

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 2020, the Company had 1,713 permanent employees in a range of corporate, engineering, technical and frontline 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 2020, in view of the COVID-19 outbreak, the Company directed more resources in self-paced learning and provided a total of 33,524 hours of face-to-face and on-line employee development programmes.

Trainee programmes are provided to graduates of universities and other tertiary institutions. Our graduate trainee programme is recognised by the Hong Kong Institution of Engineers ("HKIE") while the trainee technician programme of the Transmission and Distribution Division is the first trainee programme accredited by the Associate Membership Scheme of HKIE. We tailor-make all-round training and development programmes for those displaying potential to broaden their corporate and functional perspectives. All face-to-face and on-line 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 2020, 400 participants attended 14 modules conducted by experienced engineers of HK Electric and other specialists.

The Institute continues to explore collaboration opportunity with The Hong Kong Polytechnic University and delivers lectures in the MSc subjects on High Voltage Engineering, Modern Generation and Grid Integration Technologies as well as industrial lecture on power system protection to their undergraduates. Collaboration with The University of Hong Kong was also strengthened in 2020. Industrial lectures on power system protection and smart grid features of Energy Management System and Distribution Management System were conducted to their undergraduates.

A total of 40 lecturing hours were provided to 370 postgraduate/undergraduate students of both universities in 2020.



The Silk Road International School of Engineering continued to organise an advanced professional development programme in power and energy in 2020. Due to COVID-19 pandemic, webinars with interactive sharing sessions for 146 candidates from 26 “Belt and Road” countries and regions were held in Aug/Sep 2020. Experienced engineers from HK Electric delivered lectures on the design and operations of the distribution networks with encouraging feedback received.

HK Electric has also been offering scholarships and bursaries to engineering 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, 72 employee representatives are sitting on 6 panels. In 2020, a total of 11 JC meetings and a JC briefing session were held.

12.3. Employee Wellness

We live the Company value of caring and promote employee wellness. In 2020, most of our physical training courses and fitness activities were suspended in view of the COVID-19 pandemic. Instead, we organised a series of online interest classes such as making DIY face mask covers, leathern roses and towel animals through live broadcast for employees to join via their office desktop computers. Some participants volunteered to produce face masks and present them to colleagues with regular customer contact. An Info Hub of COVID-19 was set up on the Company Intranet and mobile app to convey to employees useful information relating to precautionary measures against the pandemic in the form of videos, posters, news and announcements. A total of 11 in-house educational videos were produced to reinforce employees’ understanding and application of the precautionary measures.

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 more than 75 colleagues participating on a voluntary basis, receiving training on basic counselling skills.

HK Electric won the third place among the top 20 most attractive companies in the Randstad Employer Brand Awards 2020 in Hong Kong. Also, 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 with the “Best of the Best” annual awards.

