



有利建築有限公司

區域保養維修工程合約

分享推行“關愛文化”

維修保養部總經理：何志輝



“分享推行” 關愛文化”

- 計劃主題：『家人需要你，請小心工作』
- 計劃為期一年，已經在2017年12月開始進行
- 主要對象：合約內的所有員工
- 計劃目標：透過人與人之間的互相信任、溝通等行為，從而成為一家人，互相關心，互相提醒，促進身體健康，工作安全。



“家人需要你，請小心工作”

關愛推廣計劃

- 計劃推行工具：
要令員工有“關己”的感受，例如讓員工知道自身的健康狀況，基本的健康指數及記錄自己的**BMI指數**
- 成立“**呢Like大使**”隊伍，提供資源進行關懷計劃
- 提供健康資訊，指導員工如何持續改善身體健康



協助員工進行安全氣候指數調查

家人需要你，請小心工作”

關愛推廣計劃

- 感謝職安局協助，提供講座及顧問諮詢推行計劃
- 透過安全氣候指數調查，將調查結果整理，收集數據分析，再對症下藥，有助於持續完善安全事項。



“家人需要你，請小心工作”

- 改善健康的計劃內容包括：
- 派發袋裝溫馨提示咭，並免費為員工量血壓、磅重及度高，提供個人的健康指數BMI
- 對於BMI持續改善良好的員工，並給予獎品及鼓勵其他員工繼續改善



派發袋裝溫馨提示咭



姓名:	
身高:	
體重:	
BMI指數量度:	
日期:	指數:
日期:	指數:
日期:	指數:
日期:	指數:
日期:	指數:
日期:	指數:
今年目標: 減重 / 減煙 / 減酒 / 減三高	

哈哈，身體好左又有獎攞呀



免費為員工量血壓、磅重及度高

家人需要你，請小心工作”

關愛推廣計劃

鼓勵員工成為” 呢Like大使”

- 公司資助參與職安局的大笑瑜伽減壓課程，
- 大使會透過朋輩的感染力，讓員工培養正面的工作及生活態度，增加互相信任及互相提點，減低敵對情況。



呢like大使教授減壓瑜伽



11月份呢Like 龍虎榜



“家人需要你，請小心工作”

關愛推廣計劃

- 每月亦透過員工投票選出“本月最受歡迎呢like大使”，由公司管理層頒發獎金予得獎同事，以鼓勵積極參與關愛身邊同事行。



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- 有利午間茶座

透過下午茶時間，在炎熱的下午，為員工降溫，又可在輕鬆氣氛下讓管理層與員工互相溝通。



“家人需要你，請小心工作”

關愛推廣計劃

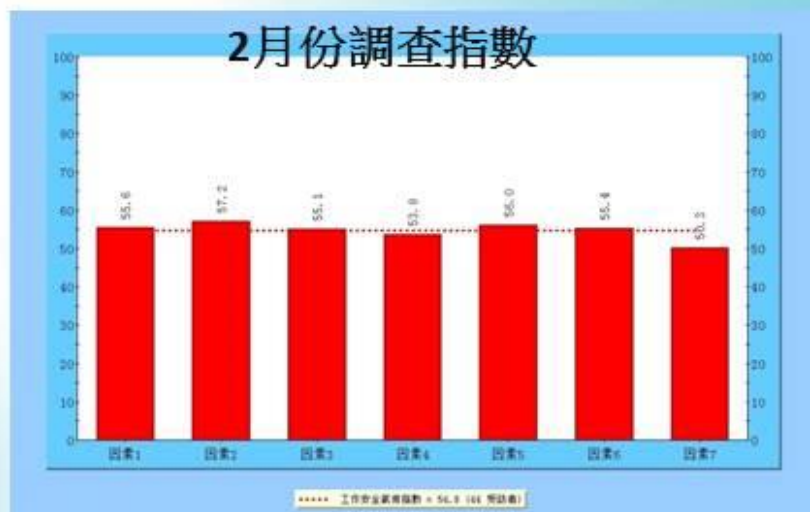
- 有利中午聚餐會
- 透過聚餐，介紹健康飲食資訊，少油少糖，少肉多菜，介紹從日常飲食開始，令大家記住：

“飲得開心，食得健康”

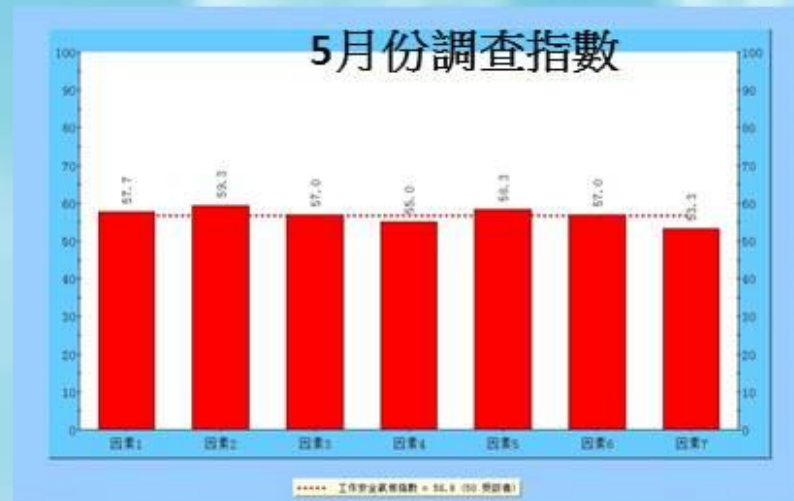


家人需要你，請小心工作” 關愛推廣計劃

整體工作安全氣候指數



工作安全氣候指數: **54.8**



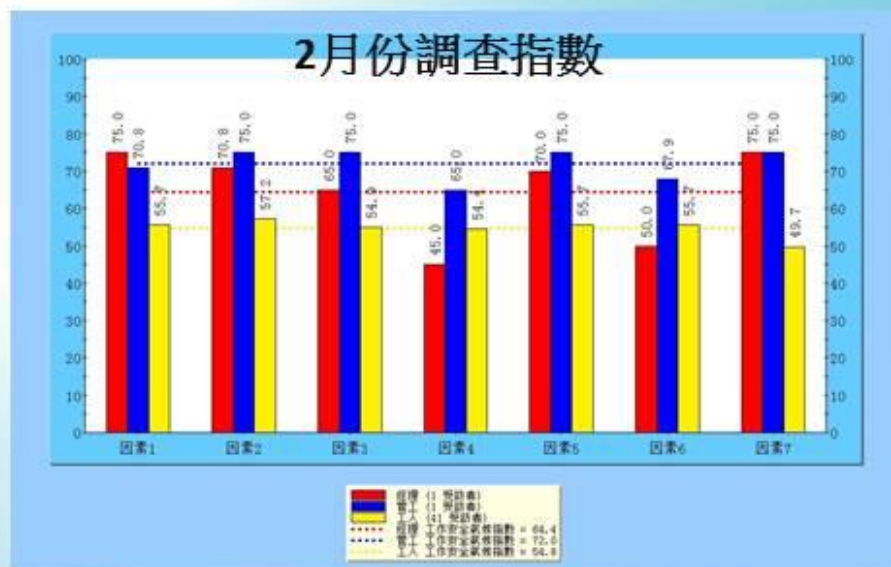
工作安全氣候指數: **56.8**

數字顯示，推行「關愛推廣計劃」後，受訪者的安全氣候指數調查上升了**2%**



家人需要你，請小心工作” 關愛推廣計劃

不同員工層面的工作安全氣候指數



經理 - 工作安全氣候指數: **64.4**
 管工 - 工作安全氣候指數: **72.0**
 工人 - 工作安全氣候指數: **54.8**

經理 - 工作安全氣候指數: **69.6**
 管工 - 工作安全氣候指數: **71.0**
 工人 - 工作安全氣候指數: **55.9**

經理及工人於推行「關愛推廣計劃」後，工作安全氣候指數都有明顯的**上升**



“家人需要你，請小心工作”

關愛推廣計劃

- 在過往幾個月計劃可見的成效 — 出現**三贏局面**

管理同事意見反映

- 員工團隊精神增加
- 互相溝通提點增加
- 仇視敵對情緒**減少**

員工意見反映

- 了解身體情況多左
- 減肥多左
- 心情好左
- 吸煙小左
- 飲酒小左

公司記錄反映

- 員工請病假少於一天
- 期間無收到公衆投訴
- 員工吸煙



“家人需要你，請小心工作”

關愛推廣計劃



多謝



Here is the footage of
Site Safety Forum 2018 for Works Contracts and Property Services
Contracts
which was held on 3 July 2018
The speaker comes from
Yau Lee Construction Company Limited
Mr. Ho Chi-fai
His topic is “Caring Culture”

(00:25)
Distinguished guests, industrial friends
Good afternoon
I am Ho Chi-fai from Yau Lee Construction
Today, I would like to introduce
our company’s latest promotion plan on caring culture
The theme of the plan is
“Please work carefully, your family needs you”
The plan has been implemented for one year up to now
It started in December last year
The main target covers
all employees in the selected contract
What is the goal of the plan?
Through the establishment of
mutual trust and communication
We all become a family, care for each other
and to remind each other
Hoping to promote good health
and finally achieve workplace safety

Let me now introduce the tool
First, let employees care about their feelings
For example
let employees know their own health condition

basic health index and record body mass index
The second is to set up a “Giving like” Ambassador team
providing resources for the care plan
and in addition to the provision of health information
we have taught the employees
how to improve their health continuously
Most importantly
pay special attention to smoking and drinking

We would like to express our gratitude
towards the assistance of the OSHC
for providing seminars, consultant advice
and facilitating our plans
In addition, through the Safety Climate Index
we have compiled the survey results
collected the data and conducted analysis
With right measures
safety-related issues could be continuously improved
The improvement plan covers the following
We have distributed pocket size memo pads
have arranged free blood pressure test
weight and height checking for workers
and have provided advice on the Body Mass Index
For workers who have continuous improvement
on their BMI
We would give them prizes to encourage them
to continue improving their health

In addition, we would encourage my employees
to become ‘Giving like’ ambassadors
We have also subsidized our workers to join
the Workshop on Laughter Yoga for Stress Management
of the OSHC so as to reduce work pressure
In addition, the ambassador would also be
making use of the peer group influence

and attitudes among workers
so as to increase mutual trust
care for each other
and reduce hostility, etc
Every month, our staff would vote for
the most popular "Giving like" Ambassador
Our top management
would issue monetary prize to the awarded colleagues
encouraging them to actively care for their colleagues
We have "Yau Lee Afternoon Tea"
We have provided drink at the tea time
to help the workers cool down in the hot afternoons
and allowed a relaxing and
enjoyable environment for the management
to communicate with the workers
and understand more about their work
and health conditions
We also have Yau Lee lunch gathering
Through the lunch gathering
we would introduce more healthy diet information
such as less sugar, oil and meat but more vegetables
we would teach them to improve their health
by changing their daily dining habits
and let them remember
Drinking happily and Eating healthily

Regarding the entire safety climate survey index
We have compared the survey results in February and May
we noted that the safety climate index
had risen showing a positive effect
We observed the results of safety climate index
of employees at different levels
A comparison between February and May showed that
managerial grade colleagues rose from 64.4 to 69.6
It was a significant improvement

For foremen
there were some slight numerical deviations
It might be due to the variation in foreman number
For workers, positive improvement was noted
We achieved three wins situation
via the SCI in these few months
For management colleagues
teamwork spirit was enhanced
communication and friendly reminders increased
whereas the degree of hostility emotion reduced
In terms of employee opinions
they cared more on their body conditions
losing weight, feeling better
smoking and drinking less
Finally, regarding the safety record of our company
sick leave of less than one day had also improved
Within this period, public complaints on workers' smoking
were also reduced in our maintenance contracts
Positive impact was noticeable
Thank you
“Work carefully, your family needs you”
Thank you

Thank you, Mr. Ho
Please ask a question
I mentioned that there was an important role in this plan
an ambassador, what is the ambassador?
That lady over there
I know, it's a “Giving like” ambassador
Correct
Thank you, Mr. Ho

Thank you for watching

(07:35)