

俊和通訊

CHUN WO NEWS

July 2013

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為年輕一代 創造未來的工作環境 Building the Work Environment for the Future

當我在大學演講或在地盤參與會議時，我看見許多年輕人抱著希望及熱誠，我可以想像到他們就是我們建造業未來的棟樑。

作為年輕一代（我希望我仍可稱為他們的一份子！），我意識到現今年青人選擇工作時，特別重視工作環境以及同事之間的關係。但建築行業傳統由上而下的管理方式及工作文化，總是給人一個為塵土飛揚，環境惡劣，社會地位卑微的感覺。我一直希望改變這種負面氣氛，吸引新血加入我們，於是構思了校園計劃（Project Campus）！

校園計劃（Project Campus）的目的就是希望藉著改善工作環境，改變傳統工作文化及引入新穎科技，並遵從以下六大原則為基礎，替每一個員工製造更美好的工作空間：

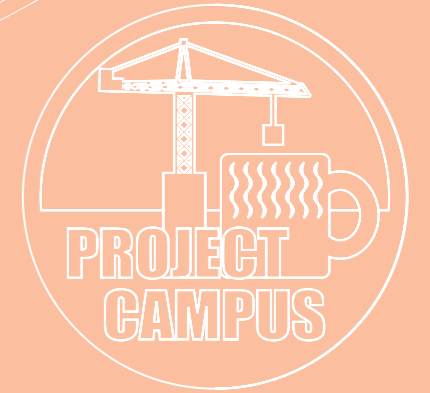
- 上下團結一心
- 採取開放態度
- 增加工作趣味
- 建立互相尊重
- 加強各凝聚力
- 提升工作效率

現時此計劃已於四個新工程項目推行，包括：跑馬地地下蓄洪計劃、市區重建項目-深水涉青山道/興華街(K23)及昌華街(K20)，以及建築署轄下斜坡維修工程。

我深信校園計劃（Project Campus）不但令俊和進步，更為集團創造競爭優勢。同時，我更希望能為整個建築行業帶來變化及新的視野，帶動建造業進入『建造新世代』。

1 副主席彭一邦先生，銳意為新一代打造安全舒適的工作環境。
Mr. Derrick Pang, the Deputy Chairman, determines to build a safe and comfortable working environment for next generation.

2 參加了校園計劃的地盤都張貼有計劃標誌。
The official logo of Project Campus for the sites that joined the initiative.



Looking out into the crowd in my cascade sessions for universities or our project sites, I see many young faces glowing with the most passion and enthusiasm. I realize that they are the ones who will build our future.

Being part of the young generation (I would like to think a part of them!), I understand the importance in the atmosphere and dynamism of the office surroundings when we make our decision on taking up job opportunities. However, the conventional working culture of the construction industry has always been viewed as having a dusty and unrefined aura with a very unbalanced top-down management system. I strive to alter this perception of the industry to attract new blood to join us, which is when the idea of Project Campus dawned upon me.

Project Campus is an ambitious initiative that strives to bring out the best in each member of the Chun Wo family

through a series of workplace culture, environmental reforms and the advancement of information technology. It is built on top of six essential pillars:

- C*ollaboration
- O*penness
- F*un
- F*airness
- E*ngagement &
- E*fficiency

which together, is conveniently spelt C-O-F-F-E-E, considered an energy-giving elixir by some.

Four of our projects have been taken place, including : Happy Valley Underground Stormwater Storage Scheme, Urban Renewal Projects at Sham Shui Po – Hing Wah Street (K23) and Cheung Wah

Street (K20), and the Term Contract for Maintenance of Slopes at Hong Kong Island and Outlying Islands (South). I believe Project Campus could bring change and a new vision not just to Chun Wo, but to the entire construction industry, and ultimately become the driver in leading the whole industry to a new era.

3 誠邀協青社的青少年為地盤貨櫃塗鴉，為工作環境增添色彩。
Our workplace containers painted by teenagers from Youth Outreach.

4 工作小組定期到各地盤推介校園計劃。
Our Project Campus Promotion Team visits the sites regularly.

5 提供平板電腦予員工使用，以建立綠色工作間。
We provide Tablets for staff to encourage a green working environment.

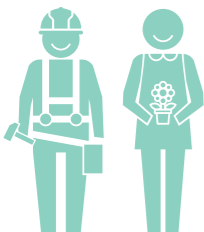
6 為員工提供舒適的休息設施及工作環境。
We aspire to provide well-equipped recreation areas for our staff.

開心時刻@俊和 Happy Moments @ Chun Wo



「做嘢至緊要開心！」相信是不少打工仔的心聲，集團最近榮獲由香港提升快樂指數基金及香港生產力促進局頒予的「開心企業」標誌，肯定俊和於營造「開心工作間」，為員工建設一個愉快的工作環境的成果。我們訪問幾位來自不同部門及地盤的同事，齊來看看他們「開心時刻@俊和」的分享吧！

Our Group has recently been awarded with the "Happy Company" Label by the Promoting Happiness Index Foundation and the Hong Kong Productivity Council, showing that Chun Wo has a priority in providing a happy working environment for all staff to develop and grow together! Our staff from various departments and sites have shared with us some of their "Happy Moments@Chun Wo" below.



我的名字 | **林路統 (Eros)**
My Name: **Eros Lam**
擔當職位: 技術經理
My Post: **Technical Manager**
所屬部門: 技術部
My Dept.: **Technical Department**

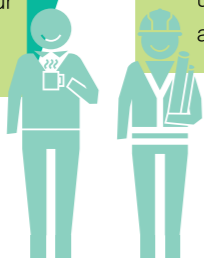


我的開心時刻:

我最開心是可以參加俊和舉辦的多元化活動，藉此認識很多不同的同事。最深刻的是今年端午節觀看俊和龍舟隊比賽，看見他們即使面對勁旅，依然士氣高昂，深刻感受到那份團隊精神。那天我更帶同太太和兩個女兒一同觀賽，為俊和龍舟隊打氣！另外，日常工作上我跟各地盤管理人員合作得很開心，關係密切。

My Happy Moment:

Chun Wo creates so many different activities for us to enjoy, providing a chance for strong communication within the company. The most unforgettable moment for me was bringing my wife and my two daughters to watch the Chun Wo Dragon Boat Race this year. The Chun Wo Spirit can never be diminished and was clearly seen and heard by all. This is one reason why I believe that the relationship between all of our office and site staff is close and happy.



我的名字 | **劉雅楠 (Alison)**
My Name: **Alison Lau**
擔當職位: 助理企業傳訊主任
My Post: **Assistant Corporate Communications Officer**
所屬部門: 企業傳訊部
My Dept.: **Corporate Communications Department**



我的開心時刻:

俊和給予我很多學習和實踐的機會，例如策劃「校園計劃」，由構思到執行，讓我有機會實現理念，同時透過各部門的合作可以認識不同的同事。我亦有幸於大型活動擔任司儀，還有幸當上「俊和Buddy」呢！這些學習機會和同事對我的信任，不是很多剛畢業的「新鮮人」可體驗到呢！

My Happy Moment:

Chun Wo has offered me many opportunities to learn and adventure. For instance, being a part of "Project Campus" allows me to witness and participate in bringing an idea to life from the beginning and seeing it through to the end. I also have the an opportunity to build up my network across all departments, which has even led me to become the face of the "Chun Wo Buddy"! Not many fresh graduates get this much exposure within such a short period of time!



我的名字 | **付瑤 (Molly)**
My Name: **Molly Fu**
擔當職位: 見習工程經理
My Post: **Management Trainee**
所屬部門: 工程管理部
My Dept.: **Project Management**



我的開心時刻:

工作上獲得很多上司的關心，他們會細心理解同事的工作量和能力，不會只拋下工作要求，只求同事於限期前完成。上司及下屬亦會定期一對一的坐下檢討工作面對的困難，讓我見到自己的進步。這樣的工作環境最開心。

My Happy Moment:

I believe that our senior management staff are all very concerned about us, our workload, and our future career developments. They perform an one-on-one evaluation and idea-sharing session with us on a regular basis, enabling me to witness my own improvement and growth. Now that's a true "Happy Company"!



我的名字 | **梁耀祖 (Joe)**
My Name: **Joe Leung**
擔當職位: 見習工程師
My Post: **Graduate Engineer**
所屬地盤: 粉嶺公路隔音屏障工程 - HY/2009/04
My Site: **Noise Barrier of Fanling Highway - HY/2009/04**



我的開心時刻:

在俊和工作最開心就是認識到一班有共同目標的同事，大家有目標地完成一件事，感覺就像回到大學時期，一起「捱夜」完成畢業作品！加上工作上得到同事和上司的支持、協助、鼓勵及關懷，公司又會定期舉辦一些聚會，例如盤菜、BBQ和釣墨魚等，讓我寓工作於娛樂，深深體會敬業樂業的精神。

My Happy Moment:

I am happy to work with a team of colleagues with the same goal. The sense of accomplishment we feel when we strive hard together to complete a project is almost like finishing our FYP (Final Year Project) back in the university days. Furthermore, our colleagues and seniors provide us with full support, care, assistance and encouragement by organising all sorts of activities, such as big bowl feasts, BBQs and squid fishing. All of these happy, fun moments encourage me to immerse myself completely into my working life.



我的名字 | **黎家杰 (KK)**
My Name: **KK Lai**
擔當職位: 地盤行政主任
My Post: **Site Administration Officer**
所屬地盤: 屯門西部污水收集系統
黃埔站及避車隧道建造工程
一合約編號 DC/2009/11
My Site: **Tuen Mun Western Trunk Sewerage Project - DC/2009/11**

我的開心時刻:

我最開心的時刻是在今年2月，地盤榮獲保安管理系統金獎，整個過程我們做好準備功夫，上至工程經理，下至我們基層同事均齊心合力，由一起商討到整理資料、協助工程經理到主辦機構匯報，以及安排主辦機構作實地視察的前期工作等等。最終成功奪冠，我覺得辛苦得來有回報，亦覺得自己的付出是有價值的，得到很大的滿足感。

My Happy Moment:

My happiest moment is winning the Best Security Management (Construction Site) Award - Gold Award. The award represented how hard we worked together as a team, from collecting information and assisting our Project Manager's presentation to carefully undertaking all of the on-site inspection tasks for the award organiser. I felt that my hard work is paid off and felt genuinely honoured to play a role in winning this award.



我的名字 | **蕭燕霞 (燕姐)**
My Name: **Siu Yin Ha**
擔當職位: 社區大使
My Post: **Caring Ambassador**
所屬地盤: 觀塘綫延綫:
黃埔站及避車隧道建造工程
一港鐵合約編號1002
My Site: **MTRC Whampoa Station**



我的開心時刻:

我由2011年5月工程展開在俊和工作至今，最開心的時刻是努力工作過後得到上司的讚賞及鼓勵。公司間中會舉辦不同聚會慰勞我們，工作過後可輕鬆一下，很不錯呢！

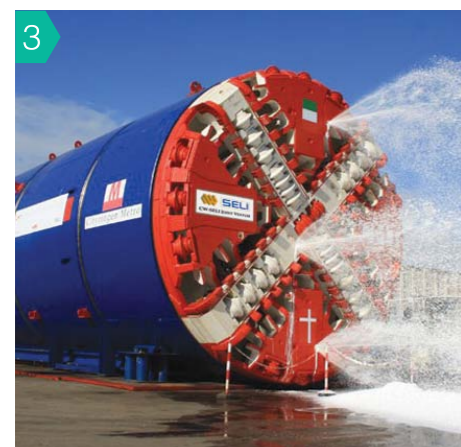
My Happy Moment:

The appreciation and encouragement given by my seniors have always been my happiest moments since my time in Chun Wo from May 2011. I think it is wonderful that Chun Wo organises occasional gatherings to reward our hard work!

以人為本 以心建造 港鐵沙中線鑽石山至啟德站鐵路隧道建造工程 Building from the Heart for People MTR Shatin To Central Link - Diamond Hill Station to Kai Tak Station Tunnels

現時承辦建造工程，除了需顧及技術層面及環境保護等傳統工作範疇外，更重視建立團隊精神和以人為本的管理文化。MTRC1107工程的助理項目經理何嘉輝，介紹如何在這項工程中運用以人為本的管理理念，帶動團隊的合作精神。

何嘉輝強調：「MTRC1107以聯營(JV)模式合作，我們與合作伙伴是一個合作無間的團隊。」於硬件上，所有聯營公司的同事都安排在同一個辦公室內工作，於工作環境上造就溝通和了解的便利；於軟件上，每星期均召開定期會議及小組討論，以加強溝通，讓問題及早發現及處理。



工程小資料

俊和水利聯營負責為港鐵沙中線的新啟德站至優化後的鑽石山站進行隧道建造工程。此項目的建造工程包括採用直徑7.4米的隧道鑽挖機以明挖回填方法建造豎井和建造緊急通道結構連接隧道。完成進口豎井後將放置隧道鑽挖機進行無坑鑽挖工程。整項工程預計於2018年完成並與沙中線各站的其他合約項目銜接。

以心聯繫社區

地盤位於市區兼靠近民居。何嘉輝坦言，這為工程帶來很大的挑戰。「我們除做好一切規定要求的措施外，我們的地盤公關經理亦主動與附近的居民組織聯繫，收集居民意見，以助我們了解工程對社區的影響以及早改善。」其他關顧社區的措施包括舉行社區工程講座，以及分階段改道交通以保持交通暢順等。

一個新承接的工程，同事們的合作至為重要。何嘉輝表示：「同事們為工程付出不少，下班後同事們亦積極參與聚會活動，增進溝通和了解，以聯絡感情。」

Project Info

CW-SELI Joint Venture is responsible for carrying out the tunneling works from the proposed new Kai Tak Station to the upgraded Diamond Hill Station. The tunnels will be constructed using a 7.4m diameter Tunnel Boring Machine (TBM) with cut and cover methods for the launch shaft and Emergency Cross Over structure. The launch shaft will be constructed to allow the installation of the Tunnel Boring Machine. The anticipated completion of this project will be in 2018 and it will connect with the new SCL stations built under separate contracts.

- 1 活力充沛的工作團隊以心為大眾建造理想社區，改善市民生活質素。
Our project team strives to improve our living standard, by building up our ideal community from their hearts.
- 2 工程範圍鄰近民居，需加強溝通，以關顧居民需要。
Actions for caring and strengthening communication with residents nearby the construction site have been executed.
- 3 於 MTRC 1107 使用的隧道鑽挖機。
Tunnel Boring Machine (TBM) used at MTRC 1107 project.
- 4 俊和建築工程有限公司董事李振輝先生(右)及城市護衛董事總經理黃永堂先生(左)於台上領取獎項。
Mr. Rayland Lee (right), Director of Chun Wo Construction and Engineering and Mr. Michael Wong (left), Managing Director of City Security, receive the Gold Award on the stage.

Technical decisions and environmental issues are not the only concerns in construction project practices team collaboration and people-first practices are equally important. Kelvin Ho, Assistant Project Manager of the MTRC1107 project explains how the team emphasizes human orientation for forging strong team spirit.

“The MTRC1107 Project is a joint venture (JV) project, yet we view ourselves as one team.” Kelvin Ho stressed on the unity of the project team. The whole team of the JV staff is allocated in the same office to enhance communication and understanding. Furthermore, we implemented regular weekly meetings and group discussions to identify and tackle problems at early stages strengthening the sense of teamwork.

Connect the community by heart

Kelvin Ho conceded that the close proximity presents challenges to the project, “Apart from the required precautionary safety measures, our project Public Relations Manager proactively contacts the residence groups to explain details of the projects. A direct feedback channel is also maintained between the community and project to identify and solve potential problems at an early stage. Other measures include community project seminars and staged traffic diversion for smooth traffic flow are also implemented.

Close collaboration between colleagues is essential in a new project. “Our colleagues work extra hard on site and in the office. They also play hard and actively participate in group activities to build up stronger bonds and understanding.”

榮獲「建築地盤優質保安管理獎勵計劃」 (路旁工程組別)金獎 Gold Award 2012 Best Construction Site Security & Management Awards (Roadside Work Category)



俊和發展集團承建的屯門西部污水收集系統建造工程，榮獲2012年度新界北總區「建築地盤優質保安管理獎勵計劃」(路旁工程組別)，我們邀請幾位管理層同事，跟大家分享得獎心得！

Chun Wo's Tuen Mun Western Trunk Sewerage Project was awarded with the Gold Prize of Best Construction Site Security & Management Awards (Roadside Work Category) in the New Territories North Region 2012. The management team of this project shared some of the reasons for its success!

黃永堂 先生 (左)
Mr. Michael Wong

城市護衛有限公司 董事總經理
Managing Director,
City Security

李振輝 先生 (右)
Mr. Rayland Lee

俊和建築工程有限公司董事
Director,
Chun Wo Construction and Engineering

我們有條理地分配各隊員的工作，大力改善工作環境，令員工在舒適及安全的環境下工作，以致提升服務水平。

The Tuen Mun security team arranges duties for staff in details and provide a better working environment for them. This will definitely affirm high-quality security services.

這次獲獎不僅表示香港警察及公眾對俊和的認同，亦體現俊和工程團隊與城市護衛之間的團結精神。我們很高興為業界作出優良示範。

The success not only signifies the recognition from the Police Force and the public, but also symbolises the successful collaboration between Chun Wo and City Security. It is our honour to become a role model.

俊和人樂善好施獻愛心 Chun Wo Staff Enjoy in Giving

俊和鼓勵員工積極貢獻回饋社會，參與慈善組織舉辦的活動。此舉不單幫助到社會上有需要的社群，更重要的是讓同事身體力行，體驗助人為樂及樂善好施的精神。

Chun Wo encourage staff contributing to our society proactively by joining charity events held by different charity organisations. These charity activities not only supports the needy in our society, but also allows the colleagues to experience the joy in giving.



與耆同樂賀端午
Celebrate Dragon Boat Festival with the Elderly

俊和義工聯同匡智會學員，到粉嶺農田收割新鮮蔬菜，並帶同端午糰仔一起探訪大埔區長者。

Chun Wo volunteers joined Hong Chi Association to harvest fresh vegetables at Fanling and distributed rice dumplings for the elderly living in Tai Po.

匡智會
Hong Chi Association

俊和同事組織義工隊參加無止行全程 5 公里的步行籌款，雖下毛毛細雨但仍不減同事熱情。

Chun Wo colleagues joined Wu Zhi Xing Charity Walk to raise fund for building footbridges in rural China. Our colleagues enjoyed hiking 5 km even under the rain.



無止行步行籌款
Wu Zhi Xing Charity Walk

無止橋慈善基金
Wu Zhi Qiao (Bridge to China)



俊和捐予協青社的服務用車
The vehicle donated to Youth Outreach



協青社賣旗日
Youth Outreach Flag Day

約 60 名俊和義工參與協青社賣旗日，為協青社邊緣青少年服務籌款。Around 60 Chun Wo staff joined Youth Outreach Flag Day to raise funds for young people who run away from home.

協青社
Youth Outreach



俊和同事連同家人為中國西北乾旱地區籌款興建集雨水窖，每人攜著 4.5 公升水步行 4 公里的山徑，體驗農民缺水的生活。

Chun Wo volunteers and their family members joined a walk to raise funds for the "Water Cellar Campaign" in north-western China. Our staff carried 4.5 litres of water and hiked an arduous trek, experiencing the hardship felt by the peasants.

點滴是生命
A Drop of Life



點滴滴水行 2013
Walk for Water 2013

聯繫我們 Contacts

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