

香港電燈有限公司
The Hongkong Electric Co., Ltd.
Work Safe Behaviour Award 工作安全行為大獎

Work Safe Behaviour Programme – A Caring Approach for Employees and Contractors
(關愛僱員及承辦商的工作安全行為計劃)

Introduction

Caring is one of the core values of The Hongkong Electric Co., Ltd. (HK Electric). We care about the health and safety of our employees, contractors and the public by conducting our business in a safe and socially responsible manner. To further enhance workplace safety, we identify potentially unsafe act in workplaces and to devise improvement plans to further enhance site safety by embarking on a Work Safe Behaviour (WSB) programme since 2012.

Caring Approach in WSB Programme

Caring elements have been included in designing the WSB programme. Firstly, WSB programme is planned and implemented to eliminate on-site at risk behaviours and at risk environment. We aim to enhance workplace safety and ensure safety of our employees, contractors and the public. In addition, we care about our WSB Observers. To facilitate site observations, we have trained up 80 in-house WSB observers coming from the pool of frontline employees and equip them with the necessary communication skills as well as safety knowledge. We have also gained the support from their own departments to streamline their work activities to facilitate them to conduct the site observations without incurring additional work pressure. To create a sustainable and positive atmosphere, we have adopted the principle of "No Naming, No Recording and No Reprimanding" while adopting "Low Profile" in following up the recommendations. A total of 554 site observations were conducted since launching the WSB programme.

Apart from the active participation of our observers, encouraging support from senior management to this programme was also received and a large-scale launching ceremony of the Campaign was held in 2012 to officially kick-off the WSB programme. As part of our token of appreciation, each WSB observer was presented with a certificate of appreciation from our senior management. In addition, those active WSB observers were invited to join our recognition scheme "Happy Hour with Management" where they could have gathering with our management staff together to exchange views on the WSB programme in a more relaxing environment.

Conclusion

With the concerted efforts of senior management, frontline employees, WSB observers and contractor labours, WSB programme had been successfully implemented for more than 3 years. Valuable experiences are gained throughout the development process of in-house WSB programme. Through adopting a caring approach and active engagement of our employees, WSB observers and contractors, the WSB programme is successfully implemented, thus heightening the safety awareness of our frontline employees and contractor labours.