

Legislative Council Subcommittee
to Follow Up Issues Relating to the
Three-Runway System at the Hong Kong International Airport

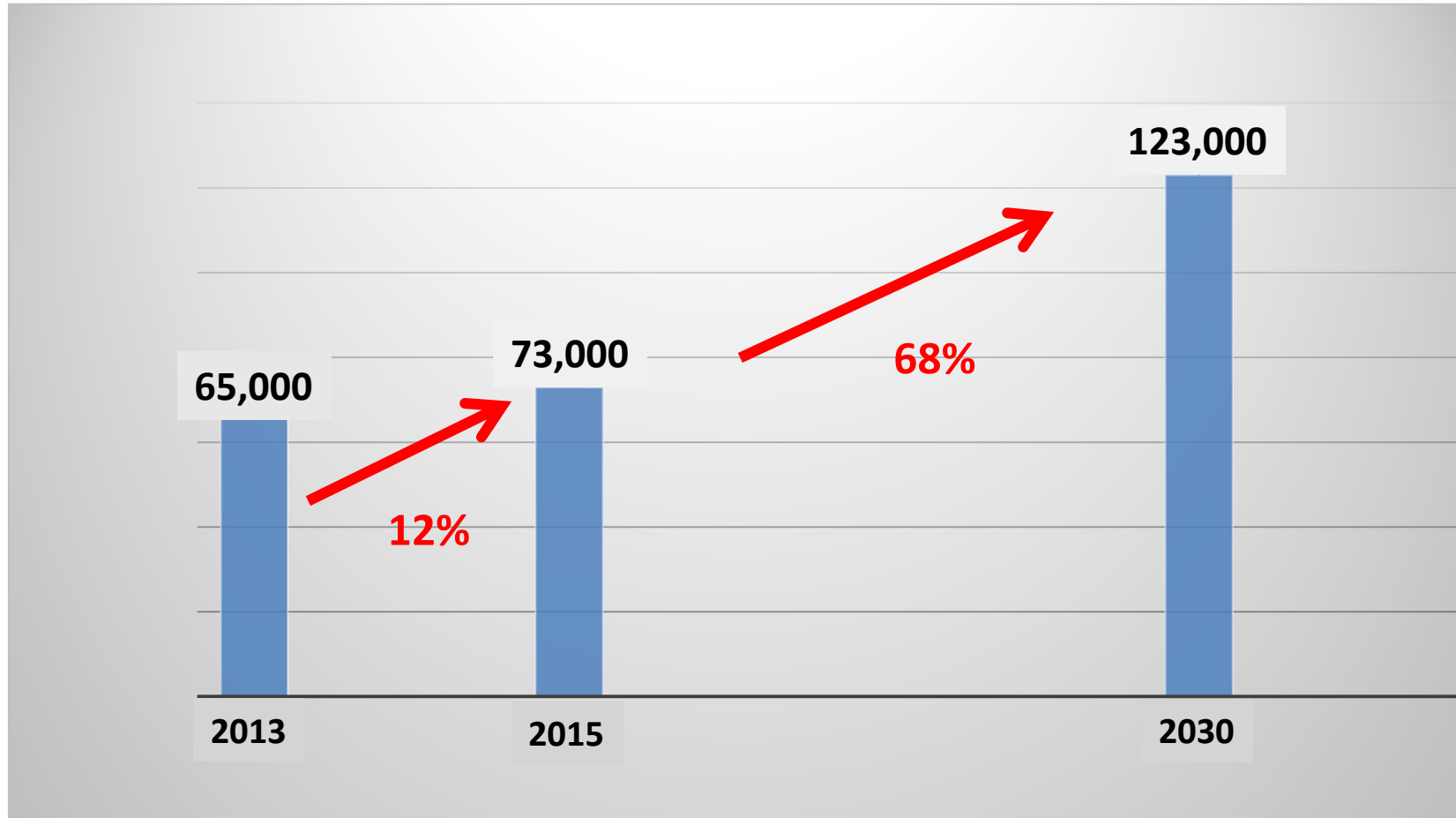
Manpower Plan and Development in Relation to the
Three-Runway System Development

Airport Authority Hong Kong

7 February 2017



HKIA Workforce Survey 2015 and Forecast in 2030



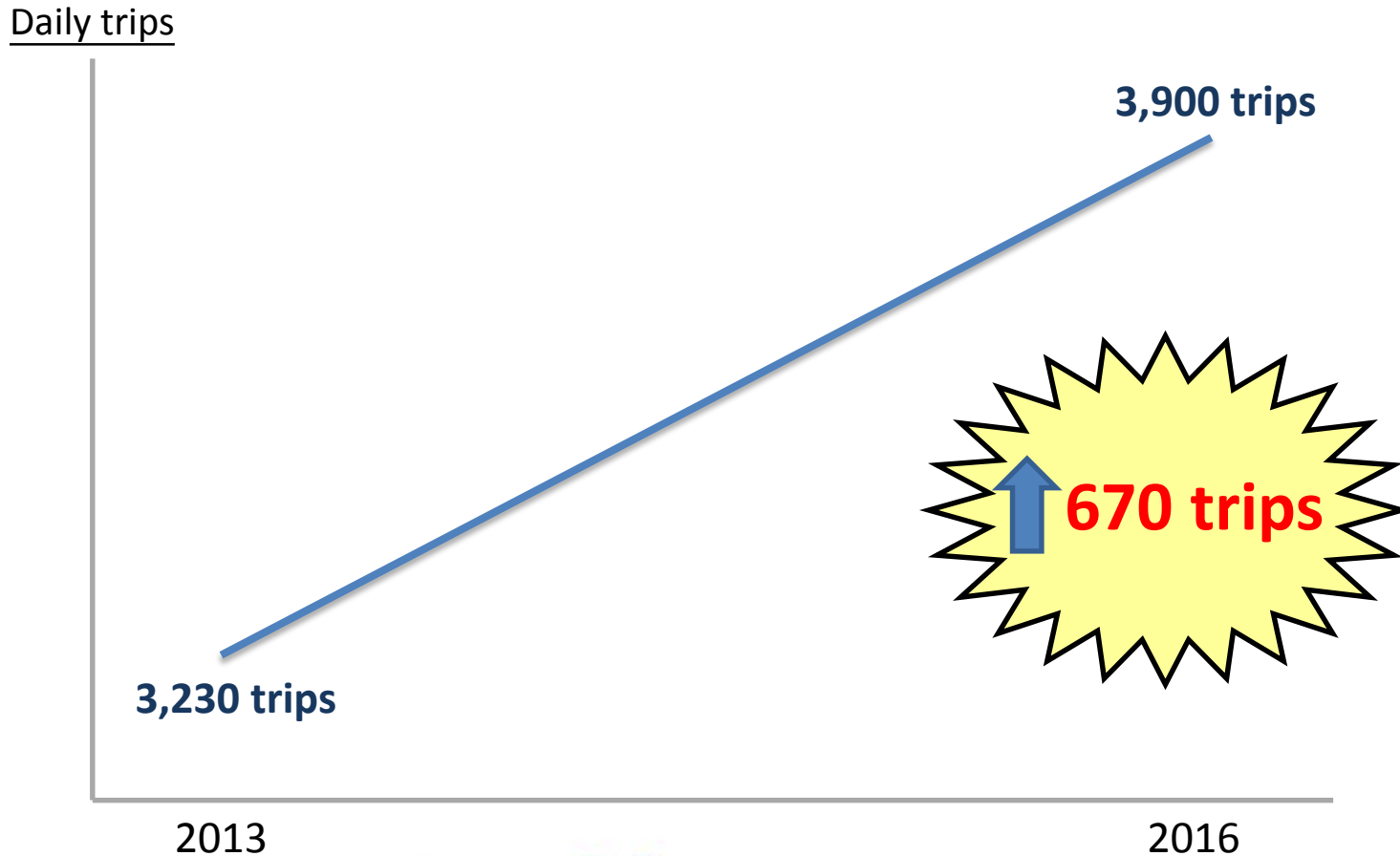
Measures to attract people to work at HKIA

- a) Enhancement of transportation services**
- b) Improvements to the working environment**
- c) Enhance staff welfare / wellness and community spirit**
- d) Attracting new workers and talents**
- e) Use of technologies**



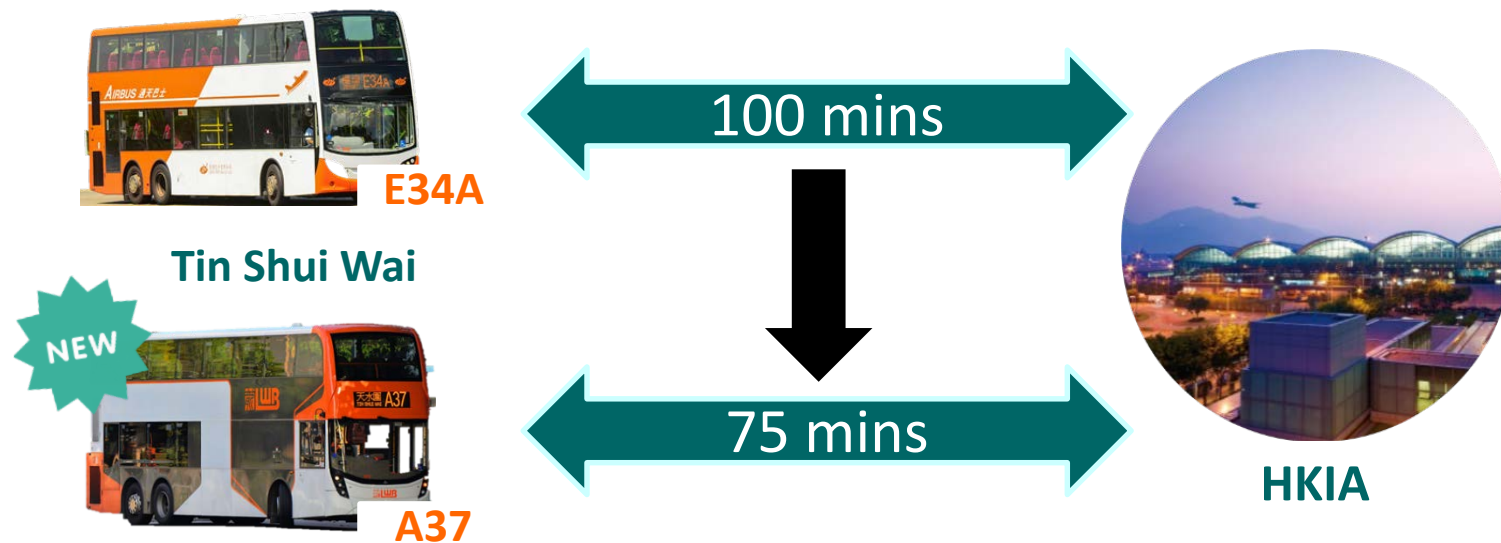
Enhancement of transportation services – Increase daily bus frequency

Airport Transport Liaison Group formed in December 2012



Over **670** daily trips were added since 2013 (with **540** trips added in 2016) to those high demand New Territories areas, namely, Tuen Mun, Yuen Long, Tin Shui Wai, Tai Po, Tung Chung, Tseung Kwan O, etc.

Introduce new routes – Shorter journey time



9 New A Routes* were added since 2015 to save journey time by
at least ***20 minutes***

*A29P, A31P, A32, A33P, A36, A37, A43P, A47 & A47X



Further enhance bus service

- Introduce Overnight Express (NA) Routes
 - Total 8 routes since July 2015: 5 routes under subsidy arrangement
 - With gradual increase in patronage, only 2 routes are covered by subsidy arrangement
- Free Overnight Staff Shuttle within HKIA (operated by AAHK)
 - Service operating hours: 00:01 – 02:30
- Free Airside Staff Shuttle (operated by AAHK)
- Staff discounts* are offered on several bus routes



* Depending on the bus route, bus operator and journey type, the concessionary rate ranges from around 11% to 44% discount off of normal fares or same-day return fares of the applicable bus routes.

Improvements to the working environment

Introduce Airport Staff Resting Lounges / Resting Area (by converting rentable office spaces)

- 5 Airport Staff Resting Lounges and Resting Area are in operation
- 1 more Lounge will be introduced in August 2017
- Free coffee provision since December 2016 and all resting lounges will be served with free coffee since February 2017



Resting benches and drinking fountains on the apron

Additional seating and drinking fountains for airport staff working on the apron



Free Water Distribution Vehicle (FY2017/18 onwards)



More comfortable working environment

- High-speed physical temperature barriers to be installed at Southern Down Ramp to reduce hot air inflow
- Project will be completed by February 2017



Enhance staff welfare/ wellness and community spirit

- **Discounted Staff Meal**

- \$15 breakfast
- \$20 lunch/dinner
- 10% - 30% discount on à la carte menu

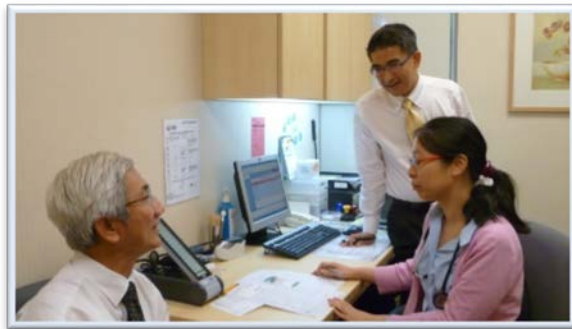


Skybird 2



Skybird 3

- **Discount Medical Consultation**



Raffles Medical Group

- **Staff Sales (Retail shops)**



香港 HONG KONG
國際機場 INTERNATIONAL AIRPORT

Airport Preschool (with subsidy from AAHK)

- For children of airport staff below the age of three
- Operate from Monday to Friday
- Operation to be commenced by March 2017
 - 46 spaces will be provided
- Permanent facility by 2019
 - Around 90 to 100 spaces will be provided



Airport Community Centre and New Staff Catering Facility

- To be completed by 2019
- To be located in the New Car Park 4 Extension which is currently under construction



Mandatory contract requirements

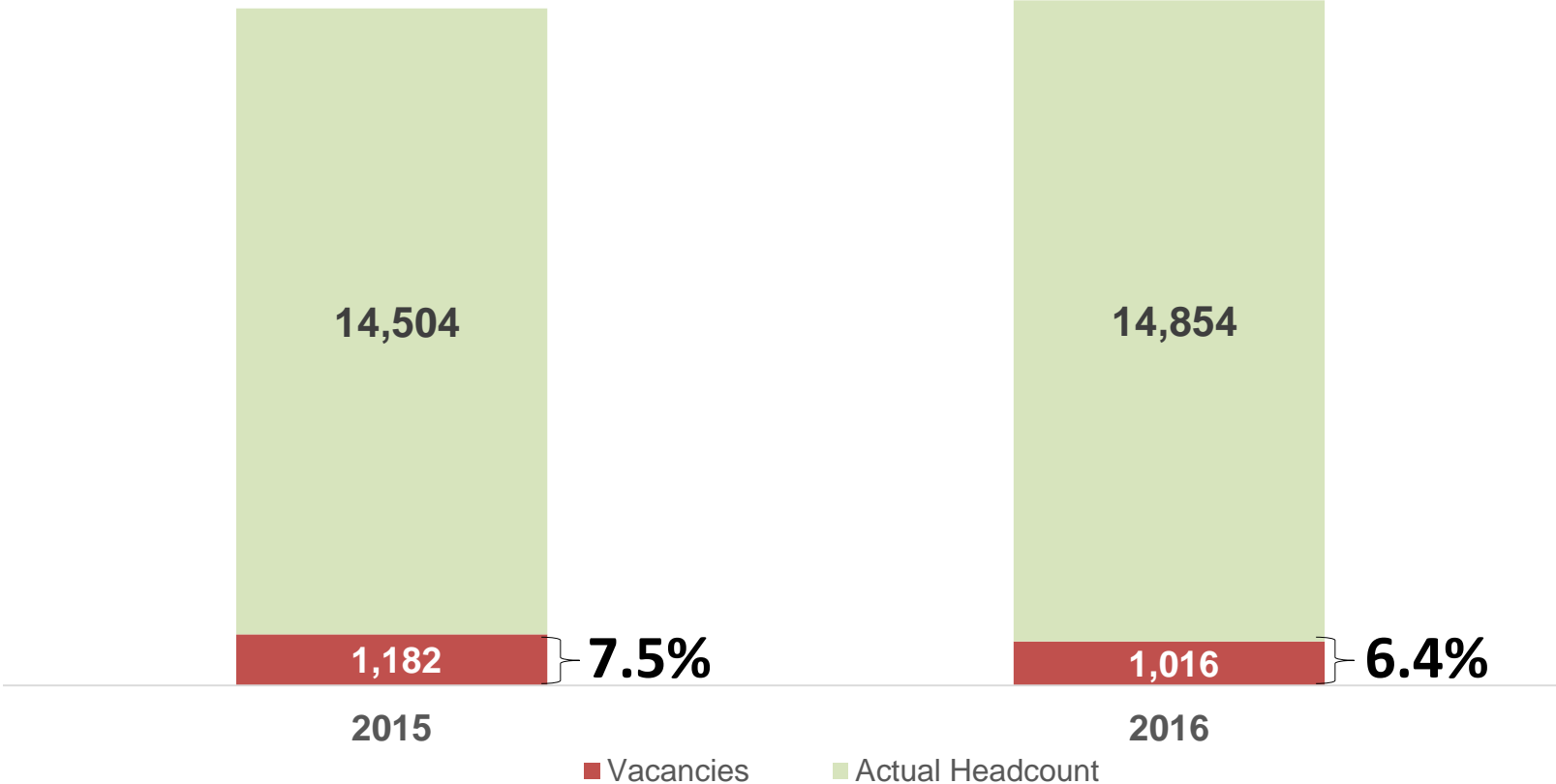
- Back-to-back salary payment
 - to remove potential malpractice by employers
- Paid rest day
- Paid meal break
- One rest day every 7 days
- Annual increment – CCPI
- “Hire back” $\geq 50\%$
and etc...

Note: Service quality is regarded as more important than the bids of contracts



Vacancy rate reduced

Recent Review Conducted with 16 Companies*



*The 16 companies concerned, which also participated in the 2015 HKIA Workforce Survey, employed workers such as porters, ramp workers, cleaners, toilet attendants, etc.

Attracting new workers and talents

AAHK regularly organises:

- Job fairs
- School talks
- Airport visits



Establishment of the Hong Kong International Aviation Academy

Inauguration: April/ May 2017



- Cater to manpower demand for aviation professionals resulting from robust growth of the aviation industry partly contributed by the development of the 3RS

Work safety

- AAHK champions airport safety with an established Safety Management System:



Regular Safety Activities

- Review of policy, objectives and key performance indicators
- Identification of hazards and risk assessments
- Carrying out of inspections and audits
- Holding of trainings, briefings, workshops and drills
- Promoting safety awareness through various themed campaigns and distribution of resource materials



Safety figures

- Total number of staff injuries at HKIA in FY2015/16 was 229
- The annual injury rate was 4.4 per 1,000 employees
(This compared favorably against an injury rate of 12.1 per 1,000 employees in all economic activities in Hong Kong)
- The number of staff injuries at HKIA has decreased generally over the years

Number and Causes of Staff* Injures at HKIA

Causes of Injury	Financial Year				
	2011/12	2012/13	2013/14	2014/15	2015/16
Cutting/ Hitting by tool or equipment	106	94	99	97	76
Manual handling	38	34	36	44	45
Slip and trip	39	31	29	33	36
Traffic accident	38	32	25	39	31
Loss of balance	31	43	41	30	35
Others	6	7	3	6	6
Total number of injury cases	258	241	233	249	229



* "Staff" here refers to direct employees of airport-based operators, including AAHK, who voluntarily participated in the airport safety index and provided the information.

Promote a “safety-first” culture throughout the airport community

AAHK is well-recognized for its safety efforts



Enhance the safety awareness of the airport community



Increase automation to further enhance occupational safety

- Stack@Ease for baggage loading (in progress)
- Automated Arrival Baggage Delivery System
- Floor Rail Baggage Unloader (under evaluation)



Floor Rail Baggage Unloader



Stack@Ease
for Baggage Loading

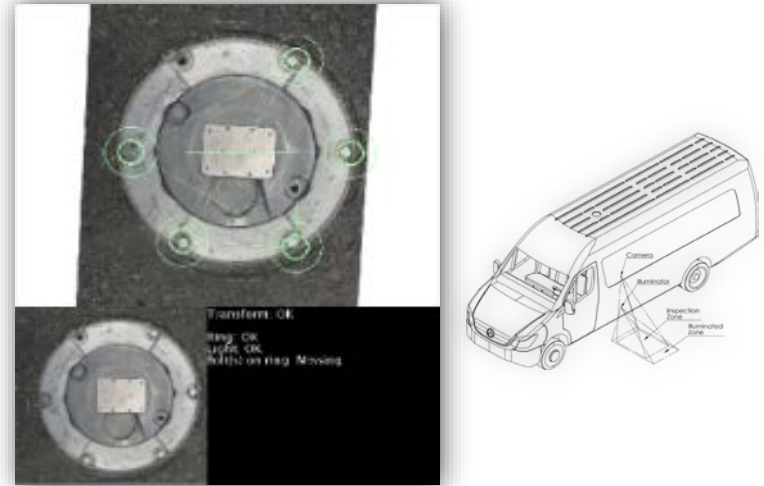


Use of technology to reduce manual work

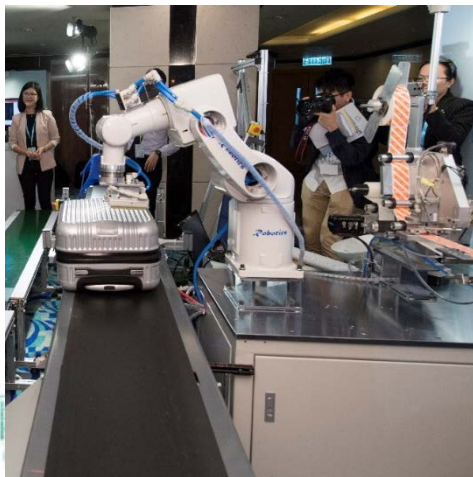
Self Service Bag Drop



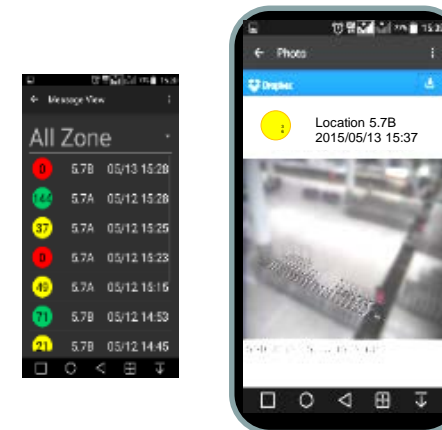
Airport Ground Lighting Inspection System



Baggage Tagging Robot



Trolley Counting System



THANK YOU

