



安全通訊 Safety Bulletin

May/Jun 2021

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

HKOSHA 43rd Annual General Meeting President's Report

Authored by: **Mr. Sam Sum, HKOSHA President**

The HKOSHA 43rd Annual General meeting (AGM) was successfully held on 17 May 2021 in hybrid format, both online and in person. The President, Sam Sum chaired the AGM and a total of 22 members attended (17 members in person and 5 members online).



Group photo of members attended the AGM

Our President highlighted the followings:

Committee Participation

The Association actively involves in various organizations such as Government Departments functional committees, OSHC safety & health committees and educational bodies on occupational safety and health related matters, through which we offer professional opinions as well as general consultation services to different industries.

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Regular Webinars amid COVID-19

In the past 12 months, we were under the impact and challenges of COVID-19. Nevertheless, we demonstrated our agility by continued organizing regular seminars via zoom. Hence “webinars” became our major sharing platform. Although that limited interactions between speakers and audiences, it enabled us to have an opportunity to invite speakers outside Hong Kong. We sincerely appreciated the time and effort from all speakers that spent their time with our members to share their knowledge, especially the webinar timings were usually late evening to allow our members to join after work. In the long run, we would aim to provide up-to-date seminars, technical visits, conference, etc. to enhance the safety knowledge of our members who are working or interested in safety and health field when the COVID-19 situation gets better.



President of HKOSHA, Mr. Sam Sum presented the annual report

Website Revamp

Another key milestone was that we had started to revamp our website to allow better interactions with our members and the general public. The revamp was now at its final stage and we targeted to launch shortly after the AGM. The key features of the website would enable our members to:

1. Enrolling CPD courses directly from the website;
2. Reviewing past CPD records and downloading the Certificate of Attendance;
3. Renewing their membership via the online payment portal, and
4. Accessing member's area for getting the most up-to-date Safety Bulletin, presentation materials and innovation resources of safety and health, etc.

Please stay tune with us.



Members concentrated on the presentation of annual report

Last Remark on Recent Accident Surge

Recent surge of construction related fatal accidents was an alarming situation in such difficult time, let's demonstrate our leadership by not reacting in a negative manner but to positively learn from these tragedies and listen to our workforce to create a better and safer work environment.

預防肺塵埃沉着病 要有好格局



隔離塵埃

附設高效率靜電除塵器

使用產塵量較少的工具

抽風除塵

附設吸塵系統的工具

灑濕減塵

定期驗身

配戴合適口罩



肺塵埃沉着病補償基金委員會

建造業工友免費胸肺檢查服務
報名 / 查詢：2581 0617



Updated Information for Prevention of COVID-19

Authored by: **Mr. Joesus CP Leung**
MPH (Major in Environmental and Occupational Health), RSO, RN, CDMP, AORS, CND, CNHP



Author's Profile:

Mr. Joesus Leung is a registered nurse and has been working in hospitals, clinics and other healthcare industries for more than 36 years. He is also engaged in civil construction and building industries as health & safety personnel for more than 13 years. Those projects he involved including China Light & Power, MTR Corporation (High Speed Rail) as well as hotel building. Joesus is also a guest instructor for the Chinese University of Hong Kong and other health institutes. Besides, he is the advanced provider for international trauma life support, emergency medicine for disaster and humanitarian crisis responder, health & safety trainer and TacMed trainer. He joined the Universal Community COVID-19 Testing Programme in September 2020. Joesus is a Professional Member (Health) of HKOSHA.

HKOSHA has the honour of inviting Joesus to give us a talk while he was working at Macau. He presented a webinar about updated information for prevention of COVID-19 on 29 April 2021. COVID-19 is the pandemic infection disease since its discovery in December 2019. It refers to the cluster of viral pneumonia cases occurring in Wuhan, Hubei Province in Mainland China. The most common symptoms of COVID-19 are like influenza and common colds including fever, malaise, dry cough, nasal congestion, and headache. Other moderate symptoms are conjunctivitis, sore throat, diarrhea, loss of taste or smell, skin rash or discolouration of fingers or toes, serious cough in pneumonia situations. According to the World Health Organization, about 20% of the cases may develop severe illness with breathing difficulty, short of breath like some serious pneumonia cases, even into a severe condition resulting in death. The main mode of transmission is through respiratory droplets in mucous membranes like respiratory tract like nose, mouth, and even in eyes. The virus can also be transmitted through contact with the contaminated objects. Most estimates of the incubation period range from 1 day to 14 days or more, most commonly around 5 days. People aged 60 years and above, and those with underlying medical problems like high blood pressure, heart and lung problems, diabetes, obesity or cancer are at higher risk of developing serious illness.

Prevention of the COVID-19 is more focused on personal and environmental hygiene like hand washing, wearing mask, disinfection for the contaminated objects and environment in our work site, public areas, and

home. In addition, we must maintain a healthy lifestyle with adequate exercise, nutrition and rest. The most proactive measures are to take the COVID-19 test and vaccination. Nowadays, there are different types of vaccine for us to select. Some are found with different side effects and effectiveness. With better understanding on the prevention of COVID-19, more control measures can be taken to tackle this infectious disease at work and in our daily life. Anyone with COVID-19 symptoms should be tested, wherever possible. People who do not have symptoms but have had close contact with someone who is, or may be, infected may also consider to undergo COVID-19 test.

In Hong Kong, there were three most common tests for the COVID-19 disease, namely respiratory specimen, stool specimen and rapid antigen test. In general, such as deep throat saliva, combined throat and nasal swab and nasopharyngeal specimens are the specimen types of choice for diagnosing COVID-19 infection. Stool specimen may be used as an alternative for testing when collecting respiratory specimen is not feasible for children under 3 years old and those who are not suitable for respiratory specimen collection. Rapid antigen tests (sometimes known as a rapid diagnostic test (RDT) detect viral proteins (known as antigens). Samples are collected from the nose and/or throat with a swab. These tests provide a quicker result though they are generally less accurate. These tests reach their best performance when there are a high number of virus circulating in the community and when sampled from an individual during the period, they contain the highest infection to others. The treatment for the COVID-19 infection disease is similar to those with serious pneumonia. Optimal supportive care includes oxygen for severely ill patients and those who are at risk for severe diseases as well as more advanced respiratory support such as ventilation for patients who are critically ill. Anti-biotics, anti-septic agents, steroids and intensive care must apply for this disease. Chinese herbs and nature medicine like Vitamin C and antioxidant for enhancing the immune system may help in improving and preventing the attack of the disease. Currently there were different types of vaccination like inactivated virus vaccine (CoronaVac-Sinovac), messenger RNA vaccine (BioNTech-Comirnaty) and Oxford AstraZeneca Vaccine. With COVID-19 vaccines deployed, there is a need to continue not only vaccination, but also other preventive measures including social distancing, good hand hygiene and wearing a mask in public, to reduce the risk of virus transmission. Common side effects are usually mild and temporary such as mild fever, soreness, redness, or swelling at the injection site. Some may experience more severe, but in general rare adverse effects.

Nowadays, the mutation of the COVID-19 virus makes the COVID-19 treatment and vaccine program become more complex. Vaccine booster or combined multiple type vaccine alternatives are under research. In future, more research on new and specific medicine studies are expected to find better solution for the disease. Vaccination for COVID-19 is a new hope for reducing the spread of the disease.

運用虛擬實境 (VR) 於應急準備培訓

作者：王肇鋒先生

MSc, BSc (Hons), FIIRSM, FICPEM, CMIOSH, PMHKOHA, RSO



作者簡介

王肇鋒先生 (Bruce) 是一名安全及健康從業員並曾於不同行業任職，如航空業、石油及天然氣、醫療保健及公共運輸業。他現時是一名企業導師，負責內部員工及分判商的職業安全及健康培訓。於安全訓練中，他使用虛擬實境 (VR) 讓學員在一個完全身臨三維環境下模擬真實工作情況。



我們常說的VR，中文譯名為虛擬實境，其實是指透過電腦將一些仿真的環境或事物模擬出來。一般最常見就是沉浸式，即會戴著頭戴式裝置。而另一款就是非沉浸式，通常是透過屏幕呈現影像。

虛擬實境其實是模擬系統的一種，在香港其實並不是新鮮事物。過去鐵路、航空甚至是執法機構也有使用模擬系統作為訓練用途，在模擬突發事故處理更為出色。隨著產品日漸成熟，硬件也提升不少，傳統的模擬系統慢慢加入VR原素，並開始漸漸走進我們的日常生活，包括訓練 (training) 和演練 (exercise)。

虛擬實境比傳統訓練帶來不少好處，例如系統可以提供像真度極高的環境，配合模擬的情境，讓受訓人士可以反覆地在安全的環境下進行不同的訓練，而不受時間和天氣限制。在職業安全及應急訓練當中，這是十分理想的模式。因為過去受訓人士只能透過幻想或預先拍攝的圖片或影片進行演習，畢竟同一張圖片，不同人有不同的演繹，直接影響了訓練和演習的效能。但VR的出現，受訓人

士可以透過系統模擬情境，當大家看著同一個情境而進行互動，投入程度就會大大增加。例如醫療人員可以練習抽血程序、工地人員可以模擬處理化學品火警，物業管理人員模擬處理氣體洩漏意外等。而作為培訓人員，VR亦可帶進課室。受訓人士在接受過理論訓練後，可以即時將理論付諸實踐，並且更容易掌握程序和應變計劃，加強情境意識。



現時VR普遍有兩大類，分別是預設場景和自由設置場景。前者多數是操練既定流程，簡單就是「是或不是」的分別，即使只有受訓者自己一個也可進行訓練；而後者常應用於桌面演習，控制

員可以因應不同人士的決定而即時加插或删除情境。但兩者均需要對訓練或演習內容相當熟悉的人從旁指導，方能發揮最大的效果。

雖然VR帶來不少好處，但每次訓練時我們都需要留意數點。第一就是受訓人士對應用電子產品的掌握，否則整個訓練會耗用大量時間教授系統操作。第二就是受訓人士的個人體質能否適合使用VR（特別是沉浸式系統），過去有個案受訓者因接收信息過多而感到頭痛或嘔吐。第三就是現時因技術的局限，VR暫時無法呈現嗅覺和味覺等。



整體來說，VR確是為訓練和演練帶來不少好處，至少我們只需在房間內，就如置身於現場一樣，而且可以反覆練習，不會影響日常運作。這些好處在疫情中更為明顯。但不要忘記，VR是無法取代現場實施的操作，我們始終需要在現實世界中延續有關操練。



以人為本的安全管理（下）

作者：上屆會長梁偉光博士

續上期 Mar/Apr 2021 的安全通訊

如何引用「人性化」法則來促進「以人為本」管理？

以下和大家分享10個能促進「以人為本」管理的「人性化」法則，使其更加有效，高效和可持續地實施：

1. 南風法則：真誠溫暖員工

北風和南風比威力，看誰能把行人身上的大衣脫掉。北風首先來一個冷風凜冽寒冷刺骨，結果行人把大衣裹得緊緊的，南風則徐徐吹動，頓時風和日麗，行人因為覺得春意上身，始而解開鈕扣，繼而脫掉大衣，南風獲得了勝利。

領導者運用「南風」法則，就是要尊重和關心下屬，以下屬為本，多點人情味，使下屬真正感覺到領導者給予的溫暖，從而去掉包袱，激發工作的積極性。

2. 同仁法則：把員工當合夥人

讓我用一個例子來說明一下這個原則。某公司把銷售人員稱作「夥伴」。公司管理層職位90%以上的是由公司內部人員填補的，公司400名部門負責人中，只有17人是從外面招聘的。公司股票購置計劃也力圖使全體員工都成為真正的「夥伴」。所有員工都可以在任何時候以低於公司股票價格15%的幅度購買。結果是公司人才流失比零售業的平均水準低20%。「二人同心，其利斷金。」企業與員工有了共同的目標與使命感，才會風雨同舟，同甘共苦。

3. 互惠關係定律：愛你的員工，他會百倍地愛你的企業

「給予就會被給予，剝奪就會被剝奪。信任就會被信任，懷疑就會被懷疑。愛就會被愛，恨就會被恨。」這就是心理學上的互惠關係定律。人是三分理智、七分感情的動物。士為知己者死，從業者可以為認可自己存在價值的上司鞠躬盡瘁。當你真誠地幫助員工的時候，員工才能真正地幫助你！

4. 藍斯登定律 (Lansdown Law)：給員工快樂的工作環境

跟一位朋友一起工作，遠較在「父親」之下工作有趣得多。你給員工快樂的工作環境，員工給你高效的工作回報。讓你的員工快樂起來！

現代人的平等意識普遍增強了，板起面孔不能真正成為權威！放下你的尊長意識，去做你下級的朋友，你會有更多的快樂，也將使工作更具效率、更富創意，你的事業也最終更輝煌！

5. 柔性管理法則：「以人為中心」的人性化管理

著名的馬斯洛需求理論提出人的需求有五個層次：生理、安全、社交、尊重、自我實現，而且這五個層次是逐級漸進和同時存在的。為員工創造經濟需求（生理、安全）及精神需求（社交、尊重、自我實現）「自我實現」的文化氛圍和參與管理的「自我改善」機制，充分調動了員工積極性，增強了企業的活力和凝聚力。

自我改善的柔性管理不是放任自流，隨心所欲，而是以嚴格規範管理為基礎，以高素質的員工隊伍為條件，突出員工自我管理的主體，通過順勢而人性化的管理，強化管理的應變能力。把員工在企業中自我價值的實現與企業的發展目標相融合。

6. 坎特法則 (Lansdown Law)：管理從尊重開始

尊重員工是人性化管理的必然要求，是回報率最高的感情投資。尊重員工是領導者應該具備的職業素養，而且尊重員工本身就是獲得員工尊重的一種重要途徑。

7. 波特定律 (Lyman W Porter Law)：不要總盯著下屬的錯誤

再好的人也有犯錯誤的時候，不要總盯著下屬的錯誤不放。重要的是，查找錯誤的原因並及時解決。

8. 刺蝟法則：與員工保持「適度距離」

兩隻睏倦的刺蝟，由於寒冷而擁在一起。可因為各自身上都長著刺，於是它們離開了一段距離，但又冷得受不了，於是湊到一起。幾經折騰，兩隻刺蝟終於找到一個合適的距離：既能互相獲得對方的溫暖而又不致於被紮。

「刺蝟法則」就是人際交往中的「心理距離效應」。領導者要搞好工作，應該與下屬保持親密關係，這樣做可以獲得下屬的尊重。與下屬保持心理距離，避免在工作中喪失原則。

9. 熱爐法則：規章制度面前人人平等

每個單位都有自己的規章制度，單位中的任何人觸犯了都要受到懲罰。

「熱爐」法則形象地闡述了懲處原則：

- (1) 熱爐火紅，不用手去摸也知道爐子是熱的，是會灼傷人的一警告性原則。領導者要經常對下屬進行規章制度教育，以警告或勸戒不要觸犯規章制度，否則會受到懲處。
- (2) 每當你碰到熱爐，肯定會被灼傷。也就是說只要觸犯單位的規章制度，就一定會受到懲處。
- (3) 當你碰到熱爐時，立即就被灼傷——即時性原則。懲處必須在錯誤行為發生後立即進行，決不拖泥帶水，決不能有時間差，以便達到及時改正錯誤行為的目的。
- (4) 不管誰碰到熱爐，都會被灼傷——公平性原則。



10. 金魚缸效應：增加管理的透明度

魚缸是玻璃做的，透明度很高，不論從哪個角度觀察，裡面的情況都一清二楚。

「金魚缸」法則運用到管理中，就是要求領導者增加各項工作的透明度。各項工作有了透明度，領導者的行為就會置於全體下屬的監督之下，就會有效地防止領導者濫用權力，從而強化領導者的自我約束機制。

通過在組織的各個級別靈活運用這些原則，必定會帶來管理職業安全與衛生方面有效的結果。

以下九項自我檢查問題，出自「人體工學檢查點」(Ergonomic Checkpoints, ILO, 2010)。當中提到涉及工作組織的人體工學原理的示例，這些問題也適用於如何建立「以人為本」安全管理體系，絕對值得借鏡並參考：

- 是否通過讓員工群體參與來解決日常工作問題？
- 當工作發生變化以及需要改進以進行更安全、更容易、更高效的工作時，是否有諮詢員工意見？
- 員工是否有獲告知工作成果並給予獎勵？
- 工作場所採用以人為中心的方法，是否與員工的文化和相關偏好進行了調整？
- 員工是否已經有接受承擔責任訓示，並為他們提供改善工作的途徑？
- 是否有設立工作組小組，每個工作組小組共同開展工作，並為其結果負責？
- 有否清晰釐定負責日常清潔和整理工作責任？
- 經理和員工是否都有參與進行相關風險評估？
- 經理和員工是否會透過學習並分享自己的企業或其他企業中的良好榜樣以改善工作場所的方法？

總結

總而言之，「以人為本」的安全管理是帶領管理企業/組織健康工作場所的路向，但若是有效果的落實，人性化的考慮是不可或缺的部份。它不僅會為該企業/組織帶來一個更安全健康的工作環境，而且會一併帶來一個更加和諧和高效率的工作環境，無疑這將為該組織帶來商業利益，而且回報豐厚。因此「以人為本」安全管理方面的投資絕對是值得。

名譽顧問

譚耀宗先生 GBM, GBS, 太平紳士
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名譽法律顧問

畢保麒先生

義務核數師

胡啟騰先生

名譽會長

羅志明先生

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Mr. Patrick M Burke

Honorary Auditor

Mr. Wu, Kai Tang

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Mr. Law, Chi Ming

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HKOSHA NEWS

New Members

As of end of Jun 2021, there are 451 members in HKOSHA.

The following membership applicant was approved in Jun 2021

A. Approval of Membership

Name

SUEN Chi Keung

Grade of Membership

Professional Member(Safety)



職業安全健康局
OCCUPATIONAL SAFETY & HEALTH COUNCIL



香港安健認證計劃
Hong Kong Safety and Health Certification Scheme

Voluntary Accreditation Services for Safety Supervisor (Construction)

Hong Kong Safety and Health Certification Scheme

The Occupational Safety and Health Council introduced the Hong Kong Safety and Health Certification Scheme (HKSHCS) in 2014, the scheme provides accreditation services to relevant OSH practitioners and competent persons to ensure that they possess the necessary qualifications and capability to perform the specified duties. The accreditation services would enhance their competency and safety performances, and at the same time provides a recognition to the industry.

Accredited Safety Supervisor (Construction)

In accordance with the provisions of the Factories and Industrial Undertakings (Safety Officers and Safety Supervisors) Regulations, a contractor must employ one safety supervisor on each site with 20 or more workers to assist the proprietor and the safety officer in promoting the safety and health of persons employed. The Regulations do not lay down the qualification of a safety supervisor but he / she is expected to be a person experienced in the work of the construction site and should have relevant knowledge. Therefore, the Hong Kong Safety and Health Certification Scheme offers a voluntary accreditation service to the Safety Supervisor (Construction) by implementing a standardised framework for recognising their qualifications. If you are interested in applying Accredited Safety Supervisor (Construction), you can contact the Hong Kong Safety and Health Certification Scheme for details.



Scheme Leaflet

Contact Us :

The Hong Kong Safety and Health Certification Scheme

Address: 18/F, China United Centre, 28 Marble Road, North Point, Hong Kong

Hotline: 2116 5050 Fax: 2151 7433 Email: certification@oshc.org.hk



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