

ACKNOWLEDGMENTS

I am indebted to members of the Working Party: Messrs. S. H. Leung, N.C. Mak, S.K. Kwan; and also Oliver Chan, Andrew Ho, G.Y. Lau, Frank Li, who joined the team later, for their joint efforts in compiling this report.

I am also obliged to all colleagues who assisted in the information gathering process and the preparation and printing of this report. I am equally grateful to all those who contributed their constructive advice and/or assistance to the Working Party. Lastly I hope this report will be useful to the R.I.C.S. (Hong Kong Branch) and H.K.I.S. Council and of interest to fellow members.

Daniel C.W. Ho

Chairman

Working Party

on

Hong Kong Building Surveyors Profile 1992

February 1993

CONTENTS

Acknowledgments

Chapter 1	INTRODUCTION	1
1.1	Objectives	
1.2	Approach	
1.3	Summary of Findings	
Chapter 2	EXISTING EMPLOYMENT PATTERN	3
2.1	The BS Profession	
2.2	Existing Employment Structure	
Chapter 3	TRAINING & PROFESSIONAL DEVELOPMENT	7
3.1	Test of Professional Competence (T.P.C.)	
3.2	Continuing Professional Development (C.P.D.)	
Chapter 4	EDUCATION	10
4.1	Diversification of Courses Offered	
4.2	Institutions Providing Building Surveying Courses	
4.3	Postgraduate Courses	
4.4	Links Between the Profession & Academic Institutions	
Chapter 5	THE FUTURE CHALLENGES FACING BUILDING SURVEYORS	13
5.1	Changing Roles and Scope of Services	
5.2	Competition from Other Professions	
5.3	Private Sector vs. Public Sector	
5.4	Removing Barriers Between Specialisms	
5.5	Expansion into the P.R.C.	
5.6	Creation of New Market Niche	
5.7	Public Relations	
5.8	Entrepreneurial Approach	
Chapter 6	THE WAY AHEAD	17
6.1	Marketing	
6.2	Training	
6.3	Professional Development	

1. INTRODUCTION

1.1 Objectives

This report is an updating of the Manpower Study of Qualified Building Surveyors published in 1988. The approach has been to balance both the quantitative and qualitative analyses. The aims of commissioning this study are :

- (a) To help the R.I.C.S. (Hong Kong Branch) and H.K.I.S. in future planning, development and promotion of the building surveying profession.
- (b) To provide education institutions, prospective employers and students with a picture of the current and projected development and training of professional building surveyors in Hong Kong.
- (c) To provide a basis for discussion at the Building Surveyors Conference to be held in March 1993.

1.2 Approach

Due to the limitation of time, the data in this report has mainly been obtained by questionnaires and through personal contacts in government departments, surveying firms, developers, consultancy firms, contractor firms, property management firms, education institutions and estate offices of large housing estates. The information is by no means all embracing but it does represent a wide and hopefully reliable picture of the building surveying profession in Hong Kong. Most of the data collected and analyzed was updated to the end of November, 1992 (unless quoted separately). The scope of survey included all qualified building surveyors holding membership of the R.I.C.S. (H.K.B.) and/or H.K.I.S.

1.3 Summary

A number of changes have been noted which might affect the future of the profession. It is hoped that all parties concerned should start to seriously look at each one of them and act promptly.

- (a) The proportion of Building Surveyors working in the private sector has increased from 27.6% (1988) to 36.3% (1992);
- (b) The increase was most notable for Building Surveyors working in private consultancy firms;
- (c) Building Surveyors / Property Services Manager / Maintenance Surveyors posts in government have in the past been taken up by other professionals. This situation has improved since the 1988 study.

- (d) The University of Hong Kong and the City Polytechnic of Hong Kong started to run surveying courses from 1988 and 1992 respectively. These courses are in addition to that which has been undertaken by the Hong Kong Polytechnic for a number of years. This has increased the supply of Building Surveying graduates;
- (e) There is a trend for increasing number of Building Surveyors to undertake part-time courses for higher degrees in various fields;
- (f) The offering of comprehensive consultancy services to clients is becoming more and more popular;
- (g) The number of candidates who will wish to take the Test of Professional Competence for Building Surveyors will be more difficult to predict after the removal of barriers between specialisms.
- (h) There is an increasing number of opportunities in Mainland China to be developed by fellow members;
- (i) There is a need to focus on promoting skills, targeting market niche and adopting an entrepreneurial approach in all types of works.
- (j) The R.I.C.S. / H.K.I.S. should try to facilitate and develop new job opportunities for Building Surveyors, both in the private and public sectors.
- (k) The R.I.C.S. / H.K.I.S. should initiate and support more active promotion and public relation activities to enhance the image and skills of Building Surveyors.
- (l) The Building Surveying Council should formulate and implement effective strategic plans to coordinate actions in various fronts.

2. EXISTING EMPLOYMENT PATTERN

2.1 The Building Surveying Profession

A Professional Building Surveyor (B.S.) is a member of the Royal Institution of Chartered Surveyors or the Hong Kong Institute of Surveyors and is distinguished by the designatory F.R.I.C.S., A.R.I.C.S., F.H.K.I.S. or A.H.K.I.S. The recent enactment of the Surveyors Registration Ordinance 1991 enabled qualified surveyors with relevant local experience to be registered and designated as Registered Professional Surveyor (R.P.S.). The specialized training of building surveyors has provided the expert knowledge and the ability to advise clients on the construction and economics of buildings, the law relating to them and on the maintenance of all types of properties. Building surveyors are also able to act for clients in the wider role of project manager on both new and redevelopment projects.

In Hong Kong, building surveyors are engaged in private practice, large development companies and in various roles within the Hong Kong Government. A separate brochure introducing the work of building surveyors is available on request from the headquarters of the R.I.C.S. (Hong Kong Branch) and H.K.I.S. Joint Office.

2.2 Existing Employment Structure

The number of qualified building surveyors practicing in Hong Kong has been rapidly growing from 123 in 1986 to 284 in 1992, slightly more than doubling in the six years (Table 1). This is mainly a result of the increasing opportunities and the demand for building surveyors in the construction industry.

Of the 284 qualified building surveyors holding membership of the R.I.C.S. (Hong Kong Branch) and/or H.K.I.S., 181 (63.7%) are working with the government. When compared with the situation in 1988 when 128 (70.7%) worked in government and 50 (27.6%) worked in private practice, the employment pattern shows a shift towards the private sector. Table 2 shows the breakdown of building surveyors employment in various types of firms and Figure 1 shows their relative proportion and expansion within a total building surveyors population of 284.

Table 1

Number of Qualified Building Surveyors in Hong Kong (RICS and/or HKIS)

<u>Year</u>	<u>No. of Qualified B.S.</u>	<u>Difference in No.</u>	<u>Difference (%)</u>
1986	123	-	-
1988	181	58	(+47.2%)
1990	236	55	(+30.4%)
1992	284	48	(+20.3%)

The supply of locally qualified building surveyors initially depends on the number of graduates and subsequent on the number T.P.C. applicants and the passing rate. The number of applicants is in turn affected by the number of Assistant Building Surveyors and Building Surveying Graduates undergoing various stages of professional training and the number of re-sits.

The expansion of the professional diploma course and later the degree courses in surveying in the Hong Kong Polytechnic, the University of Hong Kong and the City Polytechnic of Hong Kong also produced more surveying graduates. Most of the graduates will become qualified building surveyors from the mid 1990's onwards. Assuming the current figures of output and passing rate, it is forecasted that approximately 25 to 30 qualified building surveyors will be produced each year up to 1996.

Table 2

Distribution Of Qualified Building Surveyors In Various Establishments

	1992			1988		
Government Departments						
A.S.D. (Property Services Branch)	39			26		
B.L.D. (BOO)	101			80		
H.D. (Maintenance Division)	<u>41</u>	<u>181</u>	<u>63.7%</u>	<u>22</u>	<u>128</u>	<u>70.7%</u>
Private Sector						
Education Institutions	11			6		
Consultancy Firms	36			14		
Public Utility Companies	7			*		
Developers	26			16		
Overseas	17			3		
Others	<u>6</u>	<u>103</u>	<u>36.3%</u>	<u>14 *</u>	<u>53</u>	<u>29.3%</u>
	Total : 284			181		

NOTE :

Education Institutions :

Includes the University of H.K., H.K. Polytechnic and the City Polytechnic of H.K.

Consultancy Firms :

Includes all private surveying and consultancy firms.

Public Utility Companies :

Includes the MTRC, KCRC.

Developers :

Includes property management companies, all companies which have involvement in land development and investment e.g. banks.

Overseas :

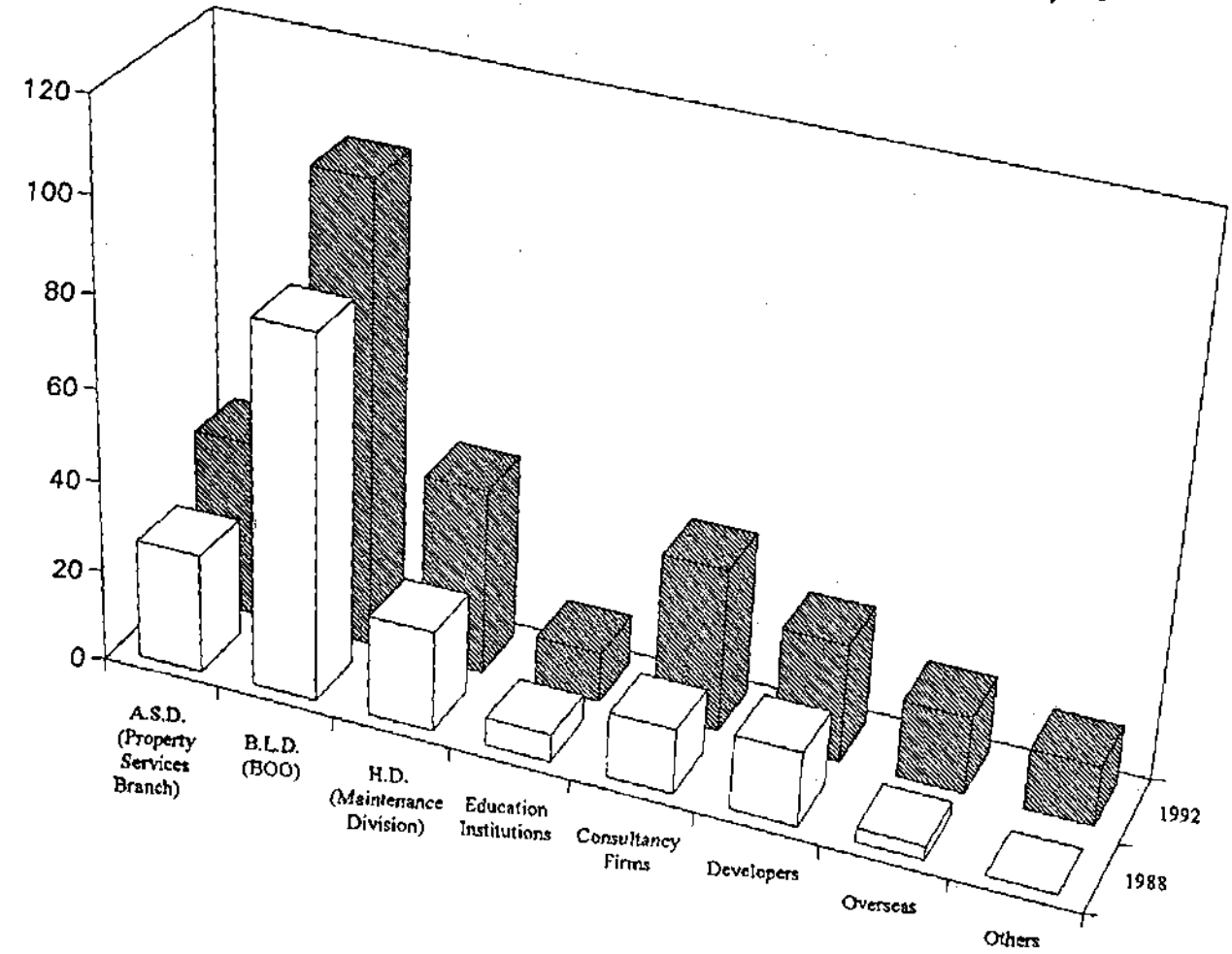
Includes countries like U.K., Canada, Australia and U.S.A.

Others :

Includes companies like McDonald's, Property Service Agencies International and hospitals.

* In the 1988 survey, public utilities companies were included in "others".

Figure 1 : Employment Pattern Of Qualified Building Surveyors



Number of qualified surveyors under the RICS (HK Branch) and/or HKIS = 284

3. TRAINING & PROFESSIONAL DEVELOPMENT

3.1 Test of Professional Competence (T.P.C.)

To be a qualified/chartered surveyor of the H.K.I.S./R.I.C.S., a candidate, on completion of appropriate academic requirements, must pass the T.P.C. This consists of four areas :

- (i) approved graduate training,
- (ii) submission of the Summary of Experience (S.O.E. ie. an analysis on five projects in which the candidate has involved)
- (iii) the Practical Task and
- (iv) the Professional Interview.

(a) Approved Graduate Training

To fulfill part of the T.P.C. requirements, building surveying graduates are required to go through a minimum of two-year approved training. Approved graduate training programs are available from government departments and private firms.

Government departments offering approved training include the Housing Department (H.D.), the Architectural Services Department (A.S.D.), and the Buildings and Lands Department (B.L.D.). The establishment of graduate building surveyors posts in these 3 departments is currently 51 in total (Table 3). The annual intake is approximately half of that figure as the training cycle takes two years to complete. These departments provide training schemes enabling trainees to rotate between sections within or outside the offices. Under these schemes, graduates undergo the requisite breadth of training. However, one of the shortcomings of these schemes is that the training tends to be fragmented due to the relatively short attachment to different sections. In other words, the trainees seldom handle a project comprehensively from start till completion.

Some building consultancy firms, developers and property management firms can provide the required training for building surveying graduates. Usually there are no prescribed training schemes in these firms. Types of training available depend largely on the nature of the company business. Hence, a balanced training program is not guaranteed but trainees usually benefit from working on a project from inception to completion.

The merits of each system can be enhanced by arranging secondment between the public and private sectors. This method has been adopted by the Buildings Ordinance Office of the B.L.D. and several large private and public utilities firms. This arrangement has proved to be successful and welcomed by the graduates.

Table 3

Distribution of Professional and Training Posts in Government held by Building Surveyors

Department	Establishment		Posts held by B.S.		Graduate training posts ⁴
	1992	1988	1992	1988	
A.S.D. (P.S.B.)	63 ¹	40	38 (60%)	26 (65%)	11
B.L.D. (B.O.O.)	155 ²	149	101 (65%)	80 (54%)	27
H.D. (M.D.)	64 ³	48	40 (62%)	22 (46%)	13
Total	219	237	179 (63%)	128 (54%)	51

Note :

1. Includes posts APSM to AD(PS).
2. Includes posts ABS to PGBS.
3. Includes posts AMS to CMS.
4. Approximately half of the posts are recruited each year.

There is a possibility that the Vocational Training Council may offer subsidies for those firms which are willing to provide graduate training for surveyors. This will increase the number of training posts which will minimize initial wastage of graduates.

(b) Practical Task & Professional Interview

The Practical Task is used to examine the ability of the graduates to apply their academic knowledge to real life situations. A task/problem based on a real situation is given to the candidates who are required to prepare a proposal according to the client's requirements. This is then presented to a board of assessors by the candidates. The assessment is supplemented by the Professional Interview which requires candidates to demonstrate their professional knowledge, judgment and competence in a face-to-face situation.

3.2 Continuing Professional Development (C.P.D.)

Since 1 January 1991, C.P.D. has become compulsory for all chartered surveyors. This aimed to maintain and improve the credibility and professional status of chartered surveyors. The advantages to the individuals in maintaining, updating and expanding technical knowledge and professional skills are clear and the benefits to the profession at large are much wider.

The Building Surveying Division Council has taken a very active role in organizing C.P.D. events. During the past two years, almost twenty C.P.D. events with a total of over 50 C.P.D. hours, in the form of site visits, seminars, study tours and conferences have been organized. A number of aspects relating to legislation, building technology and design, environmental issues, etc. have been covered. The response to these events was excellent and the key to a successful C.P.D. program seems to rest on events being relevant and affordable. Meanwhile, the variety of the C.P.D. events has been further enriched by events organized by other divisional councils and the Junior Organization (J.O.), as well as members' in-house programs.

It can therefore be argued that the building surveyors' C.P.D. needs have been well catered for. At the same time, by organizing C.P.D. events, the Building Surveying Division has strengthened its role and stimulated greater involvement by members in the affairs of the H.K.I.S./R.I.C.S.

4. EDUCATION

4.1 Diversification of Courses Offered

Local academic institutions providing undergraduate training for building surveyors included the University of Hong Kong (H.K.U.), the Hong Kong Polytechnic (H.K.P.) and the City Polytechnic of Hong Kong (C.P.H.K.). The H.K.U. offers B.Sc.(Surveying) course and H.K.P. and C.P.H.K. offer B.Sc. in Building Surveying courses. Since there is a need for building surveyors in practice to acquire diversification of skills in this fast changing business environment, the choice of courses available to secondary schools leavers is also diversified.

Table 4 shows the number of graduates likely to be produced from the various education institutions:

Table 4

Estimated number of building surveying graduates likely to be produced in Hong Kong

	1993	1994	1995	1996
The University of Hong Kong	6	6	8	8
The Hong Kong Polytechnic	38	41	35	35
The City Polytechnic of Hong Kong	-	-	24	30
Total	44	47	67	73

4.2 Institutions Providing Building Surveying Courses

(a) The Hong Kong Polytechnic (H.K.P.)

The last batch of Professional Diploma in Surveying students graduated in June 1990. A part-time extension course has been organized and approved by the R.I.C.S. for those graduates to obtain full exemption from R.I.C.S. written examinations. 35 and 31 students graduated in 1991 and 1992 respectively from the B.Sc. Building Surveying course with full exemption. It is expected that about 30 will graduate each year from 1993 onwards.

(b) The University of Hong Kong (H.K.U.)

The first output of B.Sc. (Surveying) graduates was in June 1991. This is a multi-disciplinary course which aim to broaden the knowledge and vision of surveying graduates to take up challenges in this fast moving industry. A total of 8 students who indicated a preference for building surveying graduated in 1991 and 1992.

The Department of Surveying has recently been successful in its application for R.I.C.S. Accredited Centre status. The course will be a common program without specialism from 1993-94. The average intake will be 50 each year and it is expected that about 8-10 graduates will take up employment and training in building surveying related fields.

(c) The City Polytechnic of Hong Kong (C.P.H.K.)

The C.P.H.K. runs a Higher Diploma course in Building producing building/quantity surveying support staff. The course received partial exemption from R.I.C.S. examinations. In the past only a few of them take the T.P.C. in quantity surveying and become chartered quantity surveyors. The number of its graduates is therefore not counted in this report.

The new B.Sc. (Building Surveying) course was launched in 1992 and the first batch of 24 graduates will be produced in 1995. Full exemption is granted from the R.I.C.S. and graduates can enter directly into T.P.C. training for a period of not less than two years before qualification.

(d) College of Estate Management (C.E.M.)

The B.Sc. (Surveying) distance learning course organized by the C.E.M. has proved to be quite popular among technical staff. The number of C.E.M. Building Surveying students in Hong Kong is believed to be approximately 15. However, detailed information about passing rates and employment as graduate building surveyors in Hong Kong is scant.

4.3 Postgraduate Courses

Apart from taking part in various C.P.D. functions, quite a number of qualified building surveyors have chosen to take up postgraduate courses part time in order to broaden and deepen knowledge in various fields. These courses include M.B.A., M.Sc. (Construction Project Management) and other courses related to law, arbitration, computer, accounting and information technology.

There is a trend in the U.K. for some postgraduate courses to be granted full exemption from the R.I.C.S. The M.Sc. (Construction Management) course organized by the City Polytechnic of Hong Kong has applied for full exemption from the R.I.C.S. Although the result is not yet known it is increasingly likely that graduates of non-cognate degrees will become T.P.C. candidates and qualify as surveyors through other "non-traditional" routes.

4.4 Links Between the Profession & Academic Institutions

In order to attract high calibre applicants to the profession, it is recommended that recruitment campaigns should continue to be run in secondary schools. The involvement of surveying undergraduates in the Junior Organization provides a bridge linking student members and the practitioners. As the roles and scope of services provided by building surveyors are changing, the education/training should be monitored and reviewed constantly to meet future demands. Employers are encouraged to take a more active part in providing more intensive and appropriate training for their trainees. Senior members should also be urged to continue in delivering talks and holding seminars for building surveying undergraduates.

5. THE CHALLENGES FACING BUILDING SURVEYORS

5.1 Changing Roles and Scope of Services

The "one-stop" approach to surveying services has become more and more popular. Most of the newly established surveying firms aim to provide comprehensive consultancy services to their clients. These range from development consultancy, project management, property consultancy, interior design and fitting out works to other specialized services such as providing expert advice in court and advice on specialized materials etc. During the past two years a number of qualified building surveyors have also left large developers and consultant firms to set up their own practice. It is also encouraging to note that qualified building surveyors can contribute to a greater variety of firms than that in the past.

5.2 Competition from other Professions

The enactment of the Surveyor Registration Ordinance 1991 enabled members of the R.I.C.S. and H.K.I.S. to be registered and designated Registered Professional Surveyor (R.P.S.) upon proof of relevant local experience. Although professional surveyors cannot monopolize the term "surveyors", in the same way as "architects", which may hinder the promotion of a professional image, it is still a move towards this end.

As can be seen from Table 3, since 1988 a higher proportion and number of building surveyors / property services managers / maintenance surveyors posts in government establishments have been occupied by building surveyors. But in addition to the continuing competition faced from architects and engineers, the Chartered Institute of Builders (C.I.O.B.) is constantly pressing the government for recognition of their professional status and have asked to be regarded as equivalent to other professionals when applying for government posts. The council and all fellow colleagues need to improve the competitive edge in order to tackle this potential area of concern.

5.3 Private Sector vs. Public Sector

As can be seen from Table 2, the percentage of building surveyors in private practice has increased from 27.6% in 1988 to 36.3% in 1992. During the same period of time the number of building surveyors working in government (Table 3) experienced a growth of 39.8% while the expansion of government establishment was only 19.0%. This reflects the fact that the growth of building surveyors holding posts in the public sector has been faster than the increase in government establishment posts in the last few years.

The rapid growth of building surveyors in the private sector within the same period was especially notable in consultancy firms (143%) and developers (62.5%). The opportunities in the private sector have become more and more attractive especially for newly qualified building surveyors. This may also be a result of the government's graduate training scheme which terminates graduate employment upon expiry of two years of training, regardless of whether the graduate passes the T.P.C.. If these graduates cannot find a post of assistant surveyor in the government, they have to look for jobs in the private sector and may subsequently stay in the firm when they later qualify.

5.4 Removing Barriers between Specialisms

The R.I.C.S. announced that from 1991, graduates from approved surveying courses will be allowed to take their T.P.C. assessment cross-stream. Graduates, without regard to the specialism from which they graduated, can now apply for assessment in any discipline provided that they have been properly supervised and gained adequate relevant experience in that stream. This change is in line with the current industry demand for multi-disciplinary professional services. Education institutions should also be aware of this and review the course contents accordingly. The trend will encourage employers and graduates to have a wider choice of trainees and jobs respectively. The projected demand will be decided by the market but the extent of adjustment is too early to predict.

5.5 Expansion into the P.R.C.

There has been a notable change in building surveyors' involvement in projects in the People's Republic of China (P.R.C.). Many of the surveying firms have become involved in P.R.C. projects in the past two years. Building surveyors in particular take a very active role in the design and running of projects. At present, most firms are still based in Hong Kong, until now no building surveying firm has established its own office in the P.R.C. or formally linked up with other companies in the P.R.C. It is generally believed that any work secured is mainly based on good quality of service and good "connections" and not because of R.I.C.S. or H.K.I.S. designation.

In general the building surveying profession is not understood in the P.R.C. The Building Surveyors Delegates to Shanghai in September 1992 confirmed this. The equivalent term "Building Surveying" in Chinese is "setting-out for building works". We may therefore have difficulties in marketing the term "Building Surveying" in the P.R.C. Fortunately, an increasing number of senior colleagues are acquiring work in the P.R.C. and demonstrating professional competence. The term "Building Surveyors" will gradually become increasingly understood which will help in promoting our services in the P.R.C.

In future, a more positive and distinguishable image has to be formulated for marketing purposes. The title "project manager" may be a good hat to wear for promotion but it is noticeable that the "project management" course in Tongi University is largely quantity surveying based! More efforts must be given to demonstrate the building surveyors' skills and clarify the building surveying identity to the government, institutions and general public of the P.R.C.

Language may be another barrier to practice and to promote.. Fluency in Putonghua is a must in order to practice in the P.R.C.. Whilst not forgetting that English is an international language which all surveyors should master, bilingualism is no longer enough.

5.6 Creation of New Market Niches

The building surveying profession has gradually established an image of the "Building Doctor" in Hong Kong. This may be the result of several building/structural collapse cases in 1990 and the promotion of the importance of building maintenance over the last two years. The work of the Buildings Ordinance Office on unauthorized and dangerous structures has also aroused public interest in the building surveying profession.

Since building surveyors have gradually widened the scope of services to clients, building surveyors are now in direct competition with other construction related professionals. It should be clearly understood that in the commercial world, only the fittest will survive. Fellow colleagues should not view building surveying as a monopoly profession "protected" by legislation or having members equipped with expertise that no one else can impinge on. Therefore we should work harder to develop our skills and widen new market niches to serve.

The enactment of the amendment to the Buildings Ordinance 1991 which requires owners to appoint Authorized Person to inspect their property if believed necessary is likely to open up another scope of service for Building Surveyor/Authorized Persons. This type of "bread and butter" job, traditionally one of the major skills of building surveyors, has largely been taken up by colleagues working in the government. This new requirement is a step towards balancing the role and responsibility of government and building owners in maintaining the quality and standards of buildings in Hong Kong.

5.7 Public Relations

As there may be difficulties in marketing a range of services, the council should try to concentrate on promoting several major building surveying skills. These could be, for example, project management, building control and building maintenance. At the same time the council is urged to consider other practical and useful ways to promote the image and skills of building surveyors in a more proactive way. The anticipated supply of graduates in the next few years represents a challenge to the Building Surveying Council to promote and create new job opportunities for younger surveyors.

5.8 Entrepreneurial Approach

The fact that in the past more than 70% of local building surveyors worked in the public sector may have slackened the growth of an entrepreneurial spirit amongst fellow building surveyors. Now that the balance is gradually changing so it is time for us to consider adopting a more entrepreneurial approach towards developing the profession. Members should be more alert to meet changes in all areas of activities such as finance, politics, technology etc. and act accordingly.

The organizing of seminars and conferences, promotion of image by public relations activities or teaming up with other professions may be considered. The establishment of an acceptable scale of charges and the production of the Building Surveyors Directory were also initial good moves towards this end. Opportunities of forming alliance with overseas firms and development in the P.R.C. and regional markets should be carefully considered.

6. THE WAY AHEAD

The working party concluded and recommended that an effective strategic plan for the building surveying profession should be formulated and implemented as soon as possible. The plan can be divided into 3 main areas :

- (i) Marketing
- (ii) Training
- (iii) Professional Development

The following are action areas recommended :

6.1 Marketing

(a) Identity

It was felt that the "identity" of building surveyors to the general public is still not clear. Decisions generally have to be made not only on an appropriate image to be promoted to the general public but also how this image can be promoted.

(b) Market and Skills Development

In the past certain members were able to set up their own firms because of good quality of service and good "connections" rather than the building surveyors designation. However in the future, with increasing competition from other professionals, this will become increasingly difficult. The Council should set up skill and market panel to focus on customers' needs, developing skills to serve and widen the client base so as to develop the profession as a whole.

(c) P.R.C. Market

The potential in the P.R.C. market is well understood. Committees may be set up to formulate and coordinate actions proposed to develop the building surveying profession in the P.R.C. This may include more C.P.D. events on related matters and closer links with academic institutions and construction bodies in the P.R.C.. In the long term reciprocal recognition of certain professional bodies and courses in the P.R.C. should be considered.

6.2 Training

(a) Supply Position

It will be necessary to consider the pace of supply of young graduates. An increase in supply will encourage more building surveyors to secure jobs in various firms and gradually will open up more opportunities for younger surveyors. It may also encouraged more building surveyors to set up firms because there will not be shortage of supply of well trained staff. However, there may be a risk of shortage of suitable training posts for building surveying graduates which would need to be addressed.

(b) Roles of the Private Sector in Training

A greater input in training should be undertaken by the private sector. It is important to keep good graduates in the profession in order to sustain a reasonable level of supply of high calibre qualified building surveyors for the future development of the profession. In addition to the number of training posts, the quality of training should not be overlooked. The employers and supervisors should take a closer look on the training program and the progress of their trainees.

6.3 Professional Development

(a) Competitiveness

There must be more investment in research and development. This can take the form of standing committees which project future needs and respond to current issues relating to the building surveying profession. In particular policy must be devised and programs implemented to tackle competition from other professions as soon as possible. Fellow colleagues are also urged to start early in professional development in order to improve the competitiveness. It is imperative that we sustain competitive advantage over other professions, both in status and in quality of service.

(b) Long Term Planning

The profession is in need of a long term planning strategy. It is hoped that a new and effective development plan supported by all members of the building surveying profession can be formulated after discussion and gathering of views from the Building Surveyors Conference 1993.