

Let our People "SHINE"

**S** - Synergy

**H** - Holistic Development

**I** - Ideal Workplace

**N** - Nurture Future Leaders

**E** - Excellence



## 12. Human Capital and Talent Development

### 12.1. An Employer of Choice

At HK Electric, people are our most important assets. We strive to create a stimulating and supportive workplace. In 2018, the Company hired 1,763 permanent employees in a range of frontline, technical, engineering and corporate roles.

#### Career Development

We offer employees ample learning opportunities to enhance their management and technical skills based on job capacity, personal capability and development potential. In 2018, the Company provided a total of 73,306 hours of employee development programmes.

We offer graduate trainee and trainee technician programmes to the graduates of universities and other tertiary institutions. Our graduate trainee programme is recognised by the Hong Kong Institution of Engineers ("HKIE") while our trainee technician programme of the Transmission and Distribution Division is the first trainee programme being accredited by the Associate Membership Scheme of HKIE.

We also provide training opportunities for students from universities, other tertiary institutions and secondary students as vacation trainees, industrial placement trainees or industrial attachment trainees to enable them to have hands-on exposure in the daily operations of a power company.

We tailor-make all-round training and development programmes for those displaying potential to broaden their corporate and functional perspectives. All programmes are developed based on an in-house 4-level framework of leadership competencies, which serves as our roadmap of leadership development at all levels.

#### HK Electric Institute

Established to nurture engineering experts and to ensure knowledge transfer, the HK Electric Institute provides advanced training programmes on power engineering for our technical staff to cope with the demanding and ever-changing operating environment of the electricity industry. In 2018, more than 800 employees attended 19 modules conducted by experienced engineers of HK Electric and reputable manufacturers.

The Institute renewed the Memorandum of Understanding with The Hong Kong Polytechnic University on 30 November 2018 for



which a new MSc subject would be offered to nurture power experts through postgraduate education programmes. A total of 33 training hours were provided to 282 students in 2018.

The Silk Road International School of Engineering organised “The Belt and Road Advanced Professional Development Programme in Power and Energy” in April 2018 for 30 candidates from 12 “Belt and Road” countries and regions. Experienced engineers from HK Electric delivered lectures on the design and operations of the distribution networks with encouraging feedbacks received.

HK Electric has also been supporting engineering students in Hong Kong by offering scholarships and bursaries to students at various major universities and tertiary institutes.



## 12.2. Employee Consultation

A Joint Consultation Committees (“JC”) is in place to foster communication between management and the employees. Through the JC, we encourage employees to come up with new ideas on ways to improve employee wellness and business operations. Currently, 71 employee representatives are sitting on 6 panels. In 2018, a total of 20 JC meetings and an annual lunch gathering were held.

## 12.3. Employee Wellness

We live the Company value of caring and promote employee wellness. Creating a fitness mindset was part of our 2018 employee development programme with the theme of “Drive your own purpose”. We organised a wide variety of activities including health talks, interest clubs and e-Sports tournament in 2018.

One of our popular initiatives is the HK Electric “Runners Club”, where colleagues jogged together along some favourite routes, or even formed teams to represent the Company in local race events. Besides, we also promote Zero Time Exercise in our workplaces.

To care for the health of our employees, we offer flu vaccinations and medical check-ups. A 24-hour counselling hotline service manned by professional counsellors is available for our employees and their families. We have also formed a Good Neighbours Club with about 90 colleagues participating on a voluntary basis, receiving training on basic counselling skills.

HK Electric has been named a “Family-friendly Employer” since 2014. We provide lactation room facilities for breastfeeding mothers and an education subsidy and scholarships for employees’ children. Outstanding achievements of employees are also recognised in the “Best of the Best” annual award presentation ceremony.

