

2026 AFM 技能大賽章程

2026 AFM Skills Competition Charter & Guidelines

DRAFT V2 · Updated 26 October 2026

報名截止 / Registration closes: 6 November 2026

請同時電郵 Silva Leite 及 Ring Chao 報名 / Email both registration contacts.

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[電郵報名 · Email registration](#)

1. 活動宗旨

Objectives & Purpose

為推動前線技術水平持續精進，肯定團隊成員的專業工藝與排難實力，資產與設施管理部 (AFM) 的技能暨技術培訓中心 (STC) 特舉辦「2026 AFM 技能大賽」。本競賽旨在搭建專業競技平台，讓技術同仁同場較技、展示實力，並系統性發掘部門內的技術高手。

To continuously elevate frontline technical standards and recognize the craftsmanship and troubleshooting capabilities of our team members, the Asset & Facilities Management (AFM) Department and the SkillTech Training Center (STC) are organizing the “2026 AFM Skills Competition.” The competition provides a platform for technical colleagues to compete, demonstrate professional excellence, and identify skilled talent across the department.

2. 比賽日程與組別設置

Competition Schedule & Tracks

2.1 酒店工程方向 (客房綜合維修)

Hotel Engineering Track (Guest Room Maintenance)

形式：個人賽。

Format: Individual competition.

日期：2026 年 11 月 24 日 (星期二)。

Date: 24 November 2026 (Tuesday).

場地：澳門康萊德酒店客房；具體房號將於賽前通知。

Venue: Guest room(s) at Conrad Macao; exact room location(s) to be announced nearer the competition date.

名額：最少 4 人，最多 8 人。

Quota: Minimum 4, maximum 8 participants.

比賽時限：每人 45 分鐘，包括工具及個人防護裝備（PPE）選擇、實際操作及最後清理。計時起止細節將於比賽當日簡介會公布。

Time limit: 45 minutes per participant, including tool/PPE selection, practical tasks, and final cleanup. Exact timing start/end points will be announced at the competition-day briefing.

2.2 機電工程方向（管道搶修及焊接）

MEP Technical Track (Pipe Repair & Welding)

形式：雙人組隊賽；每隊 2 人。

Format: Two-person team competition.

日期：2026 年 11 月 26 日（星期四）。

Date: 26 November 2026 (Thursday).

場地：指定機電工場；具體地點將於比賽日期臨近時公布。

Venue: At a designated engineering workshop, with the exact location to be announced nearer the competition date.

名額：最少 4 隊，最多 6 隊（共 8–12 人）；自由組隊。

Quota: Minimum 4, maximum 6 teams (8–12 participants in total); open team registration.

比賽時限：每隊 60 分鐘，包括工具及 PPE 選擇、實際操作及最後清理。計時起止細節將於比賽當日簡介會公布。

Time limit: 60 minutes per team, including tool/PPE selection, practical tasks, and final cleanup. Exact timing start/end points will be announced at the competition-day briefing.

3. 參賽資格與報名方式

Eligibility & Registration

3.1 酒店工程方向（個人賽）

Hotel Engineering Track (Individual)

報名開放予 AFM 所有職級為技術員或高級技術員的技術團隊成員，不設各物業參賽配額。主管及以上管理職級人員不具參賽資格。如報名人數超過 8 人，將按第 3.5 節安排電腦抽籤。

Open to all eligible AFM team members at Technician or Senior Technician level, with no property-level quotas. Supervisors and above are not eligible. If registrations exceed eight participants, a computerized draw will be conducted in accordance with Section 3.5.

3.2 機電工程方向（雙人組隊賽）

MEP Technical Track (Teams of Two)

參賽資格開放予 AFM 各機電工程專業組別，包括暖通空調（HVAC）、中央冷凍機房、中央控制及監察系統（CCMS）、給排水及電氣等。外判合作夥伴團隊參賽須事先獲機電工程副總裁（VP of MEP）批准。每隊由 2 名成員組成，報名後不得更換隊員。如報名隊伍超過 6 隊，將按第 3.5 節安排電腦抽籤。

Open to AFM MEP disciplines, including HVAC, Central Chiller Plant, CCMS, Plumbing & Drainage, Electrical, and related teams. Participation by external contractor teams requires prior approval from the VP of MEP. Each team consists of two members; team member substitutions are not permitted. If more than six teams register, a computerized draw will be conducted in accordance with Section 3.5.

3.3 報名截止日期

Registration Deadline

2026 年 11 月 6 日；逾期提交將不予受理。

6 November 2026. Late submissions will not be accepted.

3.4 報名程序

Registration Procedure

請將以下資料以電郵同時發送至 Silva Leite (silva.leite@sands.com.mo) 及 Ring Chao (ring.chao@sands.com.mo)：

Applicants should submit the following information by email to both Silva Leite (silva.leite@sands.com.mo) and Ring Chao (ring.chao@sands.com.mo):

電郵報名：請同時電郵上述兩位聯絡人。

Email application: Email both registration contacts.

英文全名 / 姓名、員工編號（TM Number）、電話號碼、所屬物業、所屬團隊、直屬主管姓名。

Full Name, TM Number, Telephone Number, Property, Team, and Superior's Name.

3.5 超額報名、抽籤及結果通知

Oversubscription, Draw & Notification

若任一組別報名人數 / 隊伍數超出上限，將由技能暨技術培訓中心（STC）導師監督進行電腦抽籤，並設立後備名單。參賽者遴選結果將於 2026 年 11 月 13 日公布。Silva Leite 及 Ring Chao 將以電郵通知獲選參賽者的直屬主管。

If registrations exceed the quota for either track, a computerized draw will be supervised by STC trainers, and a reserve list will be maintained. Selection results will be announced on 13 November 2026. Silva Leite and Ring Chao will notify selected participants' superiors by email.

3.6 比賽簡介會

Competition-Day Briefing

比賽簡介會由倫敦人營運部負責人 (Londoner Operations Leader) 主持。比賽計時的起止安排將於比賽當日說明。由於比賽須考核參賽者對安全要求、工作許可及 PPE 選擇的認知，相關必需安全措施不會在賽前提供提示或專門教導；參賽者必須自行遵守適用的安全規範。

The competition briefing will be conducted by the Londoner Operations Leader. Exact timing start/end arrangements will be explained on competition day. As the competition assesses participants' knowledge of mandatory safety requirements, work permits, and PPE selection, no advance coaching or briefing on these assessment items will be provided. Participants remain responsible for complying with applicable safety requirements.

4. 競賽內容概要

Competition Tasks Summary

4.1 通用必考項目：工具與 PPE 判斷挑戰

Universal Tool & PPE Judgment Assessment

考核參賽者對不同工程任務的安全防護意識、風險判斷與工具認知。參賽者需於展示區自主判斷並正確挑選符合任務要求的專用工具及個人防護裝備 (PPE) ；挑選準確性直接計入評分。

This challenge assesses safety awareness, risk judgment, and task-appropriate tool recognition. Participants must independently select the required tools and Personal Protective Equipment (PPE) for each task from a staged equipment area. Selection accuracy forms part of the scored assessment.

4.2 酒店工程方向：客房綜合設施維護與排難

Hotel Engineering: Guest Room Maintenance & Diagnostics

參賽者須於指定客房內獨立完成多項實務工程排難，全面評估以下專業核心能力：

Participants independently resolve practical engineering faults within a designated guest room.

Assessment covers the following competencies:

電氣系統安全排難：低壓供電線路排查、安全斷電隔離及線路修復工藝。

Electrical System Safety & Diagnostics: Low-voltage circuit fault diagnosis, safe isolation, and compliant wiring restoration.

客房空調系統排檢：溫控異常邏輯排查、部件狀態檢查及功能恢復。

HVAC / Climate Control Diagnostics: Temperature-control troubleshooting, component inspection, and operational restoration.

衛生間水暖設施維護：客房衛生水暖設備檢修、精密裝配及外觀無損保護。

Bathroom Sanitary Maintenance: Sanitary-fixture servicing, precision assembly, and protection of cosmetic finishes.

4.3 機電工程方向：承壓管道維修與金屬連接工藝

MEP: Pressure Piping Repair & Metal Joining

雙人團隊須於標準工程測試機架上協同作業，全面考核以下技術工藝：

Teams of two work together on standardized engineering test rigs, demonstrating the following practical competencies:

現代快捷管路連接：金屬管道洩漏排查、管件切割處理及機械壓接工藝。

Modern Mechanical Press-Fit Piping: Pipeline leak troubleshooting, pipe preparation/deburring, and mechanical press-fit jointing.

承壓管件熔接技術：管道破裂搶修、熱作業安全標準、金屬坡口加工及金屬焊接 / 釐焊工藝；完工後須通過「零洩漏」承壓測試。

Metal Pipeline Welding & Joining: Emergency pressure-pipe repair, hot-work safety compliance, bevel preparation, and metal welding/brazing; completed joints must pass a zero-leakage pressure test.

5. 評分準則與安全紅線

Judging Governance & Safety Red Lines

5.1 二元計分制

Binary Scoring System (0 / 1 Mark)

評審採用客觀二元評分制。每項評核點設有明確達標標準：完整完成並符合標準得 1 分；未完成或未達標得 0 分。不得給予部分分數或酌情評分。

The competition uses objective binary scoring. Each checkpoint has a defined pass standard: complete, compliant performance earns 1 mark; incomplete or non-compliant performance earns 0 marks. Partial or discretionary marks are not permitted.

評核涵蓋工作前安全與任務準備、技術診斷及工藝質量、完工清理與場地復原，以及職業健康與安全（OHS）規範的遵守情況。具體評分點將按賽事安排說明；涉及安全、許可及 PPE 的考核內容不會在賽前提供提示。

Assessment covers pre-work safety and preparation, technical diagnostics and workmanship, cleanup and area reinstatement, and compliance with Occupational Health and Safety (OHS) requirements. Scoring arrangements will be communicated as appropriate; no advance coaching on safety, permits, or PPE assessment items will be provided.

5.2 兩級安全監管制度

Two-Tier Safety Protocol

第一級（一般安全違規）：按評分表扣減相應分數，例如工具擺放凌亂、工作面未保持整潔等。

Tier 1 (General Safety Violation): Points deducted under the scoring matrix, e.g., untidy tools or an unclean work area.

第二級（重大安全違規）：涉及人身安全危害、嚴重違反專業操作規範或忽視強制性安全措施者，立即停止該輪比賽並取消參賽資格。

Tier 2 (Major Safety / Red-Line Violation): Any act posing a serious personal-safety hazard, seriously breaching work protocols, or omitting mandatory safety controls results in an immediate stop and disqualification.

5.3 安全中止權

Safety Stop Authority

職業安全健康（OHS）裁判有權在發現危及人員安全的情況時立即叫停比賽並終止該輪計分。一般安全違規與重大安全違規依第 5.2 節分別處理。

The OHS representative has authority to halt any competition run immediately when unsafe conditions arise and terminate further scoring for that run. General and major safety violations are handled separately under Section 5.2.

5.4 同分決勝機制

Tiebreaker Rules

如總分相同，依次比較：（1）較高安全防護得分；（2）較高工藝質量得分；（3）較短的總完成時間。

If total scores are tied, rankings will be determined in the following order: (1) higher Safety Score; (2) higher Workmanship Quality Score; (3) shorter Completion Time.

6. 獎項及榮譽

Rewards & Recognition

6.1 獎項及獎金設置

Awards and Prize Structure

兩個組別分別獨立評審及頒獎，每人獲獎價值相同；機電工程組的兩位獲獎隊員均按個人獲發獎勵。

The two tracks are judged and awarded separately, with identical prize values per individual. Each member of a winning MEP team receives the stated individual rewards.

冠軍（兩組各 1 名 / 隊）：每人獲冠軍獎盃 1 座、來來超市禮券 MOP 3,000、有薪補假 1 天。

Champion (one winner/team per track): one official championship trophy, MOP 3,000 Lai Lai supermarket coupon, and one day of compensatory leave per person.

亞軍（兩組各 1 名 / 隊）：每人獲亞軍獎盃 1 座、來來超市禮券 MOP 2,000、有薪補假 1 天。

1st Runner-Up (one winner/team per track): one official runner-up trophy, MOP 2,000 Lai Lai supermarket coupon, and one day of compensatory leave per person.

季軍（兩組各 1 名 / 隊）：每人獲季軍獎盃 1 座、來來超市禮券 MOP 1,000、有薪補假 1 天。

2nd Runner-Up (one winner/team per track): one official runner-up trophy, MOP 1,000 Lai Lai supermarket coupon, and one day of compensatory leave per person.

6.2 獎勵發放與領取安排

Reward Distribution & Collection

獎盃：於部門年度團隊成員嘉許典禮上頒發。

Trophies: formally presented at the departmental Team Member Recognition Ceremony.

超市禮券：不於嘉許典禮當日派發；得獎者須按賽後公布安排，前往所屬物業行政部簽署及領取。

Supermarket coupons: not distributed at the ceremony; winners will sign for and collect them from their respective Property Admin at a time announced after the competition.

有薪補假：申請程序及排班安排將於賽後公布。

Compensatory leave: application procedures and roster arrangements will be announced after the competition.

7. 查詢及聯繫

Enquiries & Contacts

如對比賽章程或報名程序有任何疑問，歡迎向所屬物業主管、部門行政團隊或技能暨技術培訓中心（STC）查詢。報名請依第 3.4 節以電郵提交。

For questions about the charter or registration, please contact your property supervisor, department administrator, or the SkillTech Training Center (STC). Registration applications should be emailed as specified in Section 3.4.