



## 4<sup>th</sup> MTR Forum

# Manpower Requirements for the New Railway Projects

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# Content

- **Introduction**
- **Manpower Requirements**
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# Introduction

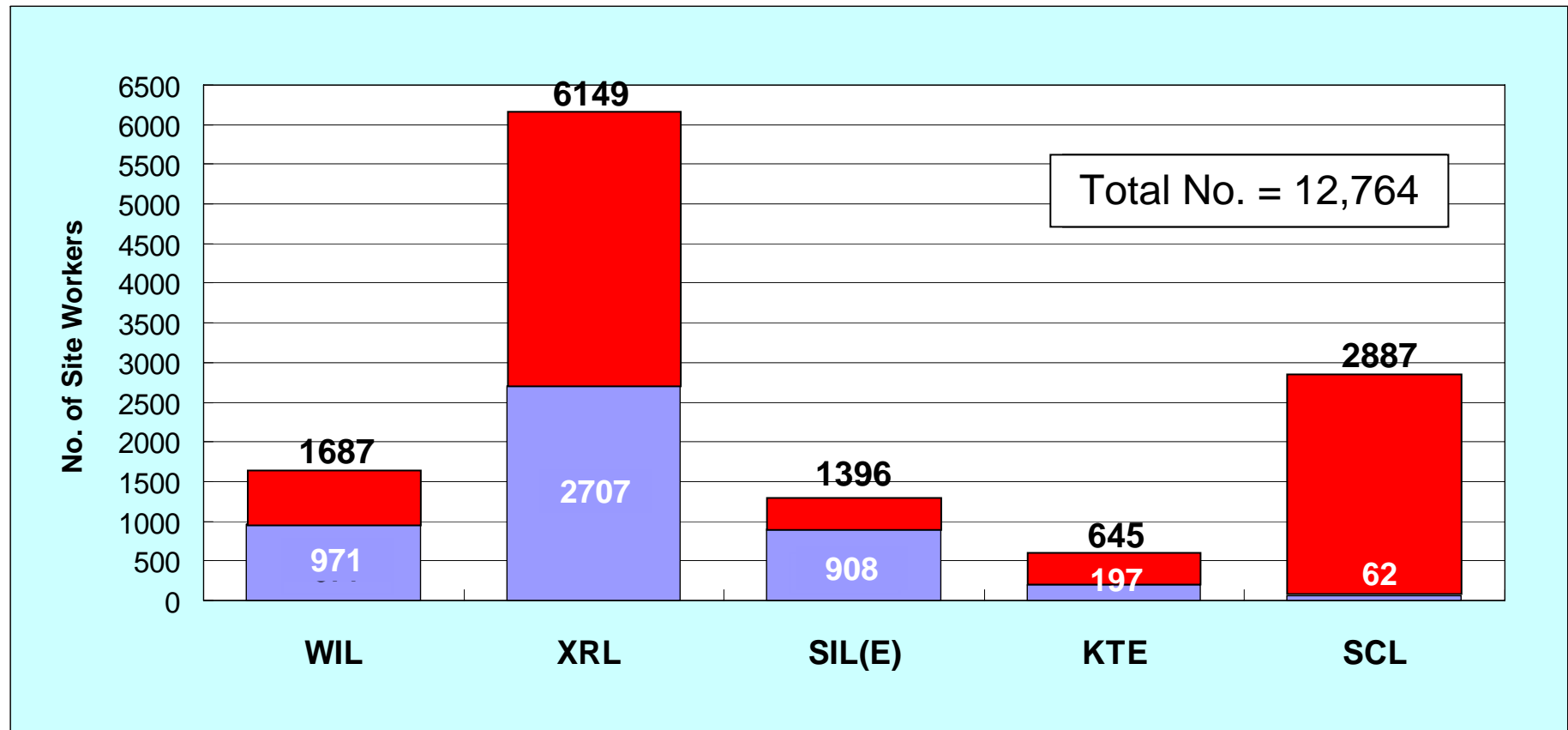
- Fourth forum since first one in June 2010.
- Five New Projects:

Projects	Commencement	Completion
WIL	Jul 2009	2014
XRL	Jan 2010	2015
SIL(E)	May 2011	2015
KTE	May 2011	2015
SCL	mid 2012	2018/20

- Update from contractors in October 2011 for awarded contracts.
- Forecast by MTR for the remaining contracts.

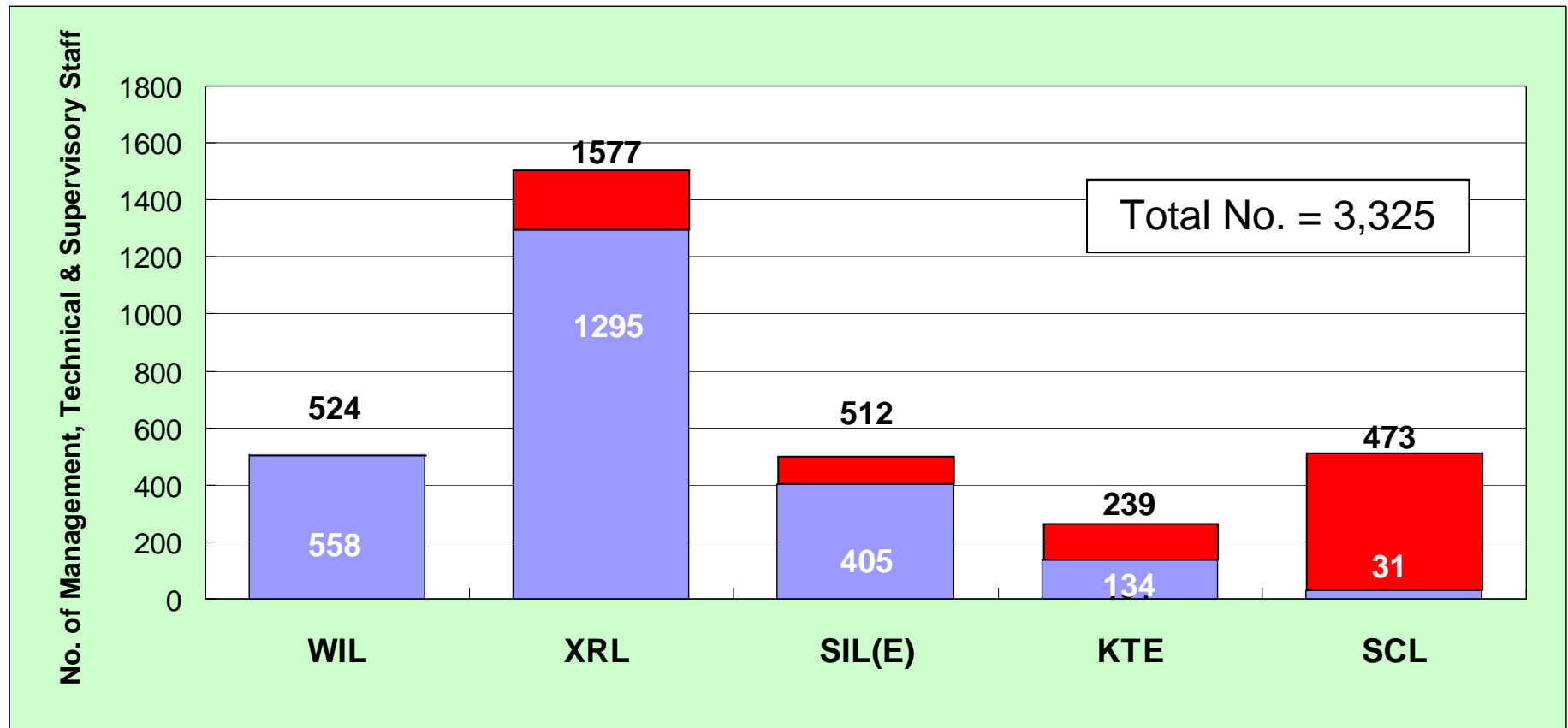
# Civil Manpower Requirements

## Forecast of Site Workers in 4Q 2012



# Civil Manpower Requirements

## Forecast of Management, Technical & Supervisory Staff \* in 4Q 2012



### Remark:-

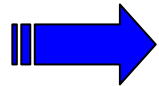
\* Excluding administrative and general staff.

# Civil Manpower Requirements

For the next 12 months

## 1. Site Workers

Total Nos. to increase from **4,845** to **12,764**



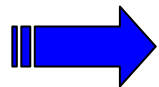
**Additional 7,919 required**



**163%**

## 2. Management, Technical & Supervisory Staff \*

Total Nos. to increase from **2,423** to **3,325**



**Additional 902 required**



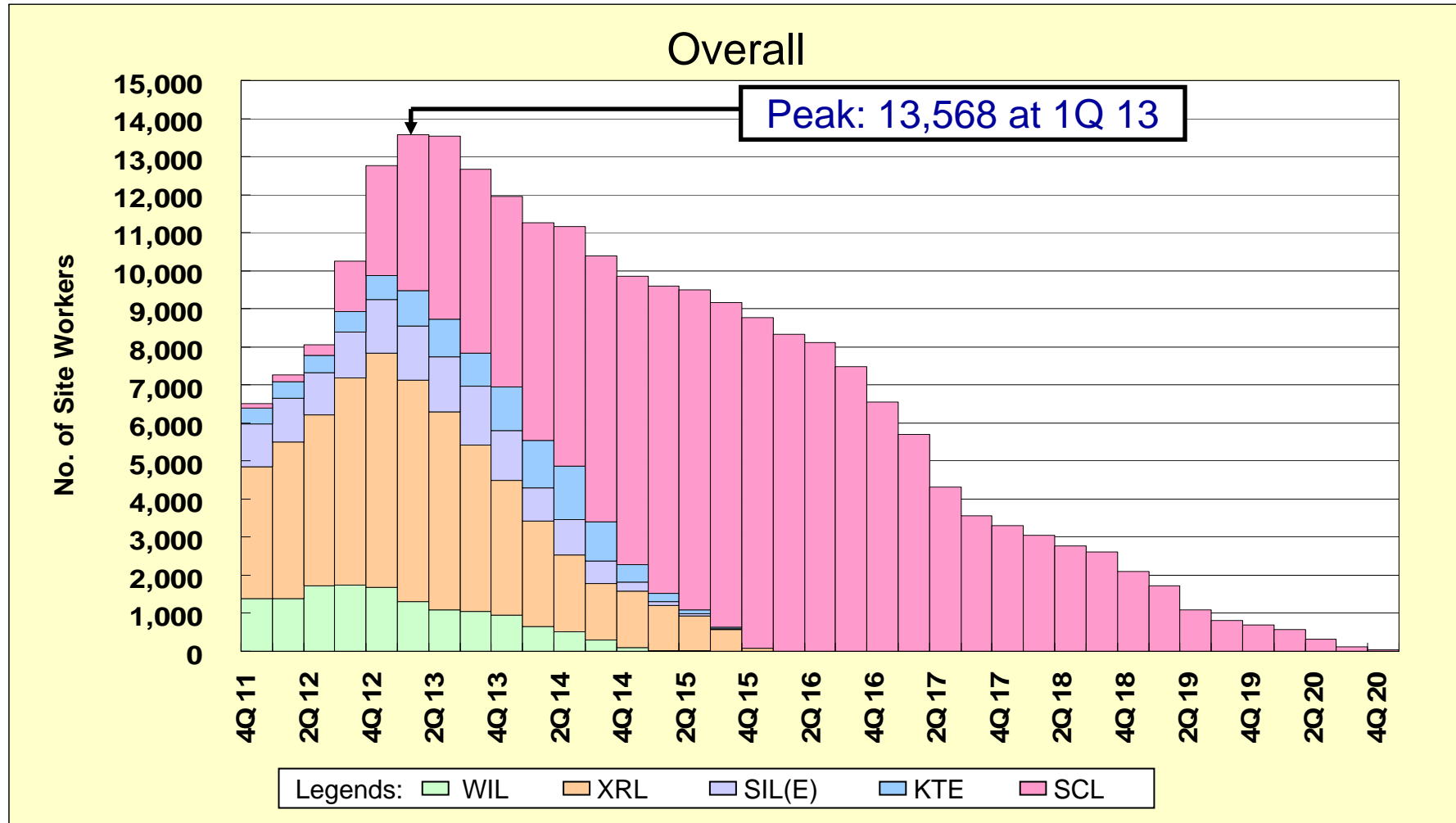
**37%**

**Remark:-**

\* Excluding administrative and general staff.

# Civil Manpower Requirements

## Overall Site Workers



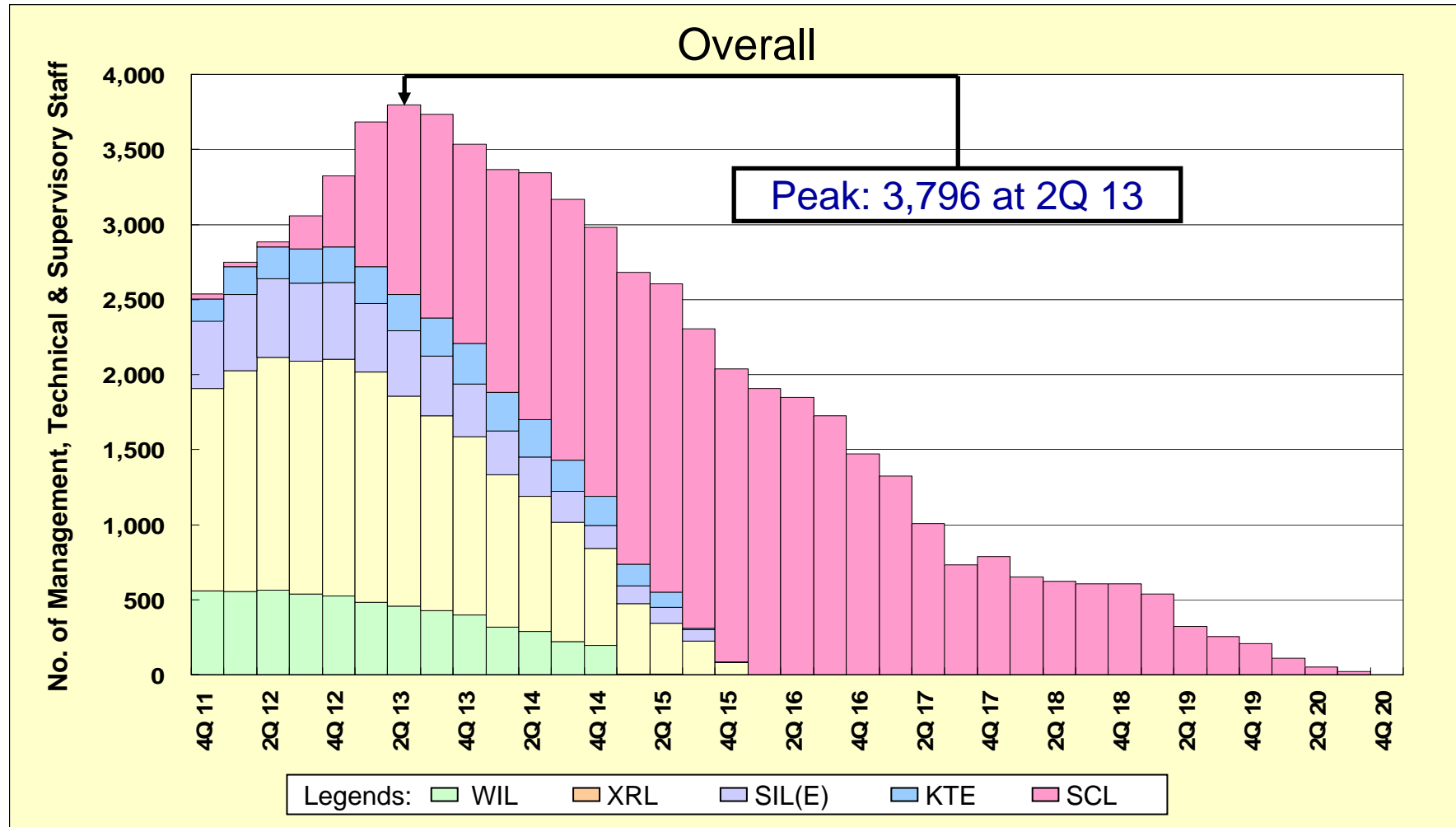
# Civil Manpower Forecast Requirement

## Requirement of Site Workers

Trade	Actual at Oct 11	Forecast at Peak	
		No.	Timing
Bar Bender & Fixer	159	1,153	3Q 12
Carpenter	144	1,032	4Q 12
Concretor	75	761	4Q 12
Tunnel Worker	270	487	1Q 13
Shotfirer	32	68	2Q 12

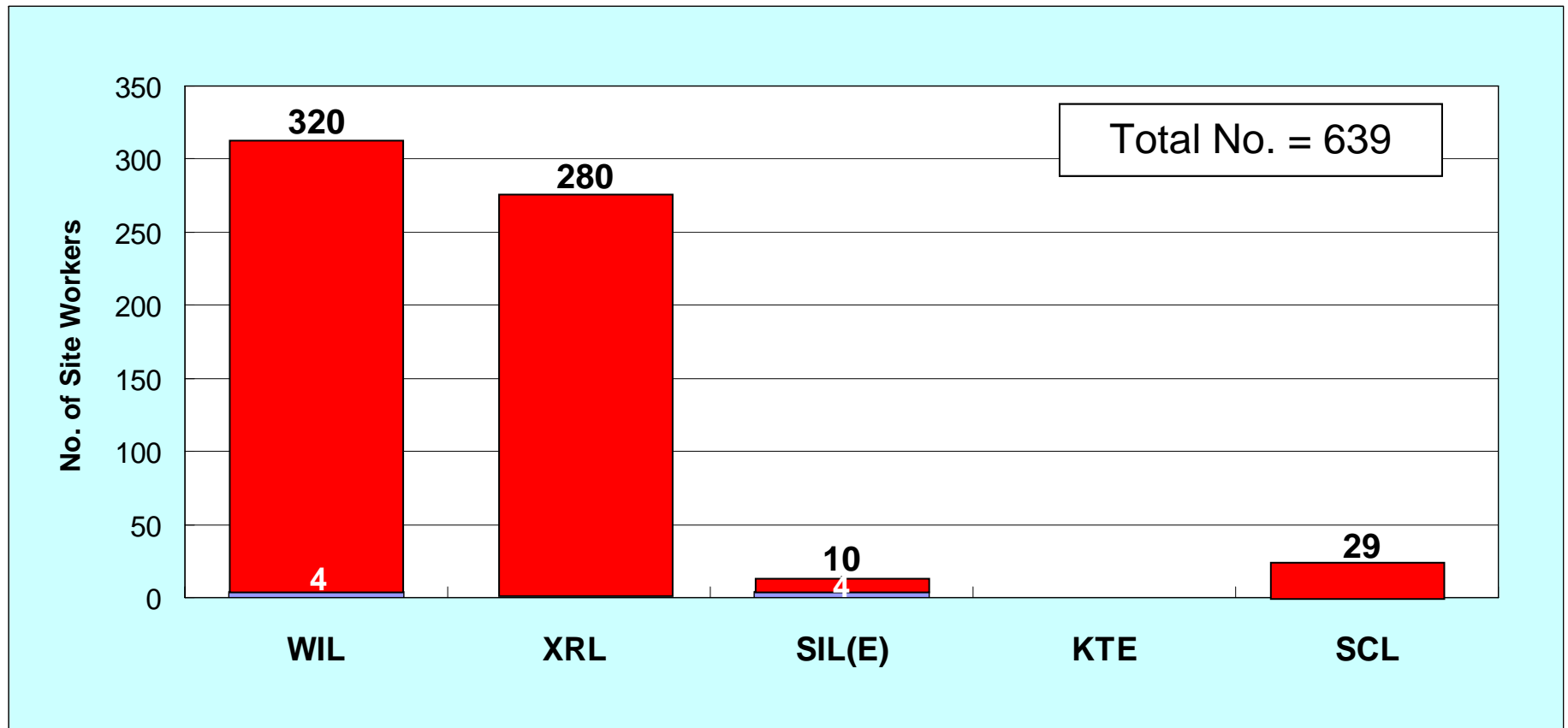
# Civil Manpower Requirements

## Overall Management, Technical & Supervisory Staff



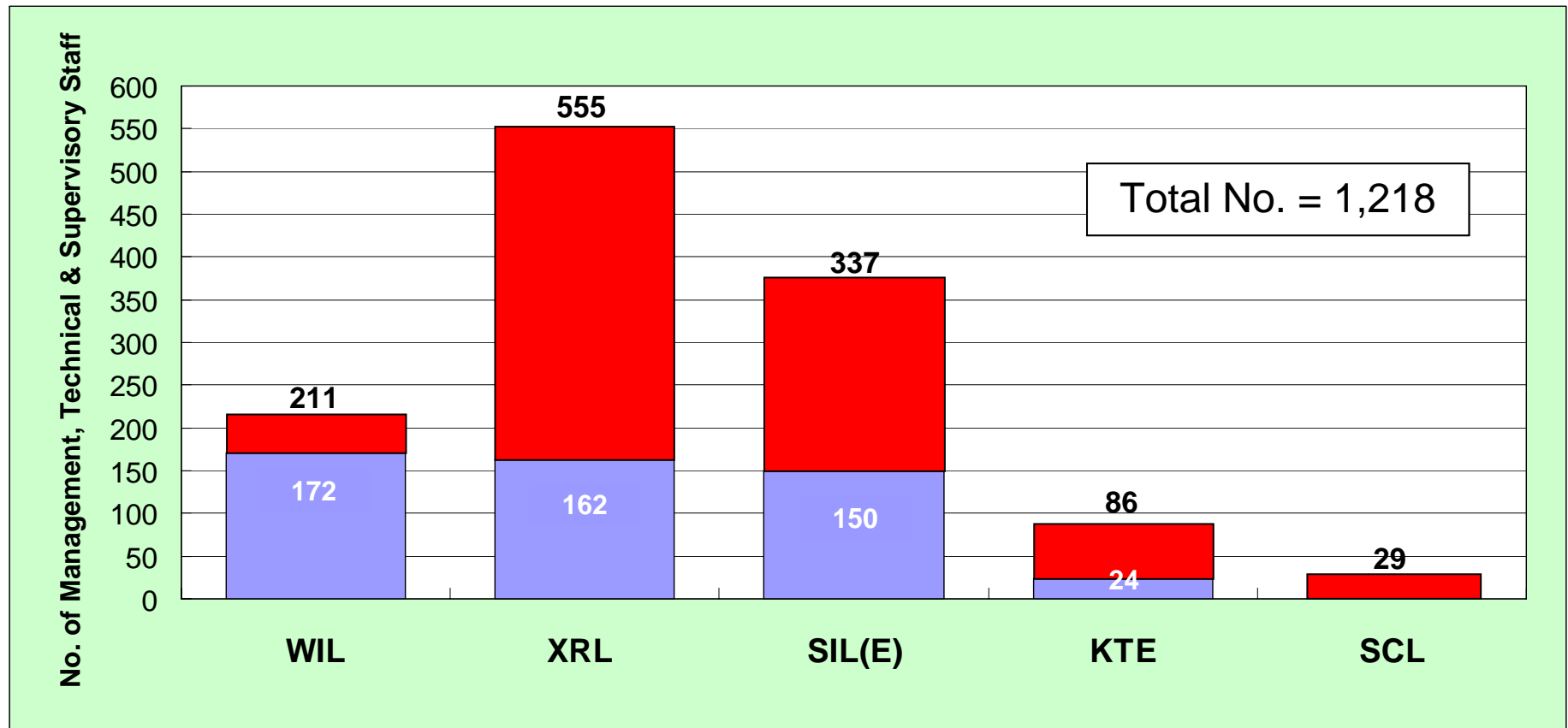
# E&M Manpower Requirements

## Forecast of Site Workers in 4Q 2012



# E&M Manpower Requirements

## Forecast of Management, Technical & Supervisory Staff \* in 4Q 2012



Remark:-

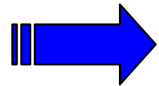
\* Excluding administrative and general staff.

# E&M Manpower Requirements

For the next 12 months

## 1. Site Workers

Total Nos. to increase from 8 to 639



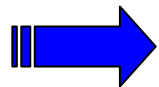
Additional 631 required



7,888%

## 2. Management, Technical & Supervisory Staff \*

Total Nos. to increase from 508 to 1,218



Additional 710 required



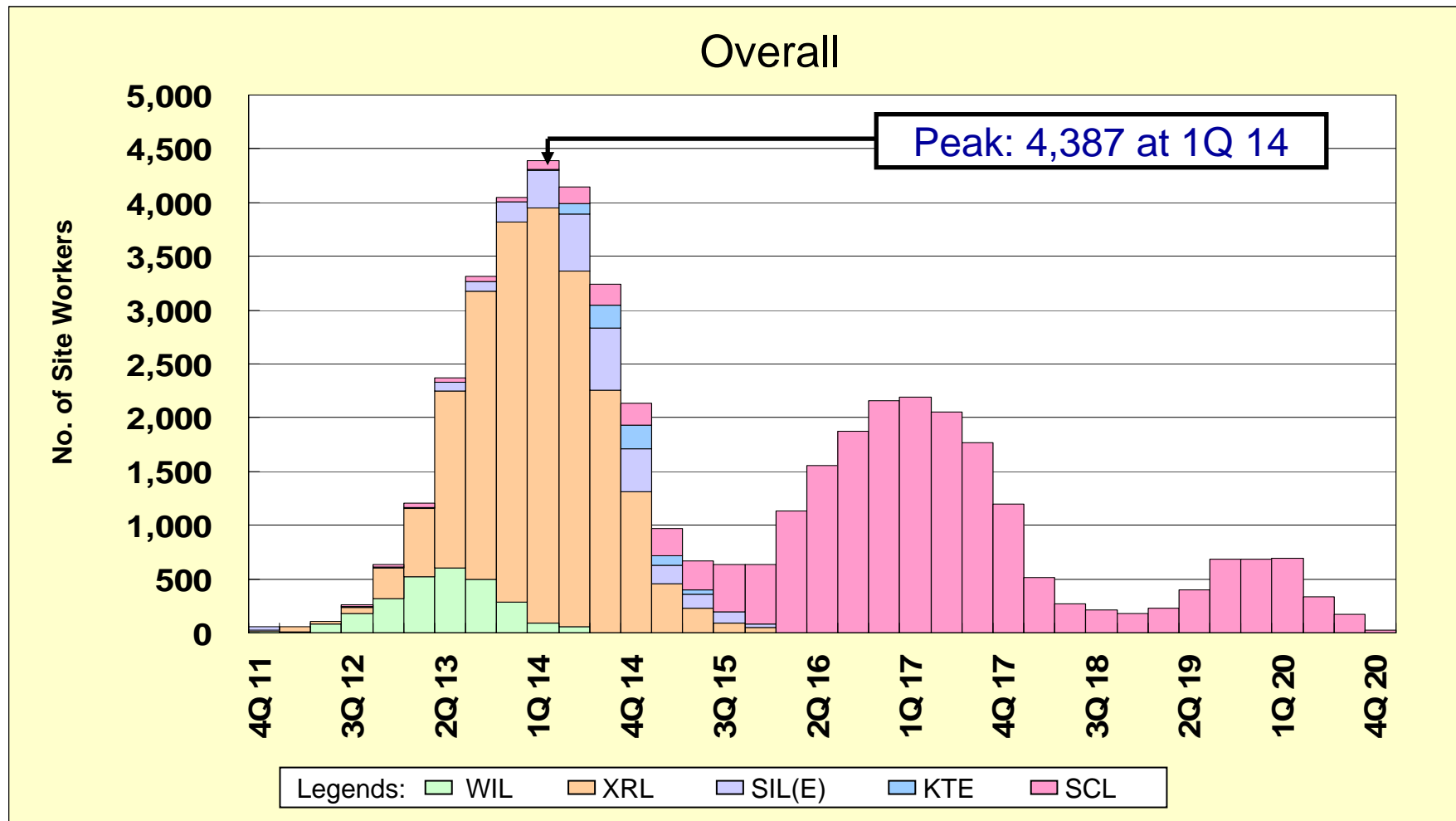
140%

### Remark:-

\* Excluding administrative and general staff.

# E&M Manpower Requirements

## Overall Site Workers



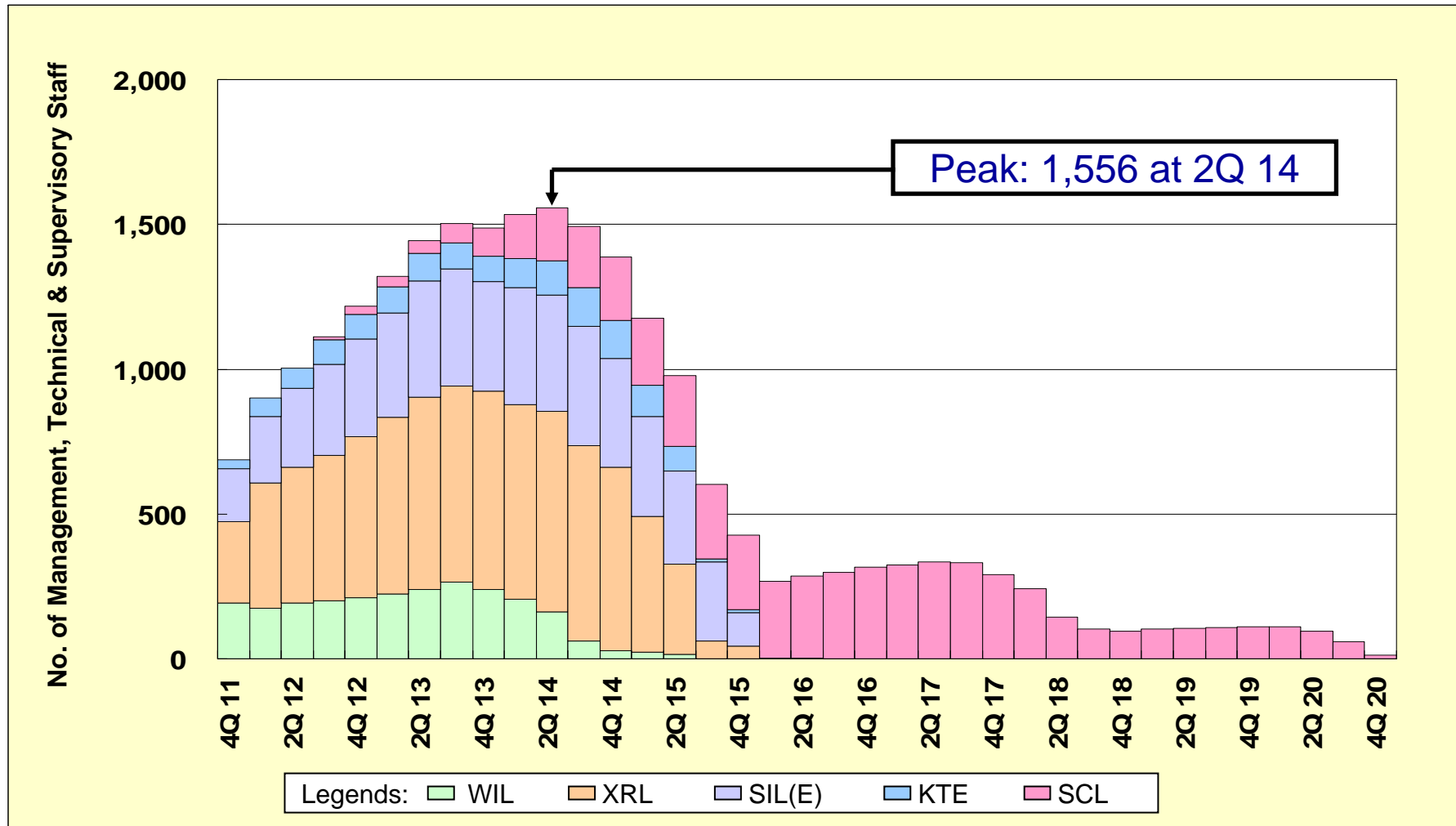
# E&M Manpower Requirements

## Requirement of Site Workers

Trade	Actual at Oct 11	Forecast at Peak	
		No.	Timing
Electrical Fitter	4	680	2Q 14
Mechanical Fitter	0	571	1Q 14
Fire Service Mechanic	0	303	4Q 12
Refrigeration/ Air-conditioning/ Ventilation Mechanic	0	281	3Q 14
Electrical Wireman	1	194	3Q 14

# E&M Manpower Requirements

## Overall Management, Technical & Supervisory Staff



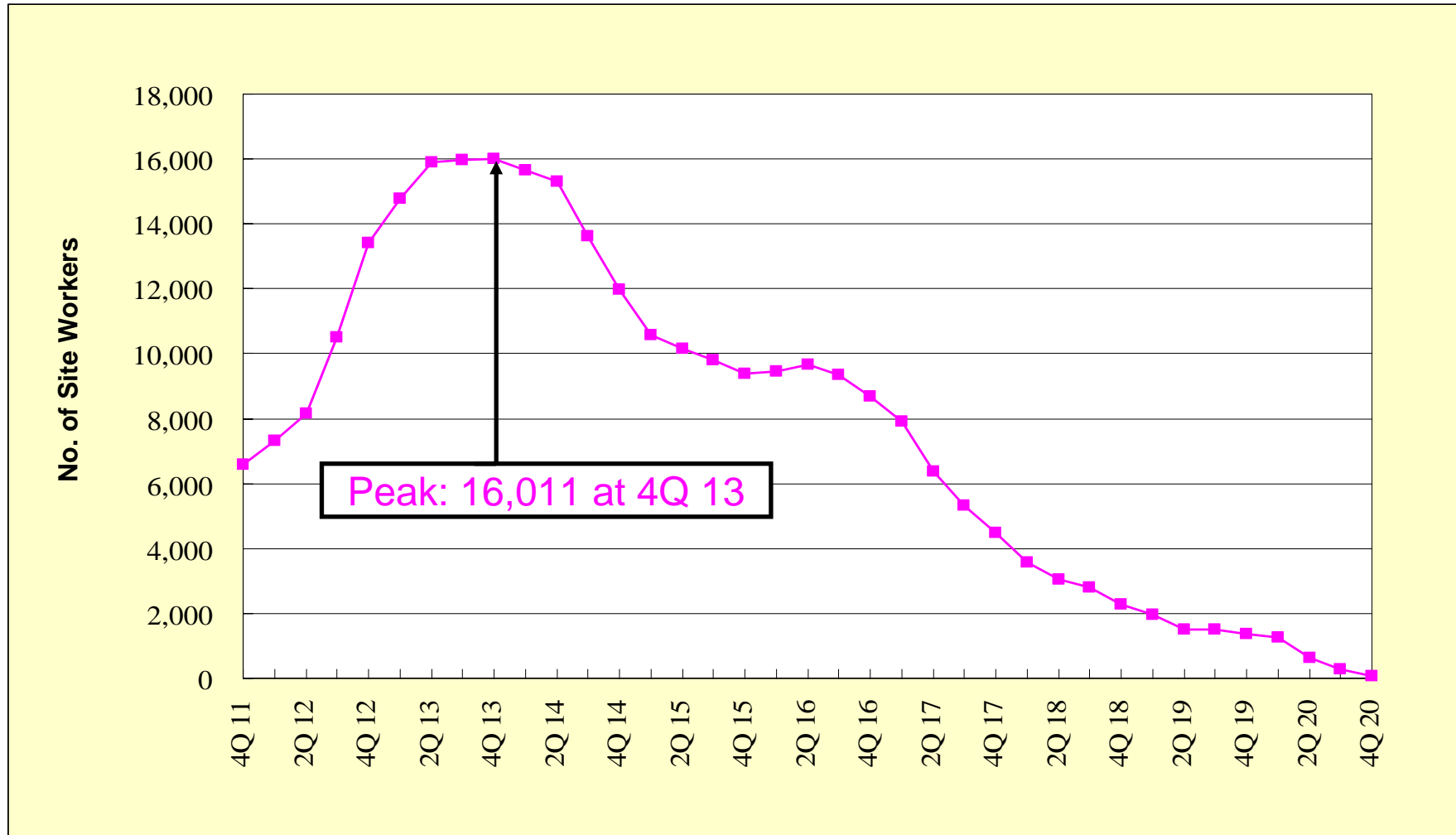
# E&M Manpower Requirements

## Requirement of Management, Technical & Supervisory Staff

Category	Actual at Oct 11	Forecast at Peak	
		No.	Timing
T&C Manager/ Engineer/ Asst. Engineer	60	282	4Q 13
Construction Manager/ Engineer	17	229	4Q 13
Site Supervisor/ Technician	17	188	4Q 13
Foreman/ Asst. Foreman	19	71	3Q 13

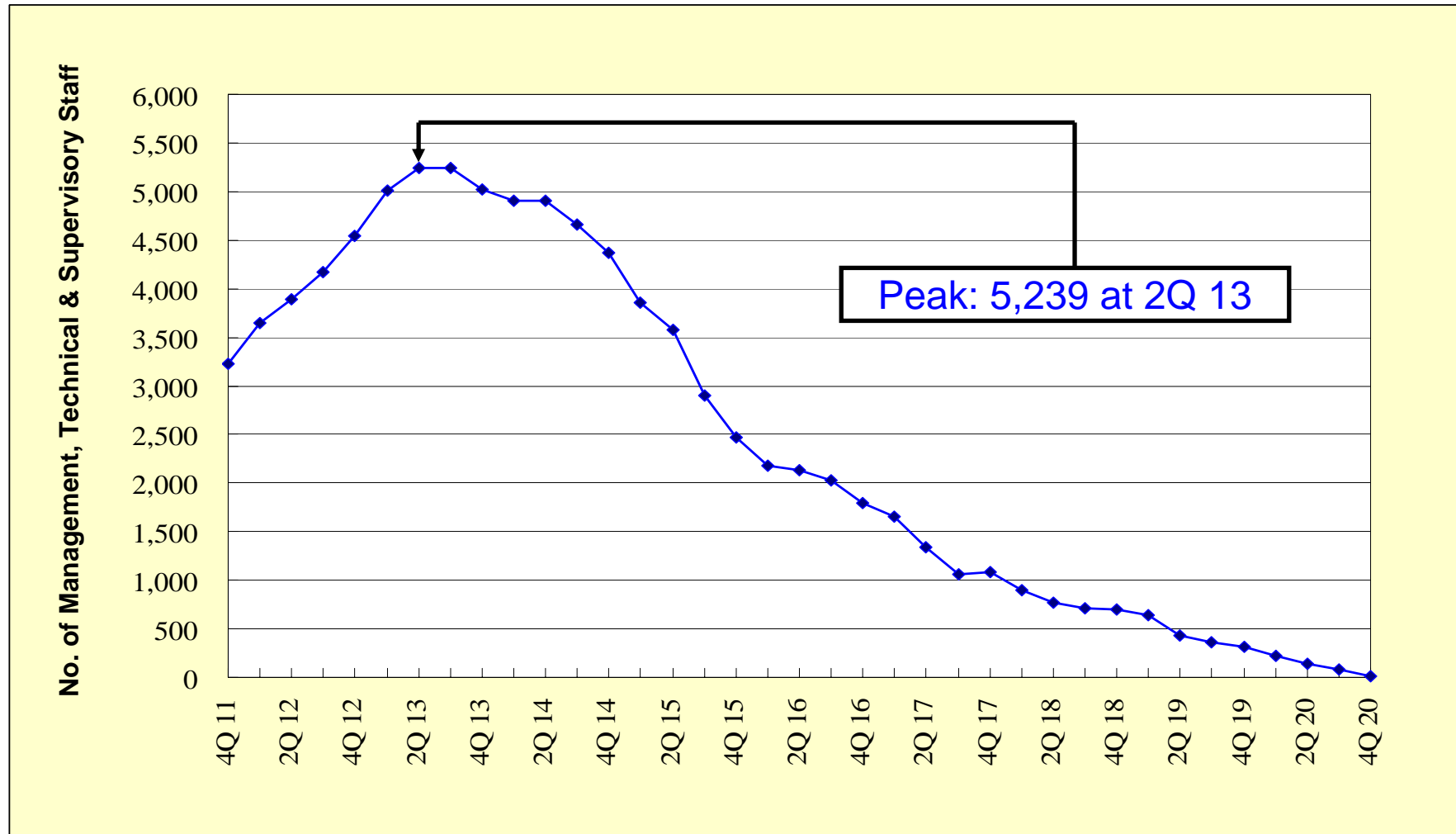
# Overall Manpower Requirements

## Overall Site Workers – Civil and E&M



# Overall Manpower Requirements

## Overall Management, Technical & Supervisory Staff – Civil and E&M



# MTR Initiatives

- **Establish and continuously update the manpower forecast.**
- **Use a web-based project-wide database to collect monthly actual data.**
- **Incorporate requirements in works contracts:**
  - **Enhancement of Health and Safety Requirements**
  - **Hygiene & Welfare Facilities for Workers**
  - **Employment of Apprentices & Graduate Engineers**
  - **Training of Workers under Contractor's Cooperative Training Scheme.**
- **Collaboration with the industry:**
  - **Labour Forum**
  - **Job Fairs**

# 2<sup>nd</sup> Job Fair held in Oct 2011

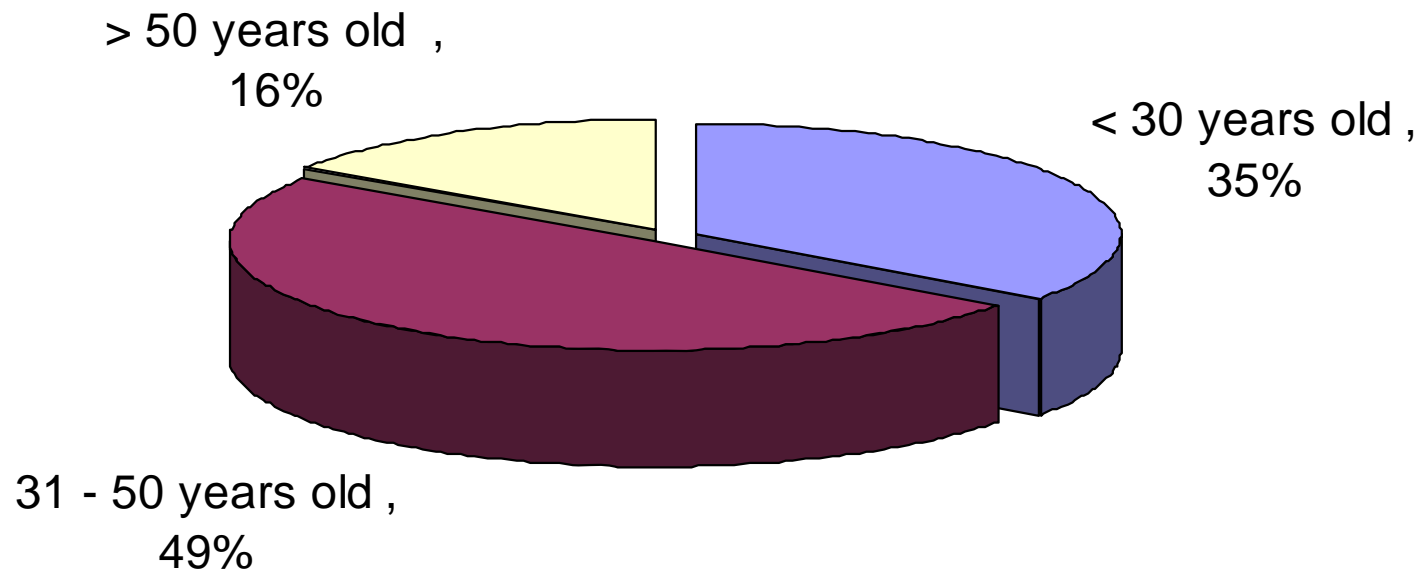


# Job Fairs

	Feb 11	Oct 11
<b>No. of Visitors</b>	<b>2,212</b>	<b>3,602</b>
<b>No. of Applications Received</b>	<b>3,333</b>	<b>3,258</b>
<b>No. of Contractors Participated</b>	<b>23</b>	<b>18</b>
<b>Supporting Organisations</b>	<b>Labour Department/ CIC/ HKCA</b>	<b>Labour Department CIC/ HKCA/ HKFEMC</b>

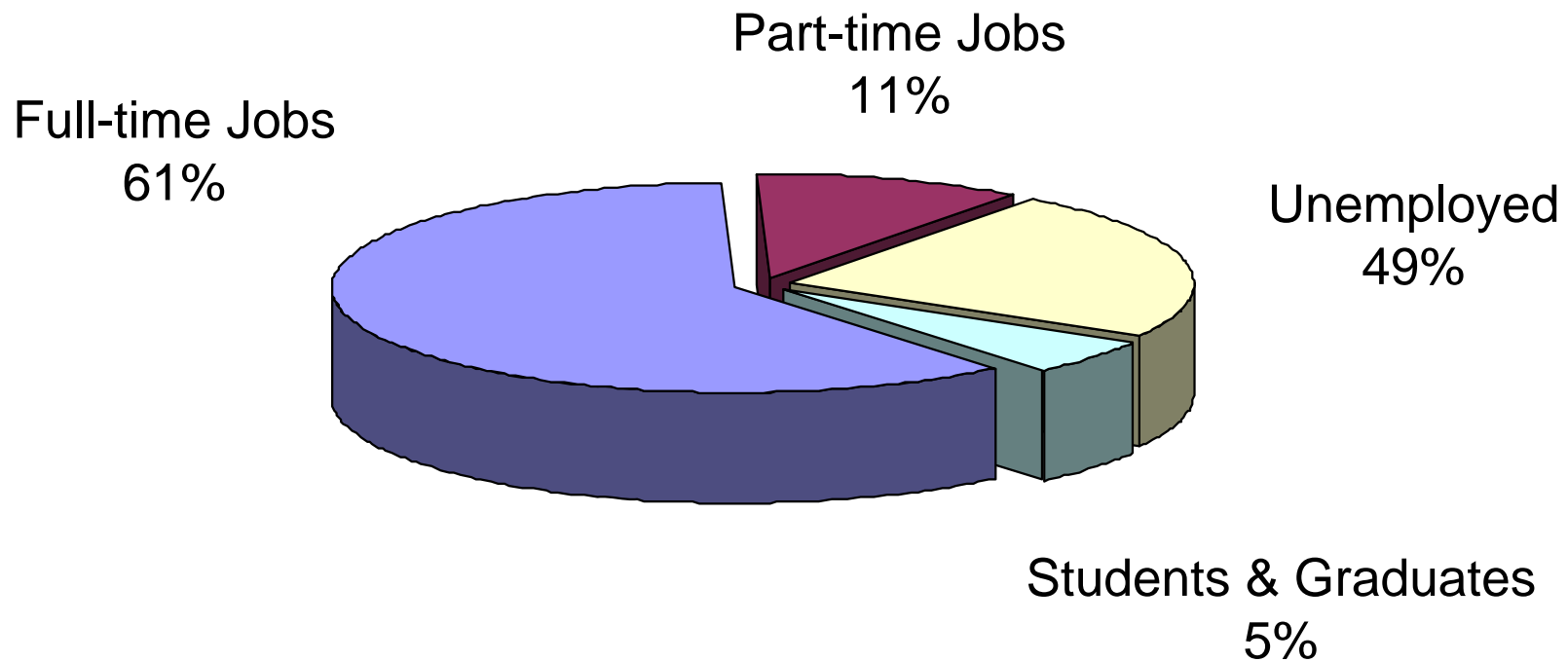
# Feedback from Job Seekers on Job Fair

## Age Distribution of Job Seekers



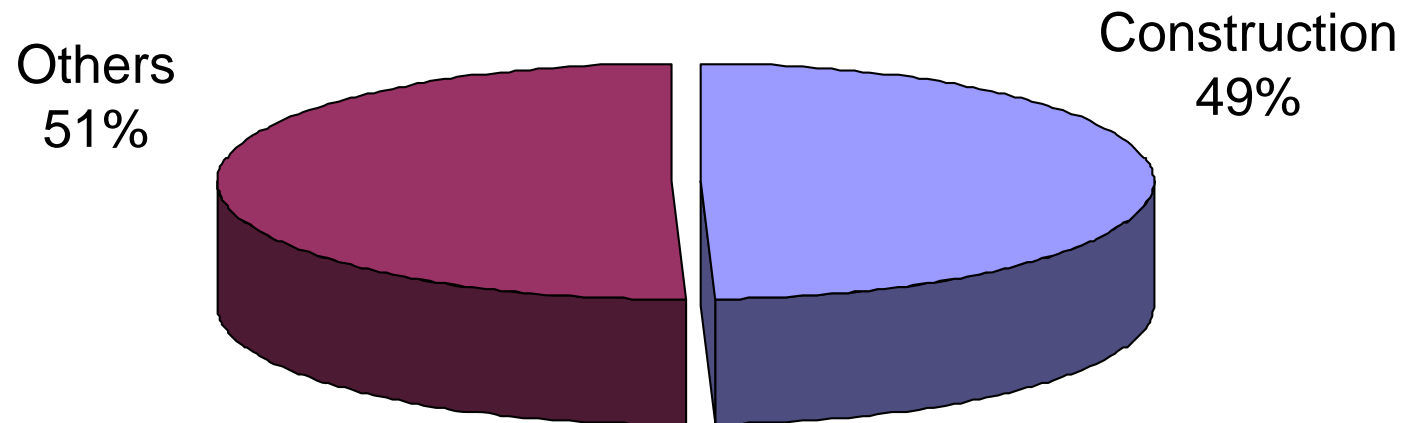
# Feedback from Job Seekers on Job Fair

## Employment Status of Job Seekers



# Feedback from Job Seekers on Job Fair

## Current Job of Job Seekers





**Thank You**