

16<sup>th</sup> Hong Kong Occupational Safety & Health Award  
Work Safe Behaviour Award  
六維設計的工作安全行為計劃  
Six-dimension Design (5W1H) in Work Safe Behaviour Programme  
(WSB036)

By: HK Electric

Introduction

To identify potentially at-risk behaviour in workplaces and to devise improvement plans to further enhance site safety, HK Electric implemented Work Safe Behaviour (WSB) programme in 2012. Since the work nature for power transmission and distribution (T&D) is significantly different from that in construction industry and our work sites are scattered in various locations on Hong Kong Island, Apleichau and Lamma Island, the WSB programme has been tailored to suit the modes of operation for various T&D activities.

Implementation

Through the six-dimension (5W1H) design, i.e. Why, Who, What, Where, When and How, we have successfully managed our WSB programme. To facilitate site observations, we have successfully trained up 94 in-house WSB observers and a total of 912 site observations on various activities were conducted between 2012 and 2016. 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 WSB Programme was held in 2012 to officially kick-off the WSB observations. To nurture a sustainable and positive atmosphere, we have adopted the principle of "No Naming, No Recording and No Reprimanding" during the programme while adopting "Low Profile" in following up the recommendations. In 2013, we further extended the programme to cover contractor labours.

As part of our token of appreciation, each WSB observer receives an appreciation certificate from our senior management. In addition, those WSB observers with outstanding contribution to the programme are also invited to join our recognition scheme "Happy Hour with Management" where they enjoyed dinner with our management staff together to exchange views on the WSB programme in a relaxing environment.

With the concerted efforts of senior management, WSB observers, employees and contractors, our WSB programme for our electricity delivery operations have been successfully implemented. The safety awareness and perception of our employees and contractors have been heightened to a new level.

## 六維設計的工作安全行為計劃

### 簡介

為尋找在工地潛在的不安全行為並制定改善計劃，港燈在 2012 年推行工作安全行為計劃。由於輸電和配電的工作性質與一般建造業極不相同，而且我們的工作地點遍佈香港島、鴨脷洲及南丫島，該計劃是要度身定做以滿足輸電和配電的營運工作。

### 實踐

透過「為何」、「何人」、「何事」、「何地」、「何時」、「如何」的六維設計模式，我們成功地推行工作安全行為計劃。我們已培訓 94 位工作安全行為觀察員並且在 2012 至 2016 年間在不同工種共進行 912 次現場觀察。得到觀察員的積極參與和管理層鼎力支持，我們在 2012 年舉辦大型的宣傳活動及正式推展工作安全行為計劃。為了締造一個可持續及正面的推展環境，我們提倡「不記名，不記過，不責備」的政策並同時「低調」地跟進改善建議。在 2013 年我們更把計劃推展至承辦商的員工。

為表達對觀察員的一份謝意，管理層頒發感謝證書給予觀察員。此外，我們亦邀請對計劃有出色表現的觀察員參與「與管理層歡樂時光」晚宴，讓他們在輕鬆的環境下享受美味晚宴之餘，亦可交換對計劃的寶貴建議。

在管理層、觀察員、員工和承辦商共同努力下，與輸配電有關的工作安全行為計劃已成功地推行，員工和承辦商的安全意識和認知得以進一步提升。

## Captions of Photos

### Photo No. 1



Presentation of Appreciation Certificates to WSB Observers  
頒發感謝證書予工作安全行為觀察員

### Photo No. 2



WSB Observers enjoyed recognition scheme “Happy Hour with Management”  
與觀察員享受「與管理層歡樂時光」晚宴