

5.1.2 – Case Study II – Small Scale Residential Building Development

The second case study was a small-scale residential building development. It was just a one detached house with three storeys and total gross floor area was just about 2100 square feet. The developer and the main contractor were about the same party. The construction of this detached house was commenced from early 2009 and completed on early 2010, this about one year.

5.1.2.1 – The hierarchy of construction project team

The hierarchy of construction project team included the main contractor and three subcontractors. The main contractor's work included the project management, document submission to government, all builders' works and final inspection on all works including builders' works and electrical and mechanical works. On the other hand, one subcontractor was responsible for electrical installation, security system installation and mechanical ventilation air-conditioning installation. Another subcontractor was responsible for plumbing works, drainage work and sanitary fitting installations.

5.1.2.2 – Direct Employment of Workforce and Limited subcontracting

The management of the main contractor included one Director and one Engineer. They also played the role of developer. The engineer was responsible for all

government submission, safety officer and all works inspection. All workers for builders' works were employed directly by the main contractor. The builders' works team included one senior general foreman, one general foreman, two supervisors and twenty general workers. All workers for subcontracting works were also directly employed by corresponding subcontractors. There was only one layer subcontracting for this small scale residential development.

5.1.2.3 – Adequate Safety Performance on All Workers

Although the project size was relatively small comparing with other large scale residential building development, the safety induction training and safety review meeting were also conducted in the regular period. All workers, supervisors and subcontractors' workforce had all attended these training and review meeting.

All workers used the appropriate method to work at height with using the suitable and safety working platform, bamboo scaffolding and mobile metal scaffold platform. As according to the building ordinance, all safety working platform was inspected and examined by the competent person. On the other hand, all workers working at height were under supervision by the competent person.

There was no construction industrial accident reported for twelve months construction period.

5.1.2.4 – Effective Communication between Parties

As there was limited subcontracting in the hierarchy of the construction project team, the communication between parties was very effective and with high efficiency. The information, including drawing, material application and etc, generated from the developer and the main contractor can be easily delivered to the supervisor's and workers' hand. Any discrepancy found during work executed, on the other hand, could be feedback to the main contractor immediately. The effective communication channel put the project went smooth and quick.

5.1.2.5 – Good Security Control of Construction Site

Including two subcontractors' worker and main contractor's employed worker, the total number of workers was about thirty two. It was quite easy for the security guard to control the access and egress of the construction site. All workers and person access and egress of the construction site were identified and record. Throughout the twelve months construction period, there was no robbery or burglary case happened.

Overall the security control of this construction site was in excellent state,

5.1.2.6 – Low Turnover Rate of Workers

As most of the builders' work was carried out by the direct employed workers, and only two subcontractors existed in this construction project, the turnover rate of

workers was very low. The workers after finishing the steel reinforcement works, the form works followed. All works carried by the same team workers leading the low turnover rate of workers. For working together for a long period, the sense of cooperation between workers was very strong and all works can be finished within the minimum time.

5.1.2.7 – High Security of Payment

All workers of builders' work were directly employed by the main contractor as well as the developer. Therefore the payment of wage was on schedule every month throughout the construction project. On the other hand, certification on subcontractor's work done was in the relative short period. The time period between work-done, inspection, payment certification and payment receive was less than one month. Therefore, the security of payment was very high in this small scale construction project.

5.1.2.8 – Completion of Construction Project on Schedule

Finally, this small-scale residential construction project was completed with two week earlier. All builders' works and electrical and mechanical works were completed according to the schedule committed at the early stage of the project. With effective communication, lowest abortive works, project went smooth and completed before the

committed schedule with satisfaction and compliment from both developer and all participants.

5.1.2.9 – No Disputes between Parties

As with the limited level of subcontracting, the flow of information and data among parties was very effective. Despite the construction project has last for twelve months, there was no disputes between any parties in the final stage of the construction project. All discrepancies found during the construction stage had been settled in the basis of fair and happiness.