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Unfortunately, the HASAW Act did not bring any discernible improvement in safety on construction sites in Hong Kong. Indeed, in 1993, 12 people were killed by a free-falling passenger hoist on a construction site. This event caused all the stakeholders to re-examine safety administration. In July 1995, the Government published a territory-wide consultation paper reviewing industrial safety in Hong Kong that, among other things, recommended changes in industrial safety strategies ranging from enforcement to promoting safety management. One notable recommendation proposed was the establishment of a safety management system in each organisation that covers six main areas: company policy, safety plan, safety committee, safety audit or review, general safety training, and special safety training. To facilitate implementation by contractors, these six main areas of safety management were developed into 14 process elements in the FIU (Safety Management) Regulation.

## ■ **After 1997**

On 1 July 1997, Hong Kong returned to the People's Republic of China (PRC) as a Special Administrative Region (SAR), adopting the “One Country, Two Systems” policy. At the same time, LEE Kai-fat, an administrative officer, was posted as Deputy Commissioner to head the Occupational Safety and Health Branch in the Labour Department. Mr LEE was assigned the role of a change manager, an administrative position that was the first of its kind. Organisational changes then followed. For example, on 3 January 1998, the title of Factory Inspector was changed to Occupational Safety Officer after over 30 years of use. Further, enactment of the Occupational Safety and Health Ordinance (OSHO), Cap. 509, also brought workers in non-industrial sectors under the protection of the safety and health at work laws for the first time. This particular legislation covers occupational safety and health at work in practically all fields of economic activity, both industrial and