1 Item	Column 2 Description of construction work	Column 3 Requirements
	barrier provided to restrict or control the movement of persons or vehicles	
11.	Replacement or repair of metal cat-ladder	Height of cat-ladder ≤ 1.5 m
12.	Erection or alteration of external mesh fence	(a) Fence is erected on-grade (b) Height of fence from ground level ≤ 2.2 m
13.	Construction or repair of traffic sign plate, street name plate or visitor sign plate, or its associated post	Area of plate ≤ 1 m ²

Schedule 3

[s. 7]

Small Scale Construction Work under Section 7

Column 1 Item	Column 2 Designated trade divisions	Column 3 Requirements
1.	Carpenter (Fender)	Volume of timber to be replaced or repaired ≤ 3 m ³
2.	(a) Carpenter (Formwork—Civil Construction) (b) Carpenter (Formwork—Civil Construction) (Striking) (c) Carpenter (Formwork—Building Construction) (d) Carpenter (Formwork—Building Construction) (Striking)	Formwork area ≤ 15 m ²

Column 1 Item	Column 2 Designated trade divisions	Column 3 Requirements
3.	(a) Joiner (b) Joiner (Assembling)	(a) For repairing woodwork—woodwork area $\leq 25 \text{ m}^2$ (b) For constructing new woodwork—woodwork area $\leq 2 \text{ m}^2$
4.	Leveller	Setting up job lines and levels only for any construction work exempted under section 7
5.	(a) Waterproofing Worker (Liquid Membrane) (b) Waterproofing Worker (Burn-type Felt) (c) Waterproofing Worker (Adhesive- type Felt)	(a) For replacing or repairing waterproofing area—waterproofing area $\leq 50 \text{ m}^2$ (b) For constructing new waterproofing area— waterproofing area \leq 25 m^2
6.	Plumber	(a) Size of pipe or fitting to be repaired— (i) diameter $\leq 20 \text{ mm}$ (ii) length $\leq 3 \text{ m}$ (b) No copper pipe with solder joint involved

Column 1 Item	Column 2 Designated trade divisions	Column 3 Requirements
7.	Paving Block Layer	(a) For replacing or repairing paving block— paving area $\leq 50 \text{ m}^2$ (b) For constructing new paving block—paving area $\leq 25 \text{ m}^2$
8.	(a) Plasterer (b) Plasterer (Floor)	Distance between the highest point of plastering area and adjoining ground or adjoining floor $\leq 3 \text{ m}$, and— (a) for replacing or repairing plastering—plastering area $\leq 50 \text{ m}^2$ (b) for constructing new plastering—plastering area $\leq 25 \text{ m}^2$
9.	Mason	(a) For replacing or repairing mason— (i) mason area $\leq 50 \text{ m}^2$ (ii) height of mason work $\leq 1.1 \text{ m}$

Column 1 Item	Column 2 Designated trade divisions	Column 3 Requirements
		(b) For constructing new mason— (i) mason area $\leq 25 \text{ m}^2$ (ii) height of mason work $\leq 1.1 \text{ m}$
10.	(a) Tiler (b) Tiler (Mosaic) (c) Tiler (Tile)	Distance between the highest point of tile work and adjoining ground or adjoining floor $\leq 3 \text{ m}$, and— (a) for replacing or repairing tile work—tiled area $\leq 50 \text{ m}^2$ (b) for constructing new tile work—tiled area $\leq 25 \text{ m}^2$
11.	Demolition Worker (Building)	(a) For demolishing brick wall— (i) wall height $\leq 2.6 \text{ m}$ (ii) thickness $\leq 150 \text{ mm}$ (including wall finishes) (b) For demolishing concrete structure—height of concrete structure $\leq 1.5 \text{ m}$

Column 1 Item	Column 2 Designated trade divisions	Column 3 Requirements
12.	Metal Worker	Weight of metal to be handled $\leq 0.2 \text{ tonne}$
13.	Structural Steel Erector	Weight of structural steel to be handled $\leq 0.2 \text{ tonne}$
14.	False Ceiling Installer	(a) For replacing or repairing false ceiling—false ceiling area $\leq 50 \text{ m}^2$ (b) For constructing new false ceiling—false ceiling area $\leq 25 \text{ m}^2$
15.	Concretor	Volume of concrete to be handled $\leq 7 \text{ m}^3$
16.	Concrete Repairer (Spalling Concrete)	(a) No alteration of structural element involved (b) Distance between the highest point of area to be repaired and adjoining ground or adjoining floor $\leq 3 \text{ m}$ (c) Area to be repaired $\leq 30 \text{ m}^2$

Column 1 Item	Column 2 Designated trade divisions	Column 3 Requirements
17.	(a) Marble Worker (Polishing) (b) Marble Worker (Dry Fixing) (c) Marble Worker (Wet Fixing)	(a) For replacing or repairing marble— (i) marble area $\leq 50 \text{ m}^2$ (ii) height of marble work $\leq 1.1 \text{ m}$ (b) For constructing new marble— (i) marble area $\leq 25 \text{ m}^2$ (ii) height of marble work $\leq 1.1 \text{ m}$
18.	Partition (Metal Frame) Installer	(a) For replacing or repairing partition (metal frame)—partition (metal frame) area $\leq 50 \text{ m}^2$ (b) For constructing new partition (metal frame)—partition (metal frame) area $\leq 25 \text{ m}^2$
19.	Glazier	Area of glass to be handled $\leq 0.7 \text{ m}^2$
20.	(a) Floor Layer (Timber Flooring) (b) Floor Layer (PVC)	(a) For replacing or repairing floor—floor area $\leq 50 \text{ m}^2$

Column 1 Item	Column 2 Designated trade divisions	Column 3 Requirements
	Flooring)	(b) For constructing new floor—floor area $\leq 25 \text{ m}^2$
21.	Bar Bender and Fixer	Steel reinforcement to be fixed (cutting or bending not included) $\leq 0.15 \text{ tonne}$
22.	(a) Painter and Decorator (Roller Painting) (b) Painter and Decorator (Surface Filling) (c) Painter and Decorator (Emulsion Painting) (d) Painter and Decorator (Brushing Lacquering) (e) Painter and Decorator (Synthetic Painting) (f) Painter and Decorator (Clear Lacquering) (g) Painter and Decorator (Texture-spray) (h) Painter and Decorator (Metal Paint Spray) (i) Painter and Decorator (Paperhanging)	(a) For protective coating of concrete structure—area $\leq 5 \text{ m}^2$ (b) For protective coating of structural steelwork against corrosion—area $\leq 0.5 \text{ m}^2$ (c) For painting of non-structural steelwork—area $\leq 5 \text{ m}^2$ (d) For replacing or repairing painting of an area other than one mentioned in paragraphs (a), (b) and (c)—area $\leq 50 \text{ m}^2$ (e) For new painting of an area other than one mentioned in paragraphs (a), (b) and (c)—area $\leq 2 \text{ m}^2$

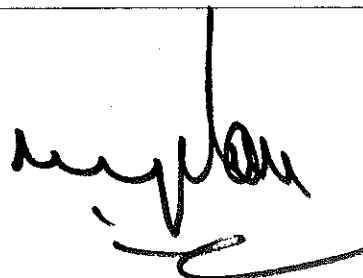
Column 1 Item	Column 2 Designated trade divisions	Column 3 Requirements
	(j) Painter and Decorator (Sign Writing)	
23.	Electrical Wireman	Length of wire to be handled ≤ 50 m

Schedule 4

[s. 9]

Exemption Based on Other Enactments

Column 1 Item	Column 2 Designated trade divisions	Column 3 Exemptions
1.	Lift Mechanic	Exemption under section 148 of the Lifts and Escalators Ordinance (Cap. 618)
2.	Escalator Mechanic	Exemption under section 148 of the Lifts and Escalators Ordinance (Cap. 618)
3.	Gas Installer	Exemption under regulation 34 of the Gas Safety (Registration of Gas Installers and Gas Contractors) Regulations (Cap. 51 sub. leg. D)
4.	Electrical Fitter	Exemption under section 9 of the Electricity Ordinance (Cap. 406)



Secretary for Development

6th December 2016**Explanatory Note**

Under the Construction Workers Registration Ordinance (Cap. 583) (*principal Ordinance*), a person is prohibited from carrying out, without proper registration, construction work that involves any skills described in column 3 of Schedule 1 to the principal Ordinance (*required skills*) opposite a trade division set out in column 2 of that Schedule (*designated trade division*).

2. The main purpose of this Regulation is to exempt the following construction work from the application of certain prohibition provisions of the principal Ordinance (including the one specified in paragraph 1) (*prohibition provisions*)—
 - (a) any emergency construction work that—
 - (i) involves any required skills of a designated trade division specified in column 2 of Schedule 1 to this Regulation (*specified trade division*); and
 - (ii) is carried out on a construction site within 72 hours immediately after a controller of the construction site concerned becomes aware of the emergency;
 - (b) any small scale construction work that—
 - (i) is described in column 2 of Schedule 2 to this Regulation;
 - (ii) is carried out on a construction site;
 - (iii) involves any required skills of a specified trade division; and
 - (iv) meets all the requirements set out in column 3 of that Schedule opposite the description;
 - (c) any small scale construction work that—
 - (i) is carried out on a construction site;

- (ii) involves any required skills of a designated trade division specified in column 2 of Schedule 3 to this Regulation; and
 - (iii) meets all the requirements set out in column 3 of that Schedule opposite the trade division;
 - (d) any small value construction work—
 - (i) that is carried out on a construction site;
 - (ii) that involves any required skills of a specified trade division; and
 - (iii) the value of which does not exceed \$100,000.
3. This Regulation also exempts from the application of the prohibition provisions a registered construction worker who—
- (a) has been granted an exemption specified in column 3 of Schedule 4 to this Regulation (*specified exemption*); and
 - (b) personally carries out construction work that involves any required skills of a designated trade division specified in column 2 of that Schedule, which are covered by the specified exemption.
4. Section 4A of the principal Ordinance imposes certain duty on the employer of certain registered construction workers and the principal contractor. Non-compliance of the duty is an offence. This Regulation further exempts the following persons from the application of that section—
- (a) the employer of a person personally carrying out the construction work specified in paragraph 2 or 3;
 - (b) the principal contractor for the relevant construction site.
5. The exemptions under this Regulation are limited to the extent of the involvement of the relevant required skills in carrying out the construction work.

**Construction Workers Registration Ordinance
(Amendment of Schedules 1 and 1A) Notice 2016**

(Made by the Secretary for Development under section 65 of the
Construction Workers Registration Ordinance (Cap. 583))

Part 1

Preliminary

1. Commencement

- (1) Subject to subsection (2), this Notice comes into operation on 1 April 2017.
- (2) Section 4 comes into operation on the expiry of 24 months beginning on the day on which section 3(2) of the Construction Workers Registration Ordinance (Cap. 583) comes into operation.

Part 2

Amendments to Construction Workers Registration Ordinance

2. Construction Workers Registration Ordinance amended

The Construction Workers Registration Ordinance (Cap. 583) is amended as set out in sections 3 and 4.

3. Schedule 1 amended (designated trade divisions)

(1) Schedule 1, after item 13—

Add

13A.	False Ceiling Installer	(46A) False Ceiling Installer	Installing false ceilings	Trade test certificate for False Ceiling Installer issued by Council	Intermediate trade test certificate for False Ceiling Installer issued by Council	Not applicable
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(2) Schedule 1, after item 19—

Add

19A.	Partition (Metal Frame) Installer	(62A) Partition (Metal Frame) Installer	Installing metal frames and panels of partitions	Trade test certificate for Partition (Metal Frame) Installer issued by Council	Not applicable	Not applicable
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(3) Schedule 1, item 35—

Add

(131A)	Cable Jointer (Dead Cable)	Joining dead cables of voltages not exceeding 11 kV	Trade test certificate for Cable Jointer (Dead Cable) issued by Council	Not applicable	Not applicable
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4. **Schedule 1A amended (working across designated trade divisions)**

(1) Schedule 1A, item 29—

Repeal

“Floor Layer (PVC Flooring)”

Substitute

- “(a) False Ceiling Installer
- (b) Partition (Metal Frame) Installer
- (c) Floor Layer (PVC Flooring)”.

(2) Schedule 1A, after item 31—

Add

32. Metal Worker	(a) False Ceiling Installer	
	(b) Partition (Metal Frame) Installer	
33. False Ceiling Installer	Partition (Metal Frame) Installer	

Part 3

Transitional Provisions

Division 1—Prohibition and Regulation

5. **Application of sections 3(2), 4, 4A and 48(1)(b) of Ordinance—construction work involving required skills of newly added trade division**

(1) Sections 3(2), 4, 4A and 48(1)(b) of the Ordinance do not apply in relation to any construction work carried out within the specified period, to the extent that the work involves any required skills of a newly added trade division.

(2) In this section—

newly added trade division (新增工種分項) means any of the following designated trade divisions—

- (a) False Ceiling Installer;
- (b) Partition (Metal Frame) Installer;

required skills (規定技能), in relation to a designated trade division, means the skills described in column 3 of Schedule 1 to the Ordinance opposite the trade division;

specified period (指明期間) means the period of 24 months beginning on the day on which section 3(2) of the Ordinance comes into operation.

Division 2—Registration, Review and Appeal

6. Registration of senior construction worker as registered skilled worker for newly designated trade division

- (1) Despite section 40(2) of the Ordinance, the Registrar may register a person as a registered skilled worker for a newly designated trade division if the Registrar is satisfied that, as at 1 April 2017, the person has a period, or an aggregate period, of not less than 10 years of relevant experience in the trade division.
- (2) For the purposes of subsection (1), a person has relevant experience in a newly designated trade division if the person has personally carried out on a construction site construction work that involves any skills described in column 3 of Schedule 1 to the Ordinance opposite the trade division.
- (3) A person who wishes to be registered under subsection (1) must make an application under section 39(1)(a) of the Ordinance before 1 October 2018.
- (4) If an application referred to in subsection (3) is made on or after 1 October 2018, the Registrar may not process the application unless the Registrar thinks it fair and reasonable to do so.
- (5) In this section—
newly designated trade division (新指定工種分項) means any of the following designated trade divisions—
 - (a) False Ceiling Installer;
 - (b) Partition (Metal Frame) Installer;
 - (c) Cable Joints (Dead Cable).

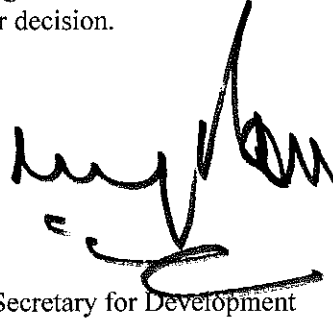
7. Renewal of registration made under section 6(1)

- (1) Subject to subsection (2), the Registrar may renew under section 44 of the Ordinance a registration made under section 6(1).
- (2) For a renewal of registration under subsection (1)—
 - (a) section 44(8)(a) of the Ordinance does not apply; and
 - (b) the Registrar must comply with subsection (3).
- (3) The Registrar must not renew the registration of a person made under section 6(1) unless the Registrar is satisfied that the person complies with the requirements for registration set out in section 40(1) of the Ordinance.

8. Review of decision made under section 6(1) or (4) and related appeal

- (1) This section applies to a person who is the subject of a decision of the Registrar under section 6(1) or (4) (*relevant person*).
- (2) The relevant person may request the Review Board under section 51(1) of the Ordinance to review the decision mentioned in subsection (1) (*original decision*), as if that decision were a decision mentioned in that section.
- (3) In addition, the relevant person may, after being notified under section 51(7)(b) of the Ordinance of the confirmation, variation or substitution of the original decision, appeal under section 52(1) of the Ordinance against the Registrar's final decision.
- (4) In subsection (3)—
Registrar's final decision (註冊主任的最終決定), in relation to a relevant person—

- (a) if the person is being notified of the Registrar's confirmation of the original decision, means the original decision;
- (b) if the person is being notified of the Registrar's variation of the original decision, means the decision as varied; and
- (c) if the person is being notified of the Registrar's substitution of the original decision with another decision, means that other decision.



Secretary for Development

2016

6th December

Explanatory Note

Under the Construction Workers Registration Ordinance (Cap. 583) (*principal Ordinance*), construction workers are to be registered by reference to a trade division set out in column 2 of Schedule 1 to the principal Ordinance (*designated trade division*). At present, there are 139 designated trade divisions.

- 2. This Notice amends Schedule 1 to the principal Ordinance (*Schedule 1*) to increase the number of designated trade divisions to 142. Three trade divisions are added to column 2 of Schedule 1—they are “False Ceiling Installer”, “Partition (Metal Frame) Installer” and “Cable Joiner (Dead Cable)” (see section 3).
- 3. The amendments to Schedule 1 are to come into operation on 1 April 2017.
- 4. Transitional arrangements are required due to the amendments made to Schedule 1. These arrangements are provided for in Part 3 (see sections 5 to 8).
- 5. This Notice also amends the new Schedule 1A (*Schedule 1A*) added by section 36 of the Construction Workers Registration (Amendment) Ordinance 2014 (22 of 2014) to the principal Ordinance (see section 4).

Note—

Section 36 of the Construction Workers Registration (Amendment) Ordinance 2014 (22 of 2014) is to come into operation on 1 April 2017.

- 6. The amendments to Schedule 1A are to come into operation on the expiry of 24 months beginning on the day on which section 3(2) of the principal Ordinance comes into operation. Once the amendments come into force—
 - (a) a registered skilled worker for the designated trade division “Joiner” may carry out construction work

- involving skills required for the designated trade division “False Ceiling Installer” or “Partition (Metal Frame) Installer”;
- (b) a registered skilled worker for the designated trade division “Metal Worker” may carry out construction work involving skills required for the designated trade division “False Ceiling Installer” or “Partition (Metal Frame) Installer”; and
 - (c) a registered skilled worker for the designated trade division “False Ceiling Installer” may carry out construction work involving skills required for the designated trade division “Partition (Metal Frame) Installer”.

The Three Trade Divisions

The description of skills, registration qualifications and work across arrangements of the Three Trade Divisions, viz “false ceiling installer”, “partition (metal frame) installer” and “cable joiner (dead cable)”, are tabulated below.




2. For “false ceiling installer” and “partition (metal frame) installer” (the skills are currently not covered under CWRO), the DWDS requirement will apply to these two trade divisions starting from 1 April 2019 to allow 24-month for relevant workers to register. The exemption arrangements involving these two trade divisions are provided in the Exemption Regulation.


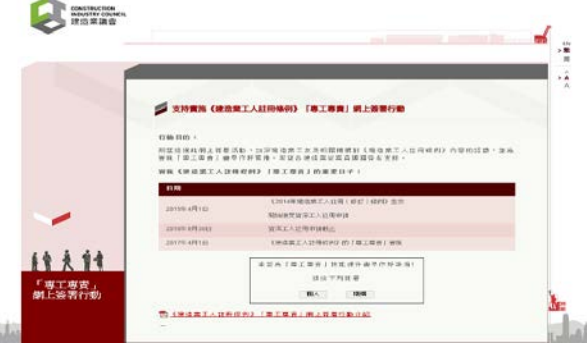

3. For “cable joiner (dead cable)”, the DWDS requirement will apply to this trade division starting from 1 April 2017 as it is a modular skill of an existing trade division “cable joiner (power)”. There is no exemption involving this trade division.

Column 1	Column 2	Column 3	Column 4	Column 5
Name of Trade Division	Description of Skills	Certificate required for registration as a registered skilled worker	Certificate required for registration as a registered semi-skilled worker	Work across arrangement <i>(A registered skilled worker of the following trade division is allowed to carry out the skilled work of the corresponding trade division in Column 1, but not to provide instruction and supervision to other workers for such work)</i>
False Ceiling Installer	Installing false ceilings	Trade test certificate for False Ceiling Installer issued by CIC	Intermediate trade test certificate for False Ceiling Installer issued by CIC	Joiner Metal Worker



Column 1	Column 2	Column 3	Column 4	Column 5
Name of Trade Division	Description of Skills	Certificate required for registration as a registered skilled worker	Certificate required for registration as a registered semi-skilled worker	Work across arrangement <i>(A registered skilled worker of the following trade division is allowed to carry out the skilled work of the corresponding trade division in Column 1, but not to provide instruction and supervision to other workers for such work)</i>
Partition (Metal Frame) Installer	Installing metal frames and panels of partitions	Trade test certificate for Partition (Metal Frame) Installer issued by CIC	Not applicable	Joiner Metal Worker False Ceiling Installer
Cable Jointer (Dead Cable)	Joining dead cables of voltages not exceeding 11kV	Trade test certificate for Cable Jointer (Dead Cable) issued by CIC	Not applicable	Not applicable




CIC's Publicity Plan for "Designated Workers for Designated Skills" Requirement




	Publicity Item	Description	Period
Printed Materials	Posters and Leaflets for Senior Workers Registration Arrangement / Designated Workers for Designated Skills	Distributed to trade associations, labour unions, contractors and workers 	From Jan 2015
	"Designated workers for designated skills" Booklets	Distributed to principal contractors, employers of workers and workers 	From Jul 2015 Updated edition to be published in early 2017
	"Senior Workers Registration Arrangement " Brochure	Distributed to workers through outreach team, workers unions and CIC service points 	Distribute from Dec 2015


	Publicity Item	Description	Period
Printed Materials (Cont'd)	Guidelines on Arrangement of "Instruction and Supervision" and Code of Practice for Reasonable Measures on "Instruction and Supervision"	To be distributed to contractors	From Oct 2016
Online and Social Media	Internet and Social media	<p>News about Senior Workers Registration Arrangement and Designated Workers for Designated Skills on CIC Website, Facebook</p> 	From Jan 2015
	Signature campaign	<p>Solicit stakeholders' support to the implementation of "Designated workers for designated skills" provision</p> 	From 10 Feb 2015
	Variety Show "Build a Better Hong Kong"	<p>Swearing-in ceremony to promote the implementation of "Designated workers for designated skills" provision</p> 	28 Mar 2015 on TVB Jade



	Publicity Item	Description	Period
Online and Social Media (Cont'd)	Simpleshow video	2-min video to explain the provision of "designated workers for designated skills" playing on Youtube and CIC premises 	Apr 2015
	Trade Tests Mobile App	Encourage workers to enrol for trade tests online 	From May 2015
	Whatsapp message	About Senior Workers Registration Arrangement and Designated Workers for Designated Skills, to trade associations/ unions for forwarding to industry stakeholders and workers	From Apr 2015
	News App	Advertisement about Senior Workers Registration Arrangement 	Jul - Aug 2016
	Discuss.com	Advertisement about Senior Workers Registration Arrangement	Aug 2016
	Designated Workers for Designated Skills Mobile App	Provide information about Designated Workers for Designated Skills to industry stakeholders	From Apr 2017




	Publicity Item	Description	Period
Printed Advertisement and Advertisement on TV, radio and public vehicle	Newspaper advertisement	Colour newspaper ad about Senior Workers Registration Arrangement 	Headline Daily - Sep 2015 Metro Daily - Oct 2015 Headline Daily - Sep 2016 Oriental Daily - Sep 2016 Apple Daily - Sep 2016
	Designated Workers for Designated Skills TV Advertisement	A TV advertisement featuring leading actor Shek Sau (石修) 	From Apr 2015
	TV API (Senior Workers Registration Arrangement)	Channels: Viu TV, ATV, TVB, TVB Network Vision, Cable TV, Now Broadband TV	30 Apr 2015 - 30 Sep 2016
	Radio API (Senior Workers Registration Arrangement)	All radio channels	1 Apr 2016 - 30 Sep 2016
	Radio API (Trade Tests)	All radio channels	3 Jul 2015 - 2 Jul 2016
	TV API (Trade Tests)	Channels: Viu TV, ATV, TVB, TVB Network Vision, Cable TV, Now Broadband TV	1 Aug 2015 - 31 July 2016
	TV API (Designated workers for designated skills)	Channels: Viu TV, TVB, TVB Network Vision, Cable TV, Now Broadband TV	1 Oct 2016 - 31 Mar 2018
	Radio API (Designated workers for designated skills)	All radio channels	1 Oct 2016 - 31 Mar 2018
	Radio Promotion during Horse Racing Programme	Commercial Radio	Nov 2015 - Jan 2016 May 2016 - Jul 2016

	Publicity Item	Description	Period
<p>Printed Advertisement and Advertisement on TV, radio and public vehicle (Cont'd)</p>	<p>TV Advertisement & L-shaped window on MTR trains</p>	<p>Broadcast TV API to promote Senior Workers Registration Arrangement in 5 MTR lines including East Rail Line, West Rail Line, Ma On Shan Line, Kwun Tong Line and Tseung Kwan O Line.</p> 	<p>Jun - Jul 2015 Apr - Jul 2016</p>
	<p>Bus body and Chair Ad</p>	<p>Advertisement on bus bodies and chairs</p> 	<p>Apr - May 2016</p>
	<p>Trade publications</p>	<p>Advertisements at 8 trade associations'/ labour unions' publications</p> 	<p>From Apr 2015</p>

	Publicity Item	Description	Period
<p>Printed Advertisement and Advertisement on TV, radio and public vehicle (Cont'd)</p>	<p>MTR station Ad</p>	<p>Advertisement at Shatin and Tuen Mun Station</p> 	<p>Mar - Apr 2016</p>
<p>Briefing Sessions</p>	<p>Briefing sessions</p>	<p>Organised for all industry stakeholders including contractors, trade associations, labour unions and professional bodies. Individual sessions are arranged for companies upon request</p> <p>Topics:</p> <ul style="list-style-type: none"> - Senior Workers Registration Arrangement (before 30/9/2016) - Designated Workers for Designated Skills - Instruction and Supervision, Exempted Works 	<p>From Dec 2014</p>
	<p>Morning exercise sessions at public works construction sites</p>	<p>Promote Senior Workers Registration Arrangement and trade tests and collect information of workers express interest</p>	<p>From Apr 2015</p>
	<p>Lunch briefing sessions</p>	<p>Conduct on-site briefings to workers during lunch time in collaboration with HKCIEGU (香港建造業總工會)</p> 	<p>From Apr 2015 to Dec 2017</p>

	Publicity Item	Description	Period
Promotion to Stakeholders	Email/ eDM	Provide information to trade associations, labour unions, contractors, construction-related safety and human resources societies, etc.	From Apr 2015
	Promotion at industry events	Distributing leaflets about Senior Workers Registration Arrangement in industry events	Jan - Sep 2016
	Focus Group Meeting	Focus Group Meeting with industry stakeholders on implementation of Designated Workers for Designated Skills	Jul 2016
	Promotion to professional associations	Provide information to HKIE, HKIS and HKIA by email and invite members to attend briefing sessions	June 2015
Press Briefing	Press briefing for "Construction Workers Registration (Amendments) Ordinance"	Construction Workers Registration (Amendment) Ordinance 2014 	Feb 2015
	Press briefing for Designated Workers for Designated Skills	Implementation of Designated Workers for Designated Skills	Apr 2017
Direct Promotion	SMS	1st round - pre-assessment of Senior Workers Registration Arrangement (to over 200,000 qualified workers aged above 28, without skilled worker registration) 2nd round - to workers holding provisional registration (1,270 workers) or general workers who held provisional registration (8,218 workers) 3rd round - Designated Workers for Designated Skills	From Dec 2014
	Letter to workers	Letters sent to encourage workers to register (Gas Installer, Lift and Escalator Worker and Plant Operators)	Jul 2015

	Publicity Item	Description	Period
Direct Promotion (Cont'd)	Outreach team	Set up a temporary outreach team to promote Senior Workers Registration Arrangement and trade tests on construction sites and assist workers to complete relevant applications 	Aug 2015 – Mar 2017
Outdoor Promotion	Billboard for Senior Workers Registration Arrangement / Designated Workers for Designated Skills	Mongkok, Kwun Tong, Hung Hom 	From Nov 2015
	Construction site hoarding banner about Senior Workers Registration Arrangement / Designated Workers for Designated Skills	at public works construction sites (Over 70 sites)	Jun 2015 - Sep 2016
		at private construction sites (over 1400 pieces of banners)	Jun 2015 - Sep 2016
	Cross Harbour Tunnel entrance		Sep 2015 - Sep 2016
Roadside banner about Senior Workers Registration	Banners were erected at 13 districts	Jun - Jul 2016	
Outer wall banner for Senior Workers Registration Arrangement	21 community halls and centres in 15 districts 	Jun 2015 - Sep 2016	

	Publicity Item	Description	Period
Promotion to ethnic minority	Briefing session	Briefing session to Hong Kong Integrated Nepalese Society Limited + Promotion on its facebook 	From Feb 2015
	Radio Ad	Radio Ad on RTHK and Metro Broadcast Corp Ltd ethnic minority programmes to promote Senior Workers Registration Arrangement at 5 programmes to population of Nepalese, Indian, Indonesian, Thai, Pakistani	From Jun 2015
		Radio Ad on RTHK and Metro Broadcast Corp Ltd ethnic minority programmes to promote Designated Workers for Designated Skills at 5 programmes to population of Nepalese, Indian, Indonesian, Thai, Pakistani	From Dec 2016
	Simple brochure	Simple brochure in English and Nepalese (3,000pcs) 	From Jul 2015
Others	Giveaways	To give towels and card holders, vouchers of fast food restaurant and mobile phone monitor cleaners to workers to help raise awareness of the one-off arrangement for senior workers registration. 	From Jul 2015