

12. Human Capital and Talent Development

12.1. An Employer of Choice

At HK Electric, people are our most important assets. In 2016, HK Electric was named as one of Hong Kong's top 10 most attractive employers and ranked seventh by Randstad, a renowned international consulting firm. We strive to create a stimulating and supportive workplace. In 2016, the Company hired 1,790 permanent employees in a range of frontline, technical 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 2016, the Company provided a total of 84,683 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 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.

For potential leaders, we will tailor-make all-rounded training and development programmes to broaden their corporate and functional perspectives. On-the-job assignments, mentoring by senior executives as well as group and individual programmes are in place. This year, a leadership competency framework has been established for specific employee groups as our leadership development roadmap.

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 2016, more than 1,700 participants attended 46 modules organised by the Institute. The courses were conducted by experienced HK Electric staff or retirees from various disciplines. We have also worked closely with reputable manufacturers to deliver lectures on the design of generation, transmission and distribution power systems to enrich the syllabus of the Institute.

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, Joint Consultation Committees ("JC") are in place to facilitate the exchange of views. Through the JC, we also encourage employees to come up with new ideas on ways to improve employee wellness and business operations. Currently, 75 employees elected from various levels and departments sit on 6 panels of the JC. In 2016, a total of 20 JC meetings were held and a lunch gathering 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 2016, we promoted the importance of physical and emotional well-being through seminars, health talks, physical fitness, interest activities, outings and fruit distribution.



To care for the health of our employees, 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 for our employees and their families. We have also formed a Good Neighbour Club with over 100 colleagues participating on a voluntary basis. Equipped with basic counselling skills, these "good neighbours" could assume the role of "emotion first-aiders" for colleagues in need.

HK Electric employees are also encouraged to contribute to causes close to their hearts. Under the Good Neighbour Fund Programme, they are invited to submit proposals for initiatives that could address social needs. Since 2012, 13 projects benefitting the under-privileged have been undertaken by employees in their spare time.

Named a "Family-friendly Employer", HK Electric provides lactation room facility 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 – both within and outside of the Company – 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 available to commend academic, sports or extra-curricular activities.

