



# HR EXCELLENCE AWARDS 2023/24

AWARDS PRESENTATION CEREMONY

8 March 2024





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# ABOUT THE HKIHRM

Hong Kong Institute of Human Resource Management (HKIHRM) is the most representative human resource management professional body in Hong Kong. Established in 1977, the Institute has a membership close to 5,000, of whom around 500 are corporate members.

## OUR VISION

To be the leading professional human resource management and advisory institute

## OUR MISSION

- To develop, maintain and enhance professional human resource management standards through our members and partners
- To advocate and promote professional HR practices to HR leaders and other stakeholders in society
- To attract talents to become HR practitioners and ensure sustainability of the profession

## OUR VALUES

Ethics and Integrity, Diversity and Inclusion, Sustainability and Social Responsibility



# Message from the President of HKIHRM



**Lawrence HUNG**  
President, HKIHRM

Since its establishment in 2012, the HKIHRM HR Excellence Awards, renowned as “The Hong Kong HR Oscars”, have garnered significant recognition within Hong Kong’s HR community and beyond.

As the HR landscape continues to evolve, placing an increased emphasis on the well-being of employees, fostering diversity, equity, and inclusion (DEI), and integrating AI and automation, HR practitioners play a pivotal role in shaping business operations and workforce management, accelerating the impact of people strategies to enrich the work environment and culture. The HR Excellence Awards serve as a platform to celebrate and recognise impressive accomplishments in navigating these formidable challenges.

The Awards programme has consistently adapted to the ever-changing market trends and societal needs. In the previous year, we introduced a new “Special Award for COVID-19 Response” to recognise organisations that displayed care and innovation in their pandemic response. This year, we have comprehensively revitalised the “GBA Category” to acknowledge outstanding performance within the Greater Bay Area. Furthermore, we highly prioritise the professional development of SMEs and NGOs, prompting us to recognise their innovative HR initiatives.

The HKIHRM HR Excellence Awards serve not only as an industry benchmark but also as an inspiration for others to cultivate a culture of continuous improvement in people management. Let us shape the future, unlock possibilities, drive positive change, foster innovation in HR practices, and create a caring and supportive work environment.

Congratulations to all the awardees on embarking on this new chapter of success!



# Message from the Guest of Honour



**Chris SUN, JP**

Secretary for Labour and Welfare  
Labour and Welfare Bureau

It is my great pleasure to be the Guest of Honour at this prestigious HR Excellence Awards Presentation Ceremony. The commendable achievements of award recipients not only inspire HR practitioners to adopt people-oriented practices, but also showcase the transformative power of effective HR management. The success of these organisations exemplify the importance of prioritising good HR practices, which ultimately gives them a competitive edge in attracting and retaining talents, thereby enhancing the performance and competitiveness of the organisations.

HKIHRM shares a common vision with the Government of promoting good HR management practices and pursuing industrial harmony as the momentum for sustaining Hong Kong's growth. The HR Excellence Awards bear testimony to the commitment of HR professionals to promote and enhance HR management in driving organisational success and bringing positive impact on the society. As a representative and dedicated organisation of HR practitioners, HKIHRM has gone a long way to raising the standards of the profession and inspiring the others to strive for excellence.

I would like to congratulate all the deserving award recipients who set an amazing example in the field of HR management. Let us continue to collaborate and build upon the achievements in creating a bright future that is inclusive, sustainable and beneficial for all.



# Message from the Chairperson of Organising Committee



## Ian CHOY

Vice President and Chairperson of Organising Committee of HR Excellence Awards 2023/24, HKIHRM

The HKIHRM HR Excellence Awards bestow prestigious honours upon organisations for their exceptional HR management. This esteemed accolade not only establishes a strong employer brand but also acts as a magnet for top-tier talent.

The HKIHRM HR Excellence Awards 2023/24 has witnessed an unprecedented number of entries, underscoring the increasing importance organisations place on effective human resources management. The received submissions have provided invaluable insights into talent strategies and resource allocation trends across diverse industries.

To better recognise exceptional HR performance, set industry benchmarks, and promote innovation, the Organising Committee has refined the award categories. The introduction of 16 Organisational Sub-Categories offers organisations the opportunity to gain recognition for their innovative and targeted talent strategies. In addition, the “Professional Practice” and “Good Practice” have been introduced alongside the excellent, elite, and merit awards. The Organising Committee has streamlined the selection process, allowing organisations to focus on showcasing HR initiatives and encouraging wider participation.

On behalf of the Organising Committee, I would like to express our sincere gratitude to the judging panel members for their unwavering dedication and time in selecting the awardees. Once again, congratulations to all awardees for their remarkable passion and commitment to achieving HR excellence. As we approach the Awards Presentation Ceremony of the HKIHRM HR Excellence Awards 2023/24, I invite you all to savour and enjoy the moments of this prestigious event.



# About the Awards

The HKIHRM HR Excellence Awards aim to recognise organisations and individuals who achieve business success through outstanding people strategies and practices.

This year, the Awards programme underwent a significant revamp, introducing a new framework and streamlining assessment process to improve the participation experience. These enhancements led to a record-breaking year in terms of entry submissions and public awareness.

We are pleased to invite all awardees to celebrate this prestigious event. Join us in giving a round of applause and a thumbs up to each other for the dedication and excellence we have demonstrated.

Inception  
since 2012

620+  
local and  
overseas entries

230+  
awards granted

## 2023/24 Highlights

Record-  
breaking  
entries

6  
major  
categories

60  
awards

25  
newly  
added  
awards

Enhanced  
publicity and  
exposure for  
awardees



# Organising Committee Members and Final Judges



**Ian CHOY**

- Vice President and Chairperson of Awards Organising Committee, HKIHRM
- Executive Director - People & Culture, Gammon Construction Limited



**Theresa LUI**

- Vice President, HKIHRM
- Chief People Officer, Chow Tai Fook



**Connie CHAN**

- Director, Human Resources & Administration, Octopus Holdings Limited



**Fanny CHAN**

- Chief Administrative Officer, Head of Human Resources, China Everbright Bank Co., Ltd., Hong Kong Branch



**Priscilla CHAU**

- Executive Council Member, HKIHRM
- Director, Human Resources, CLP Power Hong Kong Limited



**Miko CHEUNG**

- Human Resources Director, LAWSGROUP



**Theresa CHONG**

- General Manager, Human Resources, Hong Kong Aircraft Engineering Company



**Joyce HO**

- Human Resources Director, Operations, C&B, Informa Markets





**Jennifer TAM**

- Executive Council Member, HKIHRM
- Partner, Mayer Brown



**Benjamin WONG**

Co-Chairperson,  
China and International HRM Committee,  
HKIHRM

## Final Judges



**Lawrence HUNG**

- President, HKIHRM
- Director of Human Resources,  
Chinachem Group



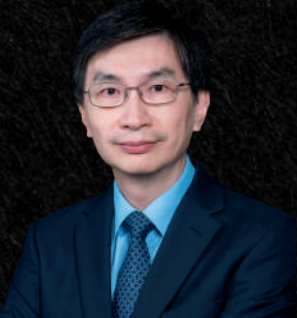
**Andy LUK**

- Vice President, HKIHRM
- Senior Vice President, Human  
Resources & Corporate  
Communications, Asia,  
Informa Markets



**Bonnie CHAN, JP**

Director-General,  
Federation of Hong Kong Industries



**CHUA Hoi Wai, JP**

Chief Executive,  
The Hong Kong Council of  
Social Service



**Michael LAI**

President,  
Hong Kong General Chamber of  
Small and Medium Business



**Prof Xu HUANG**

Chair Professor, Department of Management,  
Marketing and Information Systems  
Director, Centre for Human Resources Strategy  
and Development,  
Associate Dean (Research & Impact),  
School of Business  
Programme Director, Doctor of Business  
Administration,  
Hong Kong Baptist University





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# Categories

The following Awards will be granted to outstanding programmes in the “Organisational Category”, “HR Service Provider Category”, “GBA Category”, “NGO Category”, “SME Category” and “Individual Category” by the Judging Panel.

- Excellent Award
- Elite Award
- Merit Award
- Good Practice
- Professional Practice (Only for Organisational Category - Grand Awards)

## Organisational Category

There are 9 Grand Awards and 16 Sub-Category Awards under the “Organisational Category”.

Grand Awards	Sub-Category Awards
<b>Grand Award of the Year</b> (will be granted to the organisation with the highest score among the entries in the year)	
<b>Grand Award of Diversity &amp; Inclusion</b>	<ul style="list-style-type: none"> <li>• Age-Friendly Workplace Award</li> <li>• Disability-Friendly Employment Award</li> </ul>
<b>Grand Award of Employee Experience</b>	<ul style="list-style-type: none"> <li>• Best Workplace Award</li> <li>• Employer Branding Award</li> <li>• Family-Friendly Practices Award</li> </ul>
<b>Grand Award of Employee Wellness</b>	<ul style="list-style-type: none"> <li>• Employee Benefits Award</li> <li>• Employee Happiness Award</li> </ul>
<b>Grand Award of ESG Initiatives</b>	<ul style="list-style-type: none"> <li>• Community Caring Award</li> <li>• Corporate Governance Award</li> <li>• Green Achievement Award</li> </ul>
<b>Grand Award of HR Digitalisation</b>	<ul style="list-style-type: none"> <li>• HR Analytics Award</li> <li>• Learning Technology Award</li> </ul>
<b>Grand Award of Talent Management</b>	<ul style="list-style-type: none"> <li>• Gen Z Attraction Award</li> <li>• Learning &amp; Development Award</li> <li>• Management Trainee Programme Award</li> <li>• Talent Acquisition Award</li> </ul>
<b>Grand Award of Change Management</b>	
<b>Grand Award of Innovation</b>	



## HR Service Provider Category

- Change Management Provider Award
- ESG Provider Award
- Innovation Provider Award
- Learning & Development Provider Award
- Mobility Provider Award
- MPF Provider Award
- Payroll Provider Award
- Talent Acquisition Provider Award
- The Most Popular Recruitment Platform Award
- Wellness Provider Award

## GBA Category NGO Category

- Change Management Award
- Diversity & Inclusion Award
- Employee Experience Award
- Employee Wellness Award
- Employer Branding Award
- ESG Initiatives Award
- HR Digitalisation Award
- Innovation Award
- Talent Management Award

## SME Category

- Employee Experience Award
- Employee Happiness Award
- Family-Friendly Practices Award
- Innovation Award

## Individual Category

- Excellent HR Leader Award
- HR Professional Award
- Rising Star Award





# Awardees

## Grand Award of the Year



### Hong Kong Fire Services Department

#### Organisational Category - Grand Awards

#### Excellent Award

#### Grand Award of Employee Wellness - Hong Kong Fire Services Department

In response to a 7.8-magnitude earthquake, a 59-strong HKSAR search and rescue team, including 49 members from the Disaster Response and Rescue Team (DRRT) of the Fire Services Department (FSD) and 2 rescue dogs, was deployed to Türkiye on 8 February 2023. Our Department dedicated to ensuring security and welfare of our team throughout the mission. Comprehensive support was provided before, during, and after the operation. Ultimately, our team successfully rescued four survivors. All members returned to Hong Kong safely and soundly on 17 February 2023.

#### Grand Award of Talent Management - Hong Kong Fire Services Department

In order to unlock the potential of our members' talents and abilities, FSD has implemented a holistic framework encompassing strategic approaches to talent and knowledge management, aimed at cultivating, overseeing, and retaining specialists and expertise of the talented members. For over a decade, specialised teams have been constituted to give professional advice and handle complicated incidents in accordance with their specialties, such as High Angle Rescue Team (HART) and Compartment Fire Specialists (CFS). The management strategies of specialised teams were revamped in 2021, leading to the current 14 specialised teams after integration with positive outcomes and enabling the realisation of their full potential.



### Excellent HR Leader Award - Francis MOK



Francis Mok is a leading Management Consultant specialising in developing the next generation of leaders in both the public and commercial sectors. With a focus on organisations such as the Hospital Authority, Airport Authority, Urban Renewal Authority, Hong Kong Jockey Club, MTR, Jebsen and Co, AIA, and Hutchison Ports. Francis has successfully transformed HR practices and helped these leaders accelerate their growth and prepared them to fill the leadership pipeline to ensure business sustainability.

As an Executive Coach, Francis works closely with C-suite senior executives, assisting them in rediscovering their inner personal strengths to achieve higher levels of success. With over 30 years of experience as a senior HR executive, he brings extensive experience in supporting retiring and retired business leaders, helping them define their life goals and navigate their path to a life of excellence.

Francis has led corporate Human Resources functions in various industries. His expertise lies in leadership development, talent management, HR processes & systems, performance management, business process improvement, career counselling, employee engagement, and organisational development.

Francis is an Executive Council Member and Fellow Member of the HKIHRM. He served as the President from June 2010 to May 2014. During his tenure, he established the HR Excellence Awards and promoted professional HR standards in Hong Kong. He also held the position of Past President of the Asia Pacific Federation of Human Resource Management (APFHRM) from 2010 to 2012.

Overall, Francis is a highly accomplished Management Consultant, Executive Coach, and HR leader who has made significant contributions to leadership development, talent management, and organisational growth in both public and commercial sectors.

### Excellent HR Professional Award - Bessie CHONG



Bessie is currently serving as the Director of Partnership Development at Esquel Group. With a Ph.D. in economics, she brings a strong background in analytical insights and an innovative and empathetic mindset to create a positive and fulfilling experience for employees. Her keen interest in understanding individual and organisational behaviour, coupled with her business acumen acquired through academic training, allows her to work closely with C-level management in achieving strategic goals.

She actively fosters a culture of learning and innovation within the organisation, empowering employees through enhanced computational thinking abilities and digital empowerment. Taking ownership of driving change, she strives to create an engaging and transformational workplace that enables employees to deliver exceptional results. Throughout her career, she has enjoyed success in both the private and public sectors. Committed to giving back to the community, she has accepted appointments as an Adjunct Professor or Advisory Member at various organisations.

### Excellent Rising Star Award - Zando LAM



Zando graduated with a bachelor's degree in Psychology. During his study, he was much inspired by the importance of communications on human behaviours, human interaction and perceptions. At the same time, he showed interest in Human Resources Management and realised the crucial role of Psychology in an organisation and thus he started his career in professional Human Resources (HR) after graduation by integrating psychological concepts into workplace.

After working for a leading multi-cultural education centre for a few years, Zando joined Towngas in 2018 and took up the role as Business Partner cooperating with departments with around 300 headcounts. He fully excels his knowledge learned and experience gained to facilitate his role as a bridge between the company and departments. His positive attitude and outstanding communication skills helped the departments to solve difficult cases and achieve higher on their business goals.





# Innovative Human Capital Solutions

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Throughout the years, our Human Capital Solutions professionals have provided the community with Fully Managed Payroll & HR Outsourcing Services, Professional Resources Solutions (PRS) and Digital HR Services, which are all well recognised by the HR industry in Hong Kong and on global basis.

PRS satisfies clients' Professional Resourcing needs by providing a platform and acting as consultative matchmaker to connect clients with professional talents. Leveraging on our decades of experience in Payroll and HR outsourcing, the new Digital HR Services is aspired to combine our knowledge in technology and business to advise clients on digital solutions that optimise administrative convenience and operational efficiencies.

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## Organisational Category - Grand Awards

### Excellent Award

#### Grand Award of Diversity & Inclusion



Manulife embarked on a multi-year DEI strategy across our markets to create a diverse and equitable workplace and the community, covering all aspects of inclusion i.e. race & culture, sexual orientation, gender and disability, to drive an inclusive culture and brand with diverse talent that drives high-performance; until each one of us belongs.

#### Grand Award of Employee Experience



Our vision is to transform HK Express into Asia's leading low-cost carrier (LCC). To achieve that, employee experience plays a crucial role in helping us attract and retain top talents. To create a truly employee-centric experience, we have examined our current employee lifecycle, identified gaps, and remapped the journey from the inside out to craft the best-in-class HK Express employee journey for our people. From talent attraction to retention, we made extensive efforts to engage with our potential candidates and employees in different locations, whether they are up in the air or on the ground. We strengthened our EVP across different channels and platforms; developed a year-round calendar consisting of celebration of seasonal festivities, key inclusion dates, big and small wins to enhance connections between teams; prioritised wellbeing; enhanced Flexiwork policy; collected feedback from employees regularly to further improve their experiences. Our efforts in crafting the unique HK Express journey have greatly contributed to the improvement of attrition rates and employee engagement.

#### Grand Award of ESG Initiatives



As a responsible corporate citizen, we are committed to embracing Sino Group's vision: Creating Better Lifescapes. This vision embodies our choice to see and care about every aspect of living, leaving future generations with communities that are more balanced, fulfilled, and joyful. We are striving to achieve this by enhancing the fabric of our city with integrity, ensuring thoughtful custodianship of the environment, and amplifying the experiences of those who live, work or stay in our premises.

#### Grand Award of HR Digitalisation



The company's strategic vision is to become a leading service provider in Hong Kong in the field of digitalisation and intelligentisation, harnessing innovative technology to facilitate the digital transformation across diverse industries. This project is dedicated to strengthening the company's capabilities in digitalised data research and development, with the usage of AI technologies to empower employee services. Lucy, our first AI employee, applied LLM, NLP, KM, etc. to provide customised content for users, which enhances service efficiency and user experience. Lucy also created a heartwarming and innovative atmosphere for employees.

#### Grand Award of Innovation



Creative Transformation captures what we do and how we do it. It underlines the creative mindset, original thinking and long-term approach that enables our employees to reach beyond the conventional and seek new perspectives.

Swire Properties celebrated our 50<sup>th</sup> anniversary in 2022, to celebrate original thinking, we launched our 50<sup>th</sup> anniversary campaign – ORIGINAL.ALWAYS reflecting our spirit of Creative Transformation. Originality captures our forward-looking, creative and innovative spirit while ALWAYS refers to our long-term commitment over the decades and into the future.



# Organisational Category - Sub-Category Awards

## Excellent Award

### Age-Friendly Workplace Award



In recent years, there has been a growing recognition of the value that older adults bring to the workplace. With advancements in healthcare and technology, people are living longer, healthier lives and choosing to continue working into their later years. Urban Group highly recognises the unique skills and experience that older employees contribute, including a strong work ethic and extensive knowledge. Moreover, the ageing population represents a significant consumer market. By having a diverse workforce that includes older adults, we better understand and meet the needs of this demographic. Creating an age-friendly workplace is a key strategy to develop a positive and caring environment for our employees so as to attract and retain the ageing workforce. By embracing the talents and contributions of older adults, we foster a culture of inclusivity and respect, leading to long-term success. That is the beginning of our “Revival Programme” for the ageing employees.

### Best Workplace Award



Chinachem Group (CCG) is a Hong Kong-based organisation committed to creating positive living and working environments. While our core focus is property development, we go beyond that by dedicatedly improving people's lives and nurturing a sustainable future. Guided by our purpose, we embrace a triple bottom line approach, harmonising people, prosperity, and the planet (3Ps). Through our “Places with Heart” initiative, we aim to generate lasting value for stakeholders, including employees, shareholders, customers, and communities.

Operating within a labor-intensive industry, our workforce of over 3,000 employees demonstrates our unwavering dedication to excellence, innovation, and care. We continuously foster a nurturing work environment that fosters transparency in management and nurtures a culture of feedback. By prioritising the well-being and growth of our employees, we believe we can deliver sustainable success and contribute positively to society.

Designing, building and cultivating a workplace that excels in driving collaboration, sustainability, human-centricity, and the integration of technology to support both our people and business growth is indispensable.

Collaboration is fundamental to our success. We foster a culture of open communication, encourage cross-functional teamwork, and provide collaborative spaces where innovative ideas can flourish. By empowering our employees to work together, we fuel creativity and achieve outstanding results.

Sustainability is a core value that we prioritise. We implement eco-friendly practices throughout our operations, such as recycling initiatives, energy-efficient solutions, and sustainable resource management. By minimising our environmental impact, we contribute to a greener future while inspiring our team members to adopt sustainable practices in their own lives.

Embracing technology is essential to our success in a rapidly evolving world. We leverage cutting-edge tools and platforms to streamline processes, enhance productivity, and support remote work. By embracing technology, we enable our employees to thrive in an increasingly digital landscape.





## Organisational Category - Sub-Category Awards

### Excellent Award

#### Community Caring Award



Our SD 2030 vision calls for us to be the leading sustainable development performer in our industry globally by 2030. SD 2030 is based on five strategic pillars: Places, People, Partners, Performance (Environment), and Performance (Economic).

We recognise that the places we create and maintain have significant impacts on society and the environment, and they are central to achieving our SD 2030 strategy. Through effective placemaking and long-term placekeeping, we aim to continue transforming the places in which we invest while retaining their character, supporting communities, and enhancing people's lives.

At Swire Properties, we have a long-standing commitment to creating a positive impact in the community. "Community Care" has always been a crucial part of the Swire culture, and for the past two decades, the Swire Properties Community Ambassador programme has brought about positive change in local communities through a variety of initiatives and activities to address pressing social issues and help those in need. Together, we create sustainable value through innovative community programmes that enrich people's lives and the community as a whole, fulfilling our vision of "TOGETHER, WE BUILD COMMUNITIES!"

#### Disability-Friendly Employment Award



The Hong Kong and China Gas Company Limited (Towngas) is HK's first public utility and energy supplier, having been established for over 160 years and currently serving over 2 million customers across Hong Kong. "Bridging the Gap, Building an Inclusive Workplace" is a continuous commitment as an equal opportunity employer by creating an environment that fosters inclusivity and diversity. Towngas conforms to equal opportunities ordinances corresponding to all employer aspects. We engage in disability-employment for years and collaborate with NGOs and government in recruiting diverse talents, provide facilities and technology support to create a friendly environment to the disabled colleagues, and organise inclusive activities and educational program inhouse. By actively engaging in these efforts, we aim to build an inclusive workplace where people of all abilities feel valued, respected and be able to thrive.

#### Employee Benefits Award



As MTR Corporation strikes to "Keep Cities Moving", keeping employees engaged and motivated is essential to fuel sustainable business success. With employee engagement throughout the benefits consultation and communication process, we adopt an employee-driven total wellbeing approach and provide a wide spectrum of benefits to support employee in and out of the workplace and keep personal wellness on track at different stages of life.

#### Employee Happiness Award



CMHK firmly believes that its employees are the cornerstone of success for the company; great emphasis is placed upon the physical and mental health of employees by actively fostering a caring culture to build a healthy and joyous working environment. Our senior management team strongly supports activities pertaining to employee care. In addition to investing resources, senior management officers also take part in person, motivating our employees and consolidating corporate team spirit. We employ technology and innovative thinking in engaging our employees to pursue a healthy lifestyle, facilitating the physical and mental wellbeing of our employees, which benefits both the company and our employees. Employees' happiness and wellness fuel the success of themselves, the company and the community. The company continues to invest more resources in building a joyous working environment and promoting healthy lifestyles for employees.



## Organisational Category - Sub-Category Awards

### Excellent Award

#### Employee Happiness Award



Urban Group launched a Joyful workplace project in response to the growing recognition of the importance of employee well-being and its impact on organisational success. With our company's vision of “better life better home”, we recognise that a happy and engaged workforce is essential to achieving this vision. Our mission is to offer superior service, create an integrated, convenient, and safe living environment, and maintain sustainable development while contributing to the community. We provide customised service and maintain long-term partnerships with our customers, promote work-life balance, and create a strong sense of belonging among our staff. Our values of quality, teamwork, integrity, caring, passion, and innovation guide us in our pursuit of a Joyful workplace where our employees can thrive and contribute to the success of the organisation. Urban Group is committed to constantly improving employee wellness and ensuring that the Joyful Workplace project remains a cornerstone of the organisation’s culture and values.

#### Employer Branding Award



Our employer brand has never been more important as a powerful employee value proposition, and our unique identity determines our position and attractiveness in the heart of our prospective and current employees as the employer of choice. To develop a powerful brand story that speaks to the heart of our audiences and resonates with employees, we formed a dedicated People & Culture Team to level up our brand value by leveraging storytelling techniques, inspirational employer branding champions and partnerships with internal stakeholders on social media platforms. Moreover, we built stronger awareness through industry partnerships, education institutions, job fairs, overseas roadshows, and media events. Our proven success in employer branding has enabled the business to diversify our workforce and fill up most of the headcount needed within the shortest lead time.

#### Family-Friendly Practices Award



Amidst COVID-19 travel restrictions, reuniting families has become increasingly difficult, especially for those living in different countries. Additionally, our colleagues have expressed the need for flexible work arrangements to balance personal and professional commitments. To address these challenges, we have introduced the “360 degrees of Family Friendly practices” as part of our comprehensive Family Friendly Policy campaign.

This initiative promotes flexibility through flexi hours, locations, and holidays (FFF) on a local and global scale. By prioritising family connections, we empower employees to achieve a harmonious work-life balance. We are committed to creating an inclusive and supportive work environment that values employees’ well-being, fostering strong bonds and prioritising personal and professional fulfillment.



Be You@TU - we are committed to building an environment where all of our associates feel welcome, respected and empowered to bring their whole selves to work every day.

At TransUnion, we emphasise the importance of work-life balance. Having quality family and personal time is crucial to associates before they commit to their work. Therefore, we have cultivated a Talent Eco-system, where we have implemented number of initiatives that allows associates to harmonise their work with their personal lives and well-being.



## Organisational Category - Sub-Category Awards

### Excellent Award

#### Gen Z Attraction Award

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HK Express has long invested in education and career development in hopes of inspiring high-caliber young talents to join aviation industry. To build our future talent pipeline, we rolled out both AXIS and HORIZON Programme that aim to offer a wide range of ground to sky opportunities and valuable experiences to Gen Z who are passionate about aviation to develop their skills, gain real-world aviation experience, and explore their career interests in the LCC industry. Hence HK Express's AXIS Internship Programme took its first flight in July 2022 while HORIZON Graduate Trainee Programme is launched in Y23 as the next step of AXIS to further develop high-potential Gen Z into future aviation leaders.

Both programmes serve as a once-in-a-lifetime opportunity for Gen-Z to contribute to HKIA resumption in regaining status as leading international aviation hub and collaborate with all HK Express's entrepreneurial masterminds in reimagining the future traveling experience. Not only they can drive innovative projects, but they also have the chance to experience a wide range of unique experiences including flight simulation, airport insider tour, career workshop, Powerchat delivered by CEO and Master Class taught by senior leaders.

AXIS and HORIZON are now the anchor programmes of HK Express well known by university students and young talents, which undoubtedly helped our brand to stand out as the top employer choice for Gen Z.

#### Green Achievement Award

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At ATAL Engineering Group, sustainability is all-important to us and has been throughout our Group's history. With our concerted efforts to engage our stakeholders and conduct a strategic review of our future development direction and value-creating opportunities, we have formulated ATAL's Corporate Sustainability Strategy in April 2022. It is built on 4 key pillars – Decarbonising Our Operations; Driving Smart City Development; Co-creating A Sustainable Value Chain; and Advancing Our People. It guides us to integrate sustainability into our business and operations, and strengthens our commitment to conduct our business in an environmentally and socially responsible manner whilst intensifying our support to customers on transitioning to a smart and low-carbon future.

Following the formulation of our Corporate Sustainability Strategy, we have launched a series of sustainability engagement campaigns to foster a green and employee-oriented corporate culture, seeking to create a shared sense of responsibility across the organisation in driving sustainability.

#### HR Analytics Award

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Prudential entrusts its people managers – close to 300 individuals among circa 1,300+ total permanent FTEs – with building and maintaining an engaged, productive and happy workforce. To ensure that they understand the productivity, engagement, wellness and inclusion within their teams, we introduced Manager 360 Dashboard. This intuitive and dynamic tool helps people managers by bringing the latest, in-depth analytics about their team right at their fingertips. This empowers them to make data-driven, objective people decisions backed by evidence. This dashboard has been widely adopted by all people managers since its launch in August 2022, and already led to lower attrition, higher employee engagement, and positive impact of line managers on their subordinates.



# Organisational Category - Sub-Category Awards

## Excellent Award

### Learning & Development Award



At Cathay, our purpose is to move people forward in life, and we strive to achieve our vision in becoming one of the world's greatest service brands. At the heart of our brand, Cathay embodies our culture through our values of being thoughtful, progressive, and can-do – creating customer-centric experiences that strive for service and operational excellence. We believe that people development is the key to achieving this goal. To this end, the Cathay's Learning Academy has launched the Service Excellence Learning Curriculum, a unique and well-structured curriculum that aims to equip our 10,000 strong customer-facing service delivery teams across airport operations, inflight services, cargo services and customer care with all the necessary skills, knowledge, and mindset.

### Learning Technology Award



At Cathay, our vision is to move people forward in life, and we strive to become one of the world's greatest service brands. We hold the belief that people development is integral to achieving customer service excellence, and we recognise that technology will play a significant role in this endeavor. With the right technological tools and strategies, we can revolutionise the way we develop our customer-facing teams, empower them with the necessary skills and knowledge, and ultimately provide exceptional service to our customers. Our commitment to technology is rooted in our brand values of being thoughtful, progressive, and can-do, and we are dedicated to leveraging the latest innovations to stay true to our vision of moving people forward in life.

### Management Trainee Programme Award



In 2021, New World Development launched the Entrepreneur Trainee and Technopreneur Trainee Programme, a two-year programme aimed at preparing the next generation of entrepreneurs and future leaders to drive the innovative initiatives of the Group. The aim of the programme is to provide trainees with wide exposure to various business functions in Hong Kong and Mainland China to enable them to understand the intricate business relationships and needs of different departments. This exposure helps create synergy and maximise returns in our operations. Through job rotations across departments, real project involvement, and special project exposure, the trainees are provided with tailor-made learning and development opportunities to help fast track their careers. The trainee programme has helped the Group build a leadership pipeline with a diverse and inclusive pool of talented people who develop into well-rounded leaders and excel in their chosen fields, thereby contributing to the healthy growth of the Group.

### Talent Acquisition Award



The Hong Kong Police Force (HKPF) is dedicated to serving the city with honour, duty, and loyalty, striving to provide the highest quality service to maintain Hong Kong as one of the safest and most stable societies worldwide. Nonetheless, since the large-scale riots in 2019, the HKPF has encountered significant operational disruptions and unparalleled recruitment challenges. Moreover, the HKPF has been affected by high scheduled wastage caused by the retirement wave in recent years, which is foreseen to persist in the near future.

In light of the aforementioned challenges, the Recruitment Division (RECDIV) under the Human Resources Branch of HKPF is leaving no stone unturned in adopting different strategies to address and manage the changes in the current recruitment situation and socio-demographic scenario. RECDIV is making every effort to overcome the recruitment obstacles to ensure the sustained productivity of the HKPF.

High-calibre university students have long been regarded as a source of fresh talent for the HKPF. Consequently, RECDIV has been striving to create a recruitment initiative more suitable for university students, leading to the creation of the Police University Recruitment Express (PURE).



## HR Service Provider Category Excellent Award

### Learning & Development Provider Award

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In 2021-2023, we successfully helped one of our clients to design, deliver and evaluate their first emerging leaders development programme, namely Young Executive Development Programme. The long-term goal of this programme is to help our client build a robust young-talent pipeline that enables it to stay competitive in the agile business future and achieve sustainable success.

### Mobility Provider Award

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Vialto Partners is a leading provider of integrated, worldwide global workforce mobility solutions, including immigration, tax, managed services and digital applications. To help organisations and their employees with every global mobility need, we developed the myMobility Suite, which uses Vialto's powerful and advanced technology to connect businesses and employees with risk analysis and compliance tools, along with valuable information on business travel, immigration, compensation and rewards, tax, managed services and remote work. In response to the growing demand for cross-border work during the pandemic, we created myRemoteWork in 2022 to help clients develop and implement the strategy, infrastructure and policies needed to optimise remote work. Vialto continues to invest in new technologies that help us support our clients' growth and propel their mobility journeys. For more information, visit [www.vialto.com](http://www.vialto.com)

### Payroll Provider Award

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In 2021, the World's leading music company needed to replace their outdated, time-consuming, and ineffective payroll processes with a comprehensive solution to:

- Improve productivity and
- Drive a positive impact on their global workforce.

We set out to help this company manage its HR and payroll at every stage of the business lifecycle and complement its expanding operations.

### The Most Popular Recruitment Platform Award

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Jobsdb by SEEK, the leading employment platform powered by SEEK's world-class AI technology, unveils a single, unified platform across the dynamic Asia Pacific region including Australia, Hong Kong, Indonesia, Malaysia, New Zealand, Philippines, Singapore, and Thailand. Our innovative technology products provide hirers and jobseekers with unparalleled opportunities, establishing us as the No.1 Most Trusted Talent Partners and Jobseeker's First Choice Recruitment Platform in Hong Kong.

With the trust of a staggering 2.5 million employers and a dedicated team of over 1300 professionals, our visionary platform empowers businesses to tap into a vast pool of over 40 million candidate profiles. Jobsdb takes pride in offering a platform that helps both job seekers and employers achieve their goals. Brace our hirers for a new era of seamless talent acquisition that transcends boundaries and propels organisations toward unprecedented success.



## HR Service Provider Category Excellent Award

### Wellness Provider Award



Vital Employee Service Consultancy (Vital) is a service unit established by the Christian Family Service Centre (CFSC) in 1993, and a pioneer of the Employee Assistance Programme (EAP) in Hong Kong to promote positive workplace culture. Vital not only offers a full spectrum of EAP to over 1,000,000 employees and their family members, but also acts as a wellness solution think tank to HRs in formulating and executing their business initiatives. Vital has strategically redesigned traditional EAP into a fully customisable wellness solution by adopting its distinctive consultative, proactive and professional approaches. Vital's EAP not only focuses on improving employees' holistic well-being, but also acts as a bridge connecting corporates with social services and, creates sustainable social impact as a result.

## GBA Category Excellent Award

### Talent Management Award



In keeping with its dedication to promoting Macau's role as the "World Centre of Tourism and Leisure" in the Greater Bay Area, Wynn launched the Wynn Management Development Program (MDP) in 2021.

The MDP is a comprehensive two-year program that equips executives with the skills and knowledge necessary to excel in their careers. Participants undergo rigorous training and development through a blend of education, exposure, and hands-on experience. The program also allows for sharing and collaboration with C-suite executives, fostering a rich learning environment. Wynn has also partnered with the University of Macau to enhance leaders' knowledge and skills in navigating the complexities of the ever-evolving business landscape.

Through the MDP, Wynn aims to contribute to the success of Macau's tourism and leisure industry, further positioning the region as a global hub. By demonstrating its commitment to fostering local talent and driving excellence in the industry, Wynn continues to set the standard for exceptional service and high-quality offerings.

## NGO Category Excellent Award

### Employee Wellness Award



As a vibrant and young sports charity aiming at promoting Healthy Lifestyle to the public, IHKSports must start as the role model to demonstrate how sport can be an integral part contributing to a healthy life. Therefore, IHKSports has been running a non-profit-making public education campaign, SportsHour, to encourage youth and the wider public to meet the one-hour-moderate-to vigorous-intensity-physical-activity daily recommendation set by the World Health Organisation for youth. As SportsHour promoters, our team lives the SportsHour spirit and also enjoys benefits in the workplace and work arrangement to demonstrate the positive impact of sport and wellness, hoping to spread the best practice in Hong Kong. If we have time for happy hour drinks, why can't we make time for SportsHour? Or why not both?





# Vital Employee Service Consultancy WHO ARE WE?



Excellent  
Wellness Provider Award  
2023 - 2024



## MOST TRUSTED EAP PARTNER FOR HR

Vital now provides EAP services to over 520 business companies and public organizations, encompassing approximately 1,000,000 employees and their family members in Hong Kong.



## HIGHLY PROFESSIONAL TRAINING

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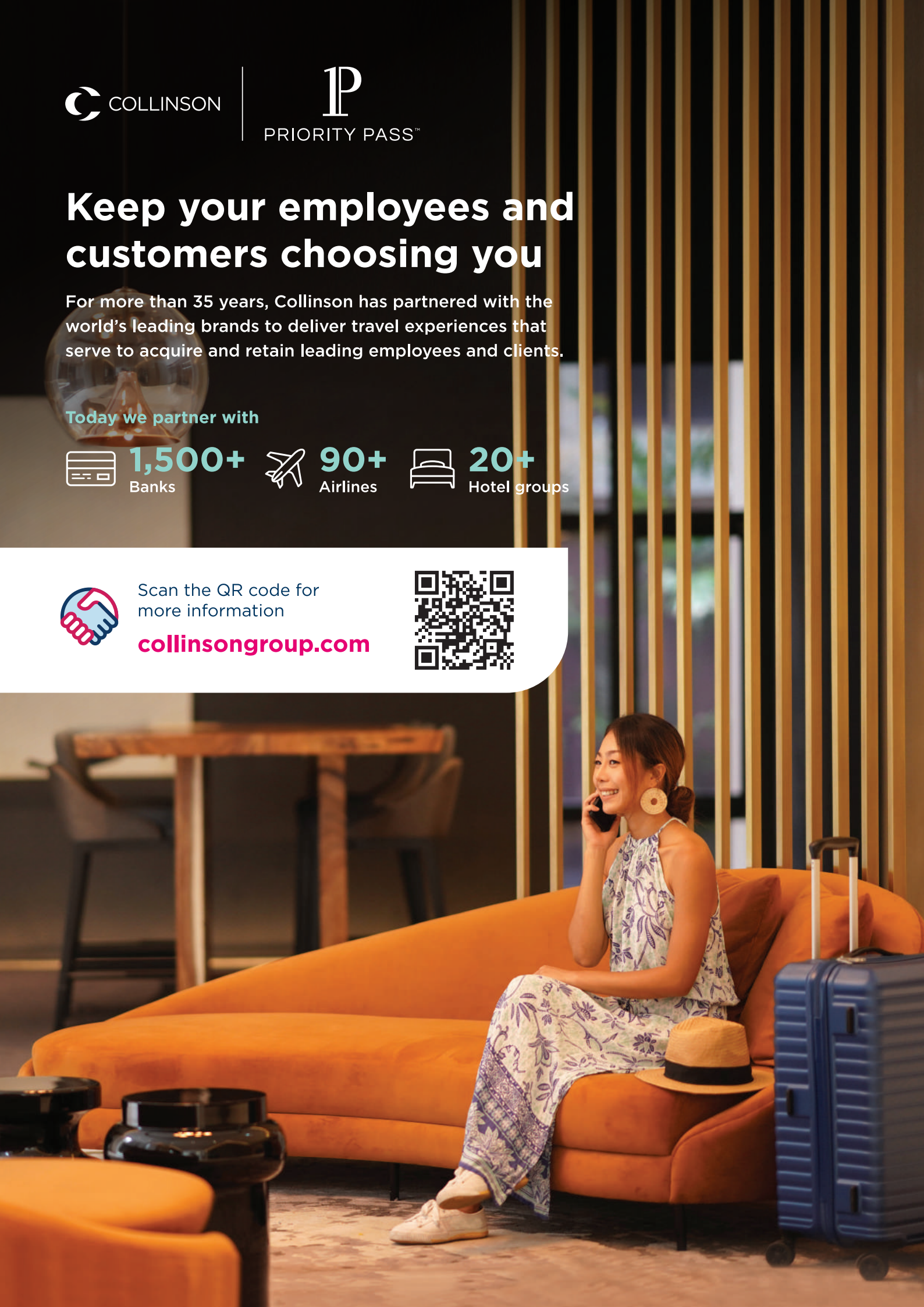


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## Elite Award

### Organisational Category - Grand Awards

Grand Award of Diversity & Inclusion	Hong Kong Aircraft Engineering Company Limited
Grand Award of Employee Wellness	China Mobile Hong Kong Company Limited
Grand Award of Employee Wellness	CLP Power Hong Kong
Grand Award of Employee Wellness	Hong Kong Disneyland Resort
Grand Award of ESG Initiatives	Airport Authority Hong Kong
Grand Award of ESG Initiatives	Chinachem Group
Grand Award of Innovation	Gammon Construction Limited
Grand Award of Talent Management	China Mobile Hong Kong Company Limited

### Organisational Category - Sub-Category Awards

Age-Friendly Workplace Award	Crystal Jade Culinary Concepts Holding (Great China) Limited
Best Workplace Award	Airport Authority Hong Kong
Best Workplace Award	PineBridge Investments Asia Limited
Community Caring Award	Dorsett Hospitality International
Community Caring Award	Urban Group
Community Caring Award	Well Born Real Estate Management Limited (A Member of Henderson Land Group)
Disability-Friendly Employment Award	Hong Kong Aircraft Engineering Company Limited
Employee Benefits Award	New World Development Company Limited



## Elite Award

### Organisational Category - Sub-Category Awards

Employee Happiness Award	HK Express
Employer Branding Award	Hong Kong Police Force
Family-Friendly Practices Award	Collinson Group
Gen Z Attraction Award	Swire Properties Hotel Management Limited
Green Achievement Award	Swire Properties Limited
HR Analytics Award	China Mobile Hong Kong Company Limited
HR Analytics Award	Informa Markets Asia Limited
Learning & Development Award	PineBridge Investments Asia Limited
Learning & Development Award	The Hong Kong Jockey Club
Learning Technology Award	Hong Yip Service Company Ltd.
Management Trainee Programme Award	ATAL Engineering Limited
Talent Acquisition Award	DFI Retail Group

### HR Service Provider Category

Innovation Provider Award	FlexSystem Limited
Payroll Provider Award	BDO
Wellness Provider Award	Career Muse Technology & Service Company Limited

### GBA Category

Employer Branding Award	Shun Tak Holdings (Macau) Limited
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## Elite Award

### NGO Category

Diversity & Inclusion Award

YMCA of Hong Kong

ESG Initiatives Award

Fu Hong Society

## Merit Award

### Organisational Category - Grand Awards

Grand Award of Employee Wellness

China Everbright Bank Co., Ltd., Hong Kong Branch

Grand Award of Employee Wellness

Collinson Group

Grand Award of Employee Wellness

Herbalife Asia Pacific Services Limited

Grand Award of Employee Wellness

Prudential Hong Kong Limited

Grand Award of ESG Initiatives

Well Born Real Estate Management Limited  
(A Member of Henderson Land Group)

Grand Award of Talent Management

Hong Kong Productivity Council

Grand Award of Talent Management

Wynn Macau, Limited

### Organisational Category - Sub-Category Awards

Best Workplace Award

Dah Chong Hong Holdings Limited

Community Caring Award

Dah Chong Hong Holdings Limited

Community Caring Award

DFI Retail Group



## Merit Award

### Organisational Category - Sub-Category Awards

Community Caring Award	New World Development Company Limited
Employee Benefits Award	Herbalife Asia Pacific Services Limited
Employee Benefits Award	Lockton Companies (Hong Kong) Ltd.
Employee Benefits Award	Prudential Hong Kong Limited
Employee Benefits Award	TransUnion Limited
Employee Happiness Award	Prudential Hong Kong Limited
Green Achievement Award	Dah Chong Hong Holdings Limited
Green Achievement Award	Mattel Asia Pacific Sourcing Limited
HR Analytics Award	Hong Kong Police Force
Learning & Development Award	ATAL Engineering Limited
Learning & Development Award	DFI Retail Group
Learning & Development Award	New World Development Company Limited
Talent Acquisition Award	ATAL Engineering Limited
Talent Acquisition Award	Informa Markets Asia Limited

### HR Service Provider Category

Payroll Provider Award	Flex Consultancy Limited
Talent Acquisition Provider Award	KOS International Holdings Limited
The Most Popular Recruitment Platform Award	Moovup

### SME Category

Family-Friendly Practices Award	FUJIFILM Procurement Hong Kong Limited
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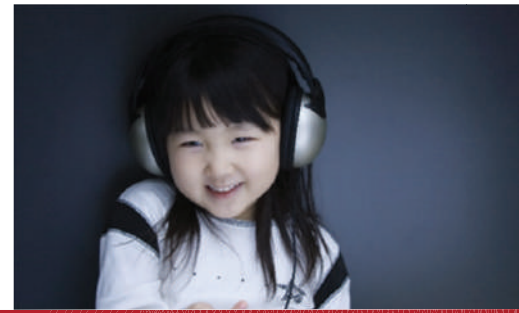








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## Professional Practice

### Organisational Category - Grand Awards

Grand Award of Change Management

The Hong Kong Jockey Club

Grand Award of Employee Experience

Ground Transportation Systems (HK) Limited [THALES]

## Good Practice

### Organisational Category - Sub-Category Awards

Best Workplace Award

Mattel Asia Pacific Sourcing Limited

### HR Service Provider Category

Learning & Development Provider Award

Lee Hecht Harrison HK Limited

MPF Provider Award

Hang Seng Bank Limited

Talent Acquisition Provider Award

Flex Consultancy Limited

### NGO Category

Diversity & Inclusion Award

Dialogue In The Dark (HK) Foundation Limited

### SME Category

Employee Happiness Award

Sniper Capital (Macau) Limited

### Individual Category

HR Professional Award

Sarah CHEUK





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