

# **Our Staff**

# **Green Training**

We place emphasis on the adequacy of training provided to our staff for their effective discharge of duties. To keep our staff abreast of the latest knowledge in environmental management, we arranged various training courses in 2018 to different target staff.

Course Name	Date	No. of Participant
2-day Workshop on Tree Pruning	Jan 2018	6
Safety and Environmental Offences in Construction Project	Feb 2018	7
Tree Hazard Assessment Course with Integrated Assessment ( British Accredited LANTRA Professional Tree Inspection Qualification )	Feb, Mar, May & Oct 2018	7
Knowledge Management - Internal Seminar on Use of Native Trees for Urban Greening	Mar 2018	13
Occupational Safety and Health in Arboriculture	Apr 2018	4
Seminar on Risk Management of Stonewall Tree	Apr 2018	11
Symposium on Urban Forest Management and Tree Risk Assessment	Apr 2018	1
Seminar on Proper Tree Care	May 2018	13
Seminar on Writing Reports for Tree Risk Assessment	May 2018	1
Seminar on Brown Root Rot Disease & Tree Failure Cases in Hong Kong	May & Jun 2018	10
Environmental Academy - Experience Sharing by the Hon WK LO on PWSC	Jul 2018	3
Training on the Operation of Tree Equipment	Aug & Sep 2018	49
Recertification Programme for International Society of Arboriculture Certified Arborist for Government Staff - Tree Support System and Cases Study in Hong Kong	Oct 2018	2
Sharing of Master Dissertation - Learning and Study of Arboriculture and Urban Forestry	Oct 2018	3
Recertification Programme for International Society of Arboriculture Certified Arborist for Government Staff - Resistography and Tomography Equipment: their Principles	Nov 2018	1
Seminar on Tree Management	Nov 2018	4
Tree Risk Assessment and Management Training Course 2018	Nov & Dec 2018	13

### **Green Activity**

Our Recreation and Sports Committee organised various green activities for our colleagues and their family members to enjoy the environment and to promote a better work-life balance.



#### Green Advice

We have adopted various measures to enhance environmental awareness of staff through the provision of green advice:

- re-circulate environmentally related departmental guidelines regularly through e-mail and the intranet:
- display posters to promote economical use of resources and green housekeeping measures;
- invite staff to put forward suggestions on green management such as through the Staff Suggestions Scheme; and
- extend the green office concepts to daily life through activities such as recycling of used red packets, empty moon cakes/candy cans organised by the Building Management Office of Ho Man Tin Government Offices.

# **Voluntary Services and Charity Activities**

Our colleagues and their family have been actively taking part in voluntary services and charity activities during their leisure time for the community. During the year, our Volunteer Team participated in a number of voluntary services with various organisations.



Participated in Planting Day 2018



Visited special child care centres



Visited the elderly centres



Participated in Snack Recycle 2018



Participated in fund raising events



Participated in Water Race 2018



Participated in greening at Hong Kong West Kowloon Station





Participated in Life Buddies Mentoring Scheme

#### **Enhancement Measures from Staff Opinion Survey**

We have commenced Staff Opinion Survey since 2014 to collect staff's opinions and feedback in a systematic way for continuous improvement. The survey facilitates the Highways Department to (i) obtain an overall assessment on the level of staff satisfaction in various work-related aspects as well as their perception of the Highways Department as a caring organisation; (ii) to gauge staff's sentiment and views on various Human Resources Management dimensions and the Vision and Mission of the Highways Department; and (iii) to identify important job aspects that drive overall staff satisfaction and prioritise action plans based on the relative importance of the job aspects.

Enhancement measures arising from the survey continued to be implemented in 2018. Examples include organising team building activities and customised training to enhance the working morale, inter-personal relationship and cooperation among colleagues, and conducting regular indoor air quality monitoring and replacing fresh air unit for Ho Man Tin Government Offices.





Team building activities and customised training programme



Replacement of the fresh air unit



Regular indoor air quality monitoring

# The Industry

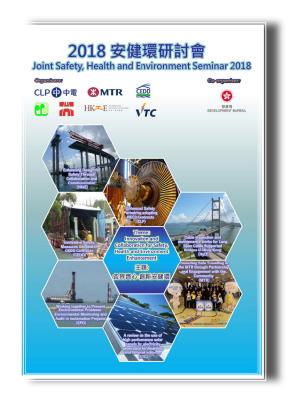
#### **Environmental Training in Collaboration with Others**

To promote good environmental practices and foster a learning culture for environmental management, we joined hands with CLP Power Hong Kong Limited, Mass Transit Railway Corporation Limited (MTR), Civil Engineering and Development Department (CEDD), Environmental Protection Department (EPD), Vocational Training Council (VTC) and the Hong Kong Institution of Engineers to organise the Joint Safety, Health and Environmental Seminar 2018 on 28 September 2018 at the VTC auditorium, Hong Kong Design Institute. The theme of the Seminar was "Innovation and Collaboration for Safety, Health and Environment Enhancement". Participants ranging from construction professionals, supervisory staff, young engineers and students of the construction industry benefited from the sharing sessions from the speakers which covered a broad spectrum of topics in safety, health and environment.

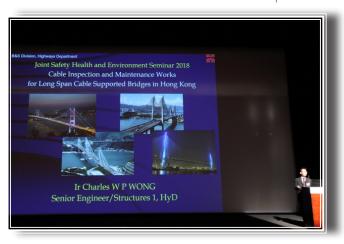


Speakers and organisers of the Joint Safety, Health and Environment Seminar 2018

Speakers from the organising parties shared their experience and good practices on (i) A Review on the Use of High Performance Solar Panels for Electricity Generation for Hoarding and Covered Walkway, (ii) Enhanced Safety Partnering Adopting NEC3 Contracts, (iii) Innovative Safety Measures Adopted in CEDD Contracts, (iv) Promoting Safe Travelling in the MTR through Partnership and Engagement with the Community, (v) Working Together to Prevent Environmental Problems – Environmental Monitoring and Audit in Reclamation Projects, (vi) Cable Inspection and Maintenance Works for Long Span Cable Supported Bridges in Hong Kong and (vii) Enhancing Design for Safety through Collaboration and Communication.



Since the commissioning of the Tsing Ma Bridge in 1997, the paint system of the suspenders has approached the end of its designed service life. Large scale repainting for suspenders was therefore required to reinforce protection to ensure their durability and structural integrity. The works were carried out at height and along heavily trafficked expressway. Careful planning in the lighting, signing and guarding system and implementation of proper preventive measures were essential in ensuring safety and health of the workers and the public. In this year, our representative shared with the audience the challenges faced and experience learnt in undertaking the works.



Our representative presented on the topic "Cable Inspection and Maintenance Works for Long Span Cable Supported Bridges in Hong Kong"

#### **Environmental Promotion Campaign on Construction Site**

To strive for continuous improvement in our environmental performance on sites, we encouraged and supported our contractors to participate in various environmental promotion campaigns and activities including the Hong Kong Awards for Environmental Excellence and Construction Industry Council (CIC) Sustainable Construction Award.

The Hong Kong Awards for Environmental Excellence is a well-recognised campaign organised by the Environmental Campaign Committee, EPD and other organisations. The Awards, which consisted of Wastewi\$e and Energywi\$e Labels, were granted to well-performed contractors in recognition of their efforts in adopting measures to reduce the amount of waste generated and to save energy





Contract HY/2014/09 was granted the Certificate of Merit in Hong Kong Awards for Environmental Excellence

within their establishments respectively. In 2018, contract HY/2009/19 was awarded the "Class of Excellence" being the highest rank in both Wastewi\$e Label and Energywi\$e Label, and was granted the Hong Kong Green Organisation certificate. Three other contracts, namely HY/2010/08, HY/2013/12 and 08/HY/2013, had achieved the "Class of Good" in Wastewi\$e Labels, whereas contract HY/2014/09 received the Certificate of Merit in the Sectoral Award.

CIC has been working as a proactive communication platform to promote sustainable construction among organisations and industry practitioners of the construction industry. In view of this, CIC launched its first Sustainable Construction Award in 2018. The Award recognises sustainability best practices among organisations and practitioners in particular of the young generation of the construction industry. It also aims to promote continuous enhancements of sustainable construction in Hong Kong. Contracts HY/2012/07 and HY/2012/08 were granted the Gold Award and Merit Award respectively to commend their achievement and commitment in the adoption of best sustainability practices within the construction industry.



Contract HY/2012/07 was granted the Gold Award in CIC Sustainable Construction Award

# The General Public

We continued to organise a wide range of activities in 2018 to maintain close ties with the community. Through these activies, we aimed to enhance neighbourliness, publicize project details, share technical knowledge and collect opinions for continuous improvement.

# **Community Outreaching**





Organised plantation day with district council members for primary school students





Organised "Young Engineer" event with district council members for primary school students







Organised school talks for students



Joined hands with the Lighthouse Club Hong Kong to arrange outdoor activity



Assisted in free Chinese medical consultation service in local district



Celebrated Mid-Autumn Festival in Jade Hawker Bazaar



Participated in Flag Selling Day for charity





Visited elderly centre

### 10 Years Plus Caring Organisation Logo

We continued the longstanding support to corporate social responsibility initiatives. In 2018/19, we attained the "10 Years Plus Caring Organisation Logo".

The award presented by the Hong Kong Council of Social Service recognises our commitment in "Caring for the Community", "Caring for the Employees" and "Caring for the Environment" over the past years.



Certificate of "10 Years Plus Caring Organisation Logo" in 2018/19

# **Public Consultation**



Community liasion group meeting



Consultation with district council



Consultation with district councillors



Roving exhibition



Eco Expo Asia 2018



Science Festival 2018

# **Connection with Outside Parties**



Site visit by Deputy Chief Executive of the Infrastructure and Projects Authority of UK government



Site visit by Chief Secretary for Administration



Site visit by Association of Engineering Professionals in Society



Site visit by the Hong Kong Institute of Engineers



Site visit by the Hong Kong Institute of Clerks of Works



Site visit by the Chartered Institution of Highways and Transportation (Hong Kong)



Site visit by the Institute of Materials, Minerals and Mining



Site visit by Canadian Society for Civil Engineering - Hong Kong Branch



Site visit by the Hong Kong University of Science and Technology



Technical seminar on "Design and Construction Challenges of Hong Kong-Zhuhai-Macao Bridge"



Presentation at International Tourism Convention for Hong Kong-Zhuhai-Macao Bridge



Opening ceremony for the Hong Kong Section of Guangzhou-Shenzhen-Hong Kong Express Rail Link

#### **Project Newsletter**



Central-Wan Chai Bypass and Island Eastern Corridor Link



Hong Kong-Zhuhai-Macao Bridge and Related Hong Kong Projects



The Central Kowloon Route



Widening of Fanling Highway - Tai Hang to Wo Hop Shek Interchange

#### **Project Website**



The Central Kowloon Route (http://www.ckr-hyd.hk/home/index.html)



Hiram's Highway Improvement Stage 1 Between Clear Water Bay Road and Marina Cove
(http://www.hy201416.com.hk/)



Hong Kong-Zhuhai-Macao Bridge Related
Hong Kong Projects
(http://hzmb.hk/eng/index.html)



Road Improvement Works in West Kowloon Reclamation Development (http://www.hy-201317.hk/Main ENG.html)



Central – Wan Chai Bypass and Island Eastern Corridor Link (http://www.cwb-hyd.hk/en/)



Hong Kong Section of Guangzhou-Shenzhen-Hong Kong Express Rail Link

(After the operation of Hong Kong Section of Guangzhou-Shenzhen-Hong Kong Express Rail Link in September 2018, this website was no longer in use.)

#### **Customer Satisfaction Measurement 2017**

In order to provide useful references to the Highways Department in identifying service improvement areas and devising future communication strategies, a bi-annual market research exercise in the form of telephone surveu and customer liaison aroup regularly conducted to measure the degree of satisfaction among the public towards by the services provided the Highways Department.

The latest exercise was conducted in late 2017 to keep track of the public's perception on the services performance. The results of telephone survey were released in early 2018 which revealed that 83% of the general public claimed that they were "quite / very satisfied" with the overall performance of the Highways Department. Several customer liaison group discussions were arranged under the exercise to collect customer feedback on our pledge items in a qualitative approach. Through this open and interactive communication platform, group members expressed in-depth opinions on our pledge items, which help the Highways Department understand members' feedback and concerns on the performance.

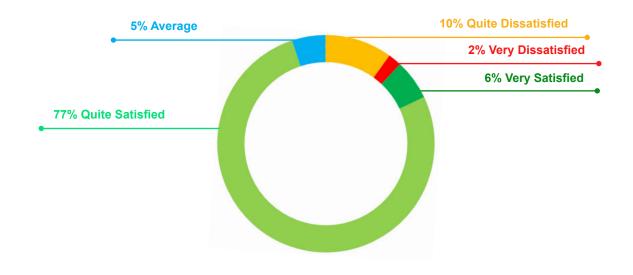


Customer Satisfaction Measurement 2017



Customer liaison group

The outcome of the exercise enables the Highways Department to carry out a holistic review to its performance pledges and to consider appropriate follow-up actions so as to enhance its overall performance and public acceptability.



Result of telephone survey in Customer Satisfaction Measurement 2017