



“公司積極推動無煙文化，為員工營造安全及健康的工作環境。
We are devoted to promoting smoke-free culture to create a safe and healthy working environment for our employees.”
單偉彪
Derek ZEN

利基

創意措施 建造無煙力量

根據建造業從業員職業安全健康調查，約四成半建造業從業員有吸煙的習慣，當中約兩成半更於工作時吸煙。為保障工地安全及工友的健康，利基控股有限公司（下稱「利基」）於旗下工地推行別具創意的無煙措施，並透過累進式「戒煙獎勵計劃」鼓勵員工戒除煙癮，冀改變建造業根深蒂固的吸煙文化，獲評審團特別頒發「最具創意無煙企業政策獎」。

調查指出吸煙人士比非吸煙人士的工傷意外率明顯較高，利基控股有限公司主席單偉彪表示，「為了營造一個既安全又健康的工作環境，公司積極推動無煙文化，鼓勵員工戒煙，希望減低火警及工傷意外發生的機會，同時提升建造業的專業形象，成為業界的先行者。」

累進獎勵助戒煙 提升成功率

利基首先進行問卷調查，主動了解同事的吸煙習慣（逾一半為吸煙人士）和戒煙誘因，繼而推行「戒煙獎勵計劃」。單偉彪提到，「我們以累進的計算方法，只要戒煙日數愈長，獎品就愈豐富。而且門檻很低，只要願意參與計劃，已經會得到第一份獎品。」



▲ 利基推行的「戒煙獎勵計劃」，以累進計算方法，鼓勵員工戒煙。
Build King launched an accumulative smoking cessation award scheme to encourage smokers to kick the habit.

安全主任每日與參加計劃的員工會面，並以日曆簿記錄其每日吸煙數量、一氧化碳含量等，以便跟進戒煙進度。公司更每兩星期舉行聚會，讓參加者互相分享戒煙心得和成效。此外，鼓勵參加者簽署戒煙約章，並邀請他們的家人及子女在約章上寫上支持說話，以加強他們的戒煙動力。

公司明白到戒煙過程中容易受到其他吸煙者的誘惑而復吸，故特別於參加者的安全帽上加上戒煙貼紙，以資識別，時刻提醒其他工友他們正在戒煙中。參加者於六個月內完成各項戒煙目標後可獲頒發獎金獎品，管理層亦特別於早會時進行頒獎禮，分享各人戒煙的成果，既可提升他們的成功感，亦可加強其他員工戒煙的決心。參與該計劃的工友，約七成能成功戒煙或減少吸煙量。

措施從心出發 增歸屬感

另一方面，利基於工地出入口位置張貼圖畫式的戒煙告示及宣傳海報，以提供煙害資訊、戒煙方法及尋求戒煙輔導的途徑供員工參考。公司亦於吸煙區放置「戒煙獎勵計劃」的資料和具警惕性的煙蒂收集箱，無時無刻提醒工友煙草的禍害。單偉彪表示，「我們刻意挑選了展示真實煙害的圖象海報，張貼於同事每天的必經之路，例如門口、洗手間、打卡機位置等，希望讓他們潛移默化意識到吸煙對身體的危害，了解無煙生活的重要，自發參與公司的戒煙計劃。」

這些體貼入微的創意措施除有效推動無煙文化，同時亦令利基獲評審團特別頒發「最具創意無煙企業政策獎」以作嘉許。「我們的理念從心出發，希望每個同事身體健康，讓他們感受到公司的關懷，從而增加歸屬感。」公司計劃於2017年逐步將無煙措施及「戒煙獎勵計劃」推展至其他工地，期望將無煙文化於建造業界發揚光大。



▲ 利基在工地通道張貼煙害圖象海報，鼓勵工友戒煙。
Posters with pictures of smoking hazards were posted at sites to encourage smoking cessation among staff.



▲ 公司在工地吸煙區放置具警惕性的煙蒂收集箱，提醒工友吸煙的害處。
Threatening cigarette butt collection box was placed at the smoking areas of sites to remind smokers the hazards of smoking.

公司簡介

利基為本港建築公司，主要在土木工程、建築和環境改造領域上提供全面的建設服務。該公司承接各種規模的工程，服務涵蓋工程各階段，從設計到施工、調試、維修、設施管理及運作等。

Build King Holdings Limited

Innovative initiatives to build a smoke-free construction force

According to the Survey on the Occupational Safety and Health of Construction Workers, around 45% of workers smoke regularly, the injury rate of smokers is also higher than that of non-smokers. To safeguard employees' occupational safety and health, Build King Holdings Limited ("Build King") is devoted to fostering a smoke-free culture at construction sites. An accumulative smoking cessation award scheme was introduced at sites to encourage smokers to kick the habit. Regular meetings were held for participants to share their quit tips and progress. They were also invited to sign the "Quit Smoking Charter" with family's supportive messages to strengthen their determination. Derek ZEN, Chairman, explained that employees

were rewarded with prizes when they signed up for the scheme and the longer the period they stopped smoking, the better the incentives. Around 70% of the participants have successfully quitted smoking or smoked less. In order to build a supportive atmosphere for smoking cessation, tailored measures were also implemented at offices and sites to remind smokers the hazards of smoking, such as posters with pictorial health warning and threatening cigarette butt collection box. Build King was awarded the "Most Creative Smoke-free Policy Award" for recognition of its innovative smoke-free initiatives. The smoking cessation award scheme was planned to other sites in 2017 to build a smoke-free construction force.