



安全通訊

Safety Bulletin

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香港職業安全衛生協會
THE HONG KONG OCCUPATIONAL SAFETY AND HEALTH ASSOCIATION

Behavioural Safety & Culture of Safety at the Workplace

Authored by: Dr Chi-Moon LI & Edited by Mr. Edward CHOW



Dr Chi-Moon LI's Profile:

Dr LI (PhD, MAppSc, BCom, CFIOSH, FHKISA, MSOE, MIRTE, RSA, RSO) is the Immediate Past President of IOSH Hong Kong Branch. He is also the Founder and Honorary President of the Hong Kong Registered Safety Auditors Association. He was the Senior HSE Manager of HKUST.

HKOSHA was honoured to have Dr LI to deliver a keynote speech at our 2025 Annual General Meeting on 28 April 2025. Dr LI started by stating the accident causation which comprises people, machine/equipment/tool, material, process and workplace environment. Among these, human error is the significant contributory factor in a large proportion of accidents. He further explored human error can be categorised as below:

Accidents can be caused by any one (or combination) of the following behavior.

Unintended Action:

- ❑ **slips of attention** (*Attention Failure*);
- ❑ **lapses of attention** (*Memory Failure*)
- ❑ **mistakes**

Intended Action:

- ❑ **violations:**
Taking a short-cut or non-compliance with procedures.
- ❑ **overload**
Undue stress caused by overload might make unsafe acts and errors.
- ❑ **lack of physical or mentally ability**
Someone is physically or mentally difficulty to perform the task.
- ❑ **mistaken priorities**
Conflict is between safety and other objectives such as output or the saving of cost or time.

Dr C.M. LI 28 April 2025

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Human error might also affect by perception and character (i.e., Theory X & Y).

Dr LI commented that many organisations were still using traditional approach in managing safety, i.e., direct command and control, compliance-oriented / procedural dominated as well as reactive approach. Modern safety management approaches would focus more on workers' behavioural safety at work and culture of safety in the organization.

Dr LI elaborated the relationship between attitude and behaviour using Reasoned Action Model as demonstration. On safety culture, Dr LI listed eight indicators of positive safety culture below:

A positive safety culture consists of eight indicators:

- 1. Worker Involvement**
- 2. Management Commitment to Safety**
- 3. Personal Accountability:** Defined safety roles and responsibilities for employees.
- 4. Performance Management**
- 5. Co-worker Support:** Employees should understand their behaviour impacts not only their own safety, but the safety of those around them.
- 6. Provide with Training, Equipment, Physical Environment for Employees**
- 7. Organizational Commitment:** All employees are committed to ensure health and safety at work.
- 8. Job Satisfaction Increase**

Last but not the least, Dr LI concluded by stating the change paradigm in managing safety as follows:

The Changing Paradigm in Managing Safety

- Individuals hold safety as a 'value' and not just a priority.
 - Safety should be equally important with other operations in your organisations.
- Cultivate a positive safety culture! Discourage 'Hurry-hurry Culture' and 'Hero Culture'.
- Incorporate with or implement the followings in safety management practices:
 - "Design For Safety" concept at design stage,
 - "Smart Site Safety System (SSSS) as part of hazards control at the workplace.
 - Implement "Safety Systems of Work", Method Statement and Permit-to-Work" system.
 - Implement "Behaviour Based Safety Program (BBS)! This program helps improve safety conditions in the workplace and increase situational awareness of the employees based on behavioral observations.
- Take a "proactive and self-regulatory" approach in managing safety.
- Closer monitoring and supervision at work are necessary!

Dr. C.M. LI 28 April 2025

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A Safety Visit to Design and Construction of Foundation Works Including Basement Excavation and Pile Cap for Subsidized Sale Flats Project

Author: Mr. John LAI, Honorary Treasurer (2024 & 2025), Chairman, CPD Committee of HKOSHA

The Hong Kong Occupational Safety and Health Association (HKOSHA) conducted a safety visit to the design and construction of foundation works project, which covers basement excavation and pile cap for subsidized sale flats, at Yuen Lung Street, Yuen Long on 10 May 2025. Over 15 participants gained valuable insights into modern foundation construction practices, including the implementation of the Smart Site Safety System (4S) in operations such as bored piles, sheet piles, pipe piles, excavation and lateral support works, and pile cap construction.



Group photo of participants, representatives of the Hong Kong Housing Society, Consultants and Kin Wing Engineering Company Limited.

During the visit, key safety highlights for the various stages of the project included:

- Introducing innovative methods or utilising technologies in the project to enhance the efficiency and safety in real-world scenarios.
- Implementing Building Information Modelling (BIM) software in planning and executing excavation and lateral support works, allowing for more precise predictions on safety planning of the project.
- Incorporating advanced safety measures, such as real-time monitoring systems for tracking worker locations and site conditions.

The Kin Wing Engineering Company Limited (Kin Wing) demonstrated how practical 4S examples can further enhance safety standards and foster a robust safety culture in construction.



Participants visited the「元瀧聚」collaboration center and the application of the Smart Site Safety System (4S).



Participants had a thorough discussion on how to continuously enhance the safety culture and cultivate a caring culture for every worker.

Participants expressed positive feedback overwhelmingly on Kin Wing's commitment to safety, reflecting the excellent experience they had during the visit.



Kin Wing and HKOSHA exchanged pennants to celebrate the long-term goal of working together for safety.

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Smart Safety and Sustainable Future: Leveraging Generative AI to Drive OSH and ESG Excellence

Author: Mr. Victor KWONG, Former President of The Hong Kong Occupational Safety and Health Association

As global industries accelerate towards digital transformation and sustainable development, the field of occupational safety and health (OSH) is experiencing a paradigm shift. The seminar held on 11 June 2025 was a platform that united safety professionals, ESG experts, and technology enthusiasts to explore the transformative power of Generative AI (GenAI) in reshaping workplace safety and sustainability practices.

The forward-looking seminar underscored the urgent need to align safety management with Environmental, Social, and Governance (ESG) priorities. Amid increasing climate risks, stricter compliance demands, and workforce transformation, safety professionals are called upon not only tasked with protecting workers but also with driving sustainable innovation across the built environment.

The Promise of GenAI in OSH and ESG

Generative AI is redefining how OSH professionals manage risks, ensure compliance, and drive operational excellence. Through real-time data processing, predictive analytics, and automated content generation, GenAI can revolutionize safety audits, training, incident investigations, and ESG reporting.

In OSH, GenAI enables the creation of tailored safety documentation, site-specific risk assessments, multilingual training modules, and visual communication tools such as infographics and safety posters. This dramatically reduces time spent on administrative tasks, allowing practitioners to redirect their efforts toward strategic planning, on-site monitoring, and proactive hazard mitigation.

On the ESG front, GenAI supports sustainability reporting, climate risk assessment, supply chain due diligence, and stakeholder engagement. Its ability to synthesize complex regulations, generate disclosures, and simulate climate scenarios transforms ESG from a compliance obligation into a strategic business enabler.

From Concept to Real-World Application

The seminar featured several real-life applications of GenAI in OSH practice, including:

- Accident Investigation and Root Cause Analysis:** Attendees examined a case involving a fatal gondola accident. GenAI was used to reconstruct the incident, identify root causes, and generate investigation reports, witness interview questions, and safety alerts. It even produced a CEO statement and drafted a disciplinary letter—all within minutes.
- Training and Communication:** GenAI developed comprehensive safety training programs, online quizzes, toolbox talks, and safety posters, all customized for specific job tasks. This automation not only enhanced training effectiveness but also ensured consistency across projects and regions.

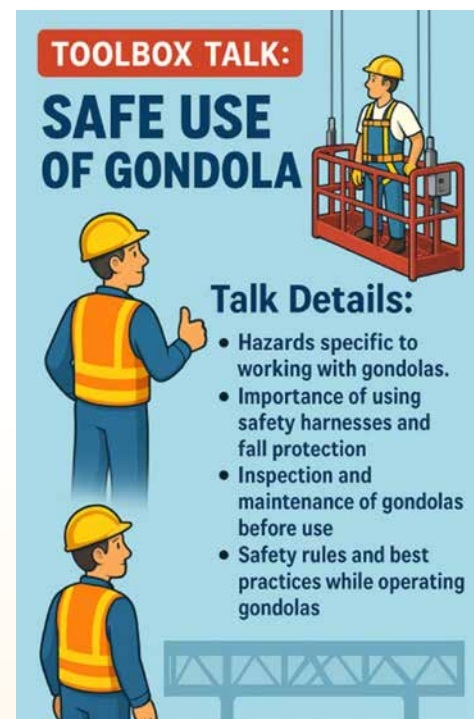


Photo 1: Toolbox materials by GenAI



Photo 2: Example of Poster by GenAI

- Inspections and Risk Assessment:** AI-generated checklists, inspection protocols, and risk assessment tables allowed for systematic evaluation of site conditions. A 5x5 risk matrix was used to prioritize interventions, while fault tree diagrams visualized complex causal relationships.

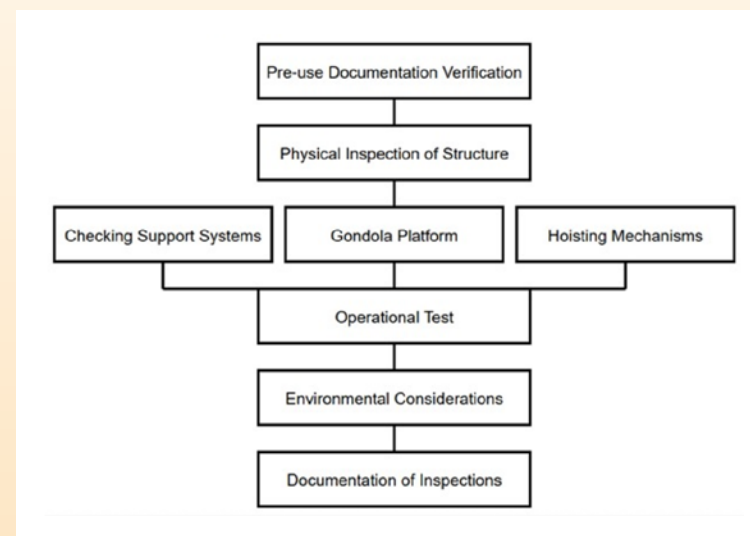


Photo 3: Safety Inspection Flowchart for Gondola by GenAI

The practical demonstrations at the seminar served as a powerful showcase of GenAI's potential to elevate the role of OSH professionals. It demonstrated how GenAI can transform them from reactive enforcers to proactive, tech-savvy strategists.

Empowering the Human Element

While technology is the enabler, people remain at the center of safety and sustainability. The seminar emphasized the importance of connected leadership in the AI era. By leveraging GenAI to manage documentation, data analysis, and administrative duties, safety leaders

can focus on what truly matters: engaging teams, fostering a culture of safety, and leading with empathy.

Studies shared at the seminar showed that highly engaged teams experience 21% higher profitability, 17% higher productivity, and significantly fewer safety incidents. With GenAI handling repetitive tasks, leaders can spend more time on-site, mentoring staff, and building trust - key factors for sustained safety performance.



ESG Integration and the Road Ahead

The integration of GenAI into ESG strategy was another highlight. AI can support every stage of the ESG lifecycle - tracking Scope 1, 2, and 3 emissions, enabling real-time climate risk alerts, generating automated ESG disclosures, and ensuring alignment with global standards like Task Force on Climate-related Financial Disclosures (TCFD) and Task Force on Nature-related Financial Disclosures (TNFD) that help companies manage climate and nature-related risks and opportunities more effectively.

Looking forward, the emergence of AI agents - autonomous, intelligent tools capable of making decisions and interacting with systems - will further expand possibilities. In the near future, we may see dedicated “OSH Agents” managing site inspections, coaching staff, and issuing alerts in real time.

Conclusion: A Strategic Imperative

The seminar concluded with a resounding message: the adoption of GenAI in OSH and ESG is not just an option - it is a strategic imperative. For safety professionals, GenAI presents an opportunity to lead with vision, backed by data and powered by technology.

As the world moves toward a “Low Carbon + Smart Tech + Human-Centric” model, those who embrace innovation will thrive. By embedding GenAI into safety and ESG workflows, organizations not only improve compliance but also unlock new levels of efficiency, resilience, and stakeholder trust.

Victor Kwong, the keynote speaker and pioneer in GenAI-OSH integration, summarized it best: “AI won’t replace safety professionals - but safety professionals using AI will replace those who don’t.”

八字命理學如何協助職安健從業人員 落實安全管理

作者: 甘耀權, 香港職業安全衛生協會執行委員會委員

職安健從業員的專業工作就是逆天改命！弗蘭克·伯德 Frank Bird 的職安意外事故成因骨牌模型說意外事故是多層的因果、依因待緣而生起。改變意外事故（命運）的因果（軌跡）把可能死亡的職安事故變成不可能發生，如果不幸發生了也變成一個輕微的事故。例如高空工作人員使用了防墮裝備。古文化探索命運軌跡的方法，筆者介紹一個八字命理學十神系統。職安健從業員從它的視角去了解命運的軌跡，可能有助於職安健管理工作。

八字命理學，基本上以陰陽五行與天干地支為理論，根據生辰八字時、日、月、年四柱推算人一生命運的方法。

又有大運和流年太歲作為動力的來源。日柱的天干叫日主代表主體（我）。八字命理學運用自然的五行元素能量流動作為基本規則。相生是能量傳遞與增益：木→火→土→金→水→木。相克是能量制約與平衡：木→土→水→火→金→木。而十神系統是五行元素能量轉化為人事。根據日干與其他干支的生克關係和陰陽屬性定義。

十神系統在職安健領域中的定義：

| 生克 | 十神 陰陽異 | OHS元素 | 管理功能 | 十神 陰陽同 | OHS元素 | 管理功能 |
|----|--------|--------|-------|--------|--------|------|
| 克我 | 正官（約束） | 法律法規 | 控制，規範 | 七殺（壓力） | 高風險源 | 危機警示 |
| 我克 | 正財（穩定） | 安全預算 | 資源保障 | 偏財（流動） | 安全文化激勵 | 能力建設 |
| 生我 | 正印（保護） | 安全培訓體系 | 情緒疏導 | 偏印（另類） | 技術創新 | 預防突破 |
| 我生 | 傷官（創新） | 溝通平臺 | 行為引導 | 食神（才華） | 隱患舉報制度 | 系統改進 |
| 同我 | 劫財（爭奪） | 基層員工 | 自主管理 | 比肩（助力） | 交叉作業風險 | 協調機制 |

在職安健領域，十神系統的價值在於提前識別能量流動的堵點，通過管理設計將其轉化為安全動能——就像疏通河道預防洪水。可用下面幾個例子說明。

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1. 公司某些工作的危機性質可以用十神系統來定義然後找尋解決問題的方法。

場景：七殺的存在會傷害日主(公司)(危險化學品洩漏風險)

解法：正官(強化規程)：雙人操作鎖定制度 + 正印(能力轉化)：VR事故模擬訓練

關鍵：將「殺機」轉化為規範操作的權威(殺印相生，制殺化權)

五行能量流動的循環本質：日主(以木代表，公司)面對七殺(金克木，陰陽同風險存在)→ 印星(水生木，感覺須要有所防控)→ 比劫(木生火，管理人員和工作人員認同感覺)→ 食傷(火生土，一同思考如何改進)→ 財星(土生金，公司提供資源來落實改善計劃)→ 正官(金，陰陽異 強化規程)從而削弱七殺(風險下降)

2. 分析公司組成人員的八字中十神的屬性來協助制定職安人事策略

公司是由人來組合而成的，由有八字命學經驗人士加上用AI做算法分析則眾人的十神傾向便不難認定。

例如將原本的食傷偏弱正印多數較旺的狀態轉化為食傷生財(啟動員工參與度)。

場景：員工安全意識冷漠(食傷弱正印較為旺，感性和感受出發，性格自我一點，不理會規則辦事)

解法：傷官(創新反饋)：開發隱患掃碼上報系統 + 偏財(即時激勵)：積分兌換安全獎品

關鍵：讓創意貢獻產生實質價值

3. 事故的分析和預防。

事故是十神能量斷裂的火花，而安全管理本質是重構生克迴圈。案例：高空墜落事故(七殺無制 → 正印缺失)

事件：2020年香港建築工地，工人未繫安全帶在腳手架作業時踩空墜落。

十神歸因：

- 七殺：高空作業本質風險(強殺)
- 比劫：工友曾提醒但其自信經驗(比劫抗殺失敗)
- 正印缺失：安全培訓流於形式(未建立風險敬畏意識)

十神化解方案：

A[七殺-高空風險] -- 正官強化 --> B[雙鉤安全帶強制條款]

A -- 正印轉化 --> C[VR墜落體驗艙]

C -- 食神疏導 --> D[恐懼情緒團體輔導]

B -- 比肩監督 --> E[安全人員每日為安全帶及防墮繩具拍照打卡]

效果：實施后同類事故降為零，工人從「被動遵守」轉為主動檢查(殺印相生)。

從上面的舉例中，不難發現借鑑於古人的八字命理、五行能量流動、十神系統的智慧，可以用一個全新的角度審視職安健康管理工作的佈局和設計事故預防的方案。

此文章並不代表本會認同或推廣有關八字命理學，內容均基於傳統理論、象徵解讀或個人經驗，因此僅代表一種觀點，並非絕對真理及不具備科學驗證。請以理性及開放的態度看待相關內容。對一切由此文章而引起的後果或損失，本會概不負責。

HKOSHA NEWS

Current Members

As of end August 2025, there are 433 members in HKOSHA.

The following membership applications were approved in July 2025

Approval of Membership

| Name | Grade of Membership |
|--------------|------------------------------|
| LAU Tsz Ngai | Member |
| NG Chun Yin | Professional Member (Safety) |



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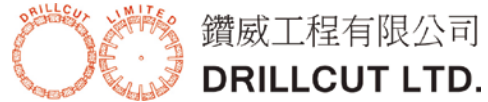
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