

Our People

Senior Management



From left: CHENG Cho Ying Francis, YUEN Sui See, YEUNG Yuk Chun Mimi, TSAI Chao Chung Charles



From left: WONG Lee Wah Lillian, WAN Chi Tin, IP Pak Nin

TSO Kai Sum

Group Managing Director

Aged 79. Appointed to the Board in 1985 and became Group Managing Director in 1997. Mr. Tso is also Managing Director of The Hongkong Electric Company, Limited ("HEC") and a Director of most of the subsidiaries of the Company. Mr. Tso worked with the Group from 1966 to 1981, holding the positions of Chief Project Engineer of HEC and Executive Director of Associated Technical Services Limited. In 1981, he joined International City Holdings Limited as an Executive Director. In 1987, he joined the Hutchison Whampoa Group as the Group Managing Director of Hutchison Whampoa Properties. In 1997, he re-joined the Group as Group Managing Director. He is also an Executive Director of Cheung Kong Infrastructure Holdings Limited, a listed company and a substantial shareholder of the Company. Mr. Tso holds a Bachelor of Science degree in Civil Engineering.

WAN Chi Tin

Director of Engineering (Planning & Development)

Aged 60. Appointed to the Board in 2005. Mr. Wan is also a Director of HEC and certain subsidiaries of the Company. He has worked for the Group since 1978, holding various positions. Between September 2000 and June 2003, he served as Chief Executive Officer of Powercor Australia Limited and CitiPower Pty, associate companies of the Group in Australia. He returned to Hong Kong in July 2003 taking up the role of General Manager (Corporate Development). Mr. Wan holds a Bachelor of Science degree in Electrical Engineering and is also a Chartered Engineer. He is an Honorary Fellow of the Energy Institute, a Fellow of the Institution of Engineering and Technology and a Fellow of the Hong Kong Institution of Engineers. He is a member of the Engineers Registration Board of Hong Kong.

Neil Douglas MCGEE

Group Finance Director

Aged 59. Appointed to the Board in 2005 and became Group Finance Director in 2006. Mr. McGee is also a Director of all the subsidiaries of the Company including HEC. Mr. McGee worked with the Group and the Hutchison Whampoa Group from 1978 holding legal, corporate finance and corporate secretarial positions. He then joined Husky Oil Ltd. in 1998 as Vice President and Chief Financial Officer and from 2000 to October 2005, he served as Vice President and Chief Financial Officer of Husky Energy Inc. Mr. McGee holds a Bachelor of Arts degree and a Bachelor of Laws degree.

YUEN Sui See

Director of Operations

Aged 60. Appointed to the Board in 2008. Mr. Yuen is also a Director of HEC and certain subsidiaries of the Company. Mr. Yuen joined the Group in 1986 and prior to his appointment as an Executive Director, was General Manager (Transmission & Distribution). Mr. Yuen has over 30 years of experience in the electricity industry. He holds a Bachelor of Science degree and a Master of Science degree in Engineering. He is a Chartered Engineer in the United Kingdom, a Registered Professional Engineer in Hong Kong and a Fellow of the Hong Kong Institution of Engineers.

CHAN Lai Yee, Trini

Aged 56, General Manager (Human Resources), has been with the Group since December 2005. Ms. Chan has over 25 years of experience in human resources management and administration. She holds a Bachelor's degree in Politics and Education.



From left: LAU Fuk Hoi Frank, TSO Kai Sum, CHAN Lai Yee Trini

From left: WONG Yuk Keung Arthur, Neil Douglas MCGEE, YEE Tak Chow

CHENG Cho Ying, Francis

Aged 54, General Manager (Generation), has been with the Group since August 1979. Prior to his promotion to the present position, Mr. Cheng has worked in the Technical Services, Operations and Maintenance Departments of the Generation Division. He holds a Bachelor's degree in Chemistry and is a Fellow of the Royal Society of Chemistry in the United Kingdom. He is also a member of the Hong Kong Institution of Engineers.

IP Pak Nin

Aged 59, General Manager (Transmission & Distribution), has been with the Group since April 1976. Mr. Ip has over 30 years of experience in electricity supply. He holds a Bachelor of Science degree in Electrical Engineering and a Master's degree in Business Administration. He is a Chartered Engineer and a Fellow of the Hong Kong Institution of Engineers.

LAU Fuk Hoi, Frank

Aged 58, General Manager (Projects), has been with the Group since August 1977. Mr. Lau is also General Manager of Associated Technical Services Limited, a wholly owned subsidiary of the Company. He has over 30 years of experience in project management. He also participated in the Group's power plant development projects outside Hong Kong in recent years. He holds a Bachelor's degree in Engineering. He is a Chartered Engineer, and a member of the Hong Kong Institution of Engineers and the Institution of Mechanical Engineers in the United Kingdom.

TSAI Chao Chung, Charles

Aged 54, Director and General Manager of Power Assets Investments Limited ("PAI"), a wholly owned subsidiary of the Company, is also a Director or Alternate Director of most of the subsidiaries of PAI. Mr. Tsai has been with the Group since June 1987 and has been responsible for the Group's investments outside Hong Kong since 1997. He holds a Bachelor of Applied Science Degree in Mechanical Engineering, and is a Registered Professional Engineer and a Chartered Engineer.

WONG Lee Wah, Lillian

Aged 56, Company Secretary, has been with the Group since June 1997. Ms. Wong has over 20 years of experience in company secretarial practice. She is a Fellow of the Institute of Chartered Secretaries and Administrators in the United Kingdom and The Hong Kong Institute of Chartered Secretaries.

WONG Yuk Keung, Arthur

Aged 53, General Manager (Group Commercial), has been with the Group since January 1982. Mr. Wong was engaged in the construction of Lamma Power Station upon joining the Group and subsequently worked in and promoted to the head of the various departments in the Group Commercial Division. He holds a Bachelor of Science degree and a Master of Science degree in Engineering and a Master's degree in Business Administration.

YEE Tak Chow

Aged 56, General Manager (Corporate Development), has been with the Group since August 1976. Mr. Yee had worked on a number of energy infrastructure projects both in and outside Hong Kong, including stationing in Saudi Arabia and Japan for three years. Between 2005 and 2008, he worked for the Group's energy investments outside Hong Kong. He holds a Master's degree in Information Technology. He is a Chartered Engineer and Registered Professional Engineer, and a member of The Hong Kong Institution of Engineers, The Institution of Engineers in Australia, and The Institution of Engineering and Technology in the United Kingdom.

YEUNG Yuk Chun, Mimi

Aged 47, General Manager (Public Affairs), has been with the Group since July 2003. Ms. Yeung has over 25 years of experience in journalism and corporate communications. She holds a Bachelor of Arts degree and a Master's degree in Public Administration.

Our People



Employees

Employees of the Power Assets Group remain an important part of our organisation. With this priority in mind, we aim to excel in occupational health and safety performance and achieve accident-free operations. To meet these targets, we make considerable investments in training and wellness programmes.

In Hong Kong

Our human resources strategy and policy are designed to help our people 'SHINE'. Through Synergy, Holistic Development, Ideal Workplace, Nurturing Future Leadership, and Excellence, we encourage every employee to 'SHINE' and light up the communities we serve.

Synergy

To facilitate effective communication, we have developed a network of channels that connect employees with Company management. Seven Joint Consultation Panels, represented by more than 70 elected members, help to reflect employees' views to management and convey company issues and policies to employees. In addition to our regular meetings, in 2010 we held a half-day workshop on problem solving skills for all members. Regular dialogue is also maintained with the trade union.



Effective communications channels link our employees with Company management.

We continually refine our policies and practices through regular consultation with our managers. Visits at the beginning of each year are arranged to gather feedback about our performance in the previous year and to obtain input on our key objectives for the new year. This ongoing communication helps us ensure our programmes are meeting their needs.

Holistic Development

In 2010, each of our employees spent an average of 37.7 hours in training and various programmes relating to management development, environmental protection, prevention of occupational injuries, developing work-life balance, Corporate Social Responsibility, Code of Conduct and more. Attention is paid to both the professional and personal development of our employees.

Ideal Workplace

In all human resources matters, we are committed to providing equal opportunities to our employees regardless of age, gender, physical or mental state, marital status, family status, race, colour, nationality, religion, political affiliation or sexual orientation. They are recognised and rewarded according to their contributions, performance and skills. We foster a working environment based on tolerance and respect for all.

In our hiring practices, we aim to create an employee mix that reflects diversity while being based on qualifications, capabilities, and areas of expertise. With regard to gender representation, about 15% of our 2,000-strong workforce are women, including 10% of our senior managers.

To remain competitive, we review our total remuneration package annually, paying special attention to relevant industries and comparable organisations. Our annual Corporate Key Performance Indicators give direction and guidance to individual employee work plans. Their achievements and contributions are measured and rewarded according to our 'Pay-for-Performance' philosophy and policy.

Our People

We have an established Employee Wellness Programme that offers a wide range of activities and programmes to promote the physical, emotional, intellectual and social wellness of our employees. The activities include Weight Management Programme, Physical Exercises, Family Day, Fruit-for-you, and more.



Our Employee Wellness Programme activities help to develop well-rounded employees.

Our organisation's Health and Safety Board monitors the overall health and safety policies and issues, while the Safety and Training Sections of major Divisions focus on the day-to-day health and safety matters of our employees.

We believe that honesty, integrity and fair play are essential assets, and these are the principles and practices of our Code of Conduct. All employees are issued a personal copy of the Code of Conduct, and it is posted on the Company's intranet for easy access by all.

Training on the Code of Conduct is mandatory for all employees. The Company does not tolerate any breach of the Code of Conduct. Channels are in place to report violations. Procedures on handling and investigating complaints are stated clearly in the Code of Conduct.

Nurturing Future Leadership

Looking to a sustainable future, we have implemented a succession planning system to identify, assess and develop talent for future positions right down to section head level in all divisions and departments.

Additionally we offer comprehensive and structured Trainee Programmes to around 50 to 70 young graduates of universities and institutes of the Vocational Training Council annually. The training programme of our engineering Graduate Trainees is recognised by The Hong Kong Institution of Engineers.

In the past two years, we have piloted a trainee programme for secondary students to attract them to and foster their interest in studying engineering.



Comprehensive programmes prepare our trainees for future positions.

Excellence

Our employees participate in and win external and internal competitions that strengthen their personal and professional capabilities. The awards they win underscore their efforts in work-related, social, and environmental areas. Internal awards are presented to our employees at an annual ceremony to recognise their achievements and contributions.

Outside Hong Kong

Employee Safety

Northern Gas Networks Limited (NGN) sustained a period of safety improvement over the past year, making it one of the best performing networks in the UK gas industry. A significant improvement in Lost Time Injuries (LTI) has been made over recent years, with only six incidents reported for 2010.

ETSA Utilities (ETSA) achieved key safety targets for LTI and Medical Treatment Injuries in 2010. Remarkably, by the end of last year, ETSA employees had worked 534 days in succession without any LTI, a new record for the business. At CitiPower and Powercor, a Health and Safety Communication Strategy was put in place to improve the communication of health and safety information and to enhance employee understanding of health and safety policy requirements. Additionally, the company's Corporate Health and Safety Department and an external independent provider reviewed all of its depots to benchmark health and safety systems against industry best practices and to identify areas for improvement.

Wellington Electricity Lines Limited (WELL) participated in a pilot programme with the Electrical Engineers Association of New Zealand that aims to improve safety leadership and nurture a behavioural-based workplace safety culture. The joint safety programme will continue through 2011.



NGN has sustained safety improvement with significant reduction in lost time injuries in 2010.

Investing in Staff Development and Recruitment

NGN recognises the important contribution of its employees to the organisation. To help foster an environment where staff can perform to the best of their ability, they have a policy ensuring that all employee issues are treated fairly.

ETSA concentrated its efforts in 2010 on developing and retaining staff through continued training and development programmes. Since 2005, it has recruited over 200 apprentices, positioning the business for growth in the years ahead.

CitiPower and Powercor focused on continuing to implement strategies for professional development and recruitment. They introduced on-line learning for the SAP Enterprise Resource Planning System and finalised the rollout of Online Performance Management Planning and Review. For their Apprenticeship and Trainee Scheme, they recruited 22 participants.



CitiPower and Powercor make the SAP Enterprise Resource Planning System easily accessible online.

WELL targeted the retention and development of their staff. Detailed learning and education plans were developed for all staff in the Wellington office to continue to deliver key results for the business. Tailored for individual development, the education plans are part of the performance setting indicators for each employee. The WELL service provider was accredited in 2010 as an approved training organisation by the New Zealand Society of Chartered Accountants.