

協興雋語

HIP HING VOICE

ISSUE 88 • JUL - SEP 2020

www.hiphing.com.hk

電子版本 e-Version



新急症醫院地基工程 New Acute Hospital Foundation Project
突破重圍 節節推進
BREAKING BOUNDARIES



13 發展局邀請協興團隊出席酒會
Hip Hing being part of Development Bureau's cocktail reception



14 「生命第一」安全活動
Life First campaign



21 中秋關懷慰問計劃
Mid-Autumn festival care programme

今期內容
In This Issue

編輯委員會 Editorial Committee

王嘉琪 Joyce Wang / 朱卓彥 CY Chu
何國聰 Malcolm Ho / 林海峯 Wilson Lam
曾慧儀 Cherry Tsang / 胡梓晴 Dicky Woo
簡而賢 Keith Kan / 關美菁 Constance Kwan
嚴世煜 Gary Yim / 任鎮鴻 Tony Yam

協興建築集團 Hip Hing Construction Group

香港九龍灣宏開道8號其士商業中心11樓
11/F, Chevalier Commercial Centre, No 8 Wang Hoi Road,
Kowloon Bay, Hong Kong
電話 Tel: [852] 2525 9251
傳真 Fax: [852] 2845 9295

協興建築集團成員包括

Members of the Hip Hing Construction Group

協興建築有限公司 Hip Hing Construction Co Ltd
協興工程有限公司 Hip Hing Engineering Co Ltd
協興建業有限公司 Hip Hing Builders Co Ltd
惠保(香港)有限公司 Vibro (H.K.) Ltd
惠保建築有限公司 Vibro Construction Co Ltd
惠保地基工程有限公司 Vibro Foundation Ltd



03

04

10

15

16

20

21

22

24

董事總經理的話

Message from the Managing Director

封面故事

Cover Story

協興動向

Events in Focus



共創佳績

Achievements

工程多面睇

A Closer Look at Construction

工程概覽

Project Highlights



關愛社群

Caring



知人善任

Staff Promotion

有獎問答遊戲

Quiz

人生很多事情都可以「NG」重來 – 輸了比賽，捲土重來；轉換職場，重新出發；面對逆境，重整旗鼓；唯獨「生命冇Take two」。

6月至7月期間，香港建造業除了面對疫情的陰霾，更接二連三發生致命意外事故，實在令人痛心。作為建造業的一份子，我們深感與業界一同傳遞持守安全訊息的迫切性，及改變「視意外為常態」的現象。因此，於8月份，協興一共有16個工程項目團隊大力支持由建造業議會發起的「生命第一」建築安全活動，停一停，重新審視高危項目包括吊運、高空工作、移動機械及帶電工作等，並實施改善方案。值得鼓舞的是，業主及顧問等持份者均齊聲響應，積極支持舉措。

董事總經理的話

Message from the Managing Director

我與董事團隊到工地參與其中時，均希望向工友傳遞一個訊息 – 時刻視自己為生命的主人，務必要撇棄僥倖的心態，關顧自己、關顧別人。如發現任何安全漏洞，一定要敢言，立即通知管理層。我們深信，於工地拯救生命不需要超人的力量，一句良言或足以改寫生死時刻。活動落幕，我們冀望「生命第一」的理念繼續深化，成為施工的黃金定律。

今年夏季最高氣溫33度或以上的「酷熱天」日數，成為自1884年有記錄以來最多的一年。為保障工友的健康，公司積極推行新措施，如天文台發出酷熱天氣警告，將嚴格要求戶外工作的工友在1小時內，必須休息5-10分鐘。

我們歡迎同事及同業提出更多有效的安全方案，齊心為安全出一分力。另外，疫情仍肆虐，我們務必保持警覺，祝大家身體健康！

We have second chances in many moments in our lives like losing a sports game, changing job, and we can even regroup ourselves after a setback. However, we only get one life, and there is no second chance.

Despite the impact of the pandemic, it is very sad and regrettable that a number of fatal accidents occurred in the construction industry during June and July this year. As a member of the industry, it is the top priority of us and our industry peers to continually reaffirm the importance of safe working practices and to ensure no-one ever takes accidents for granted. Therefore, all 16 of Hip Hing's projects have shown their strong support to Construction Industry Council's Safety Campaign "Life First" in August. As part



朱達慈 - 董事總經理
TC Chu - Managing Director

of the Campaign, we have slowed down our site activities and critically reviewed those high-risk tasks including lifting operations, work at height, movement of plant and equipment and electrical work. After that, improvement plans have been implemented. It is heartening that stakeholders including the clients and consultants all have joined hands and supported the Campaign proactively.

When I visited our sites together with my fellow directors to participate in the Campaign, we all aimed to spread the message to the frontline workers that they are the masters of their lives. They should not think that luck will keep them safe. Instead, they should think seriously, and care about themselves and others responsibly. When they come across anything that is a cause for concern or dangerous on site, they are encouraged to point it out to the management promptly. A word can save lives. We believe "Life First" is not only the slogan for the Campaign, but also a golden rule for the industry.

Since records began in 1884, this summer has the highest number of "very hot weather warnings" issued, i.e. days when the temperature reached or exceeded 33 degrees Celsius. Under Hip Hing's recently introduced policy, once the "very hot weather warning" has been issued by the Hong Kong Observatory, all site workers are required to take a 5-10 minute break every hour, so as to safeguard their health.

Safety is everyone's responsibility, and we welcome safety proposals from our colleagues, business partners and industry peers, so as to protect the workers and continuously improve the safety performance of the industry as a whole. As the pandemic is still wreaking havoc, we must stay alert and I wish everyone good health.

新急症醫院地基工程 New Acute Hospital Foundation Project

突破重圍 節節推進 BREAKING BOUNDARIES

為提升香港醫療的服務，啟德發展區新急症醫院工程為「十年醫院發展計劃」之其中重點項目，亦將成為香港最大規模的急症醫院之一。於2018年第3季，惠保獲醫院管理局批出新急症醫院地基工程合約。

惠保總經理 (工程合約) 楊頌禮說：「新急症醫院旨在締造醫療服務的可持續發展，我們有份參與其中，可以利用過往的管理經驗及專業為社區盡一分力，團隊上下均覺任重道遠；並致力打造安全、有質素的工程，冀如期於2021年第4季竣工。」

A New Acute Hospital at the Kai Tak Development Area is one of the key projects of a 10-year Hospital Development Plan to upgrade Hong Kong's medical services. Once completed it will be one of the largest acute hospitals in Hong Kong. In the third quarter of 2018, Vibro was awarded a contract for the foundation works by Hospital Authority.

Wallace Yeung, General Manager (Contracts) of Vibro said, "We are committed to undertaking this Project, which is scheduled to be completed in the fourth quarter of 2021, safely and with high quality".

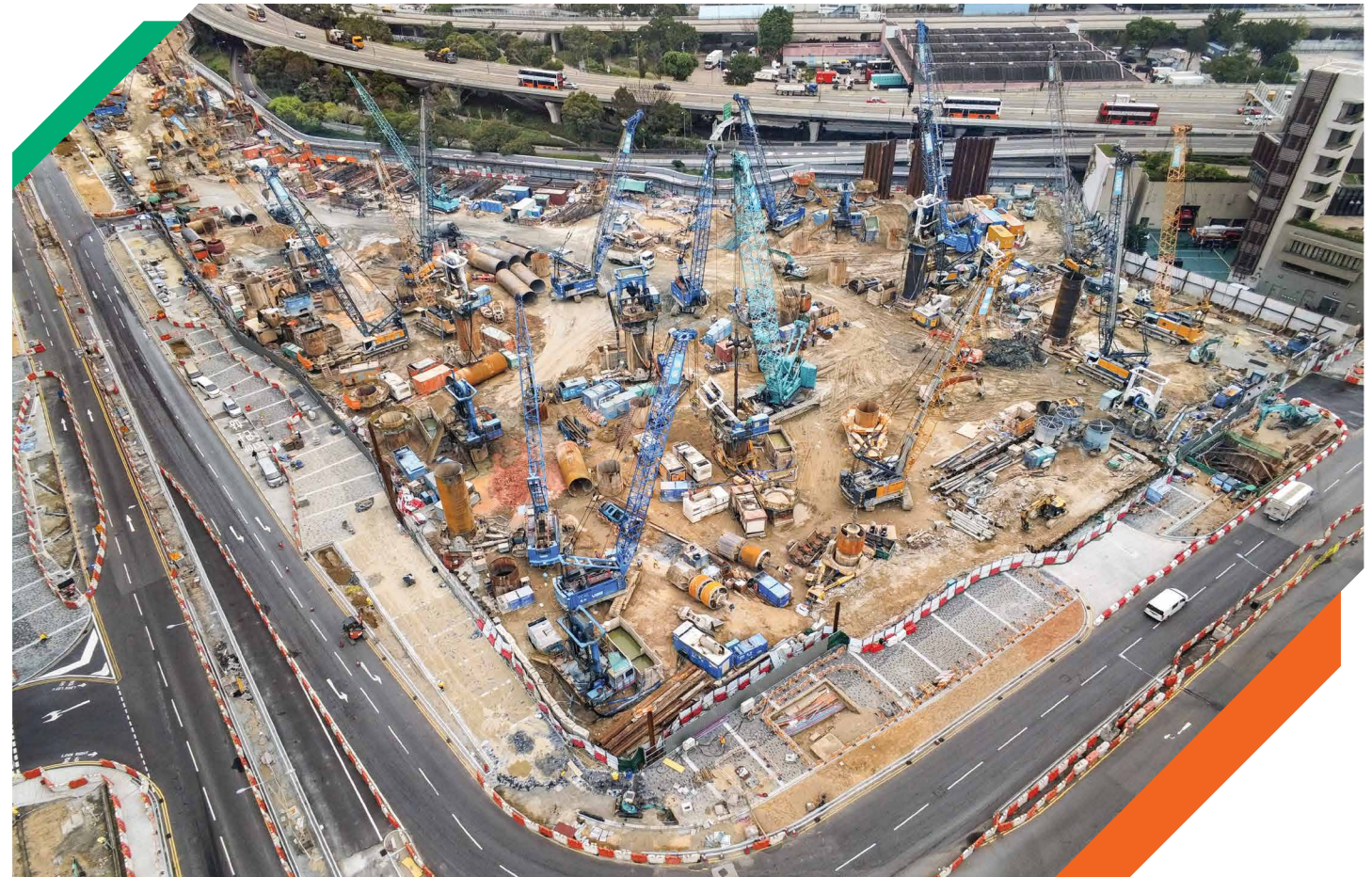
包辦設計和建造 刷新工程紀錄 Vibro setting a new record

工程範圍涉A區及B區，涵蓋設計和建造585支大口徑鑽孔樁，規模之大，當時成為香港開埠以來最大型之單一地基工程合約，亦是惠保歷來最大的設計和建造項目。

約585支樁中，包括77支直徑2.5米，479支直徑3.0米和29支直徑3.3米的大口徑鑽孔樁。另外亦包括地庫挖掘和橫向承托工程、樁帽建造及地庫平底板。高峰時期，A區及B區大概分別有200個工友。現時，A區正在進行承托臨時工作鐵台的打樁工程，B區已於今年4月完成相關打樁工程，現正展開地下挖掘工程。

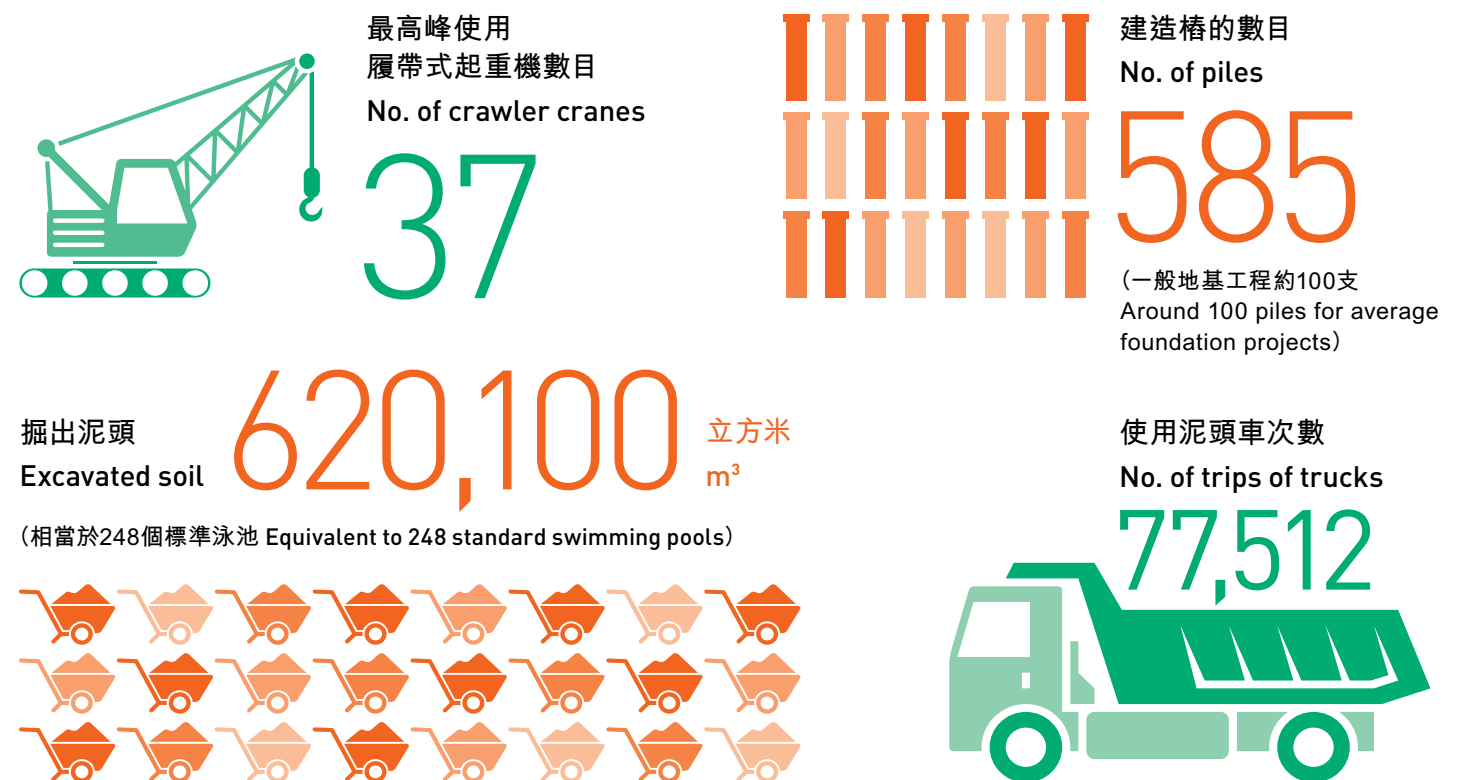
The scope of the Project includes the design and construction of 585 large-diameter bored piles in Zones A and B. At the time of award this was the largest single foundation contract in Hong Kong. It is also the largest design and build project Vibro has undertaken.

The 585 large diameter bored piles comprise 77 at 2.5m diameter, 479 at 3.0m diameter and 29 at 3.3m diameter. The project scope also includes basement excavation and lateral support works, pile cap construction and the basement base slab. There are about 200 workers in Zones A and B respectively during the construction peak. Currently the piled foundations, which support the temporary steel working platform in Zone A, are in progress. The excavation work in Zone B is ongoing following the completion of the piling works in April this year.



新急症醫院地基工程是惠保歷來最大的設計和建造項目

The New Acute Hospital is the largest scale of design and construction project for Vibro



左鄰右里 互相關照

One-team spirit of the Kai Tak Development Area

啟德發展計劃是一項規模宏大和相當繁複的發展項目，包括政府機構及社區設施、住宅和商業等。而新急症醫院地基工程A區及B區均被其他承建商的工程項目例如隧道工程、公路工程等包圍，同時鄰近啟德消防局、香港兒童醫院，可謂是「四面圍城」。

負責A區及B區的高級工程項目經理沈中文（Patrick）及陳少強（Clive）道出，面對複雜的地理環境及多個地盤的接合點，如何與其他工程項目的持份者分享共同目標，更靈巧、更彈性地各取所需，創造互利，成為工程的重中之重。因此，各工程項目的代表組成一個「大團隊」，每月定期開會，交流進度、協調工程施工，以創造共贏。

持續的緊密溝通令大家建立良好的睦鄰關係及互信，這亦有助工程團隊逐一解決施工的挑戰。例如，工程項目B區由於地理限制遠離馬路，沒有任何位置進行抄水錶的程序，因而未能獲批出供水設施，唯有由A區供水或向其他承建商直接借水方可順利按時完成大口徑鑽孔樁工程；另外B區工地最高峰時需要六個出入口，以運送物料及機械等，最後成功向其他承建商借得出入口，保持工程物流的流暢度。Clive欣慰地說：「多得左鄰右里地盤的理解及支持！」

整個新急症醫院地基工程有賴多達30個分判商的通力合作。當中的合作夥伴包括業界其他的知名大型承建商。Patrick表示：「這是一個難得的經驗！透過實戰，互相了解大家的作業模式及建造技術，同時學習彼此的長處，創造協同效益。尤其在安全方面，大家可以一齊進步，提升安全表現。」

新急症醫院地基工程A區及B區均被其他工程項目包圍，可謂是「四面圍城」。
The project has a high degree of complexity due to it being surrounded by other construction projects



新急症醫院地基工程
NAH Site

其他工程
Other Sites



工程團隊積極提升安全及保障工友的健康
The project is committed to safeguarding the safety and wellness of the workers



The Kai Tak Development Area is a mega-scale, extremely complex development comprising government, institution and community facilities, as well as residential and commercial areas. Vibro's site areas Zones A and B can be described as a "siege" since they are surrounded by projects being undertaken by other contractors, including tunneling and highway works. The two zones are also very close to the existing Kai Tak Fire Station and the new Hong Kong Children's Hospital.

According to Patrick Sham and Clive Chan, the Senior Project Managers in charge of Zones A and B respectively, the most important issue for the Project is how to achieve a win-win situation to satisfy the needs of all stakeholders, given the complex geographic environment and multiple interfaces with other sites. To achieve this goal, a big team with representatives of all stakeholders has been formed, which meets monthly to coordinate the works of the various projects and the interfaces between them.

The team has overcome the challenges by good relations and mutual trust with their neighbors, which have been established through close and continuous communication. For example, there was no water supply in Zone B since it is far away from the road and approval for a water supply could not be obtained. Fortunately, Zone B was able to overcome this by using water supplies from Zone A and the adjacent sites of other contractors, thus allowing Vibro to successfully construct the large diameter bored piles. In addition, six access points for the delivery of materials and machinery to zone B were required at the construction peak. Other contractors were supportive and cooperative and gave access through their sites so that the works went smoothly. "We really appreciate the understanding and support from our neighbors", Clive said gratefully.

There are more than 30 sub-contractors, some of them are very well-known in the industry, working cooperatively for the foundation works of the New Acute Hospital. "This is a unique experience! We share with and learn from practices and techniques of each other, to generate synergy", Patrick said.

求變求新 創造價值

Creating value by pursuing innovation

考慮到附近兒童醫院的需要，工程團隊在進行板樁牆安裝工程時，為減低機械的噪音，積極採用較環保的施工策略，其中，引入低噪音的施工設備包括靜壓植樁機，聲功率級可降至約70分貝（A），遠遠比一般打樁工程的聲功率級112分貝（A）為低。

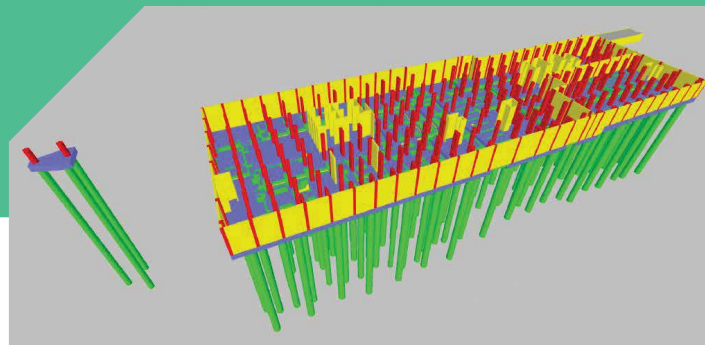
另外，工地位於啟德機場舊址，地下公共設施密度高，工程團隊需要作出周全的計劃，謹慎施工。其中，工程團隊利用建築資訊模型的協作平台，於挖掘及側向支撐安裝工程中預先解決設計衝突及協調空間，以確保公用設施的安全，並提高施工效率。同時，工程團隊抱持「安全第一」的理念，採用全面的安全措施，例如，基於工地空曠，雷擊的機率相對提高，特別設計「雷擊三步曲」的施工程序，以剔除雷擊的危害及保障工友的安全。

During the installation of sheet pile walls, equipment with a low noise level was used to minimise the disturbance to medical staff and patients at the adjacent Hong Kong Children's Hospital. Silent piling by press-in machines reduces the noise level to 70 dB which is far lower than the noise level of 112dB for general piling works.



In addition, the site is located at the former Kai Tak Airport where the density of underground public utilities is high. The team is planning comprehensively and working cautiously. To protect the underground utilities and improve the works efficiency, our team is using Building Information Modelling (BIM) to simulate the excavation and installation of lateral support to solve design and construction conflicts and coordinate works in advance.

引入低噪音的施工設備包括
靜壓植樁機，以減低對環境的影響
Silent pilers adopted to reduce noise
and impact to the environment



工程團隊利用建築資訊模型的協作平台，以提高安全表現及施工效率
The project team makes use of the Building Information Modelling
to enhance safety and facilitate operation



工程團隊承傳惠保「上下一心，不分你我」的文化

The project team inherits the spirit of Vibro – “Together we stand as one”

當老臣子遇上「90後」

The senior and junior sparking new energy

「一家人一條心」可謂是惠保的鮮明文化及惠保人的口頭禪。當中，很多同事均於惠保大家庭中成為工作上的戰友、生活中的「老友」。由 Patrick 及 Clive 管理的工程班子亦不例外。工程一動工，大家可謂一如以往、一拍即合。他們均異口同聲地說：「大家一埋位就可以做事」。當中，舊班子包括B區助理工地總管區芷雯（Connie）。她笑說：「我在惠保工作二十年了，我的第一份工及最後一份工都是惠保。」

別以為團隊中只有舊人為中流砥柱，Patrick 透露其實當中還有很多「90後」的要員。Patrick 由衷地說：「我們不得不佩服新力軍的創新能力！例如他們會利用數碼平台將繁瑣的文件處理程序變成『襟個掣就得』；又或發明安全點子例如二維碼電箱等。」Clive補充說：「管理層很『貼地』。董事及總經理古遠華及總經理楊頌禮等經常到工地探訪我們，無論是管理人員、新晉年輕人或前線人員，他們均會毫無架子地噓寒問暖。因此，團隊中我們亦承傳這種『上下一心，不分你我』的文化。我們發現，年輕同事非常受落這種快樂的氣氛！」

新急症醫院地基工程可謂是惠保發展的另一里程碑。展望將來，助理合約經理林澤賢滿懷信心：「雖然工程面對重重考驗，但是客戶的信任及支持給予團隊很大的動力。2018年，我們地基工程團隊成功交付廣華醫院重建第一期地基及相關工程，為客戶注入強心針，繼而交托重任。這一次，我們亦必定全力以赴，為客戶、社區締造成果。」

“We are a family” is a statement often made by Vibro’s staff. Members of Patrick’s and Clive’s teams are working together and getting along with each other so well, riding on previous collaborations over many years. One of the team members, Connie Au, Sub-agent for Zone B smiled, “I have been working for Vibro for 20 years; this is my first job and probably the last one too”.

Patrick showed his appreciation, “Our young people are really creative and making great use of those digital platforms. Through their innovative ideas software has been applied to improve the efficiency and effectiveness of the cumbersome document processes and they have introduced new ideas to improve safety performance”. Clive added, “Management like Fred Koo and Wallace have often visited our site, and showed their care for the staff. They have demonstrated a good example that all levels of staff are treated equally and young members enjoy this culture very much.”

Looking forward, Wing Lam, Assistant Contracts Manager said confidently that despite all the challenges, the team has been empowered by the client’s trust and the company’s support, and strive to serve the community by completing the project safely and with a high standard of quality.

創新週年誌慶 「協興在線2020」 Hip Hing Going Online 2020

為配合社區的抗疫工作，協興突破疫境，於七月將協興和惠保的週年晚宴合併，由現實世界搬上螢光幕，首創「協興在線2020」，讓同事於安全的情況下，分享快樂、傳播笑聲。

To join hand-in-hand with the community to fight the pandemic, Hip Hing and Vibro transformed the Annual Dinner celebration into an online version broadcasted in July. In this way we could share happiness and securing the safety of our colleagues.



為感謝董事總經理朱達慈服務協興40年，籌備委員會準備了特別節目，場面溫馨
A special event was arranged by the Committee to show gratitude to Mr TC Chu for his 40 years' long services in Hip Hing

創新製作 精彩節目逐個數 Displaying a series of special programme

一眾董事為感謝協興和惠保團隊在疫境中齊心抗疫、盡忠職守，悉心拍攝名為「感謝您」的影片；另外，同事全情投入，製作有趣的微電影，由編劇、拍攝、演出，傾盡全力；為表揚同事的努力，舉行長期服務、榮休、義工嘉許及工地安全表現獎的頒獎典禮。2020年，適逢董事總經理朱達慈服務協興40週年，籌備委員會為朱先生準備了神秘慶祝活動並邀請其好友亮相，溫馨場面盡現。最後，活動透過數碼科技進行現場直播大抽獎，熾熱氣氛不減，2,800份禮物人人有份，皆大歡喜！

In appreciation of colleagues' dedication in fighting the pandemic and showcasing the spirit of perseverance, a Thank You video consisting of heartfelt notes from directors has been produced and displayed; a group of colleagues had been involved to produce a micro movie, which is original and intriguing. As a gesture of thanks, award presentation was held to give accolades to staff receiving awards of long services, retirement, volunteering works and safety performance. The live lucky draw put a perfect end to the Online Programme, distributing a total of 2,800 gifts that no single colleague was missed out!

10 YEARS

十年長期服務獎
Long Service Award
for 10 years of service



二十年長期服務獎
Long Service Award
for 20 years of service

20 YEARS



三十年長期服務獎
Long Service Award
for 30 years of service

30 YEARS



40 YEARS

四十年長期服務獎
Long Service Award
for 40 years of service





榮休嘉許 (協興)
Retirement Award (Hip Hing)



榮休嘉許 (惠保)
Retirement Award (Vibro)

工地安全表現 Construction Site Safety Award



冠軍 - 鴨洲洲南道發展項目
Construction Site Safety Award - Champion - Proposed Residential Development at Ap Lei Chau Inland Lot No. 136



亞軍 - 粉嶺皇后山第一期公屋及部份第六期發展工程
1st Runner Up - Construction of Public Rental Housing Development at Queen's Hill Site 1 Phase 1 and Portion of Phase 6



季軍 - 大埔頌雅路東公屋工程
2nd Runner Up - Construction of Public Rental Housing Development at Chung Nga Road East, Tai Po, N.T.



義工嘉許
Volunteer Award

建築署署長到訪啟德稅務大樓工地
Director of Architectural Services
visits Inland Revenue Tower project

8月5日，建築署署長林余家慧女士聯同署方人員到訪啟德稅務大樓工地，了解工程項目實施的安全及職業健康措施。

工程團隊積極推行不同的工地安全改善措施，建築署署長亦對此表示肯定。其中，為了加強對工人的防觸電保護，團隊應用了由公司機械及物流部改良研發的配電箱裝置，杜絕工人使用違規電壓。署長對此創新措施表示讚賞，並強調安全第一的重要性。

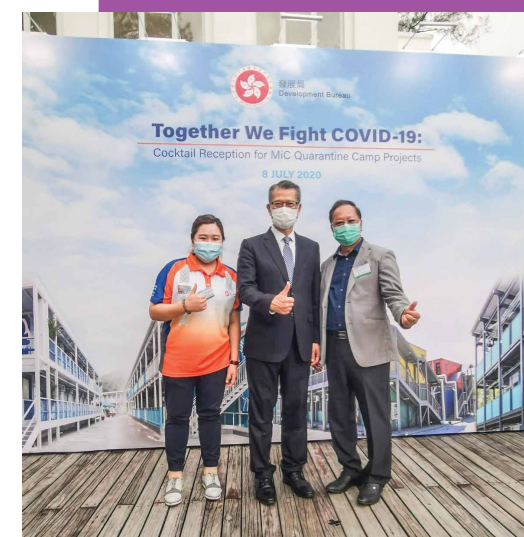
On 5 August, a group of visitors led by Mrs Sylvia Lam, Director of Architectural Services, inspected the safety and occupational health measures implemented in the Inland Revenue Tower project in Kai Tak Development Area.

The project team has rolled out different measures to enhance safety performance. For example, to enhance electrical safety,



the Anti-220V Distribution Board, a device which was developed by the Company's Plant & Logistics Department, has been adopted at the site to forbid workers from using unauthorised voltage. Mrs Lam showed appreciation to the team's commitment to safety.

發展局邀請協興團隊
出席酒會
Hip Hing being part of
Development Bureau's
cocktail reception



7月8日，發展局邀請各檢疫單位的承建商及持份者出席酒會，以感謝各團隊齊心抗疫，致力使用「組裝合成」建築法建造檢疫單位，以加快檢疫中心的落成。酒會由財政司司長陳茂波先生擔任主禮嘉賓。協興代表董事總經理朱達慈、執行董事蘇國亮、負責八鄉少年警訊永久活動中心加建檢疫設施工程的代表高級合約經理黃卓光、副工程項目經理呂穎姿及高級工目鄧王興出席其中。

Development Bureau hosted a cocktail reception themed at "Together We Fight COVID-19: Cocktail Reception for MiC Quarantine Camp Projects" on 8 July, to thank stakeholders for constructing quarantine camps for combatting COVID-19. Mr Paul Chan Mo-po, Financial Secretary, graced the event as Guest of Honour. Hip Hing's management and team members of quarantine facilities at JPC Centre at Pat Heung attended the cocktail reception.



不一樣的暑期實習計劃 A Unique Summer Internship Programme



2020年暑期實習計劃以突破性思維，將部份活動改為網上進行，令實習生從中得到不一樣的豐富體驗。為增進實習生的專業知識，人力資源及培訓部安排了題為「組裝合成」和「綠色建築」的專題技術講座，更安排他們參觀太古坊2座工地。

Summer Internship Programme 2020 had broken through the constraints, and successfully created a fruitful experience for the interns.

To enrich those interns' professional knowledge, Human Resources and Training Department had arranged technical seminars themed at Modular Integrated Construction and Green Construction, combined with site visit to Taikoo Place 2B project.



積極響應「生命第一」安全活動 Life First

今年六月至七月，建造業發生了六宗致命意外，守護生命刻不容緩，建造業發起的全港性的「生命第一」安全活動，協興全力支持。於8月份，一共有16個工程團隊一呼百應，藉此機會，停一停，重新審視高危項目及識別潛在的風險，並積極實施改善方案。值得鼓舞的是，業主及顧問等持份者均齊聲響應，以行動支持舉措。



In June and July, it is disheartening to learn the 6 fatal accidents in the construction industry. Construction Industry Council swiftly launched a safety campaign "Life First" to safeguard lives. A total of 16 Hip Hing's projects have shown commitment to the Campaign. It is encouraging that the clients and consultants all rendered their generous support.

「環保承建商2019」銀獎 Green Contractor Award 2019

協興憑藉設計及建造新界青衣西草灣路運輸署驗車中心工程項目，獲建築署頒發「環保承建商2019」銀獎。工程團隊是繼去年再次獲此殊榮，印證了團隊在環保建築方面的努力。

Hip Hing has been awarded the Green Contractor Award 2019 Silver Award organised by the Architectural Services Department for the project of Transport Department's Vehicle Examination Centre at Sai Tso Wan Road in Tsing Yi. It is the second year running that the project team has received this honour for its outstanding environmental performance.



工程透過組裝合成建築法(MiC)的標準化工序減低工程過程中的物料浪費和碳足跡。
The adoption of MiC to reduce material wastages and carbon footprint.

積金好僱主 Good MPF Employer Award

協興建築、協興工程、惠保（香港）和惠保建築獲強制性公積金計劃管理局（積金局）嘉許為2019-20年度「積金好僱主」，並同時榮獲「電子供款獎」及「積金推廣獎」，表揚四間公司關顧及重視僱員退休保障。

Hip Hing Construction, Hip Hing Engineering, Vibro (H.K.) and Vibro Construction have been awarded the "Good MPF Employer Award 2019-20", together with the "e-Contribution Award" and "MPF Support Award" by the Mandatory Provident Fund Schemes Authority for the companies' efforts made to provide better retirement benefits for employees.

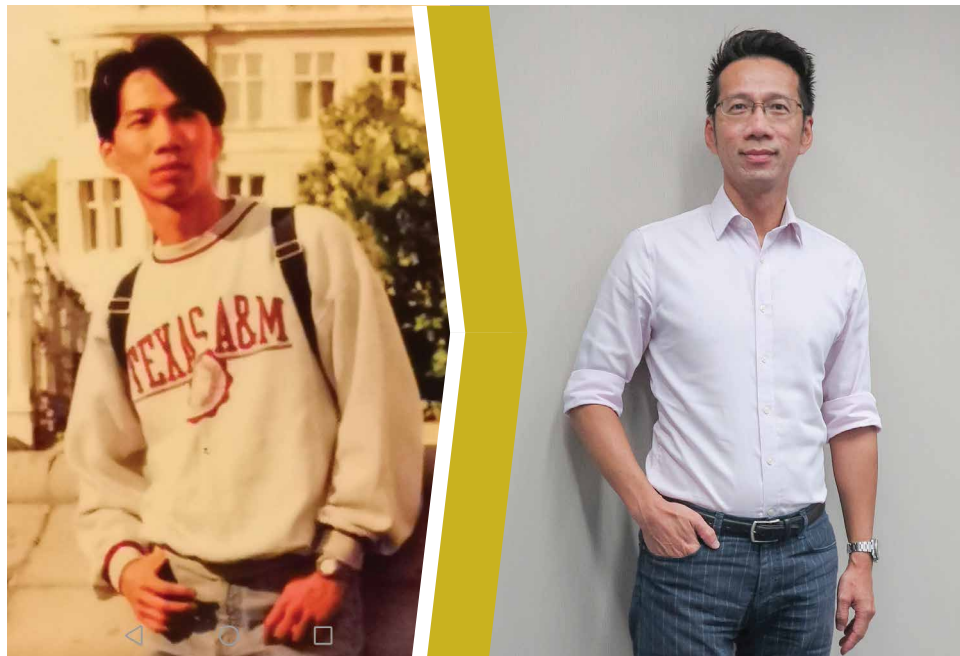


由頑童至人生勝利組

From mischievous kid to role model

「細個唔讀書，大個做運輸」，是真的嗎？工料測量組的高級商務經理伍浩然（Victor）就讀小學時兩次留班。有誰預料，現今的Victor備受客戶同儕的欣賞，亦被公司委以重任，成為其中的閃爍人物。另Victor曾獲推薦參與新世界集團New World YoungSTAR Programme。

“If you don’t do well in school, your future is destined to be miserable”. Victor Ng’s story is a remarkable one. When he was young, Victor repeated his grades. Despite this he is now appreciated by clients and colleagues, and trusted by the company. In recognition of his performance Victor was previously selected to join the New World Group’s YoungStar programme, and he has become one of the shining stars in the company.



經過歲月的磨練，Victor成為更好的自己
Victor: Growing to be a better me



兒子眼神裡流露的光芒，
遺傳了Victor的自信
Like father like son, Victor’s son shows
that special sense of confidence

鎖定目標 情訂協興
In pursuit of a dream

當其他的小學生還在忙功課時，Victor已在思考自己未來的職業。「由於家人做生意，經歷起跌，我自小便訂下目標，要擁有一個穩健、具持續性的專業。」工料測量就是Victor 看上的心水行業。「剛剛加入協興的時候，細問身邊的同事，原來他們都在公司服務了十年、二十年、三十年，覺得怎麼可能呢？」不經不覺，Victor已在協興二十年了。他說，只因一份人情味。無論高山低谷，工程多少，公司仍愛惜員工，留住同事。

While other students were busy with homework, Victor was already thinking about his future. He described himself as having a clear vision for his career. “My family was doing business and I witnessed the ups and downs they experienced. I set myself a goal since childhood to obtain a stable and sustainable profession.” Quantity surveying is the profession that Victor finally chose. “When I first joined Hip Hing, I found out that many colleagues had served the company for 10, 20 or 30 years, and wondered how could that be?” Victor has now been with Hip Hing for 20 Years. He said, it is all down to the people-oriented culture. Regardless of the business’ ups and downs, the company still cherishes its employees and strives to keep its colleagues.

財務與合約 學問跨範疇

The diversity of the commercial and contractual disciplines

怎樣形容工料測量師的工作？Victor精簡地道出箇中的專業 – 掌握財務管理及合約條文。他仔細解釋：「工料測量師作為工程的其中靈魂人物，任務是捍衛公司的利益，同時與客戶、合作夥伴創造共贏。我們除了管錢，更重要的是熟悉合約條文。例如，一項50億的工程合約有六至八本的文字檔案包括合約內容、施工章程、價錢涵蓋的項目等。這些條文就等於法律文件，詳細說明承建商的權利與責任。如不能掌握到合約，就很容易出岔子。」

The challenges facing a quantity surveyor are diverse. Victor stated it covers both commercial and contractual aspects. He explained, “Quantity surveyors are tasked to defend the interests of the company while creating a win-win situation with clients and consultants. In addition to managing costs, it is also important to be familiar with extensive contract documents. For a typical HK\$5 billion project, in addition to the drawings, there are usually six to eight large volumes of contract documents, comprising the standard and special conditions of contract, the particular and technical specifications, and the bills of quantity or pricing document. These are legal documents, detailing the rights and obligations of the client and the contractor. If you can’t master the contract, it is easy to go wrong.”



享受工作，懂得生活，是Victor的真實寫照
Work smart, play hard



Victor 擅長交際，人緣甚廣
With a vibrant personality, Victor has an extensive
network of friends

「恐怖」上司 職場榜樣

Money is not always the king

別以為工料測量師只是「書蟲」的工作，反之，這個專業需要洽談上下家（客戶及分判商），同時，要與工程項目經理緊密合作，可謂是公關的完美化身。工作上，各持份者意見上難免有衝突，Victor幽默地說：「我相信自己可以當談判家、律師、調解員」。被追問能言善辯是天生的能力或是後天補足，Victor補充：「懂得『代入』，領會對方的難處，才是致勝之道。」

即使真誠關懷他人，很多下屬仍形容Victor為「恐怖」。Victor解釋：「很多同事都『怕』了我，因為他們說我記性驚人。」培育人才是Victor現時的核心工作之一。他的信念是：「管理人員就像是巨型火車頭，而同事就是火車卡。沒有下屬，就沒有我們。」Victor亦不會強人所難。「同事有自己一套成功的定義。我會根據他們的目標來栽培他們，助他們一臂之力。」

在峰芒的事業背後，Victor的生活亦相輔相成，透過多元興趣 – 跑步、玩車、飼養動物等，為自己打造正能量。

Quantity surveying is not just a studious desk-bound job. On the contrary QS professionals need good interpersonal skills to negotiate with clients, consultants and subcontractors, and at the same time, work closely with project managers. From time to time the opinions of the various stakeholders will inevitably be conflicted. Victor said, “I believe I can be a negotiator, or mediator to break the deadlock.” When asked whether being able to communicate well is a natural ability, Victor added: “having empathy is the key.”

Nurturing talents is one of Victor’s core missions. His belief is: “Management is like giant locomotive, leading their colleagues who are like train cars. They are the gems to us. Each colleague has their own definition of success. I will cultivate them accordingly and help them achieve their goals.”

人生教練 The Life Coach

「你唔update，就會outdated」年過60的黃文（人稱文哥），談笑風生，金句層出不窮。「快樂就是懂得欣賞所擁有的。很多國家活在貧窮線下，我們可以享受豐富的物質，科技在彈指之間，我們要懂得惜福。」

文哥1976年創立永利搭棚。小時候，發現大戲棚以竹搭建，設計通透，加上無柱落地，完美照顧舞台的表演。精湛的搭建技術立刻令他着迷，於16歲開始學師。回想起當初第一次師傅讓他扎竹，事隔49年，仍難掩興奮之情。

那時候搭棚至20層高，工人只是隨使用報紙當安全帽，沒有安全救生尾繩之類的安全措施。「我記得師傅跟我說，『細路，小心啲，要好似攞老婆咁攞實啲竹』至今這說話令我一生受用，自始培養了一份強烈的危機感和對安全的自覺性。現在，時代進步了，安全措施做得相當不錯。但是，我們不能自滿，要有一種『還未夠』的心態，才能保障每一位同事的安全。」

做生意攻守兼備。創業頭十年的時間，文哥說是建立客戶的信心、公司的品牌和個人的誠信，之後的年頭才嚐到業務的成果。寶劍鋒從磨礪出，梅花香自苦寒來 - 文哥由學徒開始熬練下來，永利搭棚的業務長做長有，在許多人眼中，文哥可謂另一勵志故事。他一句以概之：「不要怕『蝕底』。」他語重心長地說：「世上的問題千絲萬縷，如果事事斤斤計較，你的日子一定過得很痛苦。做生意亦然，遇到錢的問題，要放遠目光，『蝕底』一點又有什麼所謂？大家開心，不是更重要嗎？」做生意更講求信譽質量。如發現不合標準的來貨，文哥一定「冇情講」，寧願放棄整批貨，亦不想將工人的安全作賭注。



文哥對人情誼深重，對家人更加珍而重之
The big family is the greatest treasure for Man Gor

文哥（左五）追求進步，時不時到訪內地參觀物料廠
Man Gor (5th from left) pays visits to Mainland factories to keep abreast of the trend



永利棚廠現有約有500個員工，大多數員工都跟隨文哥數以十年計。年輕的同事喜歡與文哥相處，經常要邀請他吃飯，趁機學師。同事說，在文哥身上學到「活著之道」。文哥說：「自己經歷的冤枉路，當然不想別人重蹈覆轍；所以，我會以過來人身份給意見，如何決擇，則是他們的自由。」由此可見文哥對人的一份情。

對於年輕人與自己一代的成長背景、生活態度截然不同，文哥莞爾一笑，說：「與員工相處是高深的學問。最重要給兩種『力』 - 壓迫力和動力。另外，沒有人是完美的。做老闆要有胸襟，用人之道，就是用其長處，避其短處。大家一齊進步就好！」



慶祝新寫字樓入伙
Celebrating the opening of the new office in Chai Wan



“You are outdated if you do not update yourself,” Wong Man (Man Gor), Director of Wing Lee Scaffolding Co., Ltd. said. He is more than 60-years of age, but still full of humility and with a clear mind. “Happiness comes from gratitude. We should appreciate the abundance in our lives; we have technology at our fingertips, while many others are living in poverty.”

Man Gor set up his company in 1976. When he was a little boy, he was amazed by the design of the bamboo theatre which provided a perfect stage for the Chinese opera performances. Under the training of a master, he started to learn the craftsmanship at the age of 16. Today, after 49 years, he is still excited when he talks about his first time to work with bamboo.

Man Gor recalled decades before, workers were constructing the bamboo scaffolding from the ground up to about 20-storey high, but there were no safety measures such as anchorages or fittings. His master reminded him, “Hold the bamboo tight like you are hugging your wife.” Since then, Man Gor has kept that advice in his heart and has remained very vigilant on safety. He reiterates that nowadays the industry has shown better safety performance, but for the sake of our workers’ wellbeing we must never be complacent.

Running a business is just like attack and defense in a battle. Man Gor spent the first ten years gaining the confidence of his customers, and establishing his company brand and personal integrity. He has started his career as an apprentice and now he owns his business, which is an encouraging story to many others. He said bluntly, “you must be willing to give, rather than just take, and be forward-looking. It is much more important to be happy together rather than calculating every cent when doing business and thinking you have won the game.”

Man Gor admitted, “Managing a large workforce requires profound knowledge”. He said there are two crucial factors in establishing bonds and trust with staff – giving positive pressure and motivation at the same time. He explained it is important for a supervisor to figure out the strengths and weaknesses of his staff and then help them fly. “No one is perfect, but we should make sure we are all growing and making progress together”, he concluded.



搭棚小知識

棚架的種類？

答 竹棚、金屬棚、混合棚
(用竹及鐵通建造)

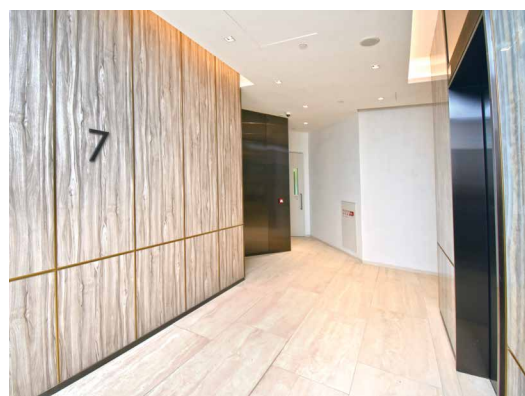
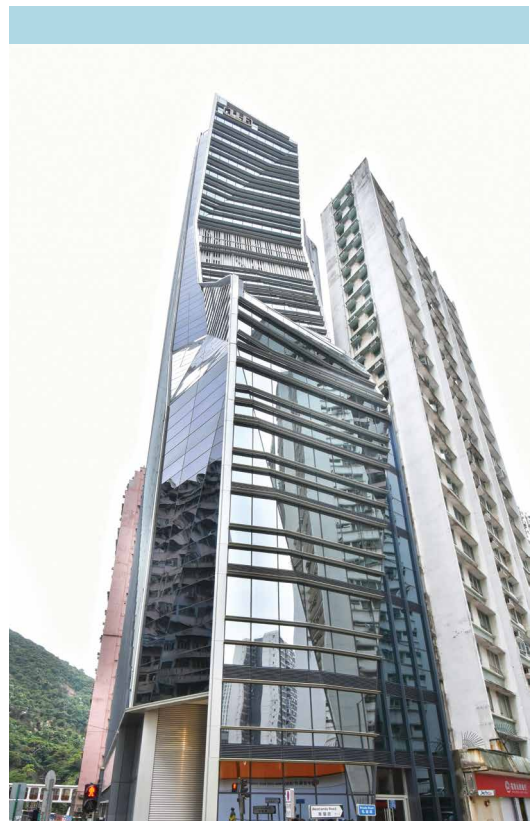
何謂靚竹？

答 竹頭的纖維密，通心的範圍細，
表示竹夠老，夠堅實

1001 King's Road

位於鰂魚涌英皇道的1001 King's Road是一座樓高22層連兩層地庫的銀座式商業大廈。由於地盤鄰近交通繁忙的英皇道，並貼近民居，在施工過程中，工程團隊必須克服挑戰，突破狹窄的施工空間，預早計劃施工及仔細安排物流運輸。

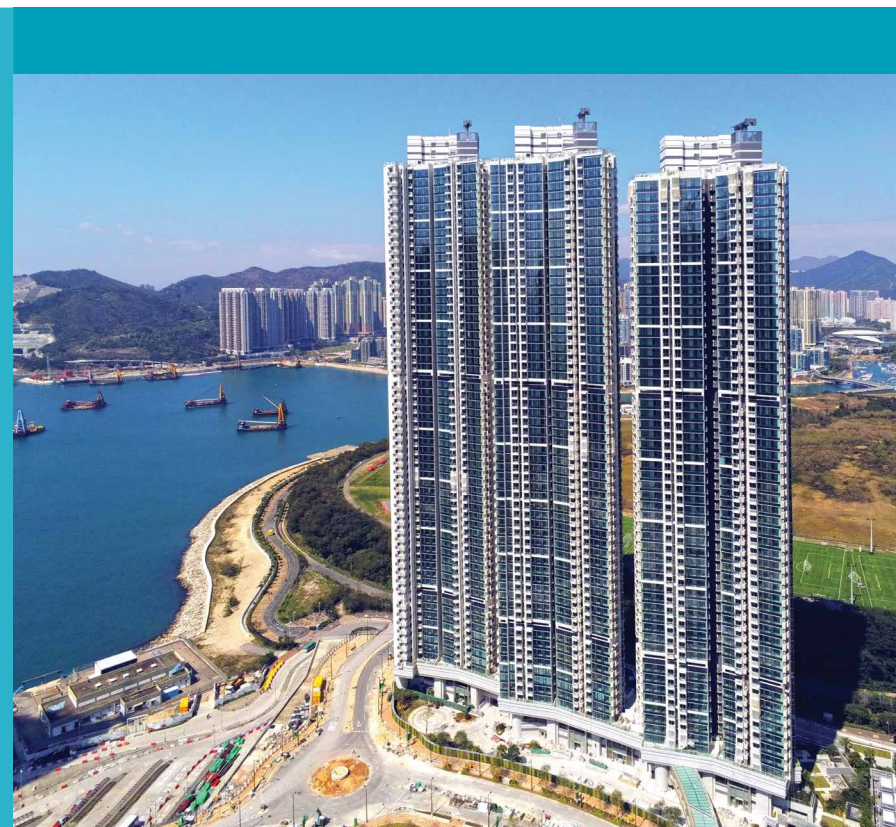
Situated in Quarry Bay, 1001 King's Road is a 22-storey Ginza-styled commercial tower, with a two-level basement. To cope with the issue of congested site area and the busy traffic in King's Road, the project team adopted strategic and detailed planning prior to operation, to secure seamless logistics flow.



Malibu (LOHAS Park Package 5)

Malibu (日出康城五期) 為將軍澳日出康城的臨海大型屋苑，設有三座樓高55至59層的住宅大廈，合共提供1,600個單位。大廈建於五層高的平台上，附設住戶康樂設施、停車場、公共交通交匯處、綜合出入口等。

Malibu (LOHAS Park Package 5), located in Tseung Kwan O, is a large-scale waterfront residential development. It comprises three residential towers ranging from 55 to 59-storey accommodating a total of 1,600 units. The towers sit atop a 5-storey podium with residents recreational facilities, carpark, public transport interchange and integrated entrance.

中秋關懷慰問計劃
Mid-Autumn Festival
Care Programme

疫情肆虐，尤其影響一群獨居及兩老的長者的身心靈。協興-惠保義工隊聯同香港基督教女青年會一同舉辦「中秋關懷慰問計劃」，旨在藉中秋佳節，送上電話慰問，讓長者感受中秋節日氣氛及社會的關懷；另外，於9月19日向長者派發「防疫關懷包」，包括月餅、水果、燈籠、防疫用品、食品等等，希望盡一點小心意，為長者加油。

The outbreak of COVID-19 is still raging, causing significant impacts to the elderly singletons and persons in families of elderly doubletons. The Hip Hing-Vibro Volunteer Team and YMCA jointly organized the "Mid-Autumn Festival Care Programme", which aims to send warmth and greetings to elderly people through phone calls. In addition, to share the festive joy with the elderly, gift packages include mooncakes, fruits, lanterns and anti-epidemic items etc have also been presented to them on 19 September.



知人善任 (二零二零年四月至八月) Staff Promotions (April to August 2020)

公司 Company	姓名 Name	晉升職位 Promoted To		
五月 May 2020				
協興 Hip Hing	羅國勇 Law Kwok Yung	高級建築資訊模型工程師	Senior BIM Engineer	
	蘇禮進 So Lai Chun	高級建築資訊模型工程師	Senior BIM Engineer	
	黃偉熙 Wong Cheuk Hei	高級建築資訊模型工程師	Senior BIM Engineer	
	何國彥 Ho Kwok Yin	建築資訊模型工程師	BIM Engineer	
	江靖邦 Kong Ching Pong	建築資訊模型工程師	BIM Engineer	
	姚培輝 Yiu Jim Pui Fai	建築資訊模型協調員	BIM Co-ordinator	
七月 July 2020				
協興 Hip Hing	1 黃卓光 Wong Cheuk Kwong	高級合約經理	Senior Contracts Manager	
	2 羅健臻 Lo Kin Chun	合約經理	Contracts Manager	
	3 陳耀權 Chan Yiu Kuen	助理合約經理	Assistant Contracts Manager	
	4 張利民 Cheung Li Man	高級工程項目經理	Senior Project Manager	
	梁永康 Leung Wing Hong	工程項目經理	Project Manager	
	鄭耀文 Cheng Yiu Man	副工程項目經理	Deputy Project Manager	
	鍾展煒 Chung Chin Wai	副工程項目經理	Deputy Project Manager	
	呂穎姿 Lui Wing Chi Michele	副工程項目經理	Deputy Project Manager	
	張璟璋 Cheung King Wai	助理工程項目經理	Assistant Project Manager	
	黃明俊 Wong Ming Chun	助理工程項目經理	Assistant Project Manager	
	黃錦源 Wong Kam Yuen Tony	高級建築主任	Senior Construction Officer	
	胡梓晴 Woo Tsz Ching	高級建築主任	Senior Construction Officer	
	陳發添 Chan Fat Tim	建築主任	Construction Officer	
	劉俊明 Lau Chun Ming Jaffe	總管工	General Foreman	
	謝聲閏 Tse Sing Yun Sam	總管工	General Foreman	
	張國偉 Cheung Kwok Wai	高級管工	Senior Foreman	
	劉東平 Lau Tung Ping	高級管工	Senior Foreman	
	謝德榮 Tse Tak Wing	高級管工	Senior Foreman	
	張嘉輝 Cheung Ka Fai	管工	Foreman	
	侯國鈞 Hou Kwok Kwan	管工	Foreman	
	林斌 Lam Pan	管工	Foreman	
	駱泳彬 Lok Weng Pan	管工	Foreman	
	麥健榮 Mak Kin Wing	管工	Foreman	
	周嘉華 Chau Ka Wa	助管工	Assistant Foreman	
	洪志銘 Hung Chi Ming	助管工	Assistant Foreman	
	李小洋 Li Siu Yeung	助管工	Assistant Foreman	
	盧超駿 Lo Chiu Chun Jackie	助管工	Assistant Foreman	
	葉智強 Yip Chi Keung	助管工	Assistant Foreman	
	張狄龍 Cheung Tik Lung Raymond	地盤監督	Clerk of Works	
	羅凱東 Law Hoi Tung	高級工程師	Senior Engineer	
	鄭俊勇 Cheng Chun Yung	項目工程師	Project Engineer	
	蔡文輝 Choi Man Fai	項目工程師	Project Engineer	
	關健 Kwan Kin	項目工程師	Project Engineer	
	吳熙柏 Ng Hei Pak Patton	項目工程師	Project Engineer	
	蘇毅楓 So Ngai Fung	項目工程師	Project Engineer	
	邱瑞熙 Yau Shui Hei	項目工程師	Project Engineer	
	陳梓軒 Chan Tsz Hin	工程師	Engineer	
	張詠詩 Cheung Wing Sze	工程師	Engineer	
	洪志樑 Hung Chi Leung	工程師	Engineer	
	林晉立 Lam Chun Lap	工程師	Engineer	
	李冠州 Lee Kwun Chau	工程師	Engineer	
	梁璋揚 Leung Wai Yeung	工程師	Engineer	
	盧俊諺 Lo Chun Yin	工程師	Engineer	
	王皓中 Wong Ho Chung Jonathan	工程師	Engineer	
	黃凱斌 Wong Hoi Pan	工程師	Engineer	
	甄梓璋 Yan Tsz Wai	工程師	Engineer	
	林妙紅 Lam Miu Hung	助理經理(策劃)	Assistant Manager (Planning)	
	麥錦華 Mak Kam Wah	經理(建造工程)	Manager (Building Engineering)	
	鄭鵬威 Cheng Pang Wai	高級建造工程師	Senior Building Engineer	
	林崇文 Lam Sung Man	高級建造工程師	Senior Building Engineer	
	李恒基 Lee Hang Ki	高級建造工程師	Senior Building Engineer	
	姜筠儀 Keung Kwan Yee	建造工程師	Building Engineer	



	黎家謙	Lai Ka Him	建造工程師	Building Engineer
	林志鈞	Lam Chi Kwan	建造工程師	Building Engineer
	劉健鋒	Lau Kin Fung Joseph	建造工程師	Building Engineer
	劉雅婷	Lau Nga Ting	建造工程師	Building Engineer
	李可欣	Lee Ho Yan	建造工程師	Building Engineer
	倫裕景	Lun Yu King	建造工程師	Building Engineer
	麥亮聲	Mak Leong Sing	建造工程師	Building Engineer
	黃世俊	Wong Sai Chun Daniel	建造工程師	Building Engineer
	黃世鴻	Wong Sai Hung	建造工程師	Building Engineer
	5 王偉成	Wong Wai Shing	高級經理(屋宇裝備)	Senior Manager (Building Services)
	張振豪	Cheung Chun Ho	經理(屋宇裝備)	Manager (Building Services)
	趙偉麟	Chiu Wai Lun	高級屋宇裝備工程師	Sr. Building Services Engineer
	李浩鏘	Lee Ho Cheong	屋宇裝備工程師	Building Services Engineer
	陸超欣	Luk Chiu Yan	屋宇裝備工程師	Building Services Engineer
	盧國豐	Lo Kwok Fung	屋宇裝備協調員	Building Services Co-Ordinator
	文達賢	Man Tat Yin	屋宇裝備協調員	Building Services Co-Ordinator
	郭耀雄	Kwok Yiu Hung	助理屋宇裝備協調員	Assistant B.S. Co-Ordinator
	許詩雄	Hui Sze Hung	高級繪圖員(屋宇裝備)	Senior Draftsman (B.S.)
	劉正康	Lau Ching Hong	繪圖員(屋宇裝備)	Draftsman (Building Services)
	周蘭娟	Zhou Lanjuan	繪圖員(屋宇裝備)	Draftsman (Building Services)
	符欣妍	Fu Yan In Iris	項目工料測量師	Project Quantity Surveyor
	卓恒威	Cheuk Hang Wai Eric	工料測量員	Quantity Surveyor
	韓展晴	Hon Chin Ching	工料測量員	Quantity Surveyor
	邱淑媛	Yau Shuk Wun	工料測量員	Quantity Surveyor
	秦嘉寶	Chung Ka Po	高級品質保證工程師	Sr. Quality Assurance Engineer
	李嘉朗	Lei Ka Long	高級品質保證工程師	Sr. Quality Assurance Engineer
	吳家朗	Ng Ka Long	品質保証工程師	Quality Assurance Engineer
	周樹仁	Chow Shu Yan Christopher	助理項目環保經理	Assistant Project Environmental Manager
	陳培盛	Chan Pui Shing	高級環保工程師	Senior Environmental Engineer
	梁文樂	Leung Man Lok	高級環保工程師	Senior Environmental Engineer
	陳易進	Chan Yik Chun	環保工程師	Environmental Engineer
	林芷如	Lam Tsz Yu	安全主任	Safety Officer
	6 劉嵩源	Lau Sung Yuen	高級經理(會計)	Senior Manager (Accounts)
	7 黎錦全	Lai Kam Chuen Laurence	高級經理(行政)	Senior Manager (Administration)
	吳偉傑	Ng Wai Kit	事務主任	Administration Officer
	羅智文	Law Chi Man	高級工地支援主任	Senior Site Services Officer
	陳啟榮	Chan Kai Wing	高級估價員	Senior Estimator
	溫志康	Wan Chi Hong	高級估價員	Senior Estimator
	黃筑筠	Wong Chuk Kwan	高級程式分析員	Senior Analyst Programmer
	陳順兒	Chan Shun Yi	文件管理主任	Document Control Officer
	黃潤安	Wong Yun On	經理(機械)	Manager (Plant)
	陳冠輝	Chan Kwun Fai	高級機械工程師	Senior Mechanical Engineer
	李銘奕	Li Ming Yik	助理總機工	Assistant Chief Mechanic
	林世杰	Lam Sai Kit	工目	Labour Ganger
惠保 Vibro	林鵬	Lam Pang	商務經理	Commercial Manager
	陳駿業	Chan Chun Yip	高級工程師	Senior Engineer
	高嘉盛	Ko Ka Shing	高級工程師	Senior Engineer
	潘思因	Poon Sze Yan	高級工程師	Senior Engineer
	沈璋芝	Shum Wai Chi	高級工程師	Senior Engineer
	廖啟程	Liu Kai Ching	項目工程師	Project Engineer
	許龍輝	Hui Lung Fai	項目工程師	Project Engineer
	蘇明	So Ming	項目工程師	Project Engineer
	朱永年	Chu Wing Nin	工程師	Engineer
	蘇汶淦	So Man Tsun	工程師	Engineer
	謝皆俊	Tse Kai Chun Felison	工程師	Engineer
	嚴志文	Yim Chi Man	助理工地總管	Sub-Agent
	甘劍虬	Kam Kim Kou	高級工地監督	Senior Site Superintendant
八月 August 2020				
協興 Hip Hing	陳稼豪	Chan Ka Ho	安全主任	Safety Officer
惠保 Vibro	陳港生	Chan Kong Sang	叻架領班	Rigger Ganger
	郭貴森	Kwok Kwei Sum	叻架領班	Rigger Ganger



有獎問答遊戲 Quiz

問題 Question

啟德發展區新急症醫院工程涵蓋設計
和建造多少支大口徑鑽孔樁？

For the New Acute Hospital project
at the Kai Tak Development Area,
how many large-diameter bored
piles are going to be designed and
constructed in total?

A 585

B 479

C 500

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rosanna_chu@hiphing.com.hk。答中而獲抽中者可獲價值港幣100元現金券，名額共10個，截止日期為2020年12月11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 rosanna_chu@hiphing.com.hk by 11 December 2020. 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

描述不正確：

組件共分18批次經陸路運送抵港

Incorrect statement:

The modules were transported to Hong Kong via road route in 18 batches

得獎名單 Winners

Wong Wai Kwan (J202002), Shing Chi To (KT201901)
Cheung Kai Hang (HE202003)
Tsang Heung Chung (KT201901)
Li Kin Ho (HE201702), Tong Fung Chu (VGP03)
Lau Matthew Kin Hay (HE201702)
Lun Yu King (KT201901), Ng Ka Wun (HE201702)
Luk Chun Ming (HE202003)

得獎者將由專人通知領取現金券。

Winners will be notified individually to receive gift voucher.