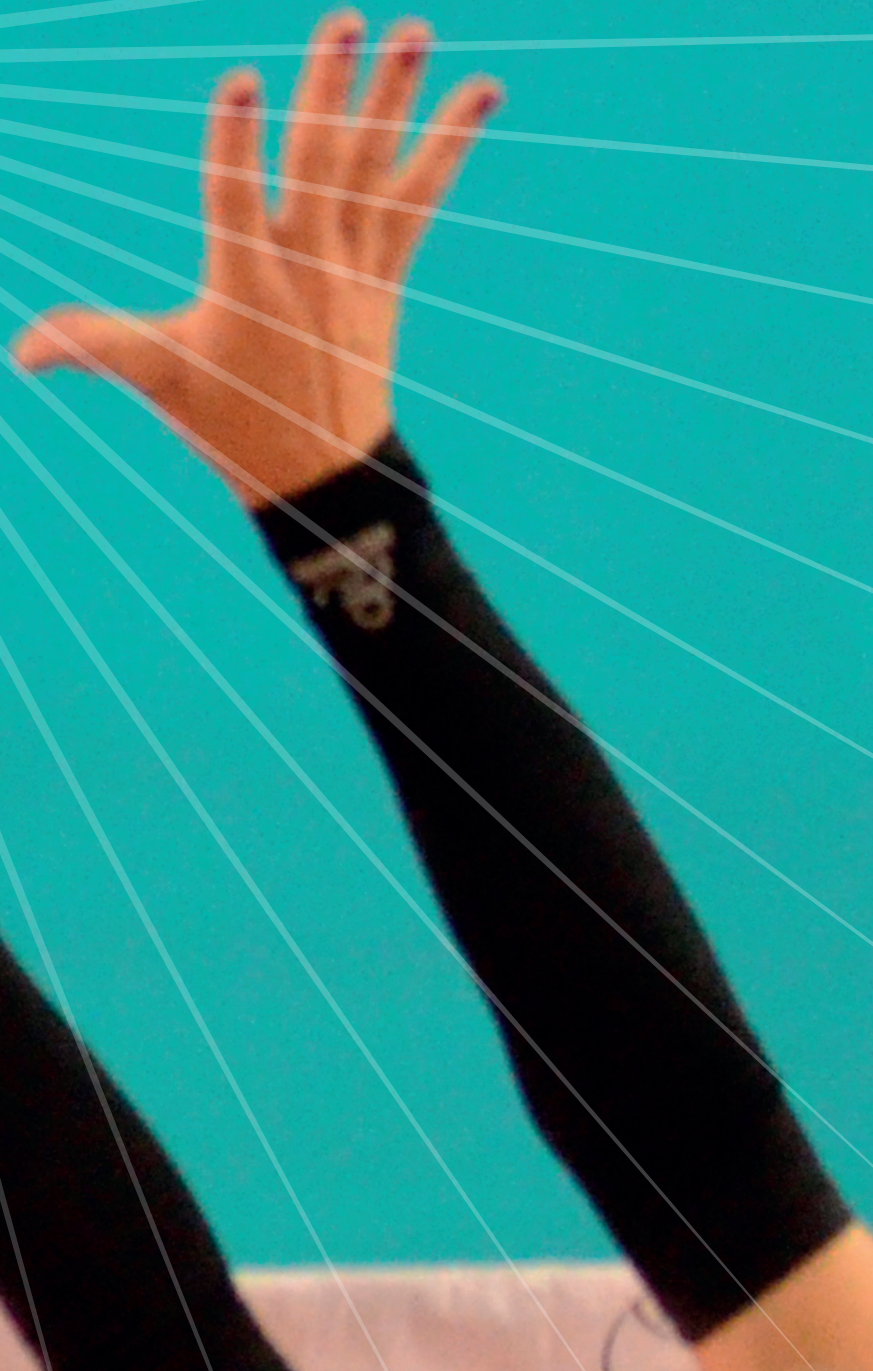




Building Our Team

Training, Developing and Motivating



With the increasing demand from the community for higher efficiency and effectiveness at a time when the URA is striving to meet diverse expectation, the URA is challenged to equip itself with a quality workforce and a pool of talents for sustainable development. To this end, the human resources strategies and initiatives to attract, retain, train, develop and motivate its people have to be regularly reviewed and enhanced.

Shaping up the team

The headcount of URA has nearly doubled to 567 over the past 6 years. The significant growth in organisation size poses new challenges from the human resources management and organisation effectiveness perspectives. We recognise the importance of communication with all staff to improve workflow and overall productivity. The existence of cohesiveness and mutual understanding contributes to the maintenance of

morale, instillation of a sense of belonging and, thereby, optimizing both performance and job satisfaction. This is crucial especially at a time when the organisation is growing while cost control is of equal importance. Communication with our people at all levels in different formats such as small group feedback sessions, regular briefings on operation updates and consultation on specific topics form the regular internal communication mechanism.

In order to equip our people with the skillset and mindset to face the challenges and to keep them abreast of the prevailing environment, we have also rolled out training and development series for frontline staff, managers and selected groups. Initiatives and activities to upkeep the well-being of our people in the form of recreational activities, voluntary services as well as events and activities to exemplify corporate social responsibilities are organised. As a caring and inclusive organisation,



Various staff training and activities are organised to equip our staff for the challenges.

we continue to run an Employee Assistance Program which offers counseling and other services to staff through a professional external services provider to help employees deal with personal problems that might adversely impact their job performance, health, and well-being.

Organisational Restructuring

Since formation of the URA in 2001, its organisation structure has evolved continually to support the fulfillment of corporate objectives and operational requirements, taking into account government policies, community needs and aspiration at different times.

Effective from 1 January 2014, the portfolios of the two Executive Directors have been re-organized to cover two main functional groups, i.e. Planning & Works, and Commercial & Operations. The aim is to enhance synergies, and to facilitate more comprehensive considerations and effective decision making within the two functional groups.

In response to the growing complexity of our operations, the finance and human resources functions are now separately headed by two Directors who report directly to the Managing Director, similar to the other corporate functions. As Kwun Tong Redvelopment Project is the largest in scale and complexity, the Project Director also reports directly to the Managing Director.



The Staff Club organises various programmes to promote work-life balance and recreational activities for the well-being of our staff.

Members of the URA Staff Club 2014/2015

FROM LEFT

Front row : Christopher WONG, Moon MAK, Joe CHAN, Quincy HUI, Eric LAU, Peter WONG

Back row : Raymond KEE, Gary LAM, Annie NG, Jason FUNG, Iris TO, Judy LO, Tango LAW, Michael LI