

協興雋語 HIP HING VOICE

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新創建築集團成員
Member of NWS Holdings

電子版本 e-Version



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TC Chu - Managing Director

The Government is relentlessly pressing forward the revolution of the construction industry. It strives to realize Construction 2.0 which is founded on the pillars of Innovation, Professionalism and Revitalization. In fact, the industry has long been plagued by the deep rooted problems of labour shortage and ageing workforce. According to the latest statistics published by the Hong Kong Construction Association, the labour shortage rate is 5.9%; and the number of workers aged 50 or above stays high, accounting for 43.8% of the total workforce. To address the challenges, Hip Hing has endeavored to seamlessly collaborate with various stakeholders through a variety of platforms and innovative strategies, with the aims of attracting, retaining and nurturing talents.

董事總經理的話

Message from the Managing Director

政府積極推動建造業改革，透過創新、專業化、年青化實現建造業2.0的目標。可惜，業界長期面對勞動力不足及人口老化的問題。根據香港建造商會公布的最新數字，勞工短缺率為5.9%，而年屆50歲或以上的建築工人約佔工人人數43.8%。因此，協興一直致力與業界持份者「拍住上」，透過不同的平台及創意方案，吸引人才、留住人才、培育人才。

未來，是年青人的天地。要締造可持續發展的業務，栽培接班人是我們的重點工作之一。我們冀望他們不單承傳建造業的技藝知識，更能將對建造工程的熱誠、對專業的執着、以及協興「承擔、團結，成就專業」的文化延續下去。今年，我們很欣喜有86位畢業生加入協興的大家庭，人數比2018年多一倍。他們將為公司注入新思維、新活力、新希望！我深信這班生力軍定能快速適應由讀書至工作的人生轉捩點，盡展所長，成為未來的領袖。

建造業除了要規劃人才發展的策略，重中之重的，更是締造安全至上的文化。現時，協興工程團隊的工作量繁重，面對挑戰之餘，我們切記建造工程的首要 - 持守安全。安全的工作沒有分你、我、他，每個團隊人員、工友及後援同事，均應對安全表現肩負重任。只要我們抱持顧己及人的態度，嚴謹遵守業內規則、無私分享安全「貼士」、及互相提醒，便能發揮正面的影響力。謹此，感謝每一位同事謹守崗位，攜手實踐安全！

The future is owned by the young generation. To shape a sustainable business, talent development is one of our critical tasks. We hope they don't only inherit the expertise and craftsmanship, but also pass on the passion toward construction, profession, as well as the Hip Hing Spirit of "Committed, Professional and United". This year, we are delighted to welcome 86 fresh graduates to our Hip Hing family, which is twice the number we recruited last year. They will be bringing new ideas and vigour to Hip Hing! I truly believe that those youngsters are swiftly moving beyond the textbook, and unleashing their potential in the workplace. We will be so proud to see them develop into accomplished construction professionals and possibly future leaders who can transform the industry.

Apart from cultivating talents, the construction industry and Hip Hing places profound emphasis on safety performance. Recently Hip Hing's project teams have been taking up lots of responsibilities. Amid those challenges, there is one thing that we shall always bear in mind - upholding safety shall stay as the first priority in our operation. When it comes to safety, we, from project teams, workers to supporting staff, all play a significant role. Only if we can take care of ourselves and others, strictly comply with safety rules, generously share safety tips and remind each other to close loopholes, we can create positive influence to each other as a whole. I would like to thank all of you for your dedication and contribution to keep everyone safe!

年輕人， 習慣嗎？

THE NEW GENERATION, HOW IS LIFE?

千禧世代是我們的未來。協興重視並且投入大量資源培養人才，希望他們可以快樂追夢。

2019年，我們招聘了86名畢業生，是去年人數的兩倍。今期的封面故事深入探討年輕人的內心世界，了解他們如何適應行業。我們亦請來幾位管理人員分享如何與年輕人同行，幫助他們職場制勝。

Millennials are, undoubtedly, the future. Hip Hing is investing resources to secure and develop new talent.

In 2019 we recruited 86 graduates, twice the number we recruited last year. This Cover Story takes a deep dive into the inner world of our young people, to see how they are adapting to the construction industry. But firstly we hear from management colleagues who are helping them to integrate into the company and start their careers.

「很實用！」參與迎新周的畢業生都對活動留下正面的印象。負責迎新周的Rina滿腔熱誠，致力為畢業生設計創新、互動的培訓項目。迎新周內容包括講解建造管理的實用資訊、以團體活動促進聯繫和合作、到訪工地、並融入溝通和協作技巧訓練等。

「我希望迎新周幫助畢業生融入協興，同時對公司、部門及自己的專業，有一個正面的初體驗。我們鼓勵畢業生『學習、成長、發揮所長』，與公司一起進步。管理層及各部門的前輩均會全力支持迎新周，**目的是給他們一支強心針，在崗位上找到一份歸屬感及快樂。**」

“It’s very practical! The Orientation Week (OW) participants left with a positive impression”, said Rina, who is responsible for OW. She aims to deliver an innovative and interactive programme, which is diverse and rich in content. Topics include practical information on construction management, group activities to build rapport and connect people, together with site visits and training on communication and collaborative working.

Rina added, “The purpose of OW is to make graduates feel welcomed, and create a bond with the company and their departments. We encourage graduates to actively learn, to grow, and to perform. Directors and senior staff show their support by sharing their experience. We hope the programme can **boost their confidence and create a sense of belonging and happiness for the graduates.**”

郭麗紫 - 經理 (培訓及發展)
Rina Kwok Lai Tsz -
Manager (Training & Development)



屋宇裝備工程涵蓋很多範疇 – 風火水電，在Jo哥初入行時沒有一套完整的學習系統，更沒有現在的便利，可以上網查考資料。因此，為了讓畢業生可以掌握工地的知識和實際施工，Jo哥於2011年發展了一套有系統的屋宇裝備培訓課程（包括升降機）。

「人才發展是雙向的 – 有經驗的要教，年輕的要問。我們要透過多元化的培訓，例如要求畢業生到建築資訊模擬組進行一個月的訓練，鼓勵畢業生積極參與每月的『工程一體化』例會。**我們很高興業主會評價我們的年輕人為『年輕，但識嘢』！**」

Building services embraces mechanical, electrical and plumbing and drainage installations. When Joseph joined the industry, there were no structured learning programmes or internet to search for information. To assist the graduates and supplement their academic learning with operational knowledge, Joseph developed a systematic training programme for building services in 2011.

Joseph commented, “Talent development is a two-way process; experienced staff shall be willing to teach, while the young shall be brave enough to ask. The training of our talents includes a one-month secondment to the Building Information Modelling Section; we also encourage the graduates to actively participate in the monthly Total Engineering Meeting.

We are glad that our clients often regard our youngsters as young, yet competent”.

盧耀昌 (Jo哥) - 總經理 (屋宇裝備)
Joseph Lo Yiu Cheong -
General Manager (Building Services)



Paul Sir一心將行業的秘笈傳給新一代。與年輕人相處之道？他說是真·聆聽和建立互信。

「為了幫助畢業生融入公司，讓他們掌握自己的專業是重要的起步。以工料測量組為例，我們會在迎新周教導他們工作指引、流程、成本控制及制訂分判標書等。另外會進行在職訓練，加強他們的信心。**家長式的培訓已不受落，重點是雙向溝通。**」

Paul has a passion for passing on knowledge to the new generation. He emphasizes the importance of listening and building trust.

Paul said, “In order to help graduates integrate into the Company, it is crucial they take a good first step”. Quantity Surveying Section Department uses OW to teach graduates practical knowledge, including guidelines, procedures, cost control and the formation of tenders. “We follow this up with on-the-job training to strengthen their confidence”, Paul added. **“Communication, indeed, is the game-changer.”**

溫志信 (Paul Sir) - 商務經理
Paul Wan Chi Shun -
Commercial Manager



Q 問題 Question

P 葉雅儀 Priscilla

我很幸運，
有一班親密戰友。
*I am lucky to have close colleagues
who are like friends.*



葉雅儀

Priscilla Ip Nga Yee

助理工料測量員
Assistant Quantity Surveyor

畢業年份 Year of graduation:
2018

所屬工程項目 Project:
啟德稅務大樓
Inland Revenue Tower in
Kai Tak Development Area

自信QS The self-assured QS

她說自己是「男仔頭」，身穿制服，難掩骨子裡一份獨特的自信。入行初期，家人擔心她是否能勝任地盤工作，現靠實力，釋除家人的疑慮。

When Priscilla first stepped into the industry, her family worried whether she was suited to the job. Now, she has convinced her family with her capability and strength.

- Q 為甚麼有興趣從事建造業？
- P 中五的時候參與一次砌橋比賽，用雪條棍便能建造一座建築物，覺得很神奇，自始對建造業產生興趣。
- Q 初入行最難適應是甚麼？
- P 填鴨式的讀書方法令我們習慣了「被迫」，但在職場上一定要主動出擊，成為「追求者」，才能創造未來。
- Q 你以前讀女校，怎樣適應男性較多的建造業？
- P 我以為他們很難相處，但出乎意料，我們不但成為了隊友，還是朋友。同時，男同事們並不認為女生「唔捱得、唔專業」，感覺受到尊重及公平對待。
- Q 同上司關係如何？
- P 上司高級項目工料測量師梁耀泰（阿泰）及項目工料測量師萬家銘（阿Will）對地盤認識深而廣，是很好的學習榜樣。希望有一天像他們一樣專業！

註：訪問當天，編輯說要安排Priscilla與上司合照，高級工程項目經理潘達華（Tony）便立刻召集所有團隊成員一齊拍攝大合照，以行動支持他們口中的「阿妹」，團隊成員關係何其親密，可見一斑。



Priscilla個性活潑，喜愛出走各地
Priscilla has a bubbly personality and loves travelling a lot



有圖有真相：Priscilla得到團隊的擁護
Priscilla has received generous support from the project team

- Q 在地盤工作，未必像其他行業一樣「扮靚」，覺得可惜嗎？
- P T恤牛仔褲都可以「好靚」。在工作上，安全是凌駕打扮。因為我們要專業（專業）！
- Q 你日常的工作要同分判商「講數」，你有怯場嗎？
- P 當初以為判頭很惡，很難應付。事實上，師傅們都很有禮貌，只要大家互相尊重，就能合作愉快。
- Q 最大的滿足感是甚麼？
- P 自己是新人，上司竟然給予我機會單獨負責出標書，是很難得的經驗。
- Q 你想像未來的建造業是怎樣？
- P 大家都不想有任何工友受傷，所以我希望建造業可以發展更多科技，避免工友從事高危的工作。
- Q 在行業要立足，有甚麼貼士要同大家分享？
- P 「八卦」，這是從公司的迎新周學的。無論是否自己的事，要多「八卦」多發問。
- Q 1至10分，你會給自己的表現多少分？
- P 6分。我經驗尚淺，所以很感謝上司包容不足之處，這不是理所當然的。
- Q Why are you interested in the construction industry?
- P In Form 5 I took part in a model bridge building competition. It was amazing to see a bridge constructed using simple materials.
- Q What is the most difficult thing to adapt to as a new joiner?
- P At school everything is directed by teachers. At work, you must create your own future, be proactive and transform your mindset.
- Q You were in girls' school how do you cope in a male-dominated industry?
- P I thought it might be difficult to get along with so many male colleagues. But all the colleagues are very nice and do not treat women differently; they think we can be strong and professional.
- Q How is your relationship with the colleagues?
- P My bosses Tai and Will have a deep understanding of the profession and the operation. They are the benchmark and I aim to be as professional as them some day. That's why I am eager to learn from them.
- Q Are there any challenges working with sub-contractors?
- P I thought it would be difficult but, those masters are kind and polite. I respect their knowledge and experience and we can cooperate well.
- Q Any job satisfaction?
- P Of course, I'm learning all the time. I am thankful to my supervisors who gave me opportunities.
- Q How do you imagine the future of the construction industry?
- P I hope that the construction industry will increasingly utilize advanced technology, so that workers can avoid high-risk works.
- Q Do you have any advice for people who look for personal development in the industry?
- P Stay curious, and don't be afraid to ask questions to gain more understanding of the operations.
- Q How would you summarise your first year?
- P My experience is still shallow and I have a great room for improving my technical, professional and management skills. I am grateful however, to my supervisors for giving me the chances to learn and for self-development, I will never take it for granted.

Q 問題 Question

W 陳秉廉 William

作為一個工程師，
需要培養外向的個性及
良好的溝通技巧。

*As an engineer, you need
an outgoing attitude and
good communication skill.*



陳秉廉

William Chan Ping Lim

助理工程師
Assistant Engineer

畢業年份 Year of graduation:
2018

所屬工程項目 Project:
啟德體育園
Kai Tak Sports Park

工程師 不是 宅男

Engineer IS NOT HOMEBODY

有些人誤以為做工程師，可以不用跟人溝通，事實剛好相反。自稱性格比較「宅」的William，分享因為隊友的支持及工作的性質，在崗位中蛻變成一個外向的自己。

William, who considers himself an introvert, shares how he has become more outgoing, through the job nature and the support of his colleagues.

Q 為甚麼性格上有如此的轉變？

W 本身性格比較內向，生活也沒有甚麼興趣可言。但作為工程師，我們的角色需要協調顧問及分判商等，工作不是「左手交右手」這麼簡單，當中我們要克盡己職，進行相向及有效的溝通才能成事。另一方面，因為自己資歷淺，要請教同事，過程中逼使自己突破框架，勇敢與人溝通，慢慢地性格變得外向。

Q 為甚麼入行選擇承建商的角色，而不是顧問公司？

W 我喜歡承建商的角色比較多元化，偏重實戰工作。我們要實際解決地盤的現場問題。例如，如果外牆凹凸，我們要追查該項工作由甚麼人參與、哪一個工序出了問題、衡量各解決方案的時間及費用等。我覺得這些「落手落腳」的工作比較適合自己。

Q 有時候別人稱呼工程師為「地盤佬」，你有甚麼看法？

W 當然，行外人對我們都有不同的想法。對我而言，工程師是一個實在的專業。我們需要協調顧問及分判商等持份者的意見、制訂施工方案、進行風險評估、實地檢查，而每天都有很多突發的問題需要迅速果斷的決定，以上都要倚賴專業的知識及經驗。



儘管工作繁忙，William臉上總掛著笑容

No matter how busy he is, William always keeps a smile on his face



William自費請父母去旅行，以感謝雙親的養育之恩

To show gratitude, William goes travelling with his parents and pays the trips

Q 年紀輕輕，如何跟經驗老到的分判商及工友相處？

W 說實在的，開始時他們是有點氣勢，但我發現，只要你持謙卑的心，便容易打開話匣子及建立關係。最重要的是，不要逞強好勝。

Q 如何持守安全？

W 照顧自己，照顧別人。例如，如果樓上有燒焊，就要檢視有沒有做好防護措施，有沒有影響樓下的人。

Q 在協興一年了，有甚麼得着？

W 當問題發生時，要學習「三不」－不要推卸責任、不要驚惶失措、不要手忙腳亂。有條不紊地搜集資料，找出事情因由，再跟上司商討解決方法。

Q 你覺得建造業有甚麼改善的地方？

W 在數碼化方面，建造業仍有很大的進步空間。例如業界可以像銀行業一樣使用電子系統，藉此提高施工效率及減少用紙。

Q Why is there such a change in your personality?

W I am a mostly introverted person. However, an engineer must coordinate between consultants and sub-contractors, and we must enable effective communication. Because of my relative experience, there are occasions when I have to ask for help. With the on-job training, I am opening up and improving my communication skill, so there is a character transformation occurring within me.

Q Why do you choose to join a contractor, not a consulting company?

W I like the contractor's job nature, it is diversified, focuses on practical works and involves problem solving. These hands-on practices are of more interest to me.

Q How do you think others perceive engineers?

W Engineering is my profession initially founded on my academic knowledge. At the construction site, I need to draw on this and apply it in practical situations. This could be formulating construction plans, conducting risk assessments or site inspections. When there is news about construction, I can better understand the technical aspects of the story which is interesting.

Q How do you get along with the experienced subcontractors and workers?

W At first I was a little intimidated. However, as long as you show humility and respect, they are willing to talk and share their experience and knowledge.

Q How is safety upheld at site?

W Always take care of the safety of others as well as yourself. Be vigilant and pay close attention to whether the work could have an impact on the people around.

Q Having been in Hip Hing for a year, any inspiration that you can share?

W I am still learning and growing. When the problem occurs, stay calm, collect information, establish the facts and report to your supervisor.

Q What is your vision of the future of the construction industry?

W I hope the industry can become more digitalized and go paperless. The construction industry still has room for improvement. If we can adopt digital tools like the banking industry, we can enhance efficiency and reduce the impact on the environment.

Q 問題 Question

C 胡家碧 Cathy

有稚氣， 更有志氣 EMBRACING the challenges

Cathy，一臉的稚氣，但舉手投足及待人處事，卻有一份難得的成熟。大學的時候，滿有自信的她參加香港工程師學會（HKIE）的比賽竟然包尾，決心捲土重來，第二年取得亞軍，之後更擔任比賽統籌的角色。今年加入協興，她繼續以這份執着和膽色在建造業發揮所長。

Cathy is a young woman, but thinks and acts in a way which belies her age. At university, she participated in Hong Kong Institution of Engineers' (HKIE) competition, expecting a good result. Disappointingly, her team finished second last. She subsequently made a comeback in the competition, taking second place. She then became the organizer of the competition. At Hip Hing she continues to showcase her perseverance and courage.



不忘初心，盡力而為！
Don't forget the reason you joined
the industry and exercise your own
responsibility!

胡家碧

Cathy Wu Ka Pik

助理屋宇裝備工程師
Assistant Building
Services Engineer

畢業年份 Year of graduation :
2019

所屬工程項目 Project :
啟德體育園
Kai Tak Sports Park

Q 中學的時候你讀會計，為甚麼會加入建造業？

C 那時候同班只有我一個人選擇工程系，很多人都反對我的決定。做會計，你不會看到製成品，但做工程，建築物活生生地呈現在眼前，可以留傳世代、傳承生活，感到無比的成就感！

Q 在建造業，女孩子有甚麼優勢及「憂勢」？

C 女孩子相對容易給人留下印象，亦比較心思細密，處理文件較為得心應手。但是，女孩子的體力相對沒有男孩子強，需要多加鍛鍊。

Q 是否經常到地盤工作？

C 我們一定要出地盤！如果只留在辦公室，便會與地盤現實脫節，變成「堅離地」。另外，親眼欣賞建築物崛地而起的過程，很有意思！

Q 如何裝備自己？

C 我有參加美國採暖、製冷與空調工程師學會（香港分會）及HKIE學生分部的小組，負責籌辦活動，訓練自己的領袖才能。下一年計劃參加HKIE兩年的Scheme A及修讀碩士，加上工作，可能會辛苦，但是值得的！我亦喜歡每天睡覺前反思一天的事情，令自己不停進步。

Q 工作了短短2個月，有甚麼心得？

C 採取行動之前，要清楚「為甚麼」及「怎樣」。有時候如果不能應付，就要勇於請教別人。



Cathy積極參與業界活動，擴闊視野
(右：機電工程署署長薛永恒先生)
Cathy participates in industry activities and
gains an eye-opening experience
(Right: Mr Sit Wing-hang, Director of Electrical
and Mechanical Services)

Q 你有參與迎新周，可以分享你的經驗嗎？

C 我感受到公司很用心栽培新人。董事及管理人員都會親自來跟我們見面，令我們覺得備受重視。我們可以透過分組活動認識不同部門的同事，建立網絡；專家分享性格分析的環節，令我認識自己，及如何投其所好與不同性格的同事相處。

Q 剛投入社會，有沒有覺得跟同事很有距離，有所謂的代溝？

C 不會啊！我們相處很融洽，同一屋簷下，大家不需要電郵，即時面對面溝通，解決問題。高級經理李浩堅（HK）很用心栽培我們，他說，不想我們走冤枉路。

Q 將來想參與甚麼類型的工程？

C 希望可以有份建造更多的基建項目，例如大灣區或明日大嶼等，藉此學習樓宇建築的不同系統。



Cathy與高級經理李浩堅HK相處
樂也融融，沒有代溝這回事
Cathy gets along with Senior
Manager HK very well

Q At school you studied accounting, why did you join the construction industry?

C I was the only one in my class who chose engineering and many people questioned my decision. As an accountant you do not see a finished product, but with construction engineering, the completed building is right there in front of you. It is very satisfying!

Q How often do you visit the site?

C Frequently, site inspection is critical to understand the real situation. It is very exciting to see the rise of the building and appreciate the final masterpiece.

Q How to equip yourself?

C I participate in the ASHRAE Hong Kong Chapter and Student Liaison Group of HKIE, where I organize activities, which will strengthen my leadership skills. I plan to participate in HKIE's 2-year Scheme A training course and study for a master degree. I also self-reflect each day, so that I can keep improving.

Q You have only been working for 2 months, what have you learnt?

C When you execute a task, you need to understand the why and the how, so that you can deliver the best outcome. If you are unsure about something, don't be afraid to ask for advice.

Q You joined the Orientation Week, how did you feel?

C The Company spares no effort in taking care of its young people. Senior management met us and shared their experiences, making us feel valued. We met colleagues from different departments and expanded our network. I found the personality analysis exercise particularly interesting as it helps me to better understand myself and how to deal with others.

Q You are so young, do you think there is a generation gap with your colleagues?

C Not at all. We have a happy vibe here and people are very helpful. As we are sitting so close to each other, we engage in face-to-face discussion which allows us to solve the problems more effectively. HK, our Senior Manager is very committed in helping with our personal growth. He said, he wants us to learn from the experience of others.

Q 問題 Question
B 李彥斌 Bun

快樂 上班去 ENJOYING his profession

Bun，一副與世無爭的樣子，整天都露出傻呼呼的笑容。上司對他的評價為：「雖入行短短兩個月，已掌握公司的安全及施工規則，表現喜出望外！」

Bun wears innocent contented smile all day long. His direct supervisor commented, "He is a fast learner, who after only two months in the industry has a good knowledge of the Company's safety rules and operational procedures."

無論過往讀書成績如何，千萬不要因為在地盤工作而小看自己，要保持對這行業的熱誠！

Regardless of your history in school, don't belittle yourself because you are working at sites. Keep your heart on fire.



李彥斌

Lee Yin Bun

助理建造工程師
Assistant Building Engineer

畢業年份 Year of graduation:
2019

所屬工程項目 Project:
將軍澳日出康城第五期
LOHAS Park Package Five,
Tseung Kwan O

Q 經歷由讀書到工作的里程碑，有甚麼感受？

B 五、六月的時候很迷茫，身邊的朋友逐漸找到工作，自己卻不知道有甚麼出路。就在這時候，協興給我一個機會。在這裡，甚麼都有一套標準，就像有一本聖經在手，可以放心去跟從學習。

Q 為甚麼喜歡工程這行業？

B 我很怕悶。當工程師的好處是可以每天巡視地盤，到處走走，不像一般的辦公室工作，困在座位中。而每個工程項目各有特色，具挑戰性。

Q 對地盤的第一印象？

B 地盤比想像中乾淨，井井有條。分判商和工人不拘小節，爽快直率。另外，工程會採用建築資訊模型（BIM），自己未來亦有一個月的機會到總寫字樓學習BIM的技術。

Q 分享一下地盤工作的趣事？

B 剛開始的時候，地盤有很多出入口，曾經試過迷路。

Q 對迎新周有甚麼印象？

B 四天的迎新周就像Google Map一樣，讓我們對行業有一個概覽，在最短的時間了解到行規家規。同時，可以微觀地透過演說環節，同事的分享，學習到有關建造工程的實戰知識及解決問題的方法。



作為業界生力軍，Bun希望累積更多實戰經驗
Bun hopes to accumulate more hands-on experience

Q 有沒有覺得自己是「嘍仔」？

B 是的，自覺對工程認識尚淺。所以，我很感激上司讓我多嘗試不同工作，亦容許我在錯誤中進步。例如，曾經傳送電郵時忘記附上文件，上司友善提醒，之後自己學習舉一反三，不只電郵，對任何文件均要審慎檢查，避免犯錯。

Q 怎樣衡量前途與「錢途」？

B 作為新人，個人覺得學習遠遠比金錢重要。在協興，因為團隊都相對年輕，大家除了工作上互相幫忙，放假亦會一齊去玩，例如有燒烤之類的活動。因此，已培養了一份歸屬感，也很享受現在的工作，對前途樂觀，更沒有擔心「錢途」。

Q 對未來的自己有甚麼期望？

B 希望「周身刀，張張利」，所以現在要好好裝備自己，有機會多與客戶接觸，加強自己的專業。



Bun（右一）與隊友交情友好，不時飯聚
Bun (first on right) has developed a close relationship with his teammates

Q How did you feel when you first stepped into the workplace?

B I was confused at first. My friends had jobs, but I was uncertain about my future until Hip Hing gave me an opportunity, which will allow me to embark on my journey to pursue my profession.

Q Why do you like engineering?

B I have an inquisitive mind. As an engineer, we go on site on a daily basis, whereas people in office jobs stay at their seats. Besides, each project has its unique, intriguing challenges.

Q Your first impression of the site?

B The site is cleaner and tidier than expected and subcontractors and workers are friendly and straightforward. Many projects adopt Building Information Modelling (BIM) and I am thrilled that I will spend one month in the BIM section.

Q What is your impression of the Orientation Week?

B It is just like a Google Map. It gives us a big picture of the Company's operation and our professional roles. We also learn practical knowledge of construction through presentations and, sharing from colleagues, to prepare us for the challenges.

Q Some graduates feel small when they experience what construction is like, how about you?

B I am very new to the industry and grateful to my supervisor for being so patient with me. He allows me to try different tasks and to learn from the experience.

Q How do you see your future?

B As a newcomer, I am continuously learning. Because our team is relatively young, everyone helps each other and we enjoy sharing leisure time together. I enjoy my job and the sense of belonging to the company. I look forward to further experiences and opportunities for personal and professional development.

暑期實習生分享工作體會 Summer interns reflect on their experiences

2019年暑期實習計劃閉幕禮於8月9日舉行，標誌著19位實習生順利完成八星期的寶貴職場體驗。今年的計劃以跨代團隊合作為重點，實習生一邊廂獲安排參與培訓為入行做好準備，另一邊廂亦以千禧世代的眼光和思維提出創新見解和建議，以及分享他們如何在畢業後融入行業，促進跨代有效溝通。



The closing ceremony of 2019 Summer Internship Programme was held on 9 August, celebrating that 19 interns had successfully completed their eight-week fruitful journey with Hip Hing and Vibro. This year's programme focused on enhancing cross generation team collaboration, in which the interns were provided with opportunities to have a taste of working in the construction industry, while they were also encouraged to share their points of view and ideas on how the millennial generation can contribute to the industry after graduation, fostering effective communication between generations.

午餐講座推廣職安健

Lunch talks promote occupational safety and health



協興和惠保多支工程團隊於八月至九月期間在工地舉辦午餐講座，加強工友對工作安全及健康生活的意識。

From August to September, Hip Hing and Vibro's project teams organised lunch talks at construction sites, promoting site safety and a healthy lifestyle to the frontline workers.

大埔頌雅路東公屋工程團隊

Chung Nga Road East, Tai Po-Public Rental Housing Development Project Team



與孩子分享工地環保小知識
Gave a talk to children on environmental friendly practices of construction site



啟德體育園工程團隊

Kai Tai Sports Park Project Team



探訪社福團體，讓院友了解工程舒緩措施
Visited social group and explained to personnel about project's mitigation measures

工程團隊 連繫社區 Project teams engage with communities

協興工程團隊積極促進社區共融，特別於節慶前夕到訪鄰近的學校及社福團體，分享節日喜悅之餘，亦讓區內的持份者了解工程最新進展，增進睦鄰關係。

Hip Hing's project teams organised a series of activities to strengthen the relationship with the communities. Team members visited the schools and social groups nearby to spread festive blessings and share the latest works progress with the stakeholders in the districts.

大埔頌雅路東公屋工程及啟德稅務大樓工程團隊 Project Teams of Chung Nga Road East, Tai Po-Public Rental Housing Development and Inland Revenue Tower in Kai Tak Development Area



向工友及社福團體院友派發雪糕，為大家消暑解熱
Treated frontline workers and personnel of social groups to ice creams

啟德體育園工程團隊 Kai Tai Sports Park Project Team



向小朋友派發燈籠
Distributed lanterns to children





明建會承建商安全大獎 Lighthouse Club Contractor Safety Awards

9月20日，協興及惠保獲香港明建會頒發六個安全獎項。

Hip Hing and Vibro garnered a total of six awards at the Contractors Safety Awards organised by the Lighthouse Club Hong Kong on 20 September.

獎 Award	級別 Rank	公司 Company	獎項者/ 團隊 Awardee / Team
安全工程項目團隊獎 Safe Project Team Award	優良獎 Highly Commended	協興 Hip Hing	科學園創新斗室工程團隊 InnoCell for Hong Kong Science Park Project Team
	推薦獎 Commended	協興 Hip Hing	啟德稅務大樓工程團隊 Inland Revenue Tower in Kai Tak Development Area Project Team
工地安全專業人員獎 Site Safety Practitioner Award	冠軍 Champion	惠保 Vibro	陳卓龍 Chan Cheuk Lung
工程經理安全獎 Construction Manager Safety Award	優良獎 Highly Commended	協興 Hip Hing	呂穎姿 Lui Wing Chi
安全管工 Safe Foreman Award	亞軍 Runner-up	協興 Hip Hing	陳永泰 / 馬興義 Chan Wing Tai / Ma Hing Yi

協興及惠保獲選為 積極推動安全承建商 Hip Hing and Vibro named proactive safety contractors

香港建造商會建造安全大獎頒獎典禮已於8月26日舉行，協興及惠保除了贏得積極推動安全承建商獎外，亦有12位前線員工獲頒安全監督和安全負責人獎，表揚他們卓越的安全表現。

On 26 August, Hip Hing and Vibro were presented with the Proactive Safety Contractor Award at the HKCA Construction Safety Award Presentation Ceremony. Twelve frontline staff members also received the Safe Supervisor and Safe Person-in-Charge Award for their outstanding safety performance.



由建造業議會舉辦的「建造業義工嘉許禮2019」於7月14日舉行，旨在推動建造業的關懷文化，同時表揚業界機構和個人在服務社會的貢獻。協興-惠保養工隊延續去年的優異成績，再度於「建造業義工獎勵計劃」中勇奪多個獎項，包括「優秀社福機構協作（優異獎）」和「最積極參與機構」。

建造業義工嘉許禮2019 Construction Industry Volunteer Award Presentation Ceremony

The Construction Industry Council (CIC) held the Construction Industry Volunteer Award Presentation Ceremony 2019 on 14 July.

The Ceremony aims to reinforce the industry's caring culture, while recognizes organisations and individuals who endeavor to serve the community relentlessly. Hip Hing-Vibro

Volunteer Team continued last year's success and garnered several awards in the Construction Industry Volunteer Award Scheme, including the Excellence in Construction Industry Volunteering Collaboration (Merit) and Most Supportive Organisation.



前線員工奪青年魯班獎 Frontline staff member wins Young Lo Pan Award

為了表揚在建造業表現傑出的年青從業員，香港魯班廣悅堂於7月15日舉辦「青年魯班選舉2019」頒獎禮，協興高級建造工程師林信宏（右）獲選為本年度「青年魯班」，同時奪得「建造大獎」，印證他的出色表現及對行業的熱誠。

To commend the young practitioners who demonstrate remarkable performance in the construction industry, Hong Kong Lo Pan Kwong Yuet Tong organised the Young Lo Pan Award Presentation Ceremony 2019. Simon Lam (right), Senior Building Engineer of Hip Hing, was named the Young Lo Pan and the winner of the Construction Award. The awards recognise his outstanding performance and dedication in the construction industry.

協興及惠保 獲嘉許為 「人才企業」

Hip Hing and Vibro accredited as Manpower Developer

協興建築及惠保（香港）最近再獲僱員再培訓局評選為「人才企業」，兩間公司自2013年起連續四屆奪此嘉許，肯定了協興建築集團在人才培訓及發展方面的傑出表現。

Hip Hing Construction and Vibro (H.K.) have recently been accredited as Manpower Developer by the Employees Retraining Board. Both companies have been recognised with this honour for four consecutive rounds since 2013, in recognition of Hip Hing Construction Group's dedication in training and developing its staff members.



協興高級工程項目經理連奪兩獎 Senior Project Manager of Hip Hing scoops two awards



協興高級工程項目經理黃偉倫最近榮獲兩項業界獎項，包括贏得由英國特許建造學會（香港）舉辦的「香港傑出建造經理2018年度選舉」新建造工程及改建工程組別銀獎，以及榮譽建造業議會的「建造業傑出青年」。

Michael Wong, Senior Project Manager of Hip Hing, reaped two industry awards, including the silver award in the New Works and A&A Works Category of the CIOB (HK) Construction Manager of the Year Awards Hong Kong 2018, and also the CIC Construction Industry Outstanding Young Person Award.



太古坊二座項目
開工拜神Two Taikoo
Place project
commences

太古坊二座工程動工典禮已於7月30日舉行，當日邀請了多位協興高級管理層、太古地產及顧問公司代表出席。眾人一起進行上香和切燒豬儀式，祈求工程順利。

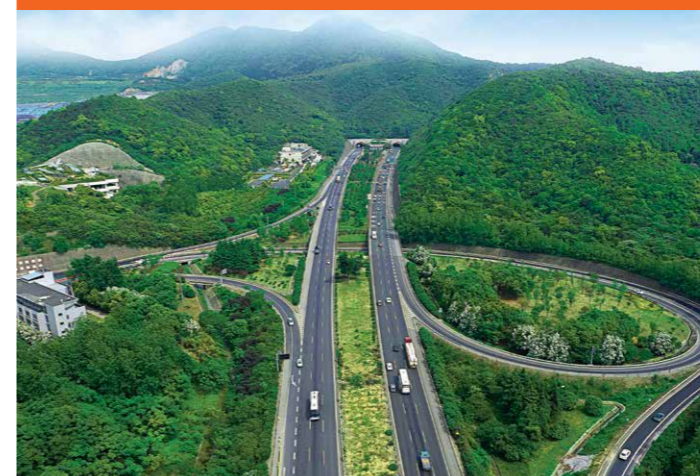
協興執行董事關美成在致辭時提到，工程團隊透過周詳的規劃，確保項目在符合安全和質量的前提下順利竣工。

太古坊二座為甲級辦公樓，樓高37層，坐落於五層高的平台和三層高的地庫之上，項目預計在2022年落成。

Hip Hing, together with the representatives of Swire Properties and the consulting companies, held a bai-sun ceremony on 30 July to mark the commencement of the construction of Two Taikoo Place. The officiating guests performed a roasted pig cutting ceremony wishing the project a success.

Addressing the ceremony, Patrick Kwan, Executive Director of Hip Hing, said that the project team has carried out comprehensive planning to ensure the project will be accomplished with high standards of quality and safety.

Two Taikoo Place, a 37-storey Grade-A office tower situated on top of a five-storey podium and three-storey basement, is expected to be completed in 2022.

太古坊二座項目開工拜神
TWO TAIKOO PLACE PROJECT COMMENCEMENT WORSHIP新創建集團公佈2019財政年度全年業績
NWS Holdings announces FY2019 Annual Results強化核心業務 達致穩健增長
Fortify core business to achieve
sustainable long-term growth

On 24 September, NWS Holdings Limited announced its annual results for the year ended 30 June 2019 ("FY2019"). To align with its long-term corporate strategy, NWS Holdings has regrouped its business segments into "Core Business" and "Strategic Portfolio".

新創建集團有限公司於9月24日公布截至2019年6月30日止年度（「2019財政年度」）全年業績。為配合長遠的企業策略，集團把旗下業務重新劃分為「核心業務」和「策略組合」。



坐大廳的經理

The leader by your side

經理坐大廳，同事心驚驚？倒不是呢！今次訪問的主角－協興高級工程項目經理羅浩鈞 (Kelvin) 多年來擔任「廳長」一職，同事說他的座位越來越有家的感覺，可想而知，他視地盤為第二個家。作為工程項目的掌舵人，Kelvin一直抱著打造快樂團隊的宗旨。他說：「快樂，源自為隊員創造互信的環境，亦來自贏得業主對團隊的認同。」

Kelvin於18年前大學畢業後加入協興任職助理工程師，當時初出茅廬的小伙子，除了對自己的專業懷著滿腔熱誠和拼勁外，也對建築工程世界充滿好奇，經常主動與來自安全、環保、工料測量等部門的同事互動交流，了解各範疇的工作性質。他一直默默耕耘拾級而上，而於2010年公司舉辦的「工程項目經理培訓計劃」更成為他事業的轉捩點。「由工程師過渡成為工程項目經理，期間要調整心態和改變思維，從原本專注做好自己，到學習管理對外對內的工作，帶領整支團隊向前。」目前他正坐鎮太古坊二座工程項目，與隊友並肩作戰。

Kelvin深信，工程取得成果全有賴團隊上下一心，他樂於夥拍年輕具魄力的生力軍，鼓勵他們把新思維帶進團隊。「我盡量給予

目標和方向，避免喋喋不休的指令，信任他們，並讓他們發揮。這樣會使他們覺得自己有價值，願意提出更多想法。一個人，永遠不及一個團隊集思廣益所發揮的效力大。所以我希望創造空間，讓他們勇敢嘗試，無論成功與失敗，都是一個成長的過程，更令年青一代對公司、對我們的工程項目更有歸屬感。當客戶稱讚我們的年輕同事『辦事能力很強』時，我也覺得特別欣慰。」

每次工程順利竣工，Kelvin (右) 都會舉辦慶祝活動與團隊分享成果。Kelvin (right) organises celebration activities to share the joy of success with team members.

Kelvin (右二) 是首屆「工程項目經理培訓計劃」的畢業學員之一。

Kelvin (2nd from right) is one of the first batch of graduates from the Project Manager Development Programme.



Kelvin積極為隊友打造快樂工作間。Kelvin strives to create a happy working environment for teammates.

為促進團隊溝通，他特別花心思在工地辦公室的佈置上，以開放式的工作環境打通各部門間的隔閡。「大家在辦公室的時間比在家還要長，希望為隊友營造齊心協力的氛圍；而自己亦坐在大廳，歡迎同事隨時找我商討工作，特別是遇到困難時，大家共同面對。」適逢訪問當日為中秋節前夕，團隊剛巧舉辦燒烤派對，瀰漫著歡樂融洽的氣氛。

談及與客戶合作的成功之道，Kelvin強調要以建設性的態度，為對方着想。「有時大家意見分歧在所難免，但坦誠溝通定能達至雙贏。」Kelvin憶述在South Island Place項目中，是他首次接觸清水混凝土建築，因此他特意和客戶一同前往日本考察，力求掌握這門工藝。「雖然在打造牆面的過程中遇上不少難題，但經過團隊間不斷磋商，互謀政策，最終獲得業主認同，甚至形容牆上的紋理是一幅藝術品。」

工程的安全表現，是最備受關注的問題。Kelvin說：「我們經常要反思『我們想見到工友受傷嗎？』由心出發，代入工序，施工前踏實地考慮清楚整個工作流程，配合適切的安全措施，才能確實保障工友的安全。」另外，隨著科技發展日新月異，Kelvin認同善用建築科技有助提升施工效率及質量。他正與工程團隊研究應用無人駕駛飛機聯合人工智能系統，協助處理幕牆驗收或防水測試；又嘗試運用三維打印技術，度身訂造針對工地噪音聲波頻率的隔音屏障。

Kelvin在上班時全情投入工作，下班則與妻兒享受家庭樂。對於育有兩名兒子的他而言，最佳的減壓良方當然是陪伴孩子。能夠完美分身把「兩頭家」兼顧得頭頭是道，實在殊不簡單！



This article is exclusively about Kelvin Lo, Senior Project Manager of Hip Hing, who has intentionally arranged his desk in an open office layout, this is where he calls a second home. As a leader, he considers a significant part of his responsibilities is to keep team members engaged and happy. "A joyful workplace is built on trust and recognition," Kelvin stated.

Kelvin joined Hip Hing as an assistant engineer after graduation from university 18 years ago. As a newbie in the industry, he was curious about everything related to construction and took the initiative to interact with colleagues from different departments so as to understand more about the job nature of different fields such as safety, environment protection and quantity surveying. The turning point of his career came in 2010 when he joined the Company's Project Manager Development Programme. "With a leap from an engineer to a project leader, inevitably there is a transformation within me – approach the job from a technical perspective to a holistic view of management. I had to learn how to motivate and guide the team to accomplish project goals." Currently, Kelvin is working shoulder-to-shoulder with his team for the Two Taikoo Place project.

Kelvin believes that teamwork is the key to unlock success. Working with the young people has given him a sense of fulfillment, while he always encourages them to innovate and to make changes. "Instead of giving orders, I prefer providing direction and allow room for my teammates to perform the tasks with their creativity, it turns out good, people feel valued and are more willing to share their thoughts. Teamwork makes the dream work, and the power of a team is far stronger than an individual's. I am most proud when clients praise our young colleagues," he expressed with delight.

To foster better communication, Kelvin has created an open office environment to break down social walls among departments. "We spend more time at the office than we do at home. Therefore, I hope to cultivate a harmonious workplace with a good vibe. Indeed, we are one to fight the battle. Fewer walls and doors break boundaries and reinforce our team spirit."

When it comes to the partnership with the clients, Kelvin emphasised that it is vital to put oneself into the clients' shoes so as to address their needs. He recalled his first experience with the construction of fair-faced concrete building in the South Island Place project, in which he specially travelled to Japan with the client to learn more about this craft. "The construction of the interior wall had presented its unique challenges. Yet, through continuous discussions with team members, we finally overcame the obstacles, and the client described the wall as an aesthetic piece of decoration."

Safety is always top of mind for Kelvin, "We have to meticulously examine every construction process prior to operation and formulate appropriate safety

Kelvin為人主動，在公司裡廣交好友。

With an outgoing personality, Kelvin has made lots of friends in the Company.



measures to safeguard the safety and health of workers," Kelvin said. With the rapid advancement of technology, he agrees that the right adoption of construction technologies helps improve the efficiency and quality of works. He is working with his team to explore the application of unmanned aircraft and artificial intelligence system for the acceptance and waterproof tests for curtain wall, as well as the 3D-printed noise barriers tailor-made for construction site.

It is not easy to strike a balance between work and family life, but Kelvin has perfectly achieved the harmony. There is nothing more precious than spending quality time with the family. To relieve stress at work? Surely having fun with his two kids is the best therapy!

油得出色 Paint with heart

很多人會認為「油漆」只是簡單把牆面髹色，但其實它是一門考驗工夫和耐性的專業手藝。要做到塗層厚薄均勻，色澤一致，由剷底至批灰，上底漆至最後一層面漆，來來回回十多個工序，展現出油漆師傅的細膩功架。

發有記營造工程有限公司負責人張炳發（發哥）入行逾40年，從油漆學徒做起，至今已成為老行尊之一。「油漆工藝是一點一滴的經驗累積，當中有許多別人察覺不到的繁複細節，師傅們一層一層粉刷，憑手感和目測斷定施工質量。以前我們用人手調色，全靠油漆匠的一對眼睛作辨認決定。時至今日，可利用電腦精確地調製出所需油漆，快捷方便。」他亦指出，油漆工作不是一次就能完成，要配合整體工程進度分階段刷漆，過程中還需要處理多次色澤修正，才能達到滿意效果。

發哥的純熟手藝和巧思除了髹出一面面完美無瑕的牆身外，還塗滿了他對工作的熱誠。他說：「要對自己的工藝有要求，每個工序一絲不苟。若單單只是髹色，那麼每個人都可以自己動手。」被問及油漆秘訣時，他分享：「上完第一層面漆後，

油漆小知識



建築物外牆長期處於陽光照射和雨水淋濕，所以使用的油漆材料要經受防曬防水考驗



水性油漆相較環保及氣味溫和，其清水與油漆稀釋比例為2:8



中層底漆在漆油系統中非常重要，它能填補物面的缺陷、增加附著力及遮蓋力、使面漆更幼滑、更有光澤

如發現牆身有凸凹不平，便要以砂紙輕輕打磨，然後才上第二層面漆。髹油時從中間落掃，第一髹往上刷然後往下，最後一髹再向上刷作修補。油漆不是髹得愈多愈好，過厚反而會容易爆裂剝落。」

對油漆匠而言，能夠把牆面粉刷得平滑細緻，手眼協調是十分重要。此外，工友每天爬上爬落，搬運工具，體力勞動也少不了。發哥身兼香港油漆業商會副會長，歷年來積極為行業培育新血。他寄語有志入行的年輕人要培養耐性及專注力，加強溝通技巧。

談到最難忘的工程，發哥回想起1999年帶領兄弟班在短短八日內完成新世界大廈停車場內其中四層的油漆工作。他憶述：「磨牆時塵土飛揚，導致煙霧感應系統誤鳴。幸好當晚是平安夜，大廈內空無一人。工程期間我曾四日四夜不眠不休趕工，最終準時交貨，更得到協興管理層讚賞。」

發哥除了是協興多年來的合作夥伴外，亦是協興－惠保義工隊的大力支持者，他連續七年親自率領自己員工參與長者家居維修服務，一眾老友記大讚其工藝超卓。「每次完成翻新工作，最開心是看到公公婆婆臉上滿意的笑容。能夠運用自己的專業技能幫助別人，別具意義！」

教人欣賞的，不單是發哥油出來的亮麗顏色，還有他那份出色的態度。

「保持現在就等於退步」是發哥的人生座右銘，他希望繼續推動油漆業，傳承這門手藝

Cheung hopes to nurture more talent and sustain the development of the painting trade



發哥出錢出力，助長者翻新牆身和鐵閘
Cheung contributes both money and efforts to help seniors renovate their homes



發哥（左二）每年應邀出席協興的公司周年晚宴，席間獲頒發熱心義工獎項
Cheung (second from left) joins Hip Hing's annual dinner every year and received the volunteer award

Grabbing a brush and paint sounds simple, doesn't it? In fact, it is a profession that requires perfect precision and remarkable patience. From scraping off old paint, filling in holes and cracks to applying primer and paint, etc., a skilled painter masters every precise technique to achieve a smooth and even finish.

"The whole painting process requires hands-on experience and attention to detail," said Ping-fat Cheung, the responsible person of Fat Yau Kee Engineering Company Limited, who has more than 40 years of experience in the trade. "The evaluation of the quality depends on the painter's sense of feeling and visual inspection. Traditionally, we mixed the paint manually and decided the tint with the eyes. Nowadays, with the help of computerized mixer, we can get the exact color in a fast and convenient way." Painting works, according to him, need to be carried out in phases to facilitate the construction process and color correction takes time to get perfect.

As a veteran, Cheung showcases his passion for his career, not only by his extraordinary craftsmanship, but also by his rule of thumb. "I set a high standard for my craft and thoroughly examine every work procedure in detail. If it is simply about brushing, then everyone can do it." When asked about the tips of painting, he shared, "You can use sandpaper to polish rough spots before applying the second layer of paint. Set the brush in the middle and draw the first brush straight up and draw it back down in a line. Then move upward again slightly overlapping the previous stroke. Thick coat of paint is more prone to cracking and peeling."

To get a job brilliantly done, hand-eye coordination is very important for painters. In addition, they have to stay physically strong to climb up and down and to move equipment in their daily routines. Being the Vice-President of The Hong Kong Painting Contractors Association, Cheung is dedicated wholeheartedly to nurture the next generation. He encourages the youngsters to develop patience and a sense of focus, as well as effective communication skills, in order to fly high in their career.

Talking about his most unforgettable experience, Cheung recalled the eight-day painting project for the car park of the New World Tower in 1999. "The dust from gridding the wall activated the smoke detector system. Luckily, it was the Silent Night and there were no people in the building. I worked around the clock for four days and nights with no sleep. The project was finally completed on time and gained recognition from Hip Hing's management."

Cheung is not only a long-term business partner of Hip Hing over the years, he is also a committed supporter of the Hip Hing-Vibro Volunteer Team. He has joined the team to provide household renovation service to the elderly for seven consecutive years. "Every time when we receive the compliment and see the smile on their faces, I am overwhelmed with gratitude. That is an incredible feeling when you are able to help those in need with your expertise!"

合家歡電影日 Having fun with Family Movie Day

一年一度的合家歡電影日於7月14日假黃埔嘉禾戲院舉行，逾920位員工及其親友獲全數贊助觀賞《蜘蛛俠：決戰千里》和《反斗奇兵4》，一邊享用爆谷小食，一邊打造家庭樂。

The annual Family Movie Day was held at the GH Whampoa Cinema on 14 July with the screening of "Spider-Man: Far From Home" and "Toy Story 4". While watching the exciting movies, 920 colleagues and their family members also enjoyed popcorn combos for free.



卡通公仔饅頭工作坊 Cartoon-shaped steamed bun workshop

8月25日，40位同事及其親友參與饅頭工作坊，學習製作健康又美味的饅頭。有同事更帶同小朋友參加，享受親子烹飪樂。

On 25 August, 40 colleagues and their family members participated in a steamed bun workshop to learn how to knead out adorable and healthy steamed buns. Some colleagues also brought along their children to enjoy family cooking fun.

普拉提班 Pilates classes

繼5月舉辦普拉提班後，康樂組再於9月一連四堂的普拉提班，讓20位同事放鬆身心。

Following the pilates classes in May, Leisure and Recreation Group organised a series of four pilates classes in September again for 20 colleagues to relax the body and mind.



協興－惠保健兒贏得多個獎項 HIP HING-VIBRO'S ATHLETES SHINE IN COMPETITIONS

恭賀以下多支運動代表隊
揚威比賽，勇奪多個獎項！

Congratulations to the
following sports teams
on their victories!



新世界盃小型 足球聯賽2019 New World Group Mini-Soccer League

協興－惠保足球隊－季軍

Hip Hing-Vibro Football Team
- 2nd runner up

新世界集團羽毛球比賽2019 New World Group Badminton Tournament

組別 Category	球員 Athlete	獎項 Award
隊際 Team	/	全場總亞軍 Overall 1 st Runner-up
男雙 Men's Doubles	鄧振華及何兆奇 Alex Chau & SK Ho	冠軍 Champion
女雙 Women's Doubles	潘嘉慧及連雅玉 Christine Poon & Candice Lin	季軍 2 nd Runner-up
	趙淳敏及楊凱怡 Mandy Chiu & Fanny Yeung	殿軍 3 rd runner-up
混雙 Mixed Doubles	伍俊峰及蔡苑華 Wilson Wu & Joanne Tsoi	季軍 2 nd Runner-up
	呂俊雄及尹鳳儀 Jack Lui & Sandy Wan	殿軍 3 rd runner-up



新創建乒乓球比賽 2019 NWS Table Tennis Competition

組別 Category	球員 Athlete	獎項 Award
女子單打 Women's Singles	呂穎姿 Michele Lui	季軍 2 nd Runner-up
	李可欣 Eva Lee	季軍 2 nd Runner-up
男子雙打 Men's Doubles	杜建及謝松光 K To & CK Tse	亞軍 1 st Runner-up
	陳聰睿及李淳銘 Avan Chan & Thomson Lee	季軍 2 nd Runner-up
女子雙打 Women's Doubles	尹鳳儀及蔡樂欣 Sandy Wan & Lolita Tsoi	季軍 2 nd Runner-up
	方心明及曾凱琳 Sammi Fong & Scarlett Tsang	季軍 2 nd Runner-up
混雙雙打 Mixed Doubles	劉志明及蔡苑華 David Lau & Joanne Tsoi	季軍 2 nd Runner-up

協興 – 惠保智囊團 助基層解決生活小問題

Hip Hing-Vibro's think-tank tackles household issue for the underprivileged

協興和惠保早前參加了由團結香港基金旗下組織「商社聚賢」舉辦的「民生無小事」計劃，派出七位不同部門的同事組成智囊團，以短短一星期的時間構思方法，助一戶居住在大角咀劏房的家庭解決收納煩惱，改善居住環境。

Hip Hing and Vibro participated in the "Big Little Things" campaign organised by the Business for Social Good of Our Hong Kong Foundation. Seven colleagues from different departments formed a think-tank to help a family living in a subdivided flat in Tai Kok Tsui to solve the problem of inadequate storage space in one week's time.



愛心捐血日 Blood Donation Day



協興 – 惠保義工隊於9月6日假九龍灣總寫字樓舉行本年度第二次愛心捐血日，成功收集62包血液，感謝一眾英雄的無私奉獻。

Hip Hing-Vibro Volunteer Team organised this year's second Blood Donation Day at its head office in Kowloon Bay on 6 September. This meaningful event attracted participation from staff members and a total of 62 bags of blood were collected.



親子長洲遊 Family trip to Cheung Chau

協興 – 惠保義工隊於9月21日與香港家庭福利會為單親家庭合辦親子同樂日，帶領他們遊走長洲，透過完成一連串的任务凝聚家庭力量，增添歡聚時光。

On 21 September, Hip Hing-Vibro Volunteer Team co-organised a fun day with the Hong Kong Family Welfare Society for single-parent families. Participants enjoyed a trip to Cheung Chau and completed a series of tasks designed to promote family togetherness.

長者蔬果雕刻班 Fruit-carving class for seniors

31位協興 – 惠保義工於7月完成蔬果雕刻特訓後，在8月17日向80位來自香港基督教女青年會的長者傳授技藝，鼓勵他們嘗試新事物之餘，亦訓練手眼協調及靈活性。



31 Hip Hing-Vibro volunteers completed a vegetable and fruit carving training in July and shared the technique with 80 elderly people from the Hong Kong Young Women's Christian Association on 17 August, encouraging the seniors to try new things and enhancing their hand-eye coordination.



維修小隊助長者改善家居 Delivering home improvement assistance

協興 – 惠保維修小隊於8月24日出動，前往觀塘安達邨和安泰邨，為長者提供小型家居改善服務。

On 24 August, Hip Hing-Vibro home repair task force carried out home visits and offered assistance to the elderly people residing at On Tat Estate and On Tai Estate in Kwun Tong.



長者手藝工作坊 Handcraft workshop with elderly

協興 – 惠保義工隊於9月7日探訪東華三院邱木城長者鄰舍中心，為老友記帶來一個輕鬆愉快的下午。在20位義工的協助下，長者們成功親手調製天然潤唇膏和防蚊膏，大讚實用又好玩！

On 7 September, 20 Hip Hing-Vibro volunteers visited the TWGHs Stephen Yow Mok Shing Neighbourhood Elderly Centre and spent a relaxing and happy afternoon with the elderly people and their carers. With the help of volunteers, the seniors successfully made their own lip balms and repellents.



活動前瞻 Upcoming Activities

月份 Month	義工活動 Voluntary Services	康樂活動 Recreational Activities
2019年11月 November 2019	「敬老護老愛心券」慈善籌款運動 "Care for the Elderly Raffle Tickets" Fund-raising Campaign 編織愛心贈長者 Scarf-knitting Campaign 女青萬步愛共行 YWCA Harmony Walk with Love 東華三院耆樂逍遙遊 Visit to Lei Yue Mun with TWGHs Elderly	賞山行樂 Hiking Tour 聯合國兒童基金「為兒童跑」2019 UNICEF "Run for Every Child" 2019 手沖咖啡班 Hand Drip Coffee Workshop 星球蛋糕班 Planet Cake Workshop
2019年12月 December 2019	女青長者巴士夜遊活動 Bus Night Tour with YWCA Elderly 安徒生會卡通湯圓製作 Cartoon Sweet Dumpling Class with HAC Children	賞山行樂 Hiking Tour 新創建勇跑地貌王2019 NWS Geo Hero Run 2019 協興建築集團聖誕聯歡派對 Hip Hing Construction Group Xmas Party

有獎問答遊戲 Quiz

問題 Question

今年有多少位應屆畢業生
加入協興？

How many fresh graduates have
joined Hip Hing in this year?

參加表格 Participation Form

答案 Answer

姓名 Name

公司 Company

部門 / 工地 Department / Site

電話 Telephone

請登入公司網上報名系統參加，或把填妥的參加表格寄至九龍灣總寫字樓企業傳訊組或電郵至 sylvia_yuen@hiphing.com.hk。答中而獲抽中者可獲價值港幣100元超市現金券，名額共10個，截止日期為2019年12月13日。只供協興建築集團同事參與，每人只限參加一次。

Please submit your answer through the company's online enrollment system, or send the participation form to Kowloon Bay Head Office (Attn: Corporate Communications) or email to sylvia_yuen@hiphing.com.hk by 13 December 2019. A total of 10 winners will each receive a HK\$100 worth of gift voucher. All Hip Hing Construction Group members are welcomed to join the quiz. Each person is allowed to participate once only.

上期答案 Answer of the last quiz

機械及物流部

Plant and Logistics Department

得獎名單 Winners

Cherry Mak (HC201904), Cathy Kwan (Accounts), Calvin Chan (HE201701), Tommy Shing (KT201901), MS Kwok (Internal Audit), KC Yeung (J201813), Dino Lam (HE201801), Terry Ng (HE201804), Kan Kwok (HC201501), Eric Hui (HC201901)

得獎者將由專人通知領取超市現金券。

Winners will be notified individually to receive gift voucher.