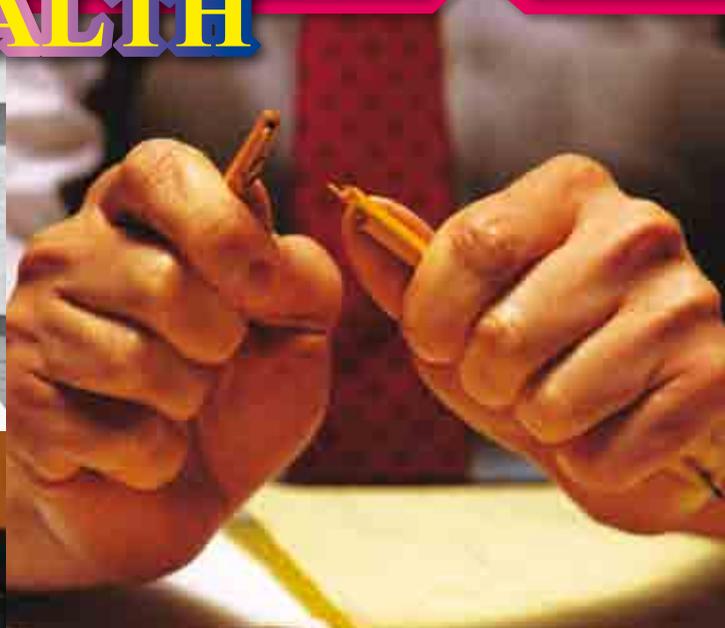




OCCUPATIONAL HEALTH

Issue **157**

April 2012



Hong Kong Workers' Health Centre Work Stress Management Seminar cum 26th Annual General Meeting.

Commentary -

- Concern for Occupational Health issues regarding the many cases of employees getting heat stress disorders during work.

Occupational Health Education -

- Action Research for the Occupational Health of Property Management & Security Employees in Hong Kong.

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“Occupational Health” is the publication of Hong Kong Workers' Health Centre (WHC). The purpose of this newsletter is to share our concerns, issues and initiatives on occupational health with the general public in Hong Kong and Mainland China. The information and comments that appear in this newsletter do not necessarily represent the official position of WHC, and WHC will not assume any legal liability or be responsible for damages caused by use of the contents in this newsletter. For those who want to use the contents of this newsletter for their own writings, please quote references to this newsletter accordingly.

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Concern for Occupational Health issues regarding the many cases of employees getting heat stress disorders during work



The weather in Hong Kong at summer time has been very hot; the Hong Kong Observatory has issued many Very Hot Weather Warnings since 12th May 2011, reminding the public and outdoor workers to take extra care and avoid being affected. The Hong Kong Observatory has already issued the Very Hot Weather Warning for 7 times, spanning 31 days in July and

August 2011. In this period, there were 16 cases of employees suffering from heat stress disorders due to the hot weather, including outdoor construction workers and drivers who do not have direct contact with sunlight. Four of them died were triggered from this, causing concern for the issue.

The Hong Kong Workers' Health Centre (HKWHC) has always been aware of the occupational health of front line workers working under hot weather in Hong Kong. For many years, we have requested the government to regulate the work arrangements under hot working environments by legislation in order to protect the occupational health of workers. We have the following viewpoints and suggestions regarding occupational health issues:

1. We request the government to legislate the regulation of work arrangements under hot environments as soon as possible to avoid inflicting further harm to front line workers due to inappropriate working arrangements. Earlier on, the Occupational Safety and Health Centre of the Labour Department had published promotional leaflets regarding working under hot environments, with its contents focusing on how to prevent heat strokes occurring for workers of various industries, as well as teaching employers how to minimize the risk of heat stroke among workers by suitable work arrangements. However, such contents in the leaflets were only for reference, they did



not have legislative power, and could not play an absolute role in protecting workers from dangers of working under extremely hot environments. Thus, HKWHC strongly requests that the government set legislation to directly tackle the problem, clearly stating the responsibilities of working under such poor environments and set complete occupational health working systems and guidelines. An example would be to arrange for breaks for every period of time working under the Very Hot Weather Warning to protect the basic occupational health of employees. To further enhance the protection towards front line workers, additional inspections should be added.

2. We suggest employers increase the number and length of time of breaks for front line workers working under hot weather. Under hot environments, the human body may easily lack water and electrolytes due to large amounts of perspiration; this problem is especially conspicuous in work with high physical requirements. In order to avoid heat strokes occurring due to prolonged work under hot environments, HKWHC suggests that employers increase the number and length of time of breaks for workers under such poor working environments. They can also build effective communication platforms by employee participation approaches, thus strengthening exchange between the management board and front line workers, enhancing the constant improvement of occupational health and safety inside the organization.
3. Workers should avoid working alone under very hot weather. Looking back upon cases of fatal heat stress disorder, many of them are related to the victim working alone; once disorder occurs, the situation may easily worsen if there is no one around to provide assistance. Thus, HKWHC suggests that employers, under feasible situations, should avoid work arrangements where employees have to work alone; instead, they should take care of each other and minimize time delay during the occurrence of accidents, ultimately reducing the chances of failure in saving the victim.

We urge the government to pay attention to the issues and consider the above suggestions in order to protect the health of workers and the public.

Action Research for the Occupational Health of Property Management & Security Employees in Hong Kong

Foreword

In recent years, the Hong Kong economy has been recovering. The development of commercial and consumer services is especially rapid, and enterprises and the public have much higher safety requirements towards themselves and their property. As front-line employees, property management & security employees (henceforth security personnel) have to bear increasing workload and work pressure. Apart from the potential harm caused to their physical health due to their work nature, the mental problems caused by prolonged exposure to work stress are becoming more and more severe.

According to the newest statistics from the Security and Guarding Services Industry Authority up till 31st March 2011, there are 280 thousand people in Hong Kong holding the Security Personnel Permit, in which 98% of them can be legally employed in property management work. Property management security work is one of the fields in Hong Kong with the largest number of people working in it. However, apart from the few industry surveys done by labour unions or the Occupational Safety and Health Council, there are few targeted studies done on the occupational health of security personnel, hence there is a lack of research and investigations related to the occupational health of this industry. As a result, the general public has little understanding of the occupational health problems of this industry.

The Hong Kong Housing Management Employees Union (henceforth the Union) is one of the most influential security personnel labour unions. Since its establishment, it has always striven to ensure the welfare of security personnel in Hong Kong. It has also represented the industry in raising suggestions to the government and related organizations on how to improve the working environment of the field. It has contributed much to the healthy development of the industry.

Thus, in order to understand the current working condition and occupational health of Hong Kong security personnel, the Union carried out this action research in collaboration with the HKWHC. The research takes a scientific approach to get an understanding of the realistic occupational health situation of Hong Kong



security personnel, enabling different sectors to gain a deeper understanding and hence raise the awareness of the public towards occupational health. The occupational health level of the industry can also be improved. Through suggesting feasible suggestions for improvement, employers can also be encouraged to improve the occupational health in their workspace, hence fulfilling their corporate social responsibility.

Methodology

The Participatory Action Research this time utilizes both questionnaires and individual case interviews among workers to understand the occupational health situation of security personnel in Hong Kong. The main content includes: the daily work situation of workers, the health problems caused by work content, violence at work, the OHS prevention facilities provided at work, the commonly used methods for alleviating pressure, and so on. The targets of the survey are the full-time security personnel who hold valid Category A or B Security Personnel Permit issued by the Commissioner of Police.

Research Results

Integrating quantitative and qualitative data from both questionnaire survey and individual case interviews, we find that front-line security personnel in Hong Kong are of a relatively older age, and the work content is usually physical demanded. Together with the long working hours, their physical and mental health are affected directly.

In addition, this research also found that the ancillary support offered by the employers is not enough, and is unable to help front-line employees lessen their work related physical and mental problems, hence the problems accumulate and worsen easily. As the statutory institution for monitoring the operations of the security industry in Hong Kong, the Security and Guarding Services Industry Authority has insufficient monitoring towards the occupational health of the industry. The industry guidelines are ambiguous and unsubstantial, and cannot cover all of the occupational health problems faced by front-line workers, therefore further diminish the support provided to front-line workers.

Suggestions and Conclusion

Front-line security personnel often face different levels of occupational health problems in their daily work; this directly or indirectly affects their health. Authorities are suggested to review the rules and guidelines based on the current industry situation. At the same time, they should increase the legislative power of such clauses, including occupational health measures and its specific content in the licensing standards for security companies. Employers should help front-line worker set concrete break times and do stretching exercises, as well as add participatory elements in the current occupational health management systems, protecting the occupational health of workers from the fundamentals.

Experiences in Provision of Case Management in Early Phrases of Work Injury Rehabilitation

After work injury, most of the workers hope to receive appropriate medical treatment as soon as possible, so as to rehabilitate and return to their work. However, there are different worries and obstacles in their rehabilitation process which may make them stressed and helpless, such as the pain, the change in their daily lives, financial problems, dealing with series of administrative process regarding to the claim of work injury, worries about not being able to return to their work, and so on. The HKWHC has always been aware of the needs of the workers with occupational injury, and has provided them with appropriate and suitable support, facilitating their timely return to work. Their re-entering into the labour market raises their quality of life and creates communion in society. Thus, the HKWHC started the Case Management follow-up system in 2003 to provide proper work injury rehabilitation services. The system responds to the needs of individual workers with occupational injury to carry out in-depth rehabilitation follow-ups, and provide effective and feasible follow-up schemes to them by communicating and coordinating with related parties.

“Work Injury Rehabilitation Case Management Services”

The “Work Injury Rehabilitation Case Management Services” is a comprehensive and systematic case management concept. The follow-up mode takes the workers with occupational injury as the centre, and focuses on communication, coordination and cooperation between all related parties. It also helps evaluate the medical and rehabilitation needs and effectiveness of the case, and further negotiates with the employer to help those workers return to his work and support the psychosocial and work adjustment after the work injury. In work injury rehabilitation case management, the case manager’s role as a coordinator is very important, and is responsible for providing the following services based on the individual needs of each participant of the scheme:

- 1) Individualized Assessment: to understand the actual rehabilitation needs of the workers, and to confirm their current conditions and prognosis; thus arranging suitable occupational rehabilitation services according to the workers’ physical and psychosocial conditions.
- 2) Rehabilitation Counseling: providing psychosocial and work adjustment of different stages to workers, including physical and emotional support during their return to work.
- 3) Communication and Coordination: Communicate regularly with related health care service providers, including medical specialists, rehabilitation therapists and vocational counselors to gain an insight to the health of those workers.
- 4) Develop and Carry Out Occupational Rehabilitation Plan: Develop and carry out occupational rehabilitation plan, including job analysis and confirming that all rehabilitation services are implemented and completed according to the time table. This can ensure that the workers get the required follow-up on the occupational services.

- 5) Contact Employers and Coordinate the Return to Work: contacting the employers of the workers to make arrangements for the workers' return to work after rehabilitation.
- 6) Providing Suggestions and Follow-up to Employers regarding Modified Duty Arrangements: For example, adjustment of work process and time, as well as provide suggestions on the occupational health of the working environment. This enables the employer and the injured worker to have a clearer picture of the return-to-work arrangements under safe conditions.
- 7) Job Referrals: If, even under the above arrangements, the worker still cannot return to his or her original job, then individual job referrals will be provided according to his or her work experience, ability, skills and personal expectations.

In order to promote follow-ups and interventions in early work injury rehabilitation cases, the HKWHC has collaborated with many public hospitals to provide referrals to those early injured workers who are suitable for participating in the "Work Injury Rehabilitation Case Management Services". This has provided workers with work injury and their employers with case management follow-ups to set plans for their return to work.

Challenges Faced

Since the start of this service, the HKWHC has continuously reviewed its effectiveness; we have also encountered different challenges and difficulties in providing the services. In the following, the challenges faced shall be shared and analyzed through 3 different dimensions.

Personal Dimension	<ul style="list-style-type: none"> • Many workers with occupational injury have some perceived idea regarding rehabilitation; they think that one must recover fully (until there is no more pain and the physical ability is fully recovered) before going back to work. • Some of them have not obtained clear medical diagnosis from doctors; some even do not know their own prognosis. • They are unable to get clear and unified suggestions regarding their return to work from different occupational rehabilitation services providers. • Influenced by their peers, they may think that all injuries must undergo magnetic resonance investigation (MRI) and must be seen by an orthopaedics specialist to be counted as properly treated.
Social Dimension	<ul style="list-style-type: none"> • A large proportion of the workers prefer to rely on the services provided by public hospitals; however, the waiting time for medical and rehabilitation treatment is too long, and will affect the rehabilitation progress of the workers. • The suggestions that those worker receives from professionals in different sectors may differ from each other, causing confusion to the workers. • Most of the employers are unclear about how to arrange for "light-duty" or "modified duty"; the "light-duty certificate" did not clearly indicate the work arrangements. • The case management services provided by some insurance companies may lack the involvement of employers; if the communication between related parties can be improved, those worker can be facilitated to return to work more effectively. Some may focus too much on medical diagnosis and compensation problems, neglecting follow-ups on psychosocial needs and the need for returning to work. • Most of the follow-up provided by private case managers are paid for by insurance companies. The conflict of roles between the case manager and the worker may affect their mutual trust, and therein the degree of which the worker accepts the case management service.

System Dimension

- The current Employees' Compensation Ordinance was set in 1953; it does not include any rehabilitation or return-to-work concepts in the system.
- There are no clear and systematic guidelines on other policies that require employers to make arrangements for those workers returning to work, which includes appropriate accommodating arrangements.

Conclusion

According to the experience of HKWHC in using the case management follow-up mode in facilitating the workers with occupational injury to return to work, the Centre devotes itself to develop a work injury case management system suitable for Hong Kong as well as continue to promote good work injury management measures in organizations. By holding talks and workshops on occupational health and work injury case management, the Centre assists employers on understanding how to follow-up on their employees with occupational injury and thus increase their chances getting timely rehabilitation and follow-up on their return to work, leading to an earlier recovery and return to work, reaching a win-win situation. In the long run, the return of the workers benefits both parties.

The HKWHC understands that for worker with occupational injury to successfully return to work, the cooperation of different parties is needed, including: physicians, rehabilitation therapists, employers, co-workers, insurance companies, workers with occupational injury and the government. Apart from that, in following up their rehabilitation and return-to-work, the Centre suggests using a Bio-psycho-social model, and have returning to work as the goal of occupational rehabilitation. The case management mode can effectively strengthen the communication between related parties, assisting them to return to work at an appropriate time.



Hong Kong Workers' Health Centre Work Stress Management Seminar cum 26th Annual General Meeting



The HKWHC successfully held its Work Stress Management Seminar cum 26th Annual General Meeting on 12th June, 2011. Apart from having participants from friendly and cooperating organizations attending on the day, we are very honoured to have invited many professionals from different sectors to give speeches and express their views on the topic of this seminar. Guest lecturers include: Professor Siu Oi-ling, Head of Department of Sociology and Social Policy of the Lingnan University; Professor Chetwyn Chan, Chair Professor of Department of Rehabilitation Sciences of the Hong Kong Polytechnic University; Dr. Pan Pey-chyou, Consultant Psychiatrist; Dr. Toru Itani, MD, former director of the ILO Department of Labor and Social Security; Mr. Ernest Wong, Social and Environmental Responsibility Manager of Hewlett-Packard (HP) Asia Pacific Supply Chain; Ms Katherine Shiu, Senior Manager of the Hospital Authority (Central Human Resources); and Mr. Sun Tung Cheung Trevor, Project Manager of the HKWHC.

This report shall integrate the views, opinions and experiences of the above speakers and discuss effective ways of work stress management, in hope of lowering the adverse effects of work stress on workers.

Sources of Work Stress

Hong Kong is renowned for having a high level of work stress, and social problems arising from this, such as suicide, depression, family violence, are becoming more serious by the day; it is no longer an issue we can ignore. The main factors that increase work stress include large workloads, uncomfortable working environments, poor relationships with colleagues, and imbalance between work and family. In order to improve the issue of work stress in employees, we must start from these roots of the problem, and set targeted improvement measures.



During the seminar, Professor Siu Oi-ling mentioned that work stress often comes from 9 sources: workload, organization constraints, organization culture, interpersonal relationships inside the organization, balance between work and family, emotional labour requirements, career success, job security and lastly, workplace violence. On the other hand, Dr. Pan pointed out that people who have jobs such as fire fighters, police officers and health care workers, who always have to face traumatic events (such as major disasters or serious accidents) will be burdened with heavier work stress due to the frequent exposure to such events.

Impacts of Excessive Work Pressure

Appropriate level of work stress can increase the activeness of employees, but if work stress is excessive, and the employee cannot suitably handle the sources of such stress, their emotional and physical wellbeing may be affected. Professor Siu, Professor Chan and Dr. Pan have all shared their views generously on this part. In particular, Professor Siu remarked that excessive work stress would cause harm to the body's immune system; when stress appears, cortisol levels rise and stimulate immune cells. If the employee is often troubled by stress, the immune cells will die due to prolonged stimulation, and as a result, the immune system will fail. Other than that, excessive work stress may also lead to high blood pressure, appendicitis, skin diseases, and the emergence of other diseases such as neurasthenia. Professor Chan shared about his findings in his research: excessive work stress will lead to the emergence of various pains, especially in the cervical spine and spinal muscles. Thus, employees with stress problems are more prone to neck and shoulder musculoskeletal disorders. Furthermore, he pointed out that prolonged work stress will increase chances of employees developing mental illnesses such as depression and personality disorders. Dr. Pan also remarked the work stress brought about by major disasters, serious accidents and deaths can especially provoke post-traumatic stress syndrome and has great impact. He mentioned related research surveys done by foreign organizations which found out that there were 17.3% and 22.2% of firemen in Canada and the USA respectively, plus 13% of policemen suffering from post-traumatic stress syndrome due to long-term exposure to death or serious accidents.

Response of Organizations

Our guest speakers shared different views on how to minimize the adverse effects brought by work stress. Dr. Toru Itani, and Mr. Sun shared about Stress Prevention at Work Checkpoints written by the ILO for work stress management and the participatory occupational health and safety improvement (POHSI) program advocated by the HKWHC on applications of works stress management respectively. Mr. Wong and Ms. Siu shared about policies on work stress management by HP Ltd Co. and the Hospital Authority.



Dr. Toru Itani, explained that Stress Prevention at Work Checkpoints is user friendly for people of different backgrounds and work. He pointed out that there were 50 checkpoints in the assessment form; each checkpoint to be used as a standard for improving the work stress management measures in organizations. Organizations should first understand the

situation of each workplace and confirm the areas that need inspection before choosing the whole or part of the assessment form. Employees can then use the form to carry out workplace inspections and record inspection results, and then discuss places for improvement and arrange them in order of treatment according to their urgency. Finally, group discussions on the inspection results are to be held and feasible and immediate improvement schemes can be found by brainstorming. By this, stress sources in the workplace can be identified and controlled; adverse effects of work stress towards employees can be reduced.

Mr. Sun shared about the POHSI program, which has been advocated for years by the HKWHC, and could be used to improve the problem of excessive work stress. He pointed out that traditional work stress management workshops often emphasize only on teaching the participants how to relax, whereas POHSI focuses on encouraging front line workers to communicate and reflect opinions to the management board, thus improving and work environments and carrying out work stress management measures to control the sources of work stress.



Mr. Wong shared how HP Ltd. Co. established a supplier code of conduct as early as the nineties in order to avoid adverse impacts of work stress on its three hundred thousand employees and those of its partners. In 2004, they even cooperated with other electronic product manufacturers to jointly develop a code of conduct for the electronics industry, requiring suppliers to confine to it and set work stress management measures to avoid employees being affected by work stress. Other than that, HP provided trainings, counseling hotlines and leisure activities for employees of the suppliers, hoping to reduce work stress of employees and strengthen employer – employee communication.



Ms. Siu shared about the series of work stress management measures the Hospital Authority had done to relieve the work stress of approximately sixty thousand employees. They include: 1) the implementation of family-friendly policies such as the 5-day week; 2) the increase in employment of workers; 3) the improvement of working environments, the purchase of more technologically advanced equipment, and the implementation of workplace violence prevention

measures; 4) the provision of personal work stress management and coping skills training as well as arrangements of team-building activities; 5) the commendation of employees with good performance, holding leisure activities such as sports meets and singing competitions to improve the communication between the management board and employees, and to increase the sense of belonging to the team, and thus strengthen the sense of job involvement; 6)

the setting up of a personal growth and crisis centre to provide counseling services for employees.

Personal Coping Techniques

Lastly, Professor Siu, Professor Chan and Dr. Pan mentioned some personal coping skills, attempting to reduce the problems brought by work stress from a personal perspective.

Professor Siu integrated past research experiences, and pointed out that skills to relieve stress can be divided into “Focus on emotional coping skills” and “Focus on problem-solving coping skills”. Individuals affected by stress can find more leisure activities, participate in sports, find social support, share experiences with friends, maintain a positive attitude, do their best to strengthen their sense of job involvement, and learn simple relaxation methods to reduce the effects of stress on their emotional wellbeing. Other than that, they can also find solutions to the problems actively and sensibly, and try their best to solve the obstacles to avoid being stressed out by them in future.

Professor Chan, based on his own personal experience, emphasized the importance of exercise to reduce the negative impacts of work stress. He told of his earlier experience when his workload increased and he had to often work overtime, and thus could not maintain his habit of exercising. In that period of time, he was troubled by work stress and his physical health was affected. However, since he adjusted his workload so he could regularly exercise, he felt that the problems of work stress and his physical health improved.

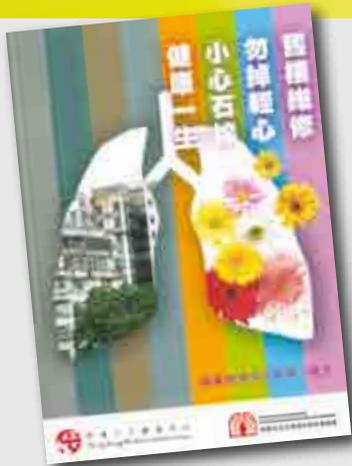


Finally, Dr. Pan pointed out that patients who have developed post-traumatic stress syndrome due to excessive work stress should receive treatment as soon as possible to minimize the impacts of the syndrome on their physical and mental health. Thus, if employees find themselves troubled by work stress, and have symptoms like drinking excessively, feeling depressed, getting into conflicts with family and friends from time to time, reducing participation in social activities, they should seek medical

treatment as soon as possible to reduce the impacts of work stress and the syndrome.

Summarizing all the opinions and views of the guest lecturers, the management board and workers should communicate more and cooperate together to effectively lower the negative impacts of work stress towards employees. The management board should create communication platforms and set effective work stress management measures to provide a good working environment for employees. Employees should also actively reflect their opinions towards the management board, and maintain a positive attitude, do more exercise, and seek immediate support when being troubled by work stress. By this, the impacts of work stress towards employees can be greatly reduced.

Community Programme on Promoting Asbestosis Prevention



Hong Kong Worker's Health Centre, with the sponsorship from the Pneumoconiosis Compensation Fund Board (PCFB), will cooperate with the Hong Kong Construction Industry Employees General Union conduct a two-year trans-regional health promotion activity, namely "Community Programme on Promoting Asbestosis Prevention". The aim of the campaign is to raise public awareness regarding the hazards of asbestos and its related health problems.

In recent years, many demolition works were carried out on old buildings followed by redevelopment projects funded by the Operation Building Bright. These led to an increase in small to medium-sized projects in Hong Kong. However, if these projects were carried out with inappropriate methods not complying with relevant legislations, asbestos-containing materials may be destroyed to release asbestos fibers, which may be harmful to workers and surrounding residents' health.

Through activities such as organizing and training ambassadors in different regions, holding exhibitions, arranging training workshops and talks and distributing leaflets and posters, this promotional campaign allows front-line workers and residents of

old building to learn more about asbestos and its harmful effects to human body, and also to locate such materials in old buildings. The campaign also teaches them the proper approach to treat materials that may contain asbestos so that they can take preventive measures to avoid inhalation of asbestos fibers released, which helps to lower the risk of these concerned persons suffering from asbestosis or other diseases.

As the same time, the PCFB launched a project namely "Pneumoconiosis/Mesothelioma Medical Surveillance Programme" in November 2011. As a free programme for construction workers, the PCFB will arrange voluntary participants to undergo periodical medical examinations, including chest X-rays and pulmonary function tests, in designated clinics. It is hoped that workers can be more aware of their health status, if they are unfortunately diagnosed with related diseases, they will be able to receive treatments at early stage and make suitable arrangements in their living and working habits.

* Workers with higher exposure to silica dust will be given priority to the examinations while other workers may have to wait for a longer period of time; workers who covered by the statutory examinations (e.g. workers engaged in asbestos works, tunneling works, mines and quarries) are excluded from this programme.

Sponsors:



肺塵埃沉着病補償基金委員會
PNEUMOCONIOSIS COMPENSATION FUND BOARD

勞工處職業健康公開講座

2012年5月及2012年6月

勞工處轄下的職業健康服務，每月均舉辦職業健康公開講座，以提高僱主及僱員對職業健康的認識。

報名及查詢，請致電2852 4040。

講座	題目	日期	時間	地點
1.	酷熱環境工作對健康的危害	4/5/2012	2:30pm - 4:00pm	香港科學館演講廳
2.	密閉空間工作的職業健康	7/5/2012	6:30pm - 8:00pm	香港中央圖書館演講廳
3.	工作壓力	15/5/2012	3:30pm - 4:45pm	荃灣大會堂文娛廳
4.	預防下肢勞損	24/5/2012	2:30pm - 3:45pm	粉嶺職業健康診所
5.	預防下肢勞損	7/6/2012	6:30pm - 7:45pm	香港中央圖書館演講廳
6.	酷熱環境工作對健康的危害	13/6/2012	2:30pm - 4:00pm	香港太空館演講廳
7.	密閉空間工作的職業健康	19/6/2012	3:30pm - 5:00pm	沙田大會堂文娛廳
8.	體力處理操作及預防背部勞損	26/6/2012	3:30pm - 5:00pm	荃灣大會堂文娛廳

有關以上公開講座的詳細資料，請瀏覽：<http://www.labour.gov.hk/tc/osh/content11.htm>。

若查詢勞工處舉辦的職業安全及健康訓練課程，請瀏覽以下網站：<http://www.labour.gov.hk/tc/osh/content5.htm>及
<http://www.labour.gov.hk/tc/osh/content6.htm>。



勞工處 職業安全及健康部





職業衛生約章 推廣計劃 2012

職業衛生約章
簽署儀式



目的

自2003年，職業安全健康局和勞工處攜手合作推出「職業衛生約章推廣計劃」，鼓勵各行業機構簽署「職業衛生約章」，至今已超過1150間機構積極參與，承諾致力改善工作場所的衛生水平，訂立工作場所衛生目標及各成員的責任，勞資雙方共同合作締造整潔健康的工作環境。簽署約章有助機構提高整體衛生水平，而擁有健康體魄的員工隊伍亦有助提昇生產力。現誠邀各行業機構踴躍參加。

推廣計劃內容

1 簽署職業衛生約章

任何機構承諾勞資雙方攜手合作，訂立機構的職業衛生水平目標及各成員的責任，共同締造及維持工作環境衛生及健康，歡迎簽署職業衛生約章。

日期 2012年5月22日(星期二)

時間 下午3時至4時30分

地點 新界青衣涌美路62號職安局職安健學院1樓禮堂

* 於簽署職業衛生約章當日下午2時，設有導賞團，讓參加者可以參觀職安局職安健學院的部份特別用途教室和模擬實習場地，參觀時間約需1小時，參加者必須準時出席，逾時不候。

2 職業衛生約章之認識退伍軍人病講座

勞工處及機電工程署的代表將講解有關工作場所認識退伍軍人病及水冷式空調系統實務守則，加強機構對提高工作場所衛生標準的認識，從而改善工作健康水平。

日期 2012年5月29日(星期二)

時間 下午3時30分至5時

地點 新界青衣涌美路62號
職安局職安健學院1樓禮堂

費用 全免 **語言** 粵語

程序表

下午3:00	登記入座
3:30	認識退伍軍人病 勞工處職業健康醫生胡偉民醫生
4:00	認識水冷式空調系統及有關規管措施 機電工程署能源效益事務處 機電工程師林橫先生
4:40	提問環節
5:00	講座結束

查詢：葉詠儀小姐 電話：2116 5681 傳真：2739 9779 電郵：winnie@oshc.org.hk



職業安全健康局

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報名表格

(請於5月4日前傳真回：2739 9779)

本機構有意索取「職業衛生約章推廣計劃2012」參加表格

姓名：_____ 職位：_____

機構：_____

地址：_____

電話：_____ 傳真：_____ 電郵：_____

個人資料聲明：本局會保留閣下個人資料作推廣職業安全及健康，包括研究及統計。本局或需將資料轉遞予服務提供者，活動共同舉辦者和夥伴機構。若閣下不欲收到職業安全及健康訊息，請填寫此聲明末段所列方格。 本人不欲收到上述訊息。

International Symposium on Work Injury Prevention and Rehabilitation 2012 –

From Work Injury Prevention to Disability Management

ANNOUNCEMENT & CALL FOR ABSTRACTS

Important Dates

Pre-conference Workshops

24 to 25 October 2012 (Shanghai)

Deadline for Abstract Submission

30 June 2012

Deadline for Early Bird Registration

31 August 2012

26-28 October, 2012

Shanghai Sunshine Rehabilitation Center,
Shanghai, China

Organizers



Hong Kong
Workers' Health Centre



Guangdong Provincial
Work Injury Rehabilitation Center



Shanghai Sunshine
Rehabilitation Center

Conference Registration

Period	Registration Fee	
Early Bird Registration Fees:	Hong Kong Participants	HK\$ 1,400
	Overseas Participants	US\$ 220
Regular Registration Fees:	Hong Kong Participants	HK\$ 1,600
	Overseas Participants	US\$ 260

REGISTER NOW!

Conference Secretariat

Contact for Overseas, Taiwan, Macau and Hong Kong Participants:

Hong Kong Workers' Health Centre

Room 1429-1437, 14/F, Beverley Commercial Centre, 87-105 Chatham Road South,
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Tel: (852) 2725 3996

Email: conference@hkwhc.org.hk

Enquiry & Registration: Ms. Ida Yau / Mr. Edward Chung