

## 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 2017, the Company hired 1,776 permanent employees in a range of frontline, technical, engineering and corporate roles.

#### Let our People Shine

Our human resources strategy “SHINE” stands for the beliefs we cherish: Synergy, Holistic Development, Ideal Workplace, Nurture Future Leaders and Excellence.

**S** - Synergy

**H** - Holistic Development

**I** - Ideal Workplace

**N** - Nurture Future Leaders

**E** - Excellence

#### Career Development

To groom our future leaders, we offer employees ample learning opportunities to enhance their management and technical skills based on job capacity, personal capability and development potential. In 2017, the Company provided a total of 80,071 hours of employee development programmes.

We offer graduate trainee and trainee technician programmes to the graduates of universities and other tertiary institutions every year. 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 undergraduates 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-rounded training and development programmes for those displaying potentials to broaden their corporate and functional perspectives, grooming them into leaders or engineering professionals. On-the-job assignments, mentoring by senior executives as well as group and individual programmes are in place. 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

Set up to nurture engineering experts and to ensure knowledge transfer, the HK Electric Institute provides advanced power engineering training programmes for our technical staff to cope with the demanding and ever-changing operating environment of the electricity industry. Since the signing of the Memorandum of Understanding with The Hong Kong Polytechnic University in 2015, the Institute has continued to integrate the field knowledge of power engineering into the curriculum and nurture power experts through postgraduate education programmes.



In 2017, around 500 employees attended 22 modules conducted by experienced staff of HK Electric or retirees from various disciplines. We have also worked with reputable manufacturers to deliver lectures to enrich the syllabus of the Institute.

The Silk Road International School of Engineering has launched its first university-industry collaboration project. In 2017, HK Electric signed a Memorandum of Understanding with The Hong Kong Polytechnic University, Xi'an Jiaotong University and the State Grid Corporation of China to deliver a course for "Belt and Road" countries on the design and operations of power distribution system.



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

To foster communication between management and employees and enhance synergy, a Joint Consultation Committees ("JC") is in place to facilitate the exchange of views. Through the JC, we encourage employees to come up with new ideas on ways to improve employee wellness and business operations. Currently, 75 employee representatives elected from various levels and departments are sitting on six panels of the JC. In 2017, a total of 20 JC meetings were held, and a team building workshop and an annual lunch gathering were also organised.

## 12.3. Employee Wellness

We live the Company value of caring and give top priority to employee wellness. With "Health and Happiness" as the theme of our wellness campaigns in 2017, we promoted the importance of physical and emotional well-being through seminars, health talks, physical fitness, interest activities, outings and fruit distribution.

We offer flu vaccinations and medical check-ups while health and fitness tips are posted regularly on the Intranet portal. A 24-hour counselling hotline service manned by professional counsellors is available. We have also formed a Good Neighbours' Club with over 100 colleagues. Equipped with basic counselling skills, these "good neighbours" could assume the role of "emotion first-aiders" for colleagues in need.

Under a Good Neighbour Fund Programme, our employees are invited to submit proposals for initiatives that could address the needs of the community. In 2017, two new projects benefitting the under-privileged have been introduced and undertaken by employees in their spare time.



HK Electric has been named a "Family-friendly Employer" since 2014. We provide lactation room facilities for breastfeeding mothers and an education subsidy for employees' children. We also offer medical plans at preferential rates for their families and welcome the participation of our employees' family members in Company activities and the use of staff amenities.

Outstanding achievements are recognised in the "Best of the Best" award presentation ceremony held every year. Recognition also extends to the achievements of our employees' children where scholarships are provided to commend academic, sports or extra-curricular activities.