



他們的
學徒故事

APPRENTICESHIPS

a Game-Changer for Careers

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04
董事總經理的話
 Message from
 Managing Director

追夢
 Chasing the Dreams

06
封面故事
 Cover Story

銳變 — 他們的學徒故事
 Apprenticeships,
 a Game-Changer
 for Careers

**14**
協興熱話
 News

打造可持續發展的AIRSIDE
 Shaping Sustainability in AIRSIDE

環保建築大獎2021
 Green Building Award 2021

勇奪足球聯賽冠軍
 Winning the Championship in
 Football League

18
獎項及榮譽
 Recognition and Awards

香港 openBIM/openGIS大獎2022
 Hong Kong openBIM / openGIS
 Award 2022

HKIBIM Award

**20**
工程掠影
 Projects

贏取新工程
 New Contract Wins

22
人物專訪
 People

霸氣有愛—王志強
 Lead with Charisma: Woody Wong

豐盛人生由紮鐵起—林萬民
 Health and Success from Bar Bending:
 Lam Man-man

**26**
心繫社區
 Community

疫情下關顧員工、工友及社區
 Caring for Staff, Workers and the Community
 during COVID-19

清酒杯工作坊
 Sake Glass Making Class

30
員工心聲
 Thoughts of Our Staff

追夢

Chasing the Dreams

贏在起跑線 — 大家耳熟能詳的「成功之道」。

在協興，我們不太著重新人是否贏在起跑線，我們更重視締造機會，給予資源，讓有心的年輕人贏在人生的賽道。

因此，我們的重點工作是透過各類型的培訓及發展計劃，幫助年輕人發揮潛能，實現夢想。其中，我們的學徒訓練計劃提供一個開放的平台，讓年輕人同時獲得在職培訓和持續進修，在個人專業方面走得更快、行得更遠。於今期的《協興雋語》，三位同事分享了他們的學徒故事，希望鼓勵更多的年輕人放膽追夢、互勵互勉！



At Hip Hing we offer a range of opportunities for young people who want to pursue their passion for construction and the built environment. We have a variety of technical, professional and managerial training and talent development programmes, all of which are designed to enable the younger generation to unleash and fulfill their potential. The cover story of this newsletter focuses on the Hip Hing Apprenticeship Programme, which recruits technically minded school leavers. Three of my young colleagues have recounted insights and personal experiences of the Apprenticeship Programme, and their energy and passion shines through. They are the future of our business and our industry, and I hope their stories will inspire more young people to follow their dreams and pursue careers in the construction industry.

In an effort to reduce the carbon emissions arising from our operations, we are continuing to minimize the use of diesel generators at our sites. We have increased the electrification of our site power supplies by adopting the innovative battery system “Enertainer”. By doing so we saved over 2000 tonnes of CO₂ in 2021, the equivalent of the CO₂ emissions of 435 passenger vehicles in a year. Currently we have 16 Enertainers deployed at our sites, making us the largest user of Enertainers in the Hong Kong construction industry.

I am delighted that three projects constructed, or being constructed, by Hip Hing have received Grand Awards at the Green Building Awards 2021. The environmental credentials of InnoCell, Two Taikoo Place and The Henderson illustrate the environmental performance standards which we must continue to strive for.

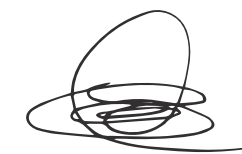
除了致力培育人才，我們於可持續發展方面亦不敢怠慢，加緊推行電氣化 — 透過採用創新的電池系統淨能櫃 (Enertainer)，我們於2021年共減少逾2000噸碳排放，相等於減少435部客運車輛一年的碳排放量。現時協興共購入16部淨能櫃，成為香港應用最多淨能櫃的建築公司。同時，我們與持份者緊密合作，推動環保新里程，例如，工程團隊與機電工程署及南豐集團通力合作，於商業項目AIRSIDE成功打造全港首個商業項目的區域供冷系統，為節約能源帶來裨益。

另外，值得高興的是，憑藉對環保工作的投入，創新斗室、太古坊二座和 The Henderson 於環保建築大獎2021奪得三項大獎的殊榮。

於建造專業方面，BIM團隊亦為我們帶來好消息。啟德體育園及The Henderson工程項目於香港openBIM/openGIS大獎2022頒獎典禮中，雙雙勇奪工程項目類別之榮譽金獎。

借此機會，我們感謝客戶及各持份者在第五波疫情中給予協興團隊的無限信任及支持，讓我們將各種難題迎刃而解。未來，我們會繼續與業界同心攜手，應對挑戰和迎接機遇！

“
我們重視
締造機會，
給予資源，
讓有心的年輕人
贏在人生的賽道。”



朱達慈 TC Chu

Another good example of sustainable development has seen us work closely with EMSD and our client Nan Fung Group. Nan Fung's Kai Tak – AIRSIDE development, which Hip Hing is constructing, will be the first commercial project to connect to EMSD's district cooling system at Kai Tak, which aims to provide cooling more efficiently.

Finally, it is very pleasing to see the fifth wave of the pandemic subsiding, as it presented the construction industry with many challenges. I thank all my colleagues and our sub-contractors and suppliers for their perseverance, and our clients and other stakeholders for their understanding and support through the difficult times.

DREAMS

銳變 – 他們的學徒故事

Apprenticeships, a Game-Changer for Careers

行行出狀元。現今的建造業更加是人才輩出，由以前的「師徒制」，發展至今天着重專業資格及持續進修，為年輕人提供一個全新的舞台。

在協興，我們亦緊貼市場步伐，提供相輔相成的在職培訓和進修。有志加入建造行列的年青人只需完成中六(新高中學制)，就可以參加公司的學徒訓練計劃。透過全面及系統性的培訓，整體提升學徒的專業知識、專門技術和個人能力。完成計劃後，更可獲公司資助繼續攻讀相關學位課程。

助理總經理(行政)林麗娟表示：「學徒訓練計劃的宗旨就是培育年青人成為我們未來的工地總管接班人，將專門技術一代傳一代。我們深信要吸納及挽留人才，必須要提供可持續發展的事業機會，讓新人在工作中找到目標和滿足感。無論新人的起跑線在哪，我們都希望幫助他們朝著人生目標拾級而上。」。

With the objective to groom talents, the construction industry has evolved from a mentorship-oriented sector into a platform underscoring professional qualifications and sustainable career development. In fact, the transformation has provided a new stage for the young generation to thrive.

At Hip Hing, we have kept abreast of the industry needs and trends, and strive to offer complementary on-job training and continuous education to newcomers. Anyone, who aspires to pursue a career in the industry and has completed F.6 (under the New Senior Secondary Academic Structure), is welcome to join the Company's Apprenticeship Scheme. Through a comprehensive and systematic training curriculum, the Scheme helps enhance the apprentices' technical know-how, skills and facilitates their personal development. Staff who successfully complete the Apprenticeship Scheme, are eligible for financial assistance through Hip Hing's Educational Support Scheme to subsidise relevant undergraduate degree studies for their further career progression.

Camilla Lum, Assistant General Manager (Administration) expressed, "Our Apprenticeship Scheme aims to nurture the next generation of site agents and pass on the expertise. To attract and retain the right talents, we continue to offer sustainable career opportunities for the newcomers, so that they can pursue their dreams and get a sense of fulfillment. Therefore, it doesn't matter where the starting line is, we are committed to helping them capitalise on the opportunities and fly high."



COVER STORY

我希望自己可以在
公司做到退休！

我的第一志願

My First Choice

陳子珊2017年以學徒身份加入協興，2021年獲主管提攜，晉升至管工。回想第一天上班，有工地同事打趣跟她說，地盤的工作好辛苦，可能你做不到兩天就放棄了！子珊選擇用行動回應一切，數年間囊括勞工處「展翅青見計劃」、建造業議會及職業訓練局「傑出學徒」及摘下青年魯班獎。對於子珊的成績，同事家人都喜出望外，並為此而感到自豪。

入行前，子珊做足功課，參加了各大建築公司的招聘講座，坦言當時被協興多元化的工程項目及清晰的晉升階梯吸引，因此，第一志願便選擇了協興。子珊笑說「我希望自己可以在公司做到退休！」



師傅Woody欣賞子珊的主動及投入。

Apple's supervisor Woody highly commended her proactive attitude and enthusiasm.

Apple Chan joined Hip Hing as an apprentice in 2017, and was quickly promoted to Foreman in 2021. Recalling her first day of work, a colleague joked, "It is hard work, you would probably give it up two days later." Apple has proven herself a good fit for the position - within a few years, she stole the limelight through her efforts and received a number of different industry awards. She garnered the Most Improved Trainee of the Youth Employment and Training Programme by Labour Department, Outstanding Apprentice by the Construction Industry Council and the Vocational Training Council, as well as the Young Lo Pan Award, impressing her family and colleagues and making them proud of her achievements.

Before joining the industry, Apple diligently researched different contractors and attended recruitment seminars. She was attracted to the variety of projects and the structured career ladder offered by Hip Hing, so she made Hip Hing her first choice employer. Apple smiled, "I wish to stay here until my retirement."



Apple 管工
Foreman

子珊性格活潑，她形容工作「新奇過癮」。炎炎夏日，每天用兩個多小時巡工地，她說，辛苦但好玩。在幾年間，子珊接觸不同的大型工程項目，例如表演藝術場地戲曲中心、商業項目AIRSIDE等；對於外向的子珊來說，日常工作可以與工程經理、分判商及工友溝通合作，工作可謂是一件賞心樂事。

作為Y世代，子珊坦言她有「反叛」的一面。「無論面對什麼職級的人，如果我覺得自己有道理，我會堅持己見」。師傅高級工地總管王志強(Woody)欣賞子珊的主動及投入，往往放手讓她去嘗試自己認為對的事情。由學徒變成師姐，子珊享受每個歷程，「這裡男女平等，女孩子沒有特別的優待，反而讓我覺得更被尊重，在工作上培養了更强的自信心。」

Best known for her bubbly personality, Apple sees the job as "eye-opening and interesting". She candidly admitted that working on site, for hours every day in the hot summer, could be tiring but she remained undaunted by the challenges. Apple has been assigned to participate in landmark projects such as the art venue Xiqu Centre and the commercial project AIRSIDE, and has accumulated a wealth of knowledge. To Apple, the rapport built with the project managers, subcontractors and workers through the daily communication has been her greatest source of satisfaction so far.

As a Gen Y, Apple didn't deny the fact that she celebrated individual opinions. "I don't really care about ranks. If I have a point, I'll speak up." Apple's supervisor, Senior Site Agent Woody Wong, highly commended her proactive attitude and enthusiasm, and often let her try out what she thought was right. From an apprentice to a foreman, Apple has enjoyed every step of the way, "Here, men and women are equal, and girls enjoy no privilege. That is good, it makes me feel more respected and grows my confidence at work."



Ricky
管工
Foreman

當學徒不是『後生仔女』
的專利，任何有心人都可
以選擇這康莊大道。

我的終生事業

This is My Life Career

管工黃俊標曾經當了七年售貨員，遇上事業樽頸位；眼見身邊朋友在建造業有不錯的發展，因此以學徒身份加入此行業，從此工作成就了他的事業。

黃俊標的首項工程是天水圍屏欣苑的公屋工程。他認為建造公屋的經驗為他的事業打好扎實根基，「公屋工程有一套非常系統化的藍圖及施工程序，我可以按部就班地累積建造技術；另外，公司為學徒提供超過十種的多元化技術培訓，幫助我掌握全面的工程知識。」

Ricky Wong, Foreman, was once a salesman. After seven years in the sector, he reached a career bottleneck and found his friends making a good progress in the construction industry, so he decided to launch his career as an apprentice. Since then, He has turned the job into a passion, and a career.

Ricky's first project was Ping Yan Court in Tin Shui Wai, a public housing project. He felt grateful as that experience has laid a solid foundation for his expertise. He said, "Public housing projects have a set of stringent and systematic procedures, it allows me to learn the technical know-how step by step; I am glad that our Company also provides us over ten different training courses through the Apprenticeship Scheme, it definitely helped me master the technical know-how."



Ricky獲香港建造學院選為2021建造業傑出學徒。

Ricky was awarded the Construction Industry Outstanding Apprentice Award 2021 from Hong Kong Institute of Construction.

黃俊標以工地總管為目標，這份決心讓他突破很多學徒新人所經歷的迷惘期。自覺資歷尚淺，他堅持每樣事情主動多做一點，多問一些，在實戰中默默地裝備自己。項目工程師陳起聰Eric是黃俊標經常請教的對象之一。Eric說：「他常常拉我到工地，問很多工程的事。大家被他的熱誠打動，都好願意跟他分享知識。」憑著堅毅和實力，黃俊標更慢慢得到了客戶的認同，「當業主阿Sir對我說『阿標看過就行了』。這份信任給我很大的動力及滿足感。」

協興學徒每半年就要向公司總結工作的經驗及進度。黃俊標很珍惜這些機會，「讓自己停一停，檢討得與失，再整裝前行。」

黃俊標視工作為自己的事業，並期望自身的經驗可以鼓勵更多人入行發展，「當學徒不是『後生仔女』的專利，任何有心人都可以選擇這康莊大道。」

The determination to pursue the role of site agent has helped Ricky overcome challenges often faced by new apprentices. Knowing his limits, Ricky often went above and beyond the call of duty, and embraced humility to ask questions. One of the colleagues that he approached is Eric Chan, the Project Engineer. Eric said, "He often takes me to the site and asks lots of details. Everyone is impressed with his passion and is happy to share their knowledge." With steadfast commitment and diligent work, Ricky has gained confidence, and is now being entrusted to handle certain matters independently. "The trust gives me a great sense of satisfaction and motivation."

As an integral part of the Apprenticeship Scheme, Hip Hing's apprentices make a presentation to the Company every half year about their experiences and development. Ricky values these opportunities, "I can reflect on my progress and demonstrate my learning, and move forward with more confidence."

Regarding work as his life career, Ricky hopes his story can provide encouragement to others. "The Apprenticeship Scheme is not solely for youngsters. For anyone who is interested in the construction industry, it is definitely an option to start an exciting chapter."



我有得揀

Find the Niche



CL Tsang

助理經理(建造工程)
Assistant Manager
(Building Engineering)

助理經理(建造工程)曾昭亮現負責啟德體育園項目，工程矚目龐大，他說以往的工地前線經驗讓他更有效地管理工程，與團隊克服當中的挑戰。

曾昭亮所說的前線經驗是來自當初的學徒經驗。曾昭亮19歲時，剛遇著沙士，香港經濟受到重創，因此他毅然投身比較穩定的建造業，參與協興的學徒計劃，並朝著管工的方向發展。

Tsang Chiu Leung, Assistant Manager (Building Engineering) is currently involved in the Kai Tak Sports Park project, which is massive in scale and complexity. CL said thanks to the Apprenticeship Scheme, his frontline experience enabled him to address challenges in the course of the construction.

When the SARS epidemic hit Hong Kong, CL was 19 years old and wished to develop a sustainable career amid the economic lethargy. Considering the construction industry was more resilient than many others, CL made up his mind to join the Hip Hing Apprenticeship Scheme, which has proven to be the springboard for his future career progress.



當曾昭亮擔任助理管工時，項目經理欣賞他表現出色，並已取得了高級文憑課程，有文武雙全的優勢，因此力薦他轉投工程師的行列。在人生十字路口，曾昭亮思前想後，高興的是自己有選擇的機會，但同時擔心自己是否能勝任。最後，他決定把握機會，放膽一試，「工程師及管工是兩個不同的工作性質，各有精彩。感恩有學徒的經驗，讓我往後當工程師的路走得更順。」

學徒的實戰知識讓曾昭亮對工地發生的事情有清晰的掌握，例如望着圖紙，就能在腦海呈現栩栩如生的影像，管理工程不再是紙上談兵，「知彼知己，百戰不殆。學徒所累積的實戰經驗，令我比其他人較容易了解施工方案是否『落地』、是否安全、是否符合成本效益。」因此，當曾昭亮與業主及顧問開會討論施工方案及進度等各種事情時，能以「管工」的視角，提出務實的分析，讓大家更能掌握方案的執行力和可行性。

二十年過去，曾昭亮說無悔自己當初的決定，更認為只要朝著所訂的目標，定可創出一番個人事業。

At the time CL was a foreman, his Project Manager believed his outstanding performance and achievement of a Higher Diploma would give him an edge and allow him to switch to the role of an engineer, so he encouraged CL to forge the new path. Although CL felt the change would be very challenging, he decided to seize the opportunity and go all out. "Being an engineer is very different from a foreman in terms of the self-development and exposure. I feel lucky, as the apprenticeship experience provided an excellent grounding and prepared me well to transition to the engineer career path."

The apprenticeship training allows CL to effectively address the issues on site. For example, he can translate 2D design drawings into vivid images in his mind. This trained instinct enables him to manage projects in a pragmatic fashion. "Compared with others, it is easier for me to figure out whether the design is feasible, safe and cost-effective." During meetings with clients and consultants, CL can often put forward a comprehensive analysis of the site issues through the lens of a "foreman", which helps the team drive progress and deliver effective solutions.

After 20 years serving the construction industry, CL had no regrets over his career choice. He said, "Set your goal, go for it, you will own your future."

無悔當初決定，只要朝著所訂的目標，定可創出一番個人事業。



打造可持續發展的AIRSIDE

Shaping Sustainability in AIRSIDE

AIRSIDE為全港首個商業項目採用啟德區域供冷系統

AIRSIDE being the **FIRST** commercial project using the Kai Tak District Cooling System

協興順利打造了AIRSIDE，該項目成為啟德區域供冷系統最大的商業用戶，供冷量約3萬千瓦。

為了慶祝這項可持續發展的里程碑，機電工程署、南豐集團和協興攜手舉辦了「區域供冷系統」啟用儀式，並邀請了時任環境局局長黃錦星先生，GBS, JP、機電工程署署長彭耀雄先生，JP、南豐集團董事總經理張添琳小姐及南豐集團工程副總經理區子昌先生擔任主禮嘉賓。協興執行董事馮子堯先生、總經理(建築工程)曾振榮先生亦一同出席儀式。

活動亦設有可持續發展的分享及論壇環節，主題為Mobilising Net Zero Transition。

Hip Hing has constructed AIRSIDE, the largest commercial consumer of Kai Tak District Cooling System (DCS) which has approximately 30,000kW cooling load.

To celebrate the milestone of this sustainability journey, The Electrical and Mechanical Services Department (EMSD), Nan Fung Group and Hip Hing joined hands to organise the District Cooling System Launching Ceremony for AIRSIDE.

The Launching Ceremony was graced by officiating guests including Mr KS Wong, GBS, JP, the then Secretary for the Environment, Mr Pang Yiu Hung, JP, Director of EMSD, Ms Vanessa Cheung, Managing Director and Mr Steven Au, Deputy General Manager (Project) of Nan Fung Group, together with Mr CY Fung, Executive Director and Mr Donald Tsang, General Manager (Engineering) of Hip Hing.

The event also included a Sustainability Forum themed at Mobilising Net Zero Transition.



工程團隊全力以赴，讓AIRSIDE達致可持續發展的建築理念，成為全港首屈一指的環保地標。

The project team has helped our client successfully deliver the sustainable features of AIRSIDE, making it one of the most environmental-friendly landmarks in town.



- 設置全港首個配備智能廢物秤重的自動垃圾收集系統
The first Automatic Refuse Collection System with smart waste measurement in Hong Kong



- 設有全港首個全自動地下單車泊車系統
The first automatic underground bicycle drum in Hong Kong



- 全港首個最大型太陽能板的商廈，佔地逾1,350平方米
Currently the first largest PV farm among Hong Kong commercial buildings at over 1,350 sq.m.

環保建築大獎2021

Green Building Award 2021

創新斗室、太古坊二座和 The Henderson 項目分別奪得環保建築大獎2021大獎的殊榮。創新斗室項目更獲得聯合國可持續發展目標特別嘉獎。

環保建築大獎2021由香港綠色建築議會及環保建築專業議會聯合主辦，主題為「塑造宜居環境·持續發展·盡顯卓越」。網上頒獎禮已於4月28日舉行。



創新斗室
InnoCell



The Henderson
美利道2號
2 Murray Road

InnoCell, Two Taikoo Place and The Henderson garnered Grand Awards in the Green Building Award 2021. InnoCell also earned the title of Special Citation on UN Sustainable Development Goals.

The Green Building Award is jointly organised by the Hong Kong Green Building Council and the Professional Green Building Council. It embraced the theme of 'Shaping Liveability • Excellence in Sustainable Built Environment'. The Award Presentation Ceremony was held online on 28 April.



太古坊二座
Two Taikoo Place



Milestone of Microelectronics Centre

微電子中心工程項目 新里程

微電子中心上蓋動工暨變電站交接典禮於5月6日舉行。當日邀請了香港科技园公司、中華電力有限公司及顧問團隊等代表出席，一同見證微電子中心工程的新里程。

Ceremony for superstructure commencement cum TPR Handover Ceremony for Microelectronics Centre (MEC) was held on 6 May. Representatives from Hong Kong Science and Technology Parks Corporation, CLP Power Hong Kong Limited and consultants joined the event and celebrated the new milestone.



勇奪建造業議會足球 聯賽冠軍

協興-惠保足球隊在建造業議會草地足球聯賽盃2021中，打入金盃組，並勇奪冠軍。

足球隊在整場賽事中狀態大勇，在6場比賽中勝出5場。球員張錦華發揮甚佳，共射入十球，成為神射手第二名。

Winning the Championship of the CIC Football League 2021

Hip Hing - Vibro's football team reached the Gold Cup in the Construction Industry Council Football League 2021 and brought home the championship.

Our team demonstrated excellent performance throughout the tournament, winning five matches out of six. Team player Cheung Kam Wa scored ten goals and became the second top scorer.

香港 openBIM/openGIS大獎2022 勇奪兩項榮譽金獎

Win Grand Awards in Hong Kong openBIM / openGIS Award

啟德體育園及 The Henderson 工程項目於香港 openBIM / openGIS 大獎2022頒獎典禮中齊齊勇奪工程項目類別之榮譽金獎。

獎項由香港建設資產及環境信息管理聯盟舉辦，頒獎典禮於3月23日舉行。

啟德體育園 Kai Tak Sports Park

“

我們很高興得到客戶及一眾持份者的大力支持，團隊上下一心，令我們克服種種挑戰，繼續推進工程。

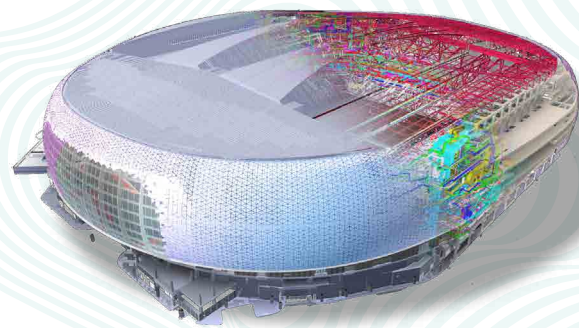
I am proud that we have been standing in unity with our client and stakeholders, to help the project set soar.

馬德源先生 Mr Kenneth Ma

協興執行董事
啟德體育園有限公司總監（設計及建築）
Executive Director of Hip Hing
Director (Design and Build) of Kai Tak Sports Park Limited

The projects of Kai Tak Sports Park and The Henderson both received the Grand Awards in the Project Category of Hong Kong openBIM / openGIS Award 2022.

The Award was organised by Hong Kong Alliance of Built Asset & Environment Information Management Associations (HKABAEIMA). The award presentation ceremony was held on 23 March.



The Henderson 美利道2號 2 Murray Road



“

是次獲獎足證工程顧問及承建商的努力和團隊精神，尤其是總承建商協興及呂元祥建築師事務所。

This success exemplifies the teamwork by our devoted Consultants and Contractors, particularly, our Main Contractor Hip Hing and Lead Architect Ronald Lu & Partners.

吳樹強先生 Mr Kevin Ng

恒基兆業地產有限公司
高級副總經理
Senior Deputy General Manager
Henderson Land Development

獲頒HKIBIM Award銀獎

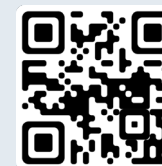
HKIBIM Award Recognises Our BIM Expertise

竹篙灣臨時檢疫中心工程第三A期設計及建造工程在The Hong Kong Institute of Building Information Modelling Award 2021政府項目組別中，獲得銀獎的殊榮。

團隊透過建築信息模擬 (BIM) 技術，制定有效的策略，以加快工程進度。

The design and construction project of the Temporary Quarantine Facilities at Penny's Bay (Phase IIIA) received a Silver (Government Project) Award in The Hong Kong Institute of Building Information Modelling Award 2021.

Leveraging the capacity of BIM, the team devised effective strategies to accelerate the programme and successfully delivered the project.



請掃描二維碼觀看短片
Scan the QR code to watch the video

組裝每個MiC模組平均需時
Average time for delivering a MiC module

6分鐘 mins

每日平均興建MiC模組
No. of MiC modules built per day

65個 sets

工程所需日數
Project lead time

89天 days



協興工程項目 *Hip Hing's Projects*

皇后山工程竣工

粉嶺皇后山第一期公屋及部份第六期發展工程於2022年1月竣工，提供近6,400個房屋單位。

Queen's Hill Project Completed

Project of Public Rental Housing Development at Queen's Hill Site 1 Phase 1 and portion of Phase 6 was completed in January 2022, providing about 6,400 housing units.



同心村落成啟用

同心村過渡性房屋項目啟用暨祝福禮於6月16日舉行。時任運輸及房屋局局長陳帆，JP向協興執行董事馬德源頒發感謝狀。

The transitional housing project United Court completed

The Launching Ceremony of the transitional housing project United Court in Yuen Long was held on 16 June. Hip Hing's Executive Director Mr Kenneth Ma received a Thank You Certificate from the then Mr Frank Chan Fan, JP, Secretary for Transport and Housing.



贏取新工程
New contract wins

- 九龍啟德第4A區2號地盤的新九龍內地段第6554號住宅發展主要合約
Main Contract Works for the Proposed Residential Development at NKIL 6554 Area 4A, Site 2, Kai Tak, Kowloon
- 九龍啟德第4A區1號地盤的新九龍內地段第6577號住宅發展主要合約
Main Contract Works for the Proposed Residential Development at NKIL 6577, Area 4A, Site 1, Kai Tak, Kowloon
- 九龍啟德第4B區4號地盤的新九龍內地段第6591號住宅發展項目黃色區域之地基、上層建築及園境工程
Foundation, Superstructure and Landscape Works for the Yellow Area for Proposed Residential Development at NKIL 6591, Kai Tak Area 4B, Site 4, Kai Tak, Kowloon
- 中華電力河套西分電站
Superstructure Construction of CLP Ho To West Substation

惠保工程項目 *Vibro's Projects*



新急症醫院工地B 地基工程竣工

惠保承建的啟德發展區新急症醫院工地B地基、挖掘和側向承托，以及地庫挖掘工程已於2022年2月完成。醫院落成後，將可滿足九龍區的醫療服務需求。

Foundation Works of New Acute Hospital Site B Completed

Vibro's project, Foundation, Excavation and Lateral Support and Basement Excavation Works for New Acute Hospital at Kai Tak Development Area (Site B), was completed in February 2022. Upon completion, it can cope with the rising demand for medical services in Kowloon.



贏取新工程
New contract wins

- 香港房屋委員會合約編號20200429東涌第103區公營房屋發展計劃地基工程
Hong Kong Housing Authority Contract No. 20200429 Foundation for Public Housing Development at Tung Chung Area 103
- 中環新海濱三號用地內地段第9088號發展項目場地勘探工程
Ground Investigation Works for Proposed Development at Inland Lot No. 9088, New Central Harbourfront, Site 3
- 中環己連拿利3-6號地基工程、挖掘與側向承托及樁帽工程
Foundation, ELS and Pile Caps Works for the Proposed Development at Nos. 3-6 Glenealy, Central

王志強
Woody Wong

霸氣有愛

Lead with Charisma



你的每一句說話，每一個承諾，成就你的個人品牌。

「霸氣」、「威嚴」，同事這樣形容他。

協興建築高級工地總管王志強（Woody）則自覺是「打不死的硬漢」，因為喜歡越級挑戰。他當年為參與會展中庭擴建工程，而毅然自薦加入協興，工程高峰期共管理3800名工人。

投身建築行業逾40年，Woody喜歡這行「吃腦」，日日有新鮮事，取得成就感更大。

「無野做搵野來做」

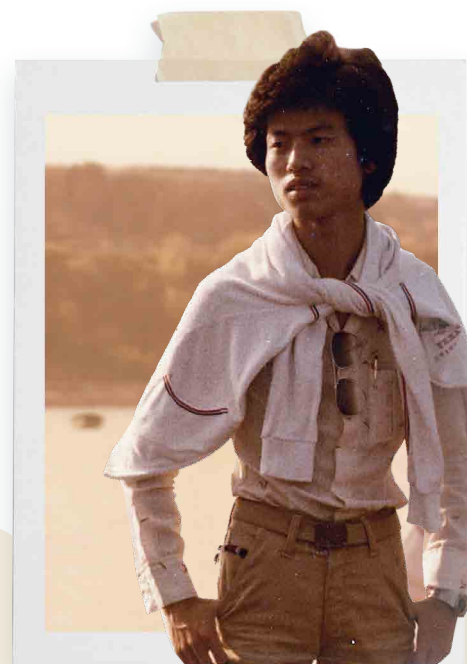
16歲那年，當工地總管的哥哥帶Woody入行做測量。從此，Woody與建造業結下不解之緣，並工餘自費學繪圖、測量，讓他終生受用。

「我鍾意『無野做搵野來做』。我臉皮薄，不喜歡被人指罵，所以鬥心強。你給我100蚊，我會以150蚊、200蚊的工作回報你。」硬漢性情令Woody很快便得到管理層的賞識及信任，當上工地總管，公司有緊急工程要處理，往往向Woody委以重任，最高峰時，Woody同時管理八個工程項目，透過仔細的施工規劃、人力組織及資源分配，成功交貨。「我自小便覺得自己有leader的特質，在這一行我可以發揮所長。」

作為一個領袖，如何管理眾多分判商？Woody說：「同一個天空，同一個夢想。不要以為自己是上家，做事情就一廂情願。一定要聽分判的聲音，收集意見，雙方達至同一個夢想，事情就無往而不利。」

While colleagues see him as a serious leader, Senior Site Agent Woody Wong just considers himself as “a determined and driven individual” who likes a good challenge. The complexity of the Hong Kong Convention and Exhibition Centre Atrium Link Expansion project attracted him to offer his services to Hip Hing, managing up to 3,800 workers at its peak.

Having been in the industry for more than 40 years, Woody finds its nature fascinating, and there is always something new that requires him to rack his brains.



年輕的Woody衣着絕不馬虎，至今亦會細心挑選時尚的衣服上班。

Woody has always kept up the fashion trend, since he was very young.

代入工序

Woody言談間經常提及「安全」兩字，他說，要維護公眾、同事及工人的安全，必須代入工序。「例如，西九戲曲中心是鋼結構工程，我們會與分判商等各持份者代入機手的角色，鉅細無遺地規劃吊運路線，討論如何將每一條鐵安全地、準確地吊運至所屬位置，往往需要商討半日的時間。」工程得到超過40個獎項，Woody當時獲2018營造管理優秀大獎的建築地盤總管大獎。



Woody在2013年獲頒新世界集團傑出員工大獎（前線/營運員工）鑽石獎。

Woody garnered Diamond Award in New World Group's Annual Outstanding Employee Award 2013 in the category of frontline/operational staff.

抗疫 抗逆

第五波疫情肆虐，像其他管理人員一樣，Woody早出晚歸，一邊忙於防疫抗疫，一邊策劃風險管理一站高、望遠。他預計疫情會影響物流，便預訂充足物料，防止材料供應短缺。

工程與抗疫之間，Woody毫不猶疑地說：「員工健康一定超越工程進度。這是沒有商量餘地。」有同事早上上班，得知家中老年父親檢測呈陽性，Woody二話不說，立刻囑咐他「照顧老人家是你的首要任務，你要立刻回家着他吃藥。」Woody把每個同事看在眼裡，放在心裡，這亦讓團隊在逆境中有種無形安全感，保持士氣。

「好有愛」，難怪同事亦這樣稱讚「霸氣」的Woody。

Always delivering more

When he was 16, Woody's brother, also a site agent at the time, introduced him to the industry, starting out in surveying. He learnt architectural drawing and surveying at his own expense, as he spent a majority of his professional life in construction.

“I like to deliver more to the maximum extent possible. I am a go-getter who doesn't like to be told off. If you give me 100 dollars worth of work, I will give back 150 or 200 dollars worth of effort,” Woody said. With extraordinary dedication he has won the trust from the management, and helped take care of some of the critical projects. There was a period of time when Woody managed eight projects simultaneously, achieving success at all of them through detailed planning and distribution of works, manpower and resources. “I have always felt I have the traits of a leader, and I can excel in this industry,” he added.

How does he manage the large number of subcontractors? “Never think we are above them. Listen to them and share a common goal, things will go smoothly,” said Woody.

Tapping into heart

Safety is the top priority for Woody. To achieve that, all parties must fully understand workers' roles. “Working on the steel structure of the iconic Xiqu Centre project, we asked all stakeholders to put themselves in workers' shoes to consider how to move the steel bars safely and accurately. Such discussion would often take half a day,” he said.

Showing care no matter what

With the pandemic plaguing the city, in Woody's belief, the health of staff always comes before progress of works. When he heard the elderly father of a staff member had tested positive, Woody insisted that he must go home to take care of his father. In these difficult times, Woody's caring attitude gave his team a sense of security and boosted morale. No wonder his colleagues see him as the charismatic leader that he is.

豐盛人生由紮鐵起

Heath and Success from Bar Bending

久記建設有限公司董事長林萬民回想十多年前第一次跟協興商談合作時，發生了一則趣事。當時協興正擴大規模，打算引入新的分判商，於是，董事總經理朱達慈邀請林萬民見面。朱生看見他的手保養得不錯，好奇地帶笑問道：「你的手不太像做紮鐵的，為甚麼沒有長繭？」林萬民當時已從事紮鐵二十多年，笑言他已主力管理，「不必日日『揸鐵』，有『兄弟』幫手嘛」。會面不僅沒有嚴肅的氣氛，反而如閒話家常般，這份親切感讓林萬民留下深刻記憶，從此開啟了雙方多年的合作關係。

對客戶要講誠信、對員工也要坦誠；承諾能做的，做到承諾的。」

以創新推動工藝

林萬民當初一家四口從福建移居香港，住在擠迫的木屋區。為了改善家人的生活環境，林萬民決意選擇人工比較可觀的紮鐵工作。紮鐵很辛苦吧？他卻說「我個子小，紮鐵可以鍛鍊身體！」林萬民笑說十多年來都不需看醫生。另外，林萬民指出紮鐵自由度高，讓他有機會發揮創意，編排工序，因此對紮鐵的興趣越來越濃厚：「像砌積木一樣，當自己找到竅門，做得比別人快的時候，格外有成功感」。

他與一眾兄弟班在1993年設立久記，承接紮鐵工程，現協興佔久記營業額約一半，雙方合作緊密。林萬民指，協興的合作理念是要分判商也要有盈利，更坦言久記今天能在行內佔一席位，幸得協興的信任，「我把協興當成我們的母公司。」

Lam Man-man, Director of Jiu Ji Construction Limited, recalled an interesting encounter with Hip Hing Managing Director TC Chu many years ago. Hip Hing was looking for new subcontractors to expand its businesses, and Chu invited Lam to a chat. At the time, Chu saw his hands were neat and clean and asked out of curiosity: "Why is it that you don't have any calluses on your hands? They don't look like those of a bar bending worker." Lam had already worked in bar bending for twenty-odd years and had switched to management. "My brothers-in-arms are helping, so I don't have to do it every day," Lam explained with a smile. This casual conversation left him with a deep impression, as a partnership with Hip Hing has formed.



林萬民
Lam Man-man



林萬民與協興合作多年，他在協興周年晚宴與管理層打成一片。

Lam Man-man participated in Hip Hing's annual dinner, sharing the joyous moments.

不須「大力」女性也勝任

紮鐵向來人手短缺，近年興起組裝合成建築法，正好補其不足，剩下地基工程等無法預先組裝的工序，才在實地完成。此外，不少紮鐵工序現由機械代替，「不須『大力』也能勝任」，林萬民說。事實上久記有不少女性員工，林萬民讚她們願意聆聽，做事細心，「只要有心做，一定想到辦法完成任務。」

林萬民身為公司老闆，但一點架子都沒有，平日會到工地和前線工友接觸溝通，交流心得。林萬民經常向新人強調兩點，「安全第一」以及「放心去休息」，他明白新人需要時間成長，「放心，我們會照顧你」，他說。



林萬民鼎力支持業界善舉，他與建造業議會前主席陳家駒先生一同出席扎鐵商會活動。

Lam Man-man is committed to supporting industrial events. He joined the Bar-Bending Contractors Association event with former Chairman of the Construction Industry Council Mr. K. K. Chan.

Creativity rewarded

Lam and his family lived in a crowded area of squatter huts when they first immigrated to Hong Kong from Fujian. To improve their standard of living, he chose the well-paid trade of bar bending. Was it tough? Lam did not think so, saying that he had not been to the doctors for a decade. "I have a small build and the work helps me to train." Lam also found that his creativity was very useful in bar bending. "It's like playing with toy bricks. I discovered a sense of achievement when I got the hang of it and completed my part faster than the others."

He started bar bending subcontractor Jiu Ji in 1993 with his partners, and now nearly half of the contracts come from Hip Hing. A great part of Jiu Ji's success is thanks to Hip Hing, which insists on being mutually beneficial. "I view Hip Hing as our parent company," Lam said.

Women can do the same

Staff shortage is a long-standing problem in construction. By using Modular Integrated Construction, fewer procedures have to be conducted on-site, with the exception of foundation work. Much of bar bending can now be done by machines, "being strong is no longer a requirement," Lam said. Jiu Ji has recruited quite a few female workers, who are good listeners and are attentive to details, Lam added. "People can always finish their tasks if they are devoted," he explained.

Despite being the owner of a company, Lam still goes to construction sites to mingle with workers. "Safety first" and "don't hesitate to take a break," Lam often reminds new workers, as he believes they need time to mature. "We'll take good care of you," Lam said.



如果建築物是一個人，紮鐵就是建造骨架，它必須足夠堅固才能支撐全身。一座大廈亦須先有骨架，才可進行其他工序。

第五波疫情形勢嚴峻，我們的首要任務是以人為本，竭力加強抗疫力度，保障同事及前線工友的安全及健康；並致力關愛有需要人士，與社區同心抗疫。

During the fifth wave of the pandemic, our top priority has been and is to protect the safety and health of our staff and workers, with the implementation of a series of stringent containment measures; and we strived to provide support to the needy people in the community.

關顧員工及工友

Supporting Our Staff and Workers



推行強制病毒快速測試，並參與「建造業檢測日」

Conducted company-wide Mandatory Rapid Test and joined the Construction Industry COVID-19 Testing Day



支援同事抗疫，派發抗疫關愛包及口罩

Distributed caring packs and masks to employees



在疫情最嚴重期間，向所有員工及工地工友免費派發「新冠病毒快速測試套裝」，讓員工分A/B組輪流在家工作

Provided free rapid antigen test kits to all of our staff, and all of our sub-contractors' workers, and implemented Team A / Team B working roster during the peak of the omicron onslaught



實施工地防疫警示機制
Deployed a site anti-epidemic alert mechanism



派發快速測試套裝共 (套)

Total no. of rapid antigen test kits distributed

784,100

向員工派發口罩共 (個)

Total no. of masks distributed

2,418,800

支援社區

Caring the Community



贊助四個辦公室貨櫃予博愛醫院的護理安老院，以便院舍貯存抗疫物資及供護理人員暫住

Sponsored four office containers to the care and attention homes of Pok Oi Hospital, which have been used for storage of anti-epidemic items and temporary stays of caretakers



請掃描二維碼觀看影片
Scan the QR code to watch the video

COMMUNITY

支援社區

Caring the Community

- 向安徒生會捐贈兒童口罩
Donated children masks to Hans Andersen Club



- 與香港基督教女青年會合作，捐贈150個防疫關愛包予長者
Joined hands with the Hong Kong Young Women's Christian Association to donate anti-epidemic items to 150 elderly in need

- 把皇后山工程項目改為隔離設施，以配合政府抗疫行動

Converted Queen's Hill housing project to community isolation facility to support the Government's anti-virus measures



- 支持新世界發展的捐贈配對平台 Share for Good 愛互送
Supported New World Development's crowd-donation platform "Share for Good"

獲頒「商界展關懷」標誌

Caring Company Logo Awarded



協興及惠保獲香港社會服務聯會頒發「商界展關懷」標誌，嘉許我們對社會的貢獻。

- 協興建築 - 連續20年或以上獲頒「商界展關懷」標誌
- 協興工程 - 「商界展關懷」標誌
- 惠保(香港) - 連續10年或以上獲頒「商界展關懷」標誌
- 惠保建築 - 連續10年或以上獲頒「商界展關懷」標誌

Hip Hing and Vibro have been awarded the Caring Company Logos by the Hong Kong Council of Social Service, recognising Hip Hing Group's efforts to serve the community.

- Hip Hing Construction - 20 Years Plus Caring Company
- Hip Hing Engineering - Caring Company Logo
- Vibro (H.K.) - 10 Years Plus Caring Company
- Vibro Construction - 10 Years Plus Caring Company

清酒杯工作坊

Sake Glass Making Class



協興-惠保康樂組為同事帶來新體驗，舉行了清酒杯工作坊。

同事按步就班地用了不同的顏料，運用創意塑造各個形狀不一的酒杯，他們都露出開心的笑容。

Our employees experienced the thrill of making sake glass through a workshop organised by Hip Hing-Vibro Leisure and Recreation Group.

Our Leisure and Recreation Group organised a Sake Glass Making Class, at which our staff learnt step by step to handcraft their own sake glass, and decorate them in their personal styles, colors and shapes. The smiles show the enjoyment derived from their creativity.

隨著協興的工程量增多，越來越多的新臉孔加入協興的團隊。
我們特意訪問一群新力軍，關心他們對新環境的所想所感。



林倩儀
Charlotte Lam

助理安全主任 Assistant Safety Officer

”

我哋上司真係好caring，大家相處都似朋友咁，無咩階級之分。我哋安全部嘅宣傳小隊入面，有好大嘅發揮空間，例如今年我哋推廣用天然物料驅蚊，就與可持續發展及環境組舉辦蚊磚工作坊及派發艾草錦囊。



林海強
Martin Lam

助理環保工程師 Assistant Environmental Engineer

”

我哋個地盤好齊心，為咗大家有個舒服嘅環境做野，每星期都有地盤整潔日，與判頭一齊清潔地盤。我哋可持續發展及環境組仲有好多唔同類型嘅工作，例如為地盤制定環境管理措施、申請有關牌照、同埋為建築物申請BEAM Plus等。

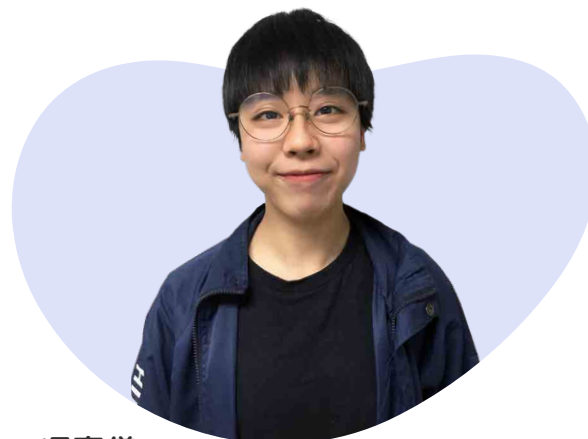


殷家灝
Kenneth Yan

項目工料測量師 Project Quantity Surveyor

”

嚟咗協興之後，發覺成條team都好有team spirit。大家一齊坐喺地盤做野，有共同嘅目標，希望工程能夠順利完成之餘又能夠符合工程預算。喺地盤直接同分判商、同事夾野，唔止學習得快，仲更快融入呢個大家庭。



馮嘉儀
Jenny Fung

建造工程師 Building Engineer

”

估唔到呢度有咁多女工程師！近年越來越多女仔入行，宜家有啲團隊甚至是女多過男，大家相處得非常融洽，工作氣氛好好。「大佬」都很照顧同事，成日分享工作心得。

As Hip Hing is winning more projects, we see lots of new faces recently. We have talked to some of those new comers to find out how they have adapted to the new environment.



郭晉言
Donald Kwok

建築信息模擬繪製員 BIM Modeller

”

身邊有一班差唔多年紀的同事，大家都好傾得埋。
我的工作係負責落tender的BIM部分。我可以一邊學software，例如Fuzor，同時又可以學有所用，幫手落tender。所以，我都幾鍾意呢度嘅工作環境！



陳贊堯
Curtis Chan

項目工程師 Project Engineer

”

因為有共同目標，大家會 speak the same language，唔需要估估下！來協興之前我比較多做design，返到地盤都會怕適應唔到，但經理老總都俾好多空間我去學習。成條team好有凝聚力，我哋仲買咗個氣炸鍋，得閒一齊整野吃！



尤穎思
Wincy Yoe

工程項目經理 Project Manager

”

宜家負責嘅工程項目規模較大型，幸好有一班同事互相扶持，合作無間，令我喺忙碌之中都搵到好大嘅滿足感。公司有好多唔同類型的項目，期望日後有多啲新嘗試，有更大的發揮！



黃其樂
Wong Ki Lok

助理工程師 Assistant Engineer

”

記得第一日返工，我好緊張拘謹。返到地盤就同前輩吃lunch，佢哋對我好好，大家有講有笑，拘謹嘅感覺完全無晒，感覺好舒服。另外，自己經驗少，咩都想問想知，前輩無論點忙都一定會教我；雖然我係新仔，但我喺呢度可以接觸唔同類型工作，例如收貨出信做submission咁，有動有靜好好玩。

Website



LinkedIn



協興建築集團

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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

