



香港人力資源管理學會  
Hong Kong Institute of Human Resource Management

2022

ANNUAL REPORT 年報

45

YEARS

ANNIVERSARY

Pursuing HR professionalism for **45** years

追求人力資源專業**45**年

## VISION 願景

To be the leading professional human resource management and advisory institute  
成為具領導地位的人力資源管理及諮詢專業學會

## MISSION 使命

- To develop, maintain and enhance professional human resource management standards through our members and partners
- To advocate and promote professional HR practices to HR leaders and other stakeholders in society
- To attract talents to become HR practitioners and ensure sustainability of the profession
- 與會員及夥伴合作無間，共同發展、維持及提升人力資源管理的專業水平
- 向業界人士和社會各持份者倡導及推廣人力資源專業發展
- 吸引人才從事人力資源管理，確保業界可持續發展

## VALUES 核心價值

Ethics & Integrity, Diversity & Inclusion,  
Sustainability and Social Responsibility  
維護人力資源管理的道德及誠信、具多元化及包容性、及促進可持續發展和堅守社會責任

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# HIGHLIGHTS OF THE YEAR: PURSUING HR PROFESSIONALISM FOR 45 YEARS

## 年度回顧：追求人力資源專業45年

The Institute marks 45 glorious years of work in the betterment of the HR community in 2022. Through the years, the Institute has distinguished itself by dedication to championing HR excellence, advancing professional standards, and elevating the influence of practitioners, whilst the industry has weathered a myriad of unprecedented challenges.

Under the unprecedented pandemic situation, we are still able to launch a series of activities to celebrate the 45 years of journey with our members and stakeholders, our celebrating initiatives still attracted members and the professional's eyeballs.

### ICONIC ANNIVERSARY CAMPAIGNS 標誌性周年活動

The celebration culminated in our flagship 2022 Annual Conference & Exhibition and HR Excellence Awards Ceremony at Grand Hyatt Hong Kong in September. With the theme of "Revitalising HR", the brand-new hybrid conference was officiated by Mrs Ayesha Macpherson Lau, BBS, JP, Chairman of The Mandatory Provident Fund Schemes Authority, who joined our Executive Council in the illuminating opening ceremony.

More than 300 participants were intrigued by the impactful sharing sessions physically and virtually, and a commemorative video that revisited the Institute's roots and the special moments along the 45-year journey.



The Institute called for philanthropic and in-kind donations to support diverse programmes and services to the members, for instance, during the times of the pandemic, sponsored test kits were distributed in the hybrid Annual Conference & Exhibition.

We are genuinely grateful to all our sponsors who made the anniversary celebration joyous and successful.

2022年，香港人力資源管理學會迎來了輝煌的四十五年，為完善人力資源行業作出貢獻。多年來，學會致力推動卓越的人力資源管理、提高專業標準、及提升從業員的影響力，並在行業面臨挑戰時與同儕並行。

在疫情期間，學會竭力推出一系列活動慶祝成立四十五周年，並有幸得到會員和同儕的支持，共襄盛舉。

主題為「HR再展新猷」的2022年度周年會議暨展覽會與人力資源卓越獎頒獎典禮在9月於香港君悅酒店一同舉行，並有幸邀請強制性公積金計劃管理局(積金局)主席劉麥嘉軒女士，BBS, JP出席開幕儀式，與學會理事會成員一起為活動揭開序幕。

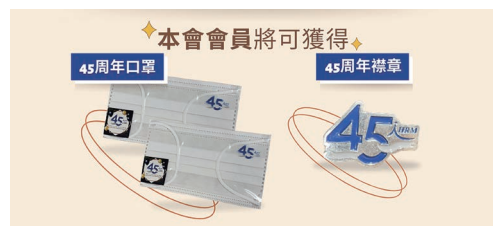
學會特別為活動製作四十五周年紀念影片，與超過300名與會者分享學會輝煌里程，與會者亦參與多個以混合模式舉行的前瞻性分享會，收獲碩豐。



學會歡迎各界贊助，以支持各種項目和服務，例如在疫情期間，學會獲得業界贊助新冠肺炎測試包，並於周年會議及展覽會派發。

在此，學會衷心感謝所有贊助商，讓周年會議得以成功舉辦。





- ◆ Coinciding the Institute's 45th anniversary, a logo mask and a pin were designed to commemorate the special occasion.  
為紀念成立四十五周年，學會特意設計了周年標誌、紀念口罩及襟章。

- ◆ A 45% off flash sale for all training courses was also offered in appreciation to our members and the community.  
為回饋社區及感謝會員，學會推出精選證書課程費用45折的快閃優惠。

### List of Sponsors 周年活動贊助商

ABC Pathways Group

Hong Kong Economic Times  
香港經濟日報

BNI

Manpower Services (Hong Kong)  
Limited

Bonbon Robotics Limited

PAD Lighting Group

Chief Happiness Officer  
Association Limited  
首席快樂官協會有限公司

Junefair Group  
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泰田、麥基爾國際顧問有限公司

Education For Good CIC Limited

Vocational Training Council  
職業訓練局

Essentia Corporate  
Development Limited

Yau Lee Holdings Limited  
有利集團有限公司

# PRESIDENT'S REPORT

## 會長報告

Since June 2022, I have been honoured to serve as the President of the Institute. By taking this opportunity, I am going to share my aspirations for the betterment of the Institute, including enhancing members' service and benefits, promoting ESG to the HR profession, working closely with the Institute's committees for boosting the professional recognition and reputation of HR practitioners, supporting the growth and development of our student members by linking them with career opportunities; and collaborating closely with the Government, professional bodies, academia, other business and media partners to maintain and improve the HR professional standards in Hong Kong. It is encouraging that the aforementioned goals have been initiated with positive momentum and are currently underway.

In 2022, the dynamic employment landscape, the "Great Resignation", and the persistent labour shortage have intensified the global talent competition, that have made Hong Kong no exception. In the time of uncertainty, future-proofing the HR profession is the top of our priorities. As we gradually emerge from the three-year pandemic and return to normalcy, the Institute remains concerned about labour regulations and workforce sustainability. The emergence of the gig economy poses difficulties for ensuring employment safeguards, and there is a need to re-examine employment protection in relation to slashers. The young-old retirees and female populations are both valuable and potential sources of talents that the Government could leverage with adequate support to help them re-enter the workforce.

In this connection, the Institute has submitted a range of initiatives to the Government to address local talent gaps and advocate that Hong Kong places significant importance on nurturing and retaining local talents. We also met with the Labour Department to communicate the genuine and pressing need of modernising the regulation system and supporting enterprises to tap into alternate talent pools. Furthermore, I was invited to speak at a subcommittee meeting in the Legislative Council, explaining how the research and Structured Internship Programme could enable greater upward mobility for the youth.

Being the leading HR professional advisory body, the Institute has voiced for the HR profession and gained greater public recognition by closely engaging with the media. We provided timely and feasible insights on several renowned newspapers and broadcasting platforms, such as TVB, Now TV and RTHK, to comment on the 2022 Policy Address on the solutions for manpower shortage, to share results of the 2021/2022 Training & Development Needs Survey, Pay Trend and



自2022年6月當選學會會長，我非常榮幸能領導學會開展不同工作，並於不同範疇取得令人鼓舞的進展，包括提升會員服務及福利、將ESG概念推廣到人力資源行業、與學會不同的委員會緊密合作以提升人力資源從業員的專業認可及聲譽、支持學生會員的成長及發展，以及與政府、專業機構、教育界、其他商業和媒體夥伴緊密合作，維護和提升香港人力資源的專業標準。

這一年，多變的就業市場，「大離職潮」現象以及持續的勞動力短缺，均加劇了全球對人才的競爭，香港亦難獨善其身。在這變幻莫測的大環境下，學會視為會員及業界提供人力資源行業未來導向為首任。隨著我們逐漸走出三年的疫情陰霾並踏上復常之路，學會繼續關注勞工法例及勞動力的持續性發展。零工經濟(Gig Economy)的出現給就業保障帶來困難，業界必須重新審視與斜槓族相關的就業保障；政府幫助青老年和婦女這兩個具價值及潛力的人才庫重新投入職場。

有見及此，學會已向政府提出多項建議，以填補本地人才缺口，並提倡香港應重視培訓及挽留本地人才。我們還與勞工處代表會面，就政府如何使僱傭條例更切合社會需要、並建議政府支持企業擴大人才庫交流意見。此外，我還獲得立法會邀請，就在研究制訂長遠青年政策和發展藍圖小組委員會的會議上發言，講解系統性的工作實習計劃及相關研究如何為年輕人創造更大的向上流動空間。

作為香港最具代表性的人力資源管理專業團體，學會與各大媒體保持友好關係，積極為業界發聲。過去一年，學會獲多個知名報章及新聞平台，如無綫電視、Now TV及香港電台等邀請進行多次訪問，在

Pay Level Survey, and other hot topics like talent retention, employee value propositions, and best practices in the changing landscape. The media coverage was far and wide, with over 100 interviews across different outlets.

It is also my pleasure to learn that our survey results show an increase in the satisfaction level of our members with the benefits and services they have received from their membership, compared to the previous year. Our members could enjoy more free events and networking opportunities, with almost 10 different options to choose from during the period. Our members benefited from these events, which offered them opportunities to acquire new skills and network with other practitioners in the field. Among them, the two 'Meet-the-President' cocktail receptions held in Q4 2022 were good occasions for me to hear our members' feedback too.

To tackle the challenges and prospects in the new era, three new committees, namely Advocacy & Policy Research Committee, ESG Committee, and HR Digitalisation Committee were introduced, providing fresh pragmatic perspectives and possibilities to our members. Since last year, we have proactively invited seasoned HR practitioners and specialists to serve as members of the Executive Council and committees, leveraging their skills and knowledge to improve our service delivery and policy influence.

As we celebrate our 45th anniversary, we are grateful for past achievements and ready for new challenges facing us. In 2023, we are introducing new elements to the HR Excellence Awards and exploring the Pay Trend Survey extended to the Greater Bay Area. The Institute is dedicated to investigating youth employment through the cross-sectoral research project "Future Workforce Study". This project aims to help students make informed choices about their academic studies based on the changing job market. For employers, the findings can offer valuable insights for workforce planning and the development of staff training, academic engagement, and advancement programmes.

The Institute strives to collaborate with the Government, professional bodies, strategic business partners and academia to increase our advocacy impact and improve our services. We are committed to upholding the values and standards that define our profession.

Last but not least, I would like to express my heartfelt gratitude to our fellow Council members for their unwavering support, to our loyal members who have stayed with us, and to the Secretariat for their tremendous efforts to the prospective future development of the Institute.

不同媒體平台上分享及時而可行的建議，例如評論2022年施政報告對解決人才短缺的方案，分享2021／2022年僱員培訓及發展需求調查、薪酬趨勢及薪酬水平調查等結果，以及就挽留人才、員工價值主張及在就業情況多變的環境中如何實踐人力資源最佳方案等熱門話題分享見解。

據我們對會員的滿意度調查顯示，與過往相比，會員對學會提供的福利及服務的滿意度均有所提高。學會今年有近10種不同的免費及交流活動讓會員參與，這些活動除讓會員了解業界最新發展外，更有效促進會員與同業間的交流。其中，2022年第四季我們舉辦的兩次「與學會新會長會面」聯誼酒會也是我們聆聽會員意見的良好機會。

為應對新時代的挑戰及發展，學會今年設立了三個全新的委員會，分別為「政策倡議及研究委員會」、「環境、社會和管治委員會」及「HR數碼化委員會」，為會員提供嶄新、務實的分析及見解。從去年開始，我們積極邀請經驗豐富的業界翹楚及專家擔任理事會和各委員會成員，透過他們的技能和知識來完善我們的服務及政策影響力。

在慶祝學會成立四十五周年之際，我們樂見過去的成就，亦準備好迎接未來的新挑戰。展望2023年，我們將為「卓越人力資源獎」引入新元素，並探討將薪酬趨勢調查擴展至大灣區。學會亦致力透過跨界別的「未來勞動力研究」探討青年就業問題，幫助學生在不斷變化的就業市場中選擇合適的職涯發展方向；而僱主亦可借助研究結果及分析，用於人才規劃、員工培訓、教育及晉升計劃的發展。

學會不斷與政府、專業機構、策略商業夥伴及教育界合作，以增加我們的影響力並提升服務質素；並致力維持及提升人力資源管理的專業水平。

最後，我衷心感謝各理事會成員的有力支持，感謝一直陪伴學會成長的忠誠會員，及感謝秘書處對學會未來發展的不懈努力。

**Lawrence Hung 孔于人**  
President 會長

# EXECUTIVE DIRECTOR'S REPORT

## 行政總監報告

The year 2022 marked a significant milestone for the Institute, as we celebrated our 45th anniversary of promoting the professional values and influence of human resources management. Through our various channels, we have continuously worked towards enhancing the professional standards of our members, and we are proud of our achievements over the past 45 years. I am grateful to witness several important moments of the Institute's progress from its 35th to 45th anniversary, and we remain committed to introducing new initiatives that will benefit our members.

During the reporting year, we organised a series of celebratory events, and limited-edition commemorative items were given to our members to share the joy. The celebration for the first time in a hybrid mode of online and offline at the Annual Conference and Exhibition and the HR Excellence Awards Ceremony were staged on the same day. This allowed more industry peers and members to participate in the event under the pandemic, and we are pleased that the event was a great success. We were honored to have Mrs Ayesha Macpherson Lau, the Chairman of the Mandatory Provident Fund Schemes Authority, as our guest of honor to celebrate our 45th successful year with our guests.

In addition to our commitment to promoting industry expertise and expectations to the Government through policy advocacy efforts, the Institute conducted a survey among members when the Government reviewed the issue of minimum wage. The survey results revealed that 66% of respondents agreed with the need to increase the wage level, and we provided relevant data to Government departments to support our recommendations. Moreover, the Institute provided a wealth of recommendations on addressing talent gaps during the consultation of the Budget and the Policy Address, with some of our suggestions being adopted by the Government. This achievement was made possible by the active participation and response of our members, which greatly contributed to the success of our policy advocacy work.

Throughout the year, the Institute fostered strong collaborations with the Government and other organisations, enabling us to offer a variety of seminars and events, as well as comprehensive professional training for our members. This has enabled the profession to stay abreast of the latest trends and policy changes. In light of the launch of the 'eMPF Platform', the Institute organised online seminars in collaboration with the Mandatory Provident Fund Schemes Authority and the Hong Kong



2022年是學會成功邁入四十五周年的一年，在過去數十載，學會透過不同途徑推廣人力資源管理的專業價值及影響力，以及提升本地業界的專業水平。本人有幸能見證學會由三十五周年到四十五周年的多個重要時刻，亦衷心期待學會有更多新猷，讓會員受惠。

在本報告年度內，學會舉辦了一系列誌慶活動，並送給會員限定紀念品，以作留念。相關慶典更首次以線上及線下的混合模式在周年會議暨展覽會及卓越人力資源獎2021/22頒獎禮同日同場舉行，讓更多同業及會員在疫情下均可參與本年度盛事。當天，學會有幸邀請積金局主席劉麥嘉軒女士為主禮嘉賓，與眾嘉賓會員同慶四十五周年成功之路。

此外，學會在政策倡議上不遺餘力，不斷向政府表達業界的意見及期望。在政府重新審視最低工資的議題時，學會進行問卷調查收集會員意見，有66%的受訪會員認同有必要上調工資水平，我們亦隨後將相關數據給予政府部門參考。除此之外，在財政預算案及施政報告的諮詢上，學會亦就填補人才缺口這議題提供一連串建議，其中有些更被政府採納。會員的積極參與和回應，有助我們完善政策的倡議工作。

年內，學會成功與政府及不同機構建立良好緊密的合作關係，並舉辦了多場講座及會員活動，提供多元化的會員服務和更全面的專業培訓，讓業界及時了解最新趨勢及政策轉變。有見「積金易」平台將會推出，學會先後與積金局，及與香港退休計劃協會合辦網上研討會，協助同業認識新平台的運作。在疫情稍緩時，學會復辦聯誼活動及酒會，會員更可以與本會會長及其他副會長互相交流，建立人脈網絡。



Retirement Schemes Association to provide members with a deeper understanding of the new platform. As the epidemic situation eased, a couple of networking cocktail receptions were resumed, where members had the opportunity to interact with the President and other Vice Presidents, expanding their business networks.

In addition to the publication of our annual 'Training and Development Needs Survey' and 'HKIHRM Pay Trend & Pay Level Survey', the Institute forged a new partnership with JobsDB Hong Kong this year to undertake a topical study on 'The Great Resignation: Perspectives from Employers and Employees'. The study well-received by our members was conducted from both employer and employee perspectives, and provided practical solutions.

The Institute joined force with the Civil Service Bureau again in launching the 'Job Creation Scheme 3.0' this year, creating around 2,000 time-limited positions in the private market, aimed at addressing the unemployment situation caused by the pandemic and anti-epidemic measures. The initiative benefitted those on the waiting list of the Scheme 2.0, industries adversely affected by the pandemic, and new graduates from 2021 or 2022. To promote this project wide and far, the Institute held a number of virtual seminars to introduce the scheme details and application methods.

We recognise the critical importance of providing real-time information. In line with this, we have made efforts this year to ensure that policy lazy packs, the latest news, and real-time information about the Institute are regularly disseminated through our social media platforms, with aims at fostering increased interaction with members and providing the public with a better understanding of our Institute's position and direction.

In addition, the Institute has launched short videos of the 'ABC' Vice Presidents series and the HR Industry Rising Star series. These initiatives have provided members with an opportunity to learn more about the aspirations of our new Vice Presidents and the three young HR professionals, that helps attract more young people to join the profession and promotes sustainable development.

I extend my heartfelt appreciation to the President, Executive Council Members, and our members for their support over the past year. We look forward to active participation from members, enabling the Institute to shine and achieve even greater success in the future.

學會除了公佈「僱員培訓及發展需求調查」及「薪酬趨勢調查」，更首度與JobsDB Hong Kong合作，進行「大離職潮：僱主僱員兩面睇」的專題研究，主要從僱主及僱員的角度剖析相關現象，並為同業提供可行的解決方案，廣受會員歡迎。

學會今年再度與公務員事務局攜手推出「創造職位計劃3.0」，於私人市場創造約2,000個有時限職位，旨在改善疫情及防疫措施造成的失業情況，惠及計劃2.0的候補名單申請人、受疫情重創行業以及2021或2022年的畢業生。為推廣此計劃，學會曾舉辦多場網絡研討會，介紹計劃細節及申請方法。

我們亦深感即時資訊對會員的重要，今年嘗試定期通過社交媒體平台，適時發放政策懶人包、實時訊息及學會最新消息，藉此增加與會員的互動，讓大眾更了解學會的立場及方向。學會更推出「ABC」副會長系列和HR行業新星系列短片，讓會員了解新一屆副會長們的抱負及三位年輕業界精英的成長過程，藉此吸引更多年青人投身人力資源管理專業，讓業界可持續發展。

最後，本人在此向會長、理事會成員和各位會員致謝，感謝你們過去一年對學會的支持，亦期待會員的積極參與，讓學會能在未來的日子裏發光發亮，再創佳績。

**Kandy Lui 呂肇勤**  
Executive Director 行政總監

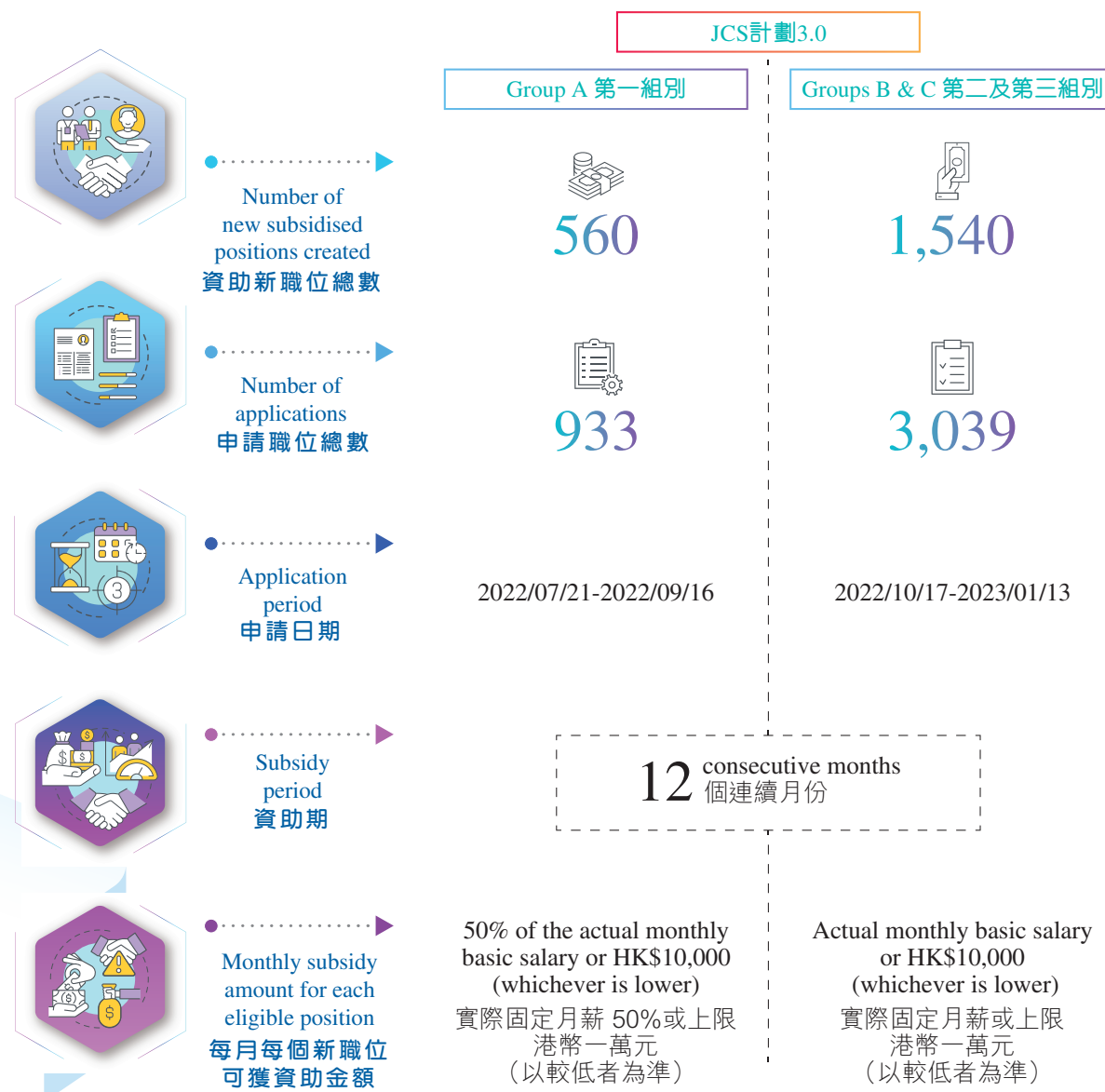
## JOB CREATION SCHEME 創造職位計劃

In 2021, the Institute collaborated with the Civil Service Bureau to introduce “The HKIHRM Job Creation Scheme (JCS)”, as one of the job creation schemes under the Anti-epidemic Fund (AEF) of the HKSAR Government JCS 1.0 and 2.0 respectively created 500 and 1,000 time-limited jobs of diverse skill sets and academic qualifications in the private sector, amidst the COVID-19 pandemic.

Building on the success of these previous schemes, **JCS 3.0** creating over 2,000 time-limited new jobs was launched in 2022 with the aim of further reducing unemployment caused by the pandemic and anti-epidemic measures. JCS 3.0 (Group A) is exclusively for JCS 2.0 waiting list applicants, while JCS 3.0 (Groups B & C) target industries heavily impacted by the pandemic and fresh graduates from 2021 or 2022, respectively. To promote wider awareness and participation, eight webinars were held for our members and other industry associations.

2021年，學會與公務員事務局合作推出了「香港人力資源管理學會-創造職位計劃(計劃)」，作為香港特別行政區政府「防疫抗疫基金」下的其中一個創造職位計劃。去年，計劃 1.0和2.0於疫情期間分別在私營市場創造了500個和1,000個涵蓋了不同技能和學歷的有時限職位。

鑑於前兩次計劃的成功，學會於2022年再次推出**計劃 3.0**，創造超過2,000個有時限新職位，旨在進一步改善疫情和防疫措施造成的失業情況。計劃3.0（第一組別）只接受計劃2.0候補名單申請，計劃3.0（第二及第三組別）的對象分別為受疫情重創的行業及2021年或2022年的新畢業生。為了更有效推廣是次計劃，學會共舉辦了八場網絡研討會，向會員和其他行業協會介紹計劃。



# EXECUTIVE COUNCIL

## 理事會

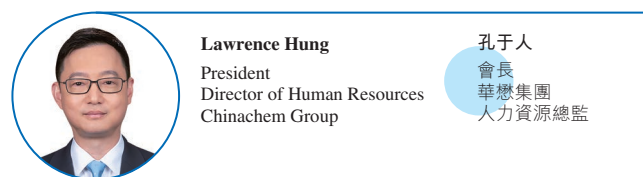


A list of committee members and objectives is set out in Appendix 1.  
有關學會委員會的成員名單及成立宗旨，請參閱附錄一。



# 2022/23 EXECUTIVE COUNCIL (APPOINTMENT AS AT 31 MARCH 2023)

## 理事會 (截至2023年3月31日)



**Lawrence Hung**  
President  
Director of Human Resources  
Chinachem Group

孔于人  
會長  
華懋集團  
人力資源總監



**David Li**  
Council Member  
Director – Human Resources  
New Beta Innovation Ltd

李志明  
理事會成員  
新行健醫藥科技  
有限公司  
人力資源總監



**Ian Choy**  
Vice President  
Chief People Officer  
MHK Restaurants Limited

蔡靖民  
副會長  
香港麥當勞  
首席人力資源官



**Kris Lui**  
Council Member

呂詠妍  
理事會成員



**Barry Ip**  
Vice President  
Vice President, Learning and  
Advancement  
Wynn Macau and Wynn Palace

葉華信  
副會長  
永利澳門及  
永利皇宮  
人才培育及發展  
副總裁



**Theresa Lui \***  
Council Member  
Chief People Officer  
Chow Tai Fook Group

呂燕明\*  
理事會成員  
周大福珠寶集團  
首席人力資源官



**Andy Luk**  
Vice President  
Senior Vice President  
Human Resources & External  
Relations,  
Informa Markets

陸國坤  
副會長  
Informa Markets  
亞洲人力資源及  
對外關係  
高級副總裁



**Valent Ma**  
Council Member  
Director of Human Resources  
& Administration  
Value Convergence Holdings  
Limited

馬志強  
理事會成員  
滙盈集團  
人力資源及行政總監



**Peter Leung**  
Honorary Treasurer  
Senior Manager (Staffing &  
Grade Management),  
HR Division  
Hospital Authority

梁嘉聰  
榮譽司庫  
醫院管理局  
人力資源部高級經理  
(招聘及職系管理)



**Francis Mok**  
Council Member  
Principal Consultant  
Francis Mok Consulting

莫家麟  
理事會成員  
首席顧問  
家麟顧問公司



**Margaret Cheng, JP**  
Immediate Past President  
Human Resources Director  
MTR Corporation Limited

鄭惠貞, JP  
前任會長  
香港鐵路有限公司  
人力資源總監



**Jennifer Tam \***  
Council Member  
Partner  
Mayer Brown

譚卓詠\*  
理事會成員  
孖士打律師行  
合夥人



**Priscilla Chau \***  
Council Member  
Director - Human Resources  
CLP Power Hong Kong Limited

周珮瑩  
理事會成員  
中華電力  
人力資源總監



**Chester Tsang**  
Council Member  
Head of Learning  
MTR Corporation Limited

曾永昌  
理事會成員  
香港鐵路有限公司  
學習進修主管



**Virginia Choi, JP**  
Council Member  
Managing Consultant &  
Country Manager  
Tammy McGill Consultants  
International Ltd

蔡惠琴, JP  
理事會成員  
泰田、麥基爾國際  
顧問有限公司  
主任顧問及總經理



**Alice Wong**  
Council Member  
Human Resources Director,  
North Asia  
DFI Retail Group

黃雅麗  
理事會成員  
DFI 零售集團  
北亞區人力資源總監

in alphabetical order of surnames  
\* Newly Appointed Member

依英文字母姓氏順序排列  
\* 新委任成員

# ADVOCACY AND MEDIA RELATIONS

## 倡導與聯繫

The Institute continued to attach great importance to advocate members' professional views and recommendations on employment-related and human capital development policies and issues, together with legislative changes pertaining to HR management and practices. Through leveraging various communication platforms and engagement channels, such as policy papers, submissions, media activities and professional events, the Institute ensured members' opinions are valued and heard by relevant stakeholders and the policy maker.

In line with our commitment to the advocacy work, the Executive Council appointed representative members to sit in various committees and advisory bodies of different government departments and authorities. These representatives played a pivotal role in shaping public policies from the HR perspective, leveraging their professional expertise and contributing valuable insights on pertinent issues.

A list of the Institute's representatives on external bodies and committees is set out in Appendix 3.

學會一直積極傳達會員的專業意見和建議，涵蓋就業及人力資源發展的政策和議題，以及法例修改對人力資源管理和實務的影響等。為了在公共政策制定過程中有效地傳遞會員意見，學會不但撰寫政策文件和意見書，更舉辦諮詢會、記者會和其他專業活動，透過多種溝通渠道推行倡導工作，務求把會員的聲音傳達到相關的政策制定者、政府機構及其他的主要持份者。

為配合倡導工作，理事會推選合適會員，加入不同政府部門和機構的委員會和諮詢機構。他們不僅代表學會就相關議題發表專業意見，亦從人力資源管理的專業角度，協助制定公共政策。

有關對外機構及委員會的學會代表名單，請參閱附錄三。

## ADVOCATING FOR THE HR PROFESSION

### 為業界發聲

Taking heed of our members' concerns on the various topical issues, the Institute proffered an array of approaches to encounter the pressing manpower challenges through submissions, including:

因應會員對各種議題的關注，學會就不同政策向政府提議一系列的解決方案，以助應對業界的挑戰，其中包括：

### BUDGET

#### 財政預算案



#### The 2022-23 Budget

- Generate employment opportunities by Job Creation Scheme
- Enhance Hong Kong's international outlook by developing talents for green finance
- Monetary support for SMEs to sustain work from home under the pandemic
- 通過就業創造計劃產生就業機會
- 通過培養綠色金融人才，提高香港的國際形象
- 為中小企業提供財政支援，在疫情下維持在家工作

## REVIEW OF THE STATUTORY MINIMUM WAGE RATE

### 檢討法定最低工資水平

#### 2022 Report of the Minimum Wage Commission



- Implement upward adjustments to provide lower-income employees with a financial safety net and improve the overall standard of living in Hong Kong
- 實施上調措施，為低收入員工提供經濟保障，提高香港的整體生活水平
- A majority (66%) of the interviewees concurred to increase the statutory minimum wage rate, as indicated in the HKIHRM Quick Poll results
- 學會的調查結果中，超過三分之二(66%)的受訪者同意提高法定最低工資水平
- Alleviating poverty, closing the income gap and improving worker welfare were the top three reasons to support the notion
- 減輕貧窮、縮小收入差距和改善工人福利

## POLICY ADDRESS

### 施政報告



The Hong Kong Special Administrative Region  
of the People's Republic of China

#### The Chief Executive's 2022 Policy Address

2022.10.19

- Rebuild Hong Kong's competitiveness through talent recruitment and retention
- 通過招聘及挽留人才，重建香港競爭力
- Put forward relief measures for small and medium enterprises (SMEs)
- 為中小企業提出紓困措施
- Formulate Youth Development Blueprint and enhance employability with the new "Future Workforce Study"
- 制定青年發展藍圖，通過新的「未來勞動力研究」提高就業能力
- Improve retirement protection
- 改善退休保障
- Fill talent gaps amid the exodus of human capital
- 在人才外流下填補人才缺口
- Facilitate cross-boundary employment in the Greater Bay Area
- 促進大灣區跨境就業

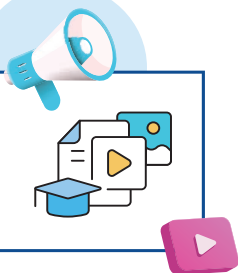


## PUBLICITY THROUGH THE MASS MEDIA

### 媒體報導

125

#### Media Coverage 媒體報道



23

#### Media Interviews 傳媒採訪



To provide members and our stakeholders with the latest updates of the Institute, a series of press briefings was hosted together with the topical studies findings and pulse surveys. We effectively used mass media to disseminate useful information such as survey results and findings, to benefit the HR profession and the public in a timely manner. The Institute time and again responded to enquires from local and international media agencies and provided professional and expert views on topical issues concerning talent shortage, manpower development, talent grooming and the like.

為向會員和大眾提供最新資訊，學會舉辦了一系列媒體簡報會，發佈專題研究和脈動調查的結果，同時向大眾媒體發放即時資訊。學會亦就有關人才短缺、人力發展、人才培訓等議題向本地和國際傳媒機構提供專業意見。



- ◆ President Hung joined the TVB live to comment on the 2022 Policy Address.  
孔會長出席電視廣播有限公司的新聞資訊直播節目，就2022年施政報告發表專業評論。



- ◆ President Hung (first from right) shared the 2022 Pay Trend Survey results on a NowTV talk show "News Magazine".  
孔會長(右一)在NowTV《新聞透視》中分享了2022年薪酬趨勢調查的結果。

#### 港今年加人工3.5% 疫下最高 企業競搶專才 2023增幅料3.6%

【本報訊】根據香港人力資源管理學會昨日公佈的「2022年薪酬趨勢調查」結果顯示，本港僱員平均加薪3.5%，為疫後最高。而展望明年平均加薪3.6%，由百分之四點一。

人力資源管理學會主席表示，本港僱員平均加薪3.5%，由百分之四點一。而展望明年平均加薪3.6%，由百分之四點一。人力資源管理學會主席表示，本港僱員平均加薪3.5%，由百分之四點一。而展望明年平均加薪3.6%，由百分之四點一。

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#### 調查：逾68%機構明年平均加薪3.6%

【本報訊】本港近年人才流失問題嚴重，不少公司都加薪留人。香港人力資源管理學會昨日公布2022年薪酬趨勢調查，結果顯示，本港僱員的平均加薪幅度為3.5%，創新高。

學會於今年1月至9月期間進行調查，訪問了178間機構及企業，分別來自12個行業，涵蓋12.07萬名全職僱員。據調查顯示，今年有98.3%僱員獲加薪，遠勝前年僅佔1.7%。而獲加薪行業的首3位依次分別為電訊、多媒體及資訊科技業；銀行及金融服務業，以及會計、專業及商業服務業，孔

## MEMBER SERVICES

### 會員服務



As a local leading HR professional body, the Institute endeavors to foster the dissemination of knowledge and enhance the level of HR professionalism in Hong Kong. Throughout the year of 2022, the Institute remained steadfast in its commitment to advance the HR profession through a diverse array of learning and collaborative platforms, including seminars and workshops, student talks, publications, and surveys.

作為本地人力資源領域的領先專業團體，學會致力推動知識傳播，提升本地人力資源專業水平。在2022年，學會透過各種學習和協作平台，持續推進人力資源專業的發展，形式包括研討會和工作坊、學生講座、刊物和調研等。

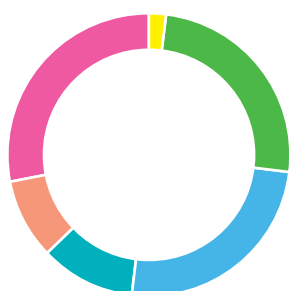


## MEMBERSHIP PROFILE 會員資料

The Institute maintained a robust membership of close to 5,000 members in 2022, around 520 of them were corporate members.

學會會員基礎堅實，2022年會員數目接近5,000名，當中公司會員約520家。

### By Category 會籍類別



◆ 2% Fellow  
資深會員

◆ 25% Associate  
副會員

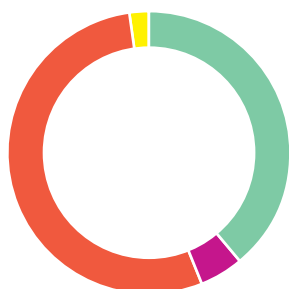
◆ 9% Affiliate  
附屬會員

◆ 25% Professional  
專業會員

◆ 11% Corporate  
公司會員

◆ 28% Student  
學生會員

### By Position 職位級別



◆ 39% Top Management  
高層管理人員

◆ 54% Senior / Middle  
Management  
資深/中層管理人員

◆ 5% First level  
Management  
初級管理人員

◆ 2% Others  
其他

## MEMBER EVENTS 會員活動

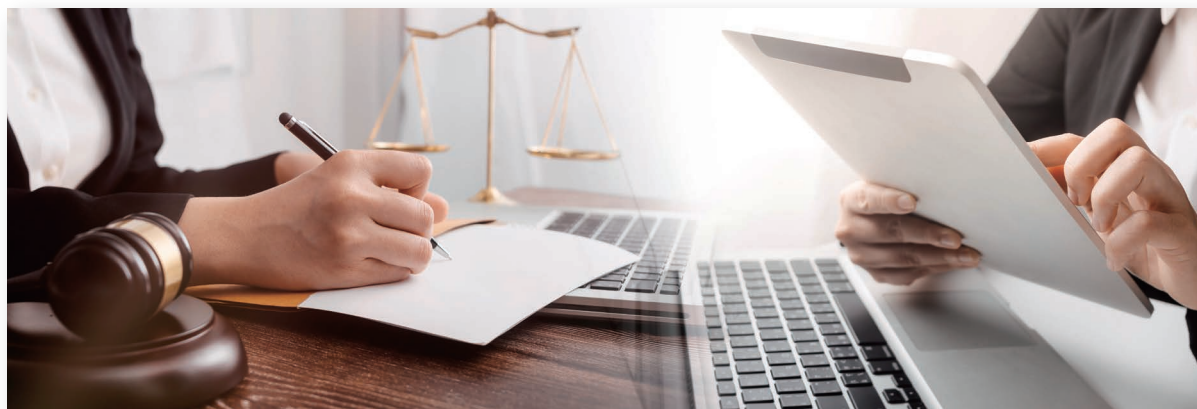
During the year, the Institute hosted a number of events for its members, encompassing virtual seminars and briefings aimed at equipping them with pertinent knowledge to further their professional development and broaden their business connections.

年內，學會就多個專題舉辦了活動，包括網絡研討會及簡介會，以協助會員吸收相關知識、推動專業發展並擴充其業務網絡。



**Webinar: The Fifth Wave – Impact of Omicron Variant (Vaccination & Legal Consideration)** held in March and attended by 250 members, the focus of the event was to provide an update on the local outbreak, potential implications of the Omicron variant, the significance of vaccine boosters, and the legal considerations surrounding the “Jab or Swab” arrangements.

網絡研討會：「第五波 – Omicron變異株的影響」(疫苗接種和法律考慮)於3月舉行，向250名會員提供本地疫情爆發的最新消息、Omicron變異株可能帶來的影響、疫苗加強劑的重要性，以及與「接種或檢測」安排相關的法律考慮。



**Webinar: Employment Support Scheme (ESS) Introduction** held in April and attended by more than 450 members, the webinar introduced the multiple relief packages formulated by the Government with the objective of aiding the Hong Kong community. It provided an overview of the schemes that companies may apply for and expounded on the ESS scheme's financial impact for employers.

網絡研討會：「保就業計劃簡介會」於4月舉行。就政府制定了多項紓困措施，幫助社會各界渡過疫情難關，學會向450多名會員概述保就業計劃，及如何經濟支援僱主。



**Consultation Briefing: eMPF Platform by MPFA** held in May and June respectively, the MPFA presented its latest initiative, a comprehensive electronic platform to over 120 members. The purpose of the consultation briefing was to gather feedback from HR practitioners to improve the system's functionality in the second stage.

積金局「積金易」平台用戶介面諮詢會分別於5月及6月舉行，吸引超過120名會員參與。積金局藉此機會展示一站式電子平台的全新面貌、示範主要功能，並徵集人力資源業界意見，協助項目邁入第二階段，完善平台機制。



## Quick Poll and Webinar: eMPF Forum for Employers 積金易平台僱主十問



Recognising the significant impacts of eMPF on stakeholders and particularly employers' obligations, the Institute collaborated with The Hong Kong Retirement Schemes Association to develop a survey aimed at identifying concerns or issues faced by employers under the new platform. Subsequently, Cynthia Hui, the Acting Chief Operating Officer of the MPFA was invited to address the key concerns stated on the survey during a webinar in November, which attracted 500 members of both organisations to attend.

積金易平台的推行對學會各持份者影響深遠，與僱主責任尤其相關。有見及此，學會與香港退休計劃協會合作，進行問卷調查訪問僱主對新平台的顧慮及問題。積金局署理營運總監許慧儀受邀出席11月的網絡研討會，討論調查結果提及的關鍵問題，成功吸引兩會約500名會員出席。

## Webinar: The Present and Future of the Talent Learning and Development in the Greater Bay Area 網絡研討會：大灣區現狀與未來－人才學習與發展交流會



Dr Barry Ip, Vice President of the Institute, and Bob Xie dissected training and development trends from both macro (national policy) and micro (individual enterprises) perspectives on the current and future talent learning and development in the Greater Bay Area. The subject generated significant interest, attracting close to 90 participants.

學會副會長葉華信博士及謝勇從宏觀（國家政策）和微觀（個體企業）的角度剖析了大灣區當前和未來人才學習和發展的培訓和發展趨勢，吸引近 90 名參加者。



**ICAC Seminar & Headquarter Visit:** Our members were introduced to the topic of “Professional Ethics - The Best Defence Against Corruption” by Hong Kong Business Ethics Development Centre, aiming at raising awareness of corruption risks in the professional field of human resources. The seminar was followed by an engaging tour to the ICAC Exhibition Hall.

**廉政公署講座及總部參觀：**香港商業道德發展中心舉辦了「職業道德－最佳防貪策略」主題講座，旨在加強會員對業界的貪污風險認識。參加者隨後參觀了廉政公署展覽廳。

## STUDENT SERVICES: CAREER PLANNING TALK AND WEBINARS ON INTERVIEW SKILLS

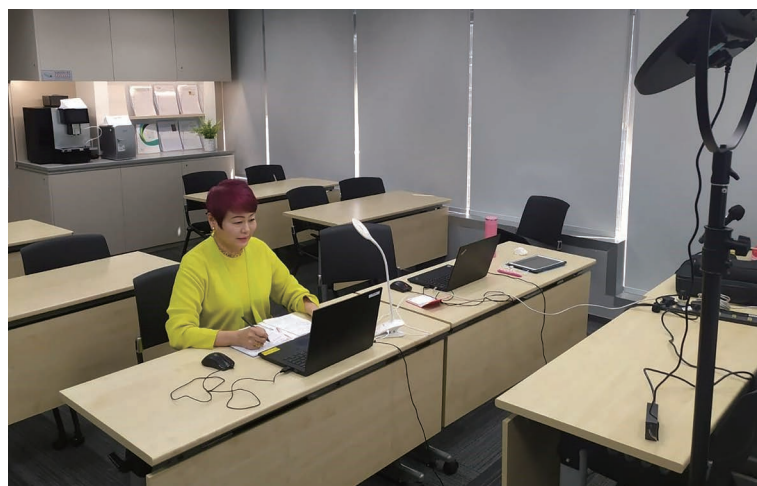
學生服務：職涯規劃講座及面試技巧網上講座

Institutions 大專學院	No. of Participating Students 參與學生人數
Hong Kong Institute of Vocational Education (IVE), Tsing Yi 香港專業教育學院(青衣分校)	35
Hong Kong Baptist University (Shek Mun Campus) 香港浸會大學國際學院	40
The Hang Seng University of Hong Kong 香港恒生大學	65
College of Professional and Continuing Education, (CPCE), The Hong Kong Polytechnic University 香港理工大學專業及持續教育學院	80

Career talks were conducted for four institutions, garnering approximately 220 student participated.

220

student participated.  
名學生參加。



The webinar delivered by Virginia Choi, JP was jointly organised by the Institute, Qianhai International Liaison Services with the support from CTgoodjobs and Baptist Oi Kwan Social Service to share successful interview strategies to help students stand out in virtual interviews.

在CTgoodjobs及浸信會愛羣社會服務處的支持下，學會與前海國際聯絡服務有限公司合辦「從僱主角度拆解視像面試」網上講座，蔡惠琴太平紳士分享面試成功秘訣，幫助學生在視像面試脫穎而出。



“Build Powerful CV and Win Your Job Interview” Webinar  
「從僱主角度拆解視像面試」  
網上講座

500+





## NETWORKING COCKTAILS: MEET THE HKIHRM'S NEW PRESIDENT

### 聯誼酒會：與學會新會長會面

Lawrence Hung marked his first year as the Institute's President at two cocktail receptions held in November and December respectively. During the event, Lawrence expressed his aspirations in serving the HR community with over 60 members, gratitude for their support, and reaffirmed the importance of professional development for Hong Kong's HR profession. Members appreciated the opportunity to interact with the President; Andy Luk and Ian Choy; the two Vice Presidents, and other Executive Council Members.

孔于人首次擔任學會會長，在11月及12月舉行的酒會上，他與60多位會員分享了於人力資源業界服務的感想，亦感謝會員的支持，並重申專業發展對香港人力資源的重要性。聯誼會期間，會員們藉此機會與會長、陸國坤副會長和蔡靖民副會長，以及其他理事會成員交流。



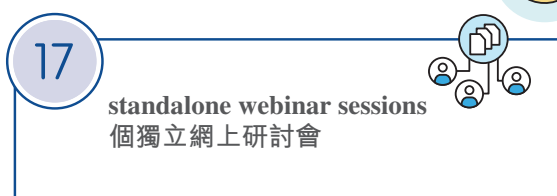


# FLAGSHIP AND SIGNATURE EVENTS

## 旗艦及主題活動

### 2022 ANNUAL CONFERENCE & EXHIBITION

#### 周年會議暨展覽會



### REVITALISING HR

#### HR再展新猷

With the theme of “Revitalising HR”, 2022 Annual Conference was a major initiative for the 45th anniversary celebrations. The conference and exhibition returned in a brand-new hybrid format, which allowed participants to attend the event either in person or virtually without geographic limitation. An in-person exhibition was held concurrently with 28 exhibitors showcasing their latest HR products and services.

2022周年會議是學會四十五周年慶祝活動的一環，今年主題為「HR再展新猷」，並以全新的混合形式回歸，使與會人士可以親身或不受地域限制地參加活動。展覽會亦於同場舉行，有28家參展商展示了最新的人力資源產品和服務。



- ◆ 2022 Annual Conference featured numerous HR professionals and scholars who provided valuable insights into various issues. 在2022年周年會議上，眾多人力資源專業人士和學者講者就業界的各種議題提供真知灼見。



- ◆ (From left to right) Andy Luk, Vice President of the Institute; Lawrence Hung, President of the Institute; Ayesha Macpherson Lau, BBS, JP, Chairman of the Mandatory Provident Fund Schemes Authority, and Ian Choy, Vice President of the Institute officiated at the opening ceremony of the Annual Conference. (左起)陸國坤副會長、孔子人會長、強制性公積金計劃管理局主席劉麥嘉軒女士、BBS, JP及蔡靖民副會長擔任周年會議的主禮嘉賓。



- ◆ Ayesha Macpherson Lau, BBS, JP, Chairman of The Mandatory Provident Fund Schemes Authority, delivered the opening remarks as the Guest of Honour.

強制性公積金計劃管理局主席劉麥嘉軒女士, BBS, JP擔任主禮嘉賓致開幕辭。



- ◆ During the ceremony, President Hung, emphasised the vital role HR professionals play in turning challenges into opportunities during the Great Resignation and the economic uncertainty.

典禮期間, 孔會長強調, 在大離職潮及經濟不穩下, 同業肩負重要角色, 幫助機構轉危為機。



- ◆ Josh Bersin, a HR guru and the Founder and Dean of the Josh Bersin Academy, shared valuable insights and strategies on how HR leadership increases brand value amidst the challenges.

業界巨擘及Josh Bersin Academy創辦人兼院長Josh Bersin分享寶貴見解, 並闡明領導能力可以如何在充滿挑戰的環境下增加品牌價值。



- ◆ The icebreaking session provided an opportunity for young leaders to discuss and exchange their viewpoints with the CXOs.

業界年輕才俊藉著破冰活動與資深管理層交流心得。



- ◆ Participants explored the latest HR tools and services at the exhibition. 參加者探索最新人力資源產品及服務。



- ◆ Participants were the first time joining the Conference in a hybrid mode through the virtual platform.

參加者首次通過虛擬平台出席混合模式的周年會議。



- ◆ The webinar included polling to actively engage participants. 講者於網上研討會使用投票功能與參加者互動。

To keep the momentum, a total of 17 standalone webinars were held throughout September and delivered by industry experts, covering a diverse range of topics such as ESG Transformation, Diversity, Equity, and Inclusion, Future of Work, Metaverse, Leadership, Talent Development, Engagement, HR Career among others.

會議完滿結束後, 學會於9月續舉辦17個獨立網上研討會, 邀請行業專家講述多個議題, 包括: ESG 轉型、多元、平等和包容、未來工作樣貌、元宇宙、領導技巧、人才發展、員工投入度、人力資源職業前景等。



The Icebreaking for CXO & Future Leaders session involved enlightening cross-generational exchange between senior business leaders in the C-suites and promising young guns in the profession - developing both the hard and soft skills are essential for practitioners to enhance company resilience.

通過管理層與未來領袖的交流及互動對話，從而啟發從業員發展硬技能和軟技能對增強公司韌性的重要。

The Roundtable Discussion leveraged sharing, discussions, and interactive polls to address the future of work. The extensive session brought together the best minds to help HR professionals stay ahead of prevailing trends, and gain insights on developing a forward-looking workforce strategy.

圓桌討論期間，講者與觀眾進行即時投票互動，分享對未來工作趨勢的看法，展開廣泛討論，並集思廣益，幫助業界人士運用前瞻視野制定策略。

The Conference was wrapped with a Fireside Chat with Ricky Yu, Founder and CEO of Light Be, a social housing enterprise and Kris Lui, Executive Council Member of the Institute. Ricky gave his insights on how their housing schemes can help tackle poverty and support upward mobility, enhancing the capabilities of beneficiaries and transforming them into valuable contributors to the society.

社會房屋企業要有光創辦人及行政總裁余偉業與學會理事會成員暨主持呂詠妍進行談話。余偉業就他們的房屋計劃如何幫助解決貧困，為受助人創造向上流動機會，增強他們的能力，並幫助他們回饋社會提供見解。



◆ (Second from left) Speakers Cintia Nunes from The Mills Fabrica, Kalie Lam from Hong Kong Construction Association Young Members Society and Vincent Wu from Richemont brought fresh perspectives on popular HR issues at the Future Leaders Dialogue. 未來領袖對話期間，(左二起)南豐作坊總監Cintia Nunes、香港建造商會青年會的年青專業組長林晞琪，及歷峯集團胡文瀚探討熱門人力資源管理議題，帶來嶄新思維。



◆ Ricky Yu (left) and Kris Lui (right) at the Fireside Chat. 余偉業(左)和呂詠妍(右)進行談話。



- ◆ Rebecca Chan from KOS International Limited hosted the Roundtable Discussion at the second half of the Conference.  
會議下半部分，高奧士國際控股有限公司的陳曉慧主持圓桌討論。

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# 2021/22 HR EXCELLENCE AWARDS

## 卓越人力資源獎

510+

local and overseas  
entries since its launch  
來自本地及海外的  
企業／機構參加



33

awards  
獎項



were granted under the Government organisations,  
HR Service Providers, Organisational and  
Individual categories.

分別授予政府機構、人力資源服務機構、  
企業及從業員。

The HR Excellence Awards Ceremony 2021/22 was staged on 7 September as a hybrid event alongside the Annual Conference & Exhibition 2022. This special occasion recognised the achievements of organisations and individuals who have achieved business success through exceptional people strategies and practices.

卓越人力資源獎2021/22頒獎典禮於9月7日與2022周年會議暨展覽會同日舉行，以嘉許憑藉出色的人才策略在業務上取得突出成就的機構和從業員。

33 awards were featured in total, categorised under Organisational, HR Service Provider, NGO, and Individual Categories. In addition, a new Special Award for COVID-19 Response was added to recognise organisations that demonstrated care and innovation in their response to the pandemic, benefitting their employees and/or their families.

本屆共設有33個獎項，分別為企業、人力資源服務機構、非政府組織及個人獎項。此外，大會還新增設了一個疫情應對特別獎項，以表揚入圍企業秉持創新關懷的精神處理新冠疫情的挑戰，以惠澤員工或其家人。



- ◆ The HKIHRM HR Excellence Awards 2021/22 judging panel and Organising Committee Members (from left to right) Jeanne Fu, Miko Cheung, Eliza Ng, Margaret Cheng, Ian Choy, Lawrence Hung, Kit Fan, Paul Choi, Joyce Ho and Andy Luk.  
2021/22年度卓越人力資源獎評審團及委員會成員(左起)：符可瑩、張嘉瑩、伍雪芬、鄭惠貞、蔡靖民、孔于人、范潔儀、蔡家聰、何慧詩、陸國坤。

## GRAND AWARD OF THE YEAR 年度大獎



宏利人壽保險(國際)有限公司因其亞洲區多元、平等與包容計劃，榮獲年度大獎這一最高殊榮。他們熱衷推動公司的包容及支持文化，以促進他們發展多元化團隊。

◆ Manulife (International) Limited received the Grand Award of the Year. 宏利人壽保險(國際)有限公司榮獲本屆年度大獎。

The Grand Award of the Year, the highest recognition, was garnered by Manulife (International) Limited for its Diversity, Equity, and Inclusion Programme for Asia. They are enthusiastic to further build an inclusive and supportive culture that provides opportunities for their diverse team to thrive.

## EXCELLENT HR LEADER AWARD 卓越人力資源領袖獎



◆ Winner of the Excellent HR Leader Award – Wilfred Wong, BBS, JP  
卓越人力資源領袖獎得獎者 —— 黃錦沛, BBS, JP

黃錦沛, BBS, JP從事人力資源管理多年，展現出色的領導才能，是本屆典禮另一大獎——卓越人力資源領袖獎的得獎者。他曾於多間知名企業工作，包括渣打銀行、國泰航空及DFS集團有限公司，施行創新的管理策略及最佳方案。

黃先生積極參與社會公益事務，在多個專業團體、政府諮詢委員會和董事會擔任公職，包括曾出任香港人力資源管理學會會長、人力資源管理跨行業培訓諮詢委員會、香港學術及職業資歷評審局、紀律人員薪俸及服務條件常務委員會，及旅遊業監管局。

作為一位擁有顯赫成就及貢獻的卓越人力資源領袖，黃先生獲獎乃實至名歸。

Wilfred Wong, BBS, JP is an excellent HR leader for the Excellent HR Leader Award, also one of top prizes. Mr Wong has demonstrated outstanding leadership qualities throughout his career in human resources. He has worked for several high-profile companies such as Standard Chartered Bank, Cathay Pacific Airways, and DFS Group Limited, where he implemented innovative HR strategies and best practices.

Wilfred has been actively involved in public service, and served on numerous professional bodies, government advisory committees and boards, including the Past President of the Institute, Cross-industry Training Advisory Committee for the Human Resource Management Sector, Hong Kong Council for Accreditation of Academic and Vocational Qualifications, Standing Commission on Disciplined Services Salaries and Conditions of Service, and Travel Industry Authority.

All these achievements and contributions make him an excellent HR leader and deserving of the Award.

## JUDGING PANEL

### 評審團

Name 姓名	Title 職銜
Margaret Cheng 鄭惠貞	Immediate Past President, HKIHRM 香港人力資源管理學會 前任會長 Human Resources Director, MTR Corporation Limited 香港鐵路有限公司 人力資源總監
Jenny Chiu 趙慧嫻	Executive Director and Senior Director - Human Resources, New World Development Company Limited 新世界發展有限公司 執行董事及人力資源高級總監
Paul Choi 蔡家聰	Former Managing Director, Group Head of Human Resources, Hong Kong Exchanges and Clearing Limited 香港交易及結算所有限公司前任首席人力資源總監
Ian Choy 蔡靖民	Vice President, HKIHRM 香港人力資源管理學會副會長 Chairperson, 2021/22 HR Excellence Awards Organising Committee 2021/22 卓越人力資源獎委員會主席 Chief People Officer, MHK Restaurants Limited 香港麥當勞首席人力資源官
Kit Fan 范潔儀	Corporate Head of Human Resources, The Hong Kong and China Gas Company Limited 香港中華煤氣有限公司 企業人力資源總監
Jeanne Fu 符可瑩	Professor, Head of Department of Management Head of Honours Academy, The Hang Seng University of Hong Kong 香港恒生大學 管理學系主任及榮譽學院院長
Betsy Lai 賴雪芬	Former Principal Assistant Secretary (Civil Service) Training and Development, Civil Service Bureau, HKSAR 公務員事務局 前任首席助理秘書長 (培訓發展)
Hayly Leung 梁小玲	General Manager, Group HR Services, Jardine Matheson Limited 怡和管理有限公司集團 人力資源服務總經理
Andy Luk 陸國坤	Vice President, HKIHRM 香港人力資源管理學會副會長 Vice President, Human Resources & External Relations, Informa Markets 亞洲人力資源及對外關係高級副總裁 Informa Markets
Eliza Ng 伍雪芬	Chief People and Culture Officer, Hong Kong Productivity Council 香港生產力促進局 首席人才總監
Prof Huang Xu 黃旭	Associate Dean (Research & Postgraduate Studies) Professor, Department of Management Director, MBA and MScBM Programmes Director, Center for Human Resources Strategy and Development Hong Kong Baptist University 香港浸會大學 研究及高級學位課程副院長 管理學系教授 工商及商業管理學碩士學位課程主任 人力資源策略及發展研究中心主任
Prof Wong Chi Sum 黃熾森	Professor, Department of Management, The Chinese University of Hong Kong 香港中文大學管理學系教授

in alphabetical order of surnames  
依英文字母姓氏順序排列

Position as at 7 September 2022  
截至2022年9月7日

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The Hong Kong Jockey Club  
RIDING HIGH TOGETHER





## HR EXCELLENCE AWARDS 2021/22 WINNERS

### 卓越人力資源獎2021/22得獎名單

#### GRAND AWARD OF THE YEAR

#### 年度大獎

		Project Name 項目名稱
Grand Award of the Year 年度大獎	Manulife (International) Limited 宏利人壽保險(國際)有限公司	Diversity, Equity and Inclusion (DEI) Programme for Asia

#### EXCELLENT AWARD

#### 卓越大獎

Individual Category 個人類別	Company Name 公司名稱	
Excellent HR Leader Award 卓越人力資源領袖獎	Wong Kam Pui Wilfred, BBS, JP 黃錦沛, BBS, JP	RESOLUTIONS HR & Business Consultancy Company Limited

Organisational Category 企業類別	Project Name 項目名稱	
Excellent Change Management Award 卓越應變改革管理獎	Esquel Group 溢達集團	Building An Agile Sales Workforce
Excellent Diversity & Inclusion Award 卓越多元共融獎	Manulife (International) Limited 宏利人壽保險(國際)有限公司	Diversity, Equity and Inclusion (DEI) Programme for Asia
Excellent Employee Wellness Award 卓越員工健康獎	Psychological Services Group, Hong Kong Police Force 香港警務處 心理服務課	Decoding Social Unrest for Tideriders" (DUST) - Resilience Programme for Police Officers 「踏浪者·知己知彼」：警務人員韌性復原計劃
Excellent ESG Award 卓越環境、社會和管治獎	Swire Properties Limited 太古地產有限公司	Swire Properties' Sustainable Development 2030 Strategy 太古地產2030可持續發展策略

#### ELITE AWARD

#### 優秀大獎

Organisational Category 企業類別	Project Name 項目名稱	
Elite Business Partner Award 優秀業務夥伴獎	MHK Restaurants Limited 香港麥當勞	Together for Good
Elite Change Management Award 優秀應變改革管理獎	Hong Kong Police Force 香港警務處	Tapping into and Nurturing the New Talent Pools 開拓及培育新人才庫
Elite Employee Engagement Award 優秀員工投入獎	Electrical and Mechanical Services Department 機電工程署	Together we Advance 攜手同行
Elite Employee Wellness Award 優秀員工健康獎	Herbalife Asia Pacific Services Limited	APAC Wellbeing Strategy Supporting the Power of One Team Campaign
Elite Innovation Award 優秀創新獎	Urban Renewal Authority 市區重建局	Innovative Measures in Safeguarding Employee Health under COVID-19
Elite Technology Application Award 優秀科技應用獎	Airport Authority Hong Kong 香港機場管理局	Enhance Employees Experience along HR Digitalisation Journey 開展人力資源數碼旅程 全面提升員工體驗
	Urban Renewal Authority 市區重建局	All-in-One Enterprise Learning and Sharing Platform 全方位企業網上學習平台
HR Service Provider Category 人力資源服務機構類別	Project Name 項目名稱	
Elite ESG Provider Award 優秀環境、社會和管治服務機構獎	Green Monday	Green Monday ESG Coalition (Partnership with Great Eagle Group)
Elite Innovation Provider Award 優秀創新服務機構獎	Ramco Systems Pte Ltd.	JCI's Journey with Ramco of Building a Future Workplace

## MERIT AWARD 優異大獎

Organisational Category 企業類別		Project Name 項目名稱
Merit Employee Engagement Award 優異員工投入獎	MTR Corporation Limited 香港鐵路有限公司	Driving Employee Engagement with MTR's 4E Initiatives
Merit Employee Wellness Award 優異員工健康獎	Mattel Asia Pacific Sourcing Ltd.	Employee Wellness 360
Merit ESG Award 優異環境、社會和管治獎	NWS Holdings Limited 新創建集團有限公司	NWS ESG Project
Merit Family-Friendly Practices Award 優異關愛家庭政策獎	Mattel Asia Pacific Sourcing Ltd.	Employee Wellness 360 – Balancing Work and Home Life
Merit Learning and Development Award 優異學習及發展獎	Airport Authority Hong Kong 香港機場管理局	Leadership Development Programme for Middle Managers 中層管理人員領袖培訓計劃
	Urban Renewal Authority 市區重建局	Grooming Location Intelligence Talents for Urban Renewal 培育位置智能專才推動市區更新
	Esquel Group 溢達集團	Building An Agile Sales Workforce
Merit Talent Management Award 優異人才管理獎	AXA China Region Insurance Company Limited AXA 安盛	High Potential Development Programme – Shine through your Uniqueness
Merit Talent Acquisition Award 優異人才招聘獎	Manulife (International) Limited 宏利人壽保險 (國際) 有限公司	Skills-based Matrixed Team

HR Service Provider Category 人力資源服務機構類別		Project Name 項目名稱
Merit Talent Acquisition Provider Award 優異人才招聘服務機構獎	BDO 立信德豪	Your Business FIRST 以您為先

## SPECIAL AWARD FOR COVID-19 RESPONSE WINNER 疫情應對特別獎項

Organisational Category 企業類別		Project Name 項目名稱
Business Partner Award 業務夥伴獎	MHK Restaurants Limited 香港麥當勞	Together for Good
Employee Engagement Award 員工投入獎	MTR Corporation Limited 香港鐵路有限公司	Driving Employee Engagement with MTR's 4E Initiatives
Employee Wellness Award 員工健康獎	Herbalife Asia Pacific Services Limited	APAC Wellbeing Strategy Supporting the Power of One Team Campaign
ESG Award 環境、社會和管治服務獎	NWS Holdings Limited 新創建集團有限公司	NWS ESG Project
	Swire Properties Limited 太古地產有限公司	Swire Properties' Sustainable Development 2030 Strategy 太古地產2030可持續發展策略
Innovation Award 創新獎	Urban Renewal Authority 市區重建局	Innovative Measures in Safeguarding Employee Health under COVID-19
Technology Application Award 科技應用獎	Airport Authority Hong Kong 香港機場管理局	Enhance Employees Experience along HR Digitalisation Journey 開展人力資源數碼旅程 全面提升員工體驗
	Urban Renewal Authority 市區重建局	All-in-One Enterprise Learning and Sharing Platform 全方位企業網上學習平台

# 2022 TRAINING & DEVELOPMENT NEEDS WEBINAR

## 培訓及發展需求網上研討會

**THEME : UNLEASHING THE NEW ERA OF LEARNING**  
主題：邁步·培訓·新里程



Around **120** participants  
參加者



**11**

speakers from HR professionals and local companies  
位人力資源管理從業員及本地企業講者

Themed “Unleashing The New Era of Learning”, the Institute’s Training & Development Needs (TDN) Webinar 2022 was an opportunity for HR professionals to keep abreast of the latest L&D trends and emerging needs of organisations in this important domain.

The live webinar was kickstarted by showcasing the highlights of the 2021/2022 Training & Development Needs Survey, followed by a panel discussion moderated by Dr Chester Tsang, the Executive Council Member and the Co-Chairperson of the Learning and Development Committee, who presented the latest breakthroughs and trends in L&D. According to Chester, the public health crisis for HR practitioners was a catalyst to advance online learning with their digital transformation journey.

「邁步·培訓·新里程」是學會培訓及發展需求網上研討會2022年的主題，研討會讓人力資源管理從業員了解最新的培訓及發展趨勢，以及企業在此重要範疇的新興需求。

本年度的網上研討會以公佈2021／2022年度僱員培訓及發展需求調查的研究結果揭開序幕。隨後，由學會理事會成員暨學習及發展委員會聯席主席曾永昌博士主持討論環節，分享有關培訓及發展的最新突破和趨勢。曾永昌指出人力資源管理從業員面對的公共衛生危機，是推進在線培訓數碼轉型的催化劑。



◆ Panelists (from left to right): Raphael Lok from Canon Hong Kong, Eliza Ng from Hong Kong Productivity Council, Joyce Fong from Mattel, and Chester Tsang, Executive Council Member and Co-Chairperson of Learning and Development Committee of the Institute.

討論嘉賓(由左至右)：佳能香港有限公司駱銳章、香港生產力促進局伍雪芬、Mattel方若曦、學會理事會成員暨學習及發展委員會聯席主席曾永昌。



◆ Carmen Chan from Gammon Construction gave a talk on utilising technology for talent development.  
金門建築Carmen Chan就利用科技促進人才發展發言。



◆ Charmaine Lee from The Hong Kong Jockey Club explained the shift from in-person training to virtual delivery and the power of digital learning tools.  
香港賽馬會李淑芬闡述由面授培訓到虛擬授課的轉變以及數碼學習工具的可取之處。

Sponsor 贊助商

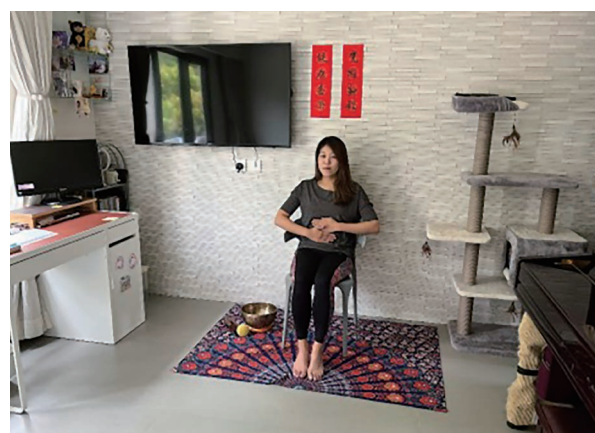
The Institute expresses its sincere gratitude for the generous support of the sponsor:  
學會衷心感謝贊助商的鼎力支持：







- ◆ Facilitated by Virginia Choi, the session invited Joyce Ho from Informa Markets to explain how to generate accurate “Leads” for and establish a peer learning and support culture. 研討會其中一個環節由蔡惠琴主持，邀請了來自Informa Markets的何慧詩就如何精準培訓「領袖」並建立同行學習及支持文化分享。



- ◆ Vivien Hui from Essentia demonstrated basic chair yoga techniques, which can be done without any special equipment or change of clothes. Essentia的Vivien Hui示範只需椅子就能完成的簡單瑜伽動作。



- ◆ Derek Wu from Lee Kum Kee focused on the key to enterprise-wide success in building talent development capability. 李錦記的胡君仲就企業成功建立人才發展能力的關鍵要素分享見解。



- ◆ Pearl Yung from LinkedIn explained on how a shift to skills-based planning can turn the skills crisis into opportunities. LinkedIn的Pearl Yung分享技能為本策略如何將技能危機轉化為機遇。



- ◆ Tina Ko, representing Mattel, demonstrated the power of play to keep employees engaged and connected. Mattel亞太區人力資源副總裁高音講解遊戲有效維持員工工作投入度及緊密關係。

## MEDIA BRIEFING 媒體簡報



Employee Training and Development are one of the major factors for talent retention and organisational growth. Dr Chester Tsang, the Executive Council Member and the Co-Chairperson of the Learning and Development Committee, hosted a media briefing on 2021/2022 Training and Development Needs Survey Findings, sharing valuable insights into local prevailing trends, as well as the ascending importance of reskilling and upskilling.

員工培訓和發展是企業挽留人才和機構發展的重要基石之一。理事會成員暨學習及發展委員會聯席主席曾永昌博士主持了2021/2022年僱員培訓及發展需求調查結果的媒體簡報會，並分享本港培訓及發展的主流趨勢，以及僱員再培訓和提升技能的重要性。



# 2022 PAY TREND AND BENEFITS SEMINAR

## 年薪酬趨勢及福利研討會

### REDEFINING C&B STRATEGIES IN THE FACE OF GREAT RESIGNATION

#### 重定薪酬福利 應對「大離職潮」

330+



Jointed the seminar  
參加是次研討會



◆ On top of the seminar, an exhibition area featuring comprehensive and accessible employer services was dedicated for the attendees.  
研討會亦設有展覽會，參展商展示了最新的人力資源產品及服務。

Compensation and Benefits (C&B) plays in promoting the mental well-being of employees and retaining top talent. Our commitment to this endeavor was evident at the 2022 Pay Trend and Benefits Seminar on 19 October, where distinguished speakers from diverse sectors shared their perspectives on various pertinent issues related to the HR profession.

The key findings of the 2022 HKIHRM Pay Trend Survey and a topical study titled “The Great Resignation: the Contrasting Perspectives of Employers and Employees” conducted in partnership with JobsDB Hong Kong were announced, the latter shed light on current trends in employee turnover and offered valuable insights into the perspectives of both employers and employees. Furthermore, we showcased the latest C&B solutions, which were designed to address the challenges faced by HR professionals in today’s dynamic workplace.

薪酬及福利在照顧員工心理健康和挽留人才方面發揮關鍵作用。10月19日舉行的2022年薪酬趨勢及福利研討會，我們邀得不同行業的專家擔任講者，就業界議題發表精闢見解。

學會代表亦於研討會上公佈2022年的薪酬趨勢調查結果，以及與JobsDB Hong Kong合作進行的有關「大離職潮：僱主僱員兩面睇」專題研究和最新薪酬及福利方案。相關重點將有助人力資源管理從業員制定有效的策略，以助同業挽留人才。



Irina Fan, Director of Research Hong Kong Trade Development Council – introduced ‘Global and HK Economic Outlook – is the worst of inflation behind us?’ 香港貿易發展局研究總監范婉兒闡析「環球及香港經濟展望—通脹高峰已過？」



Senna Cheung, Co-Chairperson of Remuneration Committee of the Institute presented the key findings of 2022 Pay Trend Survey Result. Her presentation focused on the critical factors that HR professionals need to consider when determining the budget for pay increases. 學會薪酬調查委員會聯席主席張子筠講解學會2022年薪酬趨勢調查結果摘要，與參加者剖析影響公司制定加薪預算的主要因素。



Jamie Lee, Managing Director & CEO of BCT Group, provided examples and solutions for rethinking talent retention strategies amid the Great Resignation. BCT銀聯集團董事總經理及行政總裁李微儀講述「大離職潮」下如何就挽留人才策略重新定位。



Alanis Hon, Consulting Manager - Asia Career Regional at Mercer, offered key points on APAC Rewards Trends & Insights. 美世亞洲區團隊人才諮詢經理韓欣杏，分享對亞太區薪酬趨勢的洞見。



◆ (From left to right) Andy Luk, Vice President of the Institute, Daryl Lau from JobsDB Hong Kong, Hayly Leung, Executive Committee Member & Chairman of Member Communication Subcommittee of the HKRSA, and Brian Sy from WeLab. (左至右)陸國坤副會長、JobsDB Hong Kong 劉振宇、香港退休計劃協會行政委員會成員暨會員交流小組委員會主席梁小玲、匯立金控集團施標龍。



Gabriel Kung, Chief Commercial Officer of Bowtie, and Kobe So, Head of Workplace Advisory at Ricoh Hong Kong, shared insights on redefining employee benefits strategies in response to the Great Resignation. 保泰人壽保險有限公司首席商務總監龔榮權、理光(香港)有限公司智能工作間顧問服務部門主管蘇俊明，分享如何透過重塑員工福利策略以應對「大離職潮」。



Melody King, Vice President Human Resources Asia Pacific and China at Herbalife, highlighted the APAC Wellbeing Strategy supporting the Power of One Team Campaign. Herbalife中國及亞太區人才資源副總裁Melody King與會者分享其亞太區福利策略如何有效建立團隊。

The exclusive VIP luncheon gathered over **70** distinguished senior HR executives  
貴賓午餐會吸引了超過 **70** 位人力資源資深管理層參加



◆ President Hung (left) and Bill Lee, Managing Director of JobsDB Hong Kong (right)  
孔會長(左)·JobsDB 香港區營運總監李政勳(右)

Bill Lee, Managing Director of JobsDB Hong Kong, provided valuable insights on how to overcome the significant application gap amid the great resignation. Such engagements further strengthen our commitment to fostering meaningful relationships with industry leaders and addressing the most pressing challenges facing the HR community.

JobsDB香港區營運總監李政勳與參加者分享如何在大離職潮中消除求職申請的巨大差距。此類活動為學會與行業領袖提供促進交流探討、推動行業發展的平台，共話業界新機遇及挑戰。

## MEDIA BRIEFING 媒體簡報



President Hung briefed the media on the key findings of the 2022 Pay Trend Survey, including the salary adjustment projection for next year. He also analysed the latest developments in Hong Kong's manpower market and the implications of talent outflow for organisations' recruitment strategies and remuneration & benefits packages.

孔會長向媒體講解2022年薪酬趨勢調查結果，當中包括對2023年的薪酬調整預測。會長還分析了香港職場的最新發展以及人才流失對招聘策略和薪酬福利方面的影響。

## Sponsors 贊助商

The Institute expresses its sincere gratitude for the generous support of the sponsors, especially:  
學會衷心感謝各位贊助商及支持機構的鼎力支持，特別鳴謝以下贊助商：

VIP Lunch Sponsor:  
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# LEARNING AND DEVELOPMENT

## 學習與發展



We remain committed to supporting the community and its employees by preparing them for the challenges ahead and equipping them with the latest profession knowledge and skills to maintain optimal competitiveness.

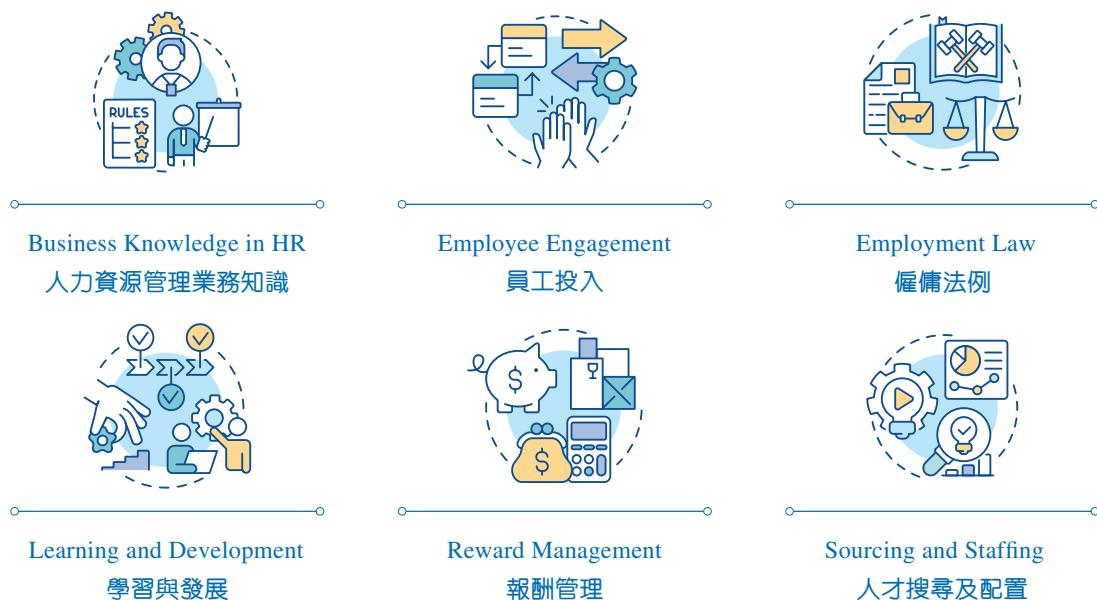
學會一直致力協助同業做好準備，迎接挑戰，並為其員工裝備最新的工作知識和職業技能，以保持其領先優勢。

### CERTIFICATE PROGRAMMES

#### 證書課程

Developed from the Body of Knowledge under the HR Professional Standards Model, Certificate Programmes were introduced by the Institute to meet the development needs of HR professionals and advance their expertise in various management functions. The certificate courses are mainly divided into the following six areas:

證書課程的內容乃根據學會訂立的「人力資源專業標準」的知識體系設計而成，配合人力資源專業人士的發展需要，提升他們在不同管理職能方面的專業知識。證書課程主要涵蓋以下六個領域：



To facilitate the development of young HR professionals, the Institute conducted over 16 certificates and global programmes last year, including new certificate programmes ‘Certificate of Basic Overview of Hong Kong Employment Ordinance’, ‘Executive Certificate in Applied Psychology in Talent Recruitment and Retention’, and ‘Distance-Learning Certificate Course in Employment Ordinance’.

為促進培育年輕的人力資源從業員，學會去年開辦了逾16個證書課程及國際認證課程，更首次開辦「Certificate of Basic Overview of Hong Kong Employment Ordinance」、「Executive Certificate in Applied Psychology in Talent Recruitment and Retention」及「Distance-Learning Certificate Course in Employment Ordinance」證書課程。



## GLOBAL PROGRAMMES

### 國際認證課程

The Global Programmes consist of two distinct streams, namely the Global Remuneration Professional (GRP) designation and the Certified Compensation Professional (CCP) designation, offering HR professionals an advantage in advancing their careers.

By obtaining the GRP and CCP designations, HR practitioners are recognised for their ability to:

- Acquire essential knowledge to integrate global reward programmes with business strategies;
- Understand the impact of globalisation and regional influences on the design and delivery of global reward programmes;
- Possess the knowledge and skills to design and administer base and variable pay programmes; and
- Effectively promote reward programmes, making them an asset to their organisations.

國際認證課程分為「世界薪酬認證課程」(GRP)，及「薪酬專業認證課程」(CCP)兩大體系，讓人力資源從業員在發展他們的職業目標時能更具優勢。

修畢兩類課程的從業員可獲得以下能力認證：

- 掌握將全球薪酬計劃與業務策略結合的基本知識；
- 了解全球化及地區趨勢對設計及實施環球薪酬計劃的影響；
- 具備設計及管理基本和可變薪酬的知識和技能；及
- 能夠有效地在從業員所屬公司推動薪酬計劃。

## TOPICAL SEMINARS AND WORKSHOPS

### 主題研討會及工作坊

To meet the community knowledge needs, topical seminars and workshops were organised in physical, virtual, or hybrid formats, covering a wide range of topics such as employment law, compensation and benefits, and talent management, and the COVID-19 related areas.

學會舉辦了多個不同的在線、實體及混合模式的主題研討會及工作坊，涵蓋僱傭法例、薪酬及福利、人才管理安排及有關新冠疫情等廣泛議題，以配合業界不同的興趣及需要。

## CORPORATE TRAINING

### 企業培訓課程

Customised training programmes are provided to corporate clients in order to improve their competitiveness and ensure sustainable growth. These programmes cover Coaching Skills, Competency Based Interviewing, Project Management, Team Building, and Updates on Employment Ordinance.

除公開的培訓課程外，學會還為企業客戶度身訂造培訓課程，以提升員工的競爭力及協助企業的可持續發展。企業培訓涵蓋多個培訓項目，例如教練技巧、以職能為主的招聘面試技巧、項目管理、團隊建設和僱傭條例最新修訂。



# RESEARCH AND SURVEYS 研究與調查

The Institute conducted another 10 quick polls in 2022 on current HR topics such as eMPF, statutory minimum wage, vaccine pass and unvaccinated employees. The results were posted on the Institute's research website and shared instantly with participants, providing a real-time snapshot of the findings. Members are encouraged to participate and share their opinions with their peers in the HR profession.

The Institute conducts regular research on HR management topics to keep members and practitioners informed of the latest trends and developments. This promotes knowledge sharing among HR professionals and enhances the Institute's position as a leading source of expert opinions and insights.

## 2022 SURVEY CONDUCTED 進行的調查



◆ **Hong Kong Pay Trend Survey:** providing authoritative annual sources of information on pay in Hong Kong since 1978.

香港薪酬趨勢調查：自1978年以來，學會的薪酬調查一直是香港最權威的年度薪酬信息來源之一。

學會還於今年內完成了另外 10 項適時的人力資源主題的快速調查，例如積金易平台、法定最低工資、疫苗接種和未接種疫苗的員工。這些快速調查的結果均即時透過網上平台與調查參與者分享，讓他們能夠迅速、實時了解結果。學會亦鼓勵會員可透過這個渠道，與業界人士分享見解。

學會定期就人力資源管理議題進行研究，以助會員和其他人力資源管理從業員了解業界的最新發展趨勢和有關見解。這些工作不僅能促進從業員之間的知識交流，同時亦鞏固了學會作為業界專業意見領袖的地位。

In 2022, the Institute partnered with Mercer to introduce a new online survey platform with simplified questionnaires, streamlined reporting formats, and a user-friendly interface. These improvements aim to offer participants a more hassle-free survey experience and help companies and the HR community make better fact-based pay decisions.

學會於2022年夥拍美世共同開展薪酬趨勢調查的工作，推出全新的在線調查平台並簡化問卷、精簡報告和開發方便易用的報告格式界面，為受訪者提供順暢的調查體驗。這將有助於公司和人力資源業界在作出薪酬決策時，更能以事實為依歸。



**2022** Overall Pay Adjustment\*  
年整體基本薪酬調整



**3.5%**



**2022** Average Non-guaranteed Bonus\*  
年非固定花紅平均金額



**1.57** months of pay  
個月基本薪金



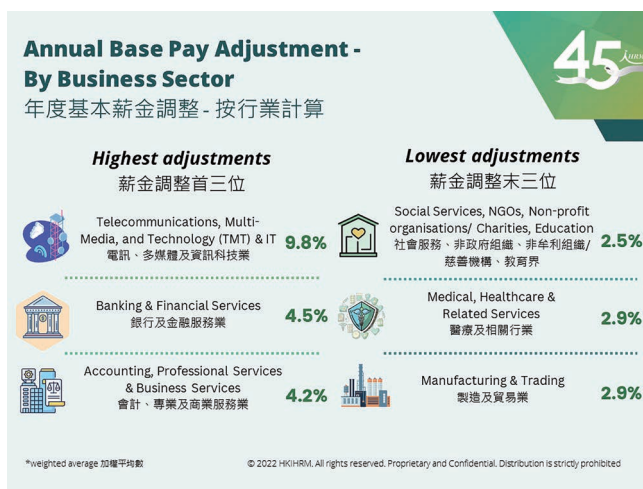
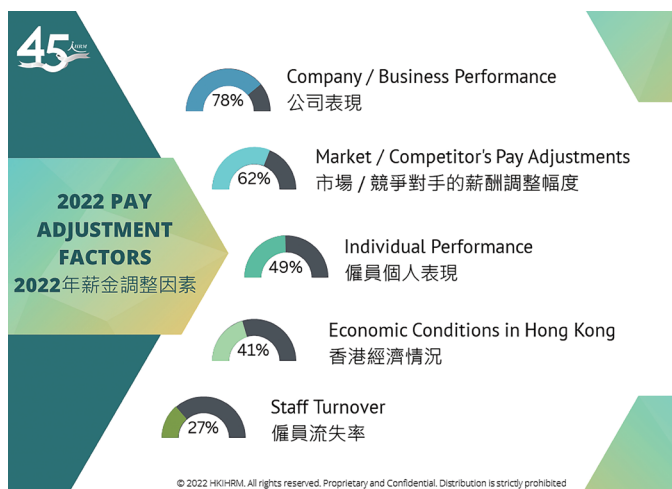
**2023** Projected Pay Adjustment\*  
年預計加薪幅度



**3.6%**

\*Weighted average  
加權平均數



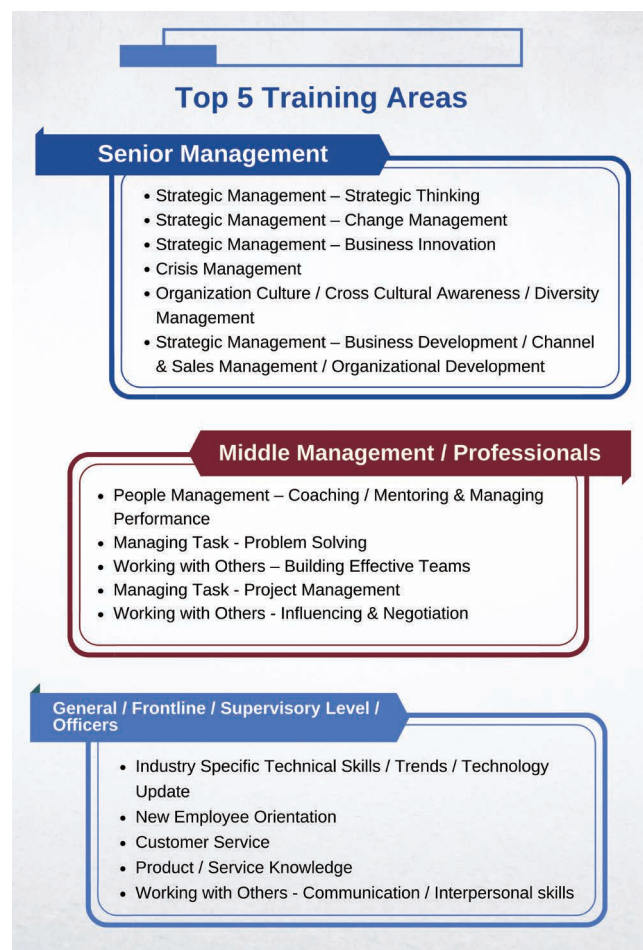
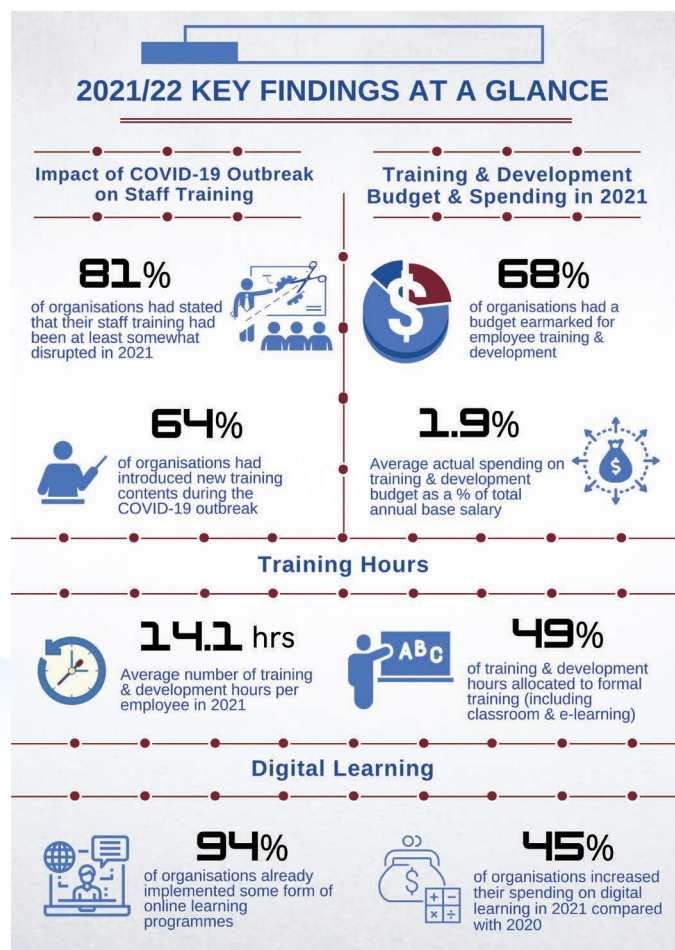


**Training & Development Needs Survey:** examining the significance of training and development from the perspectives of employers across business sectors

**僱員培訓及發展需求調查：**該調查從各行業僱主的角度，審視培訓與發展的重要性

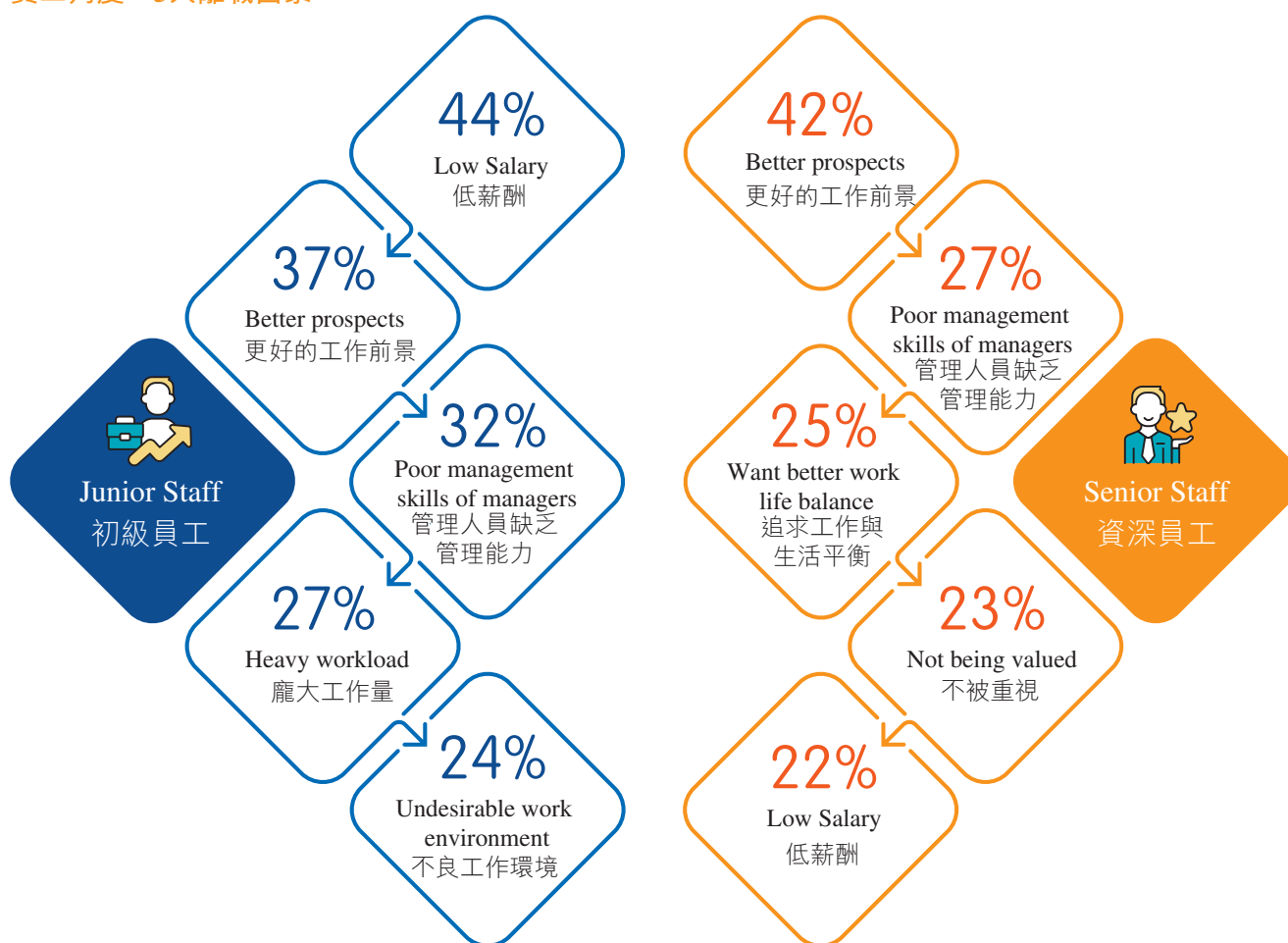
The Institute conducted the online 2021/2022 Training & Development Needs Survey from March to May 2022. Additionally, the survey collected and analysed data on training and development spending and practices in 2021.

學會於2022年3月至2022年5月進行了2021／2022年僱員培訓及發展需求調查。此外，本次調查還收集並分析了有關2021年培訓和發展支出及措施的數據。

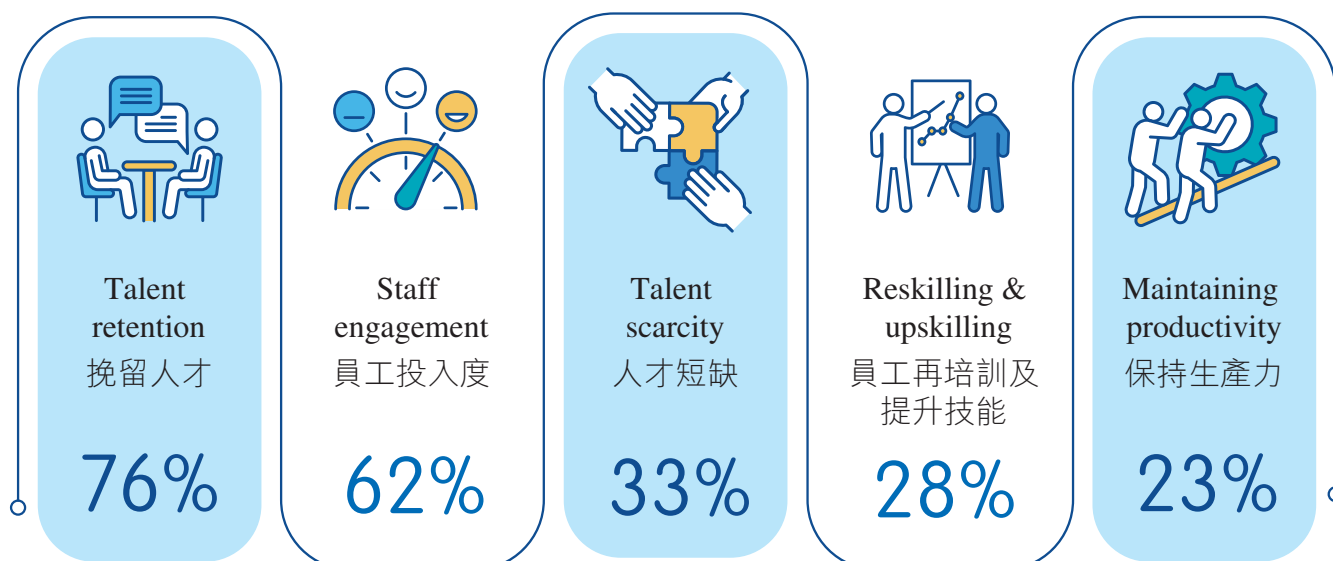


## TOPICAL STUDY ON THE GREAT RESIGNATION 專題調查：「大離職潮」

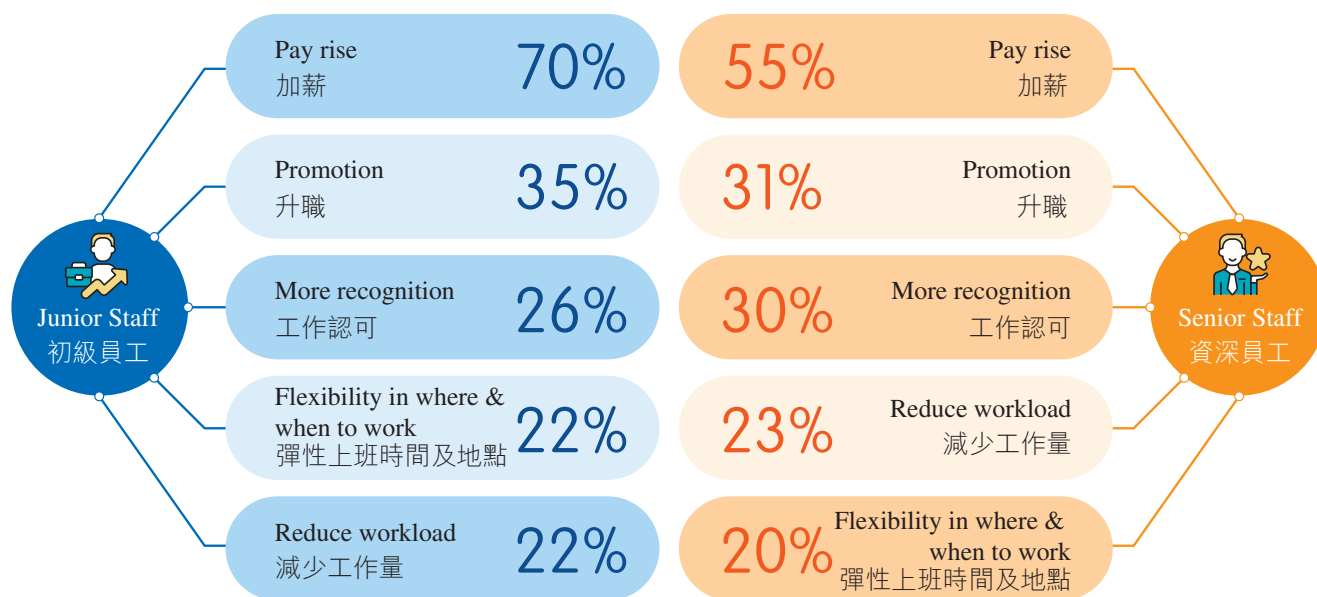
### EMPLOYEES' PERSPECTIVE - TOP 5 ATTRITION FACTORS 員工角度－5大離職因素



## 2022 TOP 5 HR CHALLENGES 年5大人力資源管理挑戰



## TOP 5 RETENTION FACTORS 5大挽留人才要素



## UNDERSTANDING YOUR EMPLOYEES 如何挽留人才－了解員工需求



High attrition is likely to stay as employees are willing to quit even without a job lined up  
現時員工即使未找到下一份工作都會選擇辭職，離職率應會持續高企



Traditional levers such as pay rise, career prospects are still deal breakers  
加薪及提供良好工作前景等傳統留才方法仍然有效



Non-traditional levers (e.g. flexibility, work life balance) are gaining traction so worth investing into  
彈性工作安排及生活工作平衡等新興（非傳統）留才方法吸引力漸增，公司可以考慮實行

## REASSESSING YOUR TALENT STRATEGY 重新評估人才策略



Hone your employee value proposition on traditional levers (C&B, career paths, title, good bosses etc.)  
按照員工的價值取向調整傳統留才方法（包括薪酬福利、晉升階梯、職銜、好上司等）



Build personalised value proposition when pursuing prospective talents  
招募新人才時為其提供專屬福利配套



Cast your net wider to tap into alternative talent pools  
抱持開放態度，廣納各種人才

Research Website:

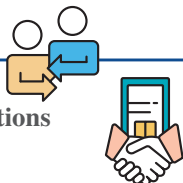




# EXTERNAL RELATIONS 對外聯繫

24

Supporting Organisations  
支持機構



31

External events  
對外活動



**Together for the Community:** Empowering a diverse range of local initiatives, the Institute has gained momentum, elevated the status of the HR profession in Hong Kong, and built close ties to a broad base of industry partners, including government authorities, statutory bodies, professional organisations, trade associations and academia.



◆ The Institute met and exchanged views with representatives from the Labour Department on Hong Kong's manpower landscape.  
學會與勞工處代表會面，就香港勞動力市場交流意見。

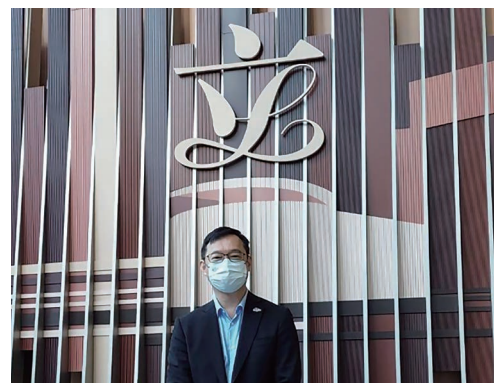
The Institute has established strong ties with the Government and is committed to greater social good. Meeting with the delegates of the Labour Department in November, our Advocacy and Policy Research Committee provided insights on how the Government could modernise the employment regulations to better accommodate the expanding gig economy and give workers greater protection.

On behalf of the Institute, President Hung has tendered advice on how the Government could help promote youth upward mobility in the meeting of the Subcommittee to Study the Formulation of Long-term Youth Policy and Development Blueprint. At the Legislative Council, he shared the Institute's observations and further expounded on the actionable insights.

## Key Takeaways:

1. Devote political capital and policy attention to strengthening local talent development
2. Advise higher education institutions on partnering with employers to launch Structured Internship Programme for undergraduates
3. Launch "Future Workforce Study"

**共同推動社區發展：**透過支持多元本地計劃，學會積極推動人力資源行業在香港的地位，並與政府機構、法定機構、專業組織、貿易協會及學術團體等行業夥伴建立緊密聯繫，持續發揮影響力。



◆ President Hung attended a subcommittee meeting at the Legislative Council.  
孔會長出席立法會小組委員會會議。

學會一直積極與政府建立緊密聯繫，致力促進社會福祉。學會的政策倡議及研究委員會於11月與勞工處代表會面，就政府如何使僱傭條例更切合社會需要，以涵蓋不斷擴大的零工經濟，並為僱員提供更大的保障提供建議。

立法會邀請學會出席研究制訂長遠青年政策和發展藍圖小組委員會會議，孔會長在會議上就「助力青年向上流動」發表意見，分享學會調查結果，為香港年青人發展出謀獻策。

## 發言重點：

1. 整合政策，統一方向，強化培育本地人才
2. 建議大專院校聯同僱主機構為在學學生舉辦有系統性的工作實習計劃
3. 制訂「未來勞動力研究」





- ◆ President Hung attended a press conference on online recruitment scam hosted by the Hong Kong Police Force. 孔會長出席香港警務處舉辦的網上求職騙案的案情簡報會。

For the very first time, the Institute has solidified cross-sectoral ties with the Hong Kong Police Force, which organised a press conference featuring our President Hung. By pinpointing the “Three Highs and Two Lows” fraud tactics, he reminded members of the public to remain vigilant when conducting a job search and stay alert of the key words: high remuneration package, high flexibility, high return, low experience, low academic qualifications.

學會首次與香港警務處就網上求職騙案議題跨界合作，孔會長於案情簡報會上分享騙徒慣用手法，藉此呼籲市民提高警覺，謹慎求職。會長亦提醒求職者小心「三高兩低」的求職陷阱，即高人工、高彈性工作時間、高金額投入，對低工作經驗及低學歷的要求。

Upholding professionalism and best practices, our Executive Council Members are committed to delivering timely insights at public occasions and serving on the judging panel to offer an HR perspective for professional services fields.

秉持著專業及不遺餘力的精神，我們的理事會成員積極參與不同的活動，就人力資源管理分享見解及擔任評審。

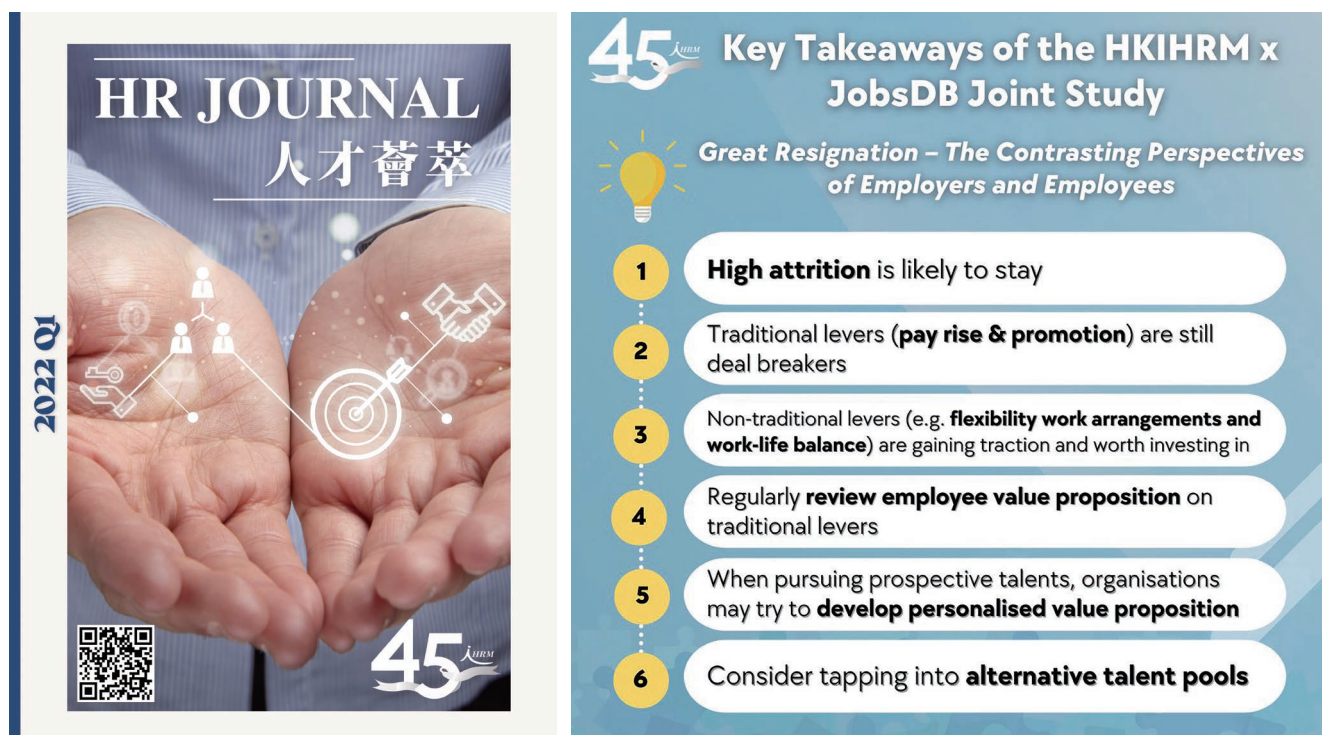


- ◆ Andy Luk, Vice President of the Institute (third from right) at the prize presentation ceremony of the Civil Service Outstanding Award Scheme 2022. 陸國坤副會長(右三)於公務員優質服務獎勵計劃2022獲頒感謝狀。

## HR JOURNAL 《人才薈萃》雜誌

The HR Journal plays a pivotal role in bringing together members and the Institute. Going digital this year, the magazine featured the latest trends and skills pertaining to HR management, insights from industry veterans, as well as our survey highlights, and was able to reach our members and the stakeholders anytime anywhere through our social media platforms.

《人才薈萃》雜誌在會員與學會之間扮演著重要角色。今年雜誌以數碼形式刊登，內容涵蓋有關人力資源管理的最新趨勢及技能，業界翹楚的精闢見解，以及學會調查摘要。學會亦透過社交媒體適時發佈內容，讓會員及各持份者隨時隨地獲得資訊。



◆ HR Journal Cover (left) and a summary of findings (right) published  
《人才薈萃》封面(左)及調查報告摘要(右)



Collaborating with CTgoodjobs, the Institute has regularly shared keen insights and practical experiences with the public. A total of 6 articles featuring our Executive Council Members, including Lawrence Hung, Andy Luk, Dr Barry Ip, and Margaret Cheng, JP, were published.

學會與CTgoodjobs合作向公眾定期分享對業界的見解和實踐經驗。2022年度共發表6篇文章，當中訪問了孔于人、陸國坤、葉華信博士、鄭惠貞太平紳士等理事會成員。



## ENHANCE BRANDING VIA SOCIAL MEDIA PLATFORMS

### 透過社交媒體提升品牌形象

The Institute has produced digital publicity materials to engage the wide professional community, keeping them abreast of the new policies enacted, along with our latest developments.

學會透過製作各類型網絡宣傳品，務求從各渠道與業界保持緊密接觸，讓更多業內人士掌握最新行業政策及發展趨勢。



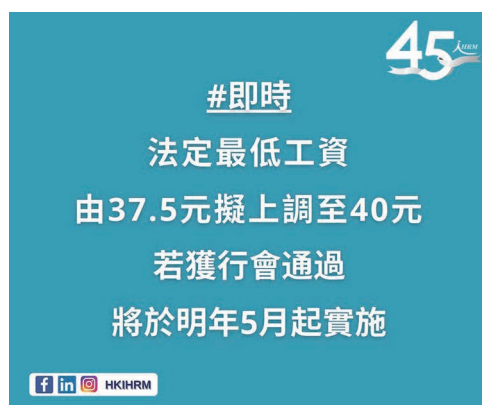
The video series gave members a better understanding of the aspirations of the three Vice Presidents, who are eager to serve the HR community and support youth through the work of the Institute.

在2022年上任的三位副會長希望能為業界服務，並支持青年人的職涯規劃發展。為此，學會推出了副會長專訪系列，讓會員深入了解他們對學會及社會的抱負。



Nurturing young talents has been one of our priorities. The HR young guns video introduced three bright HR professionals who have joined the Institute since they were students, and now become Professional members. As External Communications Committee members, they will continue to bring inspirations to the HR community with fresh ideas.

學會一向重視培育年輕業界新力軍，HR新星系列影片介紹了三位優秀的業界專才，他們自學生時期開始加入學會，再成為專業會員，他們現已委任為對外聯繫委員會成員，並繼續為業界注入新思維。



◆ The Institute periodically shares up-to-date information to HR community through our social media platforms. 學會不時透過社交媒體發佈業界最新資訊。

## COMMUNITY CONNECTIONS AND ENGAGEMENTS 社區連繫與參與

With a culture of giving and caring, the Institute is committed to a positive working environment that is conducive to team building. Special workshops and staff activities were organised throughout the year, forging connections, and creating collaborative dynamics. The Institute has also implemented several wellbeing arrangements, including Work from Home and Personal Leaves on top of current benefits that allow the flexibility of a work-life balance.

學會致力為員工提供良好的工作環境，並推動關愛文化，以支持整個團隊的長遠發展。去年，我們舉辦了不同類型的工作坊及員工活動，促進彼此交流，建立團隊精神。學會更推行多項福利政策，包括在現有福利上增設在家工作及特別假期等，讓員工平衡工作與生活。

### Letter of Gratitude for Healthcare Professionals and Other Practitioners 14 March 2022

Dear All,

The Executive Council of the Hong Kong Institute of Human Resource Management (HKIHRM) would like to express our deepest gratitude to healthcare professionals for dedicating your utmost efforts in taking care of COVID-19 patients in Hong Kong. Our city's recovery hinges upon your professionalism and resilience, and we truly appreciate everything you have been doing.

We would also take this opportunity to express our sincerest thanks to all practitioners who work tirelessly in the sectors of elderly care, social welfare, public transport, hospitality, construction, cleaning and hygiene, just to name a few, in this extraordinary time. Your contribution to Hong Kong's battle against the pandemic is admirable and fundamental to our city's rebound.

Our Institute will strive to do our utmost to provide support to our members and SMEs in this battle and we pledge all HR professionals to do the same for Hong Kong.

Stay safe and together we will conquer the COVID-19 pandemic and emerge better than ever.

Yours sincerely,



Margaret Cheng, JP  
President of the HKIHRM



- ◆ A appreciation lunch brought fun and joy to the team.  
學會特別為員工而設的感謝午餐。

- ◆ The Executive Council expressed our deepest gratitude to healthcare professionals for dedicating their utmost efforts in taking care of COVID-19 patients in Hong Kong.  
學會理事會感謝及表揚每位醫護人員在抗疫期間的付出及努力。

- ◆ The staff made their own nourishing lip balm in a workshop.  
學會員工參加工作坊，親手製作潤唇膏。



- ◆ The staff had a wonderful and festive night with our Executive Council Members in the Christmas Party 2022.  
學會員工與理事會成員於2022年一同歡度聖誕。

## SCHOLARSHIPS 獎學金

Nurturing future leaders has been one of the core values at the Institute. In 2022, the Institute presented the scholarship to outstanding students of VTC who have demonstrated excellence during their internships, with aims to provide a pathway for their career success and further support their development.

培育未來領袖一直是學會的核心價值之一。2022年，學會向在實習期間有卓越表現的職業訓練局學生頒發獎學金，以支持他們的職涯發展。



# Appendix 1

## 附錄一

### 2022/23 COMMITTEE / TASKFORCE

#### 理事會及委員會／顧問團

#### 2022 Annual Conference Organising Committee 周年會議委員會

Kris Lui (Co-Chairperson)	呂詠妍 (聯席主席)
Jenny Pong (Co-Chairperson)	龐燕妮 (聯席主席)
Joan Chung	鍾巧兒
Nathan Khan	韓內森
Garrick Lau	劉家駿
Jimmy Lee	李超麟
Sandra Leung	梁晃嫻
Theresa Lui	呂燕明
Hong Tran	謝昭鴻
Jeani Wang	王惟珍
Anthony Wong	黃德健

#### Objectives

- Identify a suitable theme and potential speakers for the Conference
- Utilise a strong network to invite local, regional, and international speakers, sponsors, exhibitors, advertisers, supporting organisations, and potential delegates
- Work with speakers to determine their speech topic and ensure alignment with the Conference's theme
- Facilitate online webinars in addition to the Conference

#### 宗旨

- 議定周年會議主題及演講嘉賓
- 邀請香港、大中華地區及國際講者、贊助商、參展商、廣告商、支持機構及其他合作夥伴參與會議
- 與講者就演講主題洽商，確保附合周年會議主題
- 促進舉行周年會議中的在線研討會

#### 2021/ 2022 HR Excellence Awards Organising Committee 卓越人力資源獎委員會

Ian Choy (Chairperson)	蔡靖民 (主席)
Miko Cheung	張嘉瑩
Theresa Chong	莊敏儀
Joyce Ho	何慧詩
Peter Leung	梁嘉聰
Dave Li	李天驥
Francis Mok	莫家麟
Heron Shiu	蕭顯隆
Doreen Siu	蕭慧雯
Constance Yuen	阮君婷

#### Objectives

- Review and recommend changes to Awards programme including judging criteria and Awards categories
- Invite prospects to be judges, sponsors, supporting organisations, and potential applicants
- Conduct voluntary assessment at the initial stage

#### 宗旨

- 議決卓越人力資源獎的評審標準及獎項類別
- 邀請業界人士出任獎項評審、贊助商、支持機構及合作夥伴
- 於獎項的初審階段擔任評審

#### Advocacy and Policy Research Committee 政策倡議及研究委員會

Andy Luk (Co-Chairperson)	陸國坤 (聯席主席)
Roy Ying (Co-Chairperson)	殷暉 (聯席主席)
Lawrence Hung	孔于人
Ian Choy	蔡靖民

#### Objectives

- Analyse HR-related policies and provide recommendations to the Executive Council
- Promote the Institute's professional position on employment legislation and human capital development in Hong Kong
- Draft proposed legislation affecting relevant areas and the future of Hong Kong
- Advance thought leadership by advocating on issues related to the HR profession.

#### 宗旨

- 分析人力資源管理相關政策並向理事會提供建議
- 提升學會於香港僱傭條例及人力資源發展領域的專業地位
- 就香港未來的人力資源發展擬定立法草案
- 領導人力資源管理倡議

### China and International HRM Committee 中國及國際人力資源管理委員會

Lawrence Hung (Co-Chairperson)	孔子人 (聯席主席)
Benjamin Wong (Co-Chairperson)	黃家傑 (聯席主席)
Joseph Chan <sup>#</sup>	陳寶權 <sup>#</sup>
Liza Cheung <sup>#</sup>	張玉珠 <sup>#</sup>
Virginia Choi <sup>*</sup>	蔡惠琴 <sup>*</sup>
Joe Choy	蔡錦豪
Kanny Ho	何燕琮
Linda Ho	何鳳翎
Elsie Hui <sup>#</sup>	許張麗雯 <sup>#</sup>
Barry Ip	葉華信
Alan Jin <sup>#</sup>	金軼 <sup>#</sup>
Lincoln Lam	林錦堂
Kira Li	李美
Yuna Li	李雲
Teddy Liu	廖國泰
Jason Tse <sup>*</sup>	謝偉 <sup>*</sup>
Bob Xie <sup>*</sup>	謝勇 <sup>*</sup>
Kay Yip	葉燕

\* Newly Join  
新委任

<sup>#</sup> Withdrawal  
退任

#### Objectives

- Lead and advise on projects to enhance HR professionalism and establish partnerships on targeted platforms in China and across the globe
- Expand the Institute's presence in mainland China to better meet the needs of members
- Expand the Institute's mission to the Greater Bay Area

#### 宗旨

- 領導並就不同計劃提供建議，以提高人力資源管理從業員的專業水平，並與中國及環球人力資源管理從業員建立合作夥伴關係
- 擴大學會在中國的影響力，以滿足會員需求
- 把學會使命拓展至大灣區

### ESG Committee 環境、社會和管治委員會

Margaret Cheng (Co-Chairperson)	鄭惠貞 (聯席主席)
Andy Luk (Co-Chairperson)	陸國坤 (聯席主席)
Honnus Cheung	張可玲
Terence Kwan	關卓倫
Jodi Kwok	郭翠雯
Teddy Liu	廖國泰
Eliza Ng	伍雪芬

#### Objectives

- Build member capability, influence professional behaviour, and enable the HR community's dialogue on sustainability and responsible mining through Environmental, Social and Governance related matters
- Create awareness through statements of professional principles and guidance notes
- Create an understanding of how HR professionals contribute and maximise value to the HR community and society
- Study issues/areas pertinent to sustainability and its integration with the environmental, economic, and social development in Hong Kong, and advise the Executive Council on such issues/areas

#### 宗旨

- 透過在業界推動可持續性和負責任的ESG議題，提升會員的專業能力
- 推展專業守則及指引以提高大眾對ESG的認識
- 促進人力資源管理從業員對社區及社會貢獻的了解
- 進行與香港環境、經濟和社會發展相關的可持續發展研究，並就此向理事會提出建議

### HR Digitalisation Committee HR數碼化委員會

Ian Choy (Co-Chairperson)	蔡靖民 (聯席主席)
Peter Leung (Co-Chairperson)	梁嘉聰 (聯席主席)
Maria Hui	許珮雯
Bill Lee	李政勳
Veronica Lui	呂寶珍
Shirley Pi	畢秀慧
Greg Wong	黃子英

#### Objectives

- Promote HR digitalisation and service transformation through automation
- Update HR members & corporate stakeholders on latest technology in HR community, including heighten cybersecurity, HR systems, cloud solutions, mobile applications
- Provide platform to members on solution providers on digital media, social media, advertisers, candidates sourcing, advertising, search, event organising

#### 宗旨

- 透過自動化促進人力資源管理數碼化及服務轉型
- 為會員及業界持分者提供人力資源管理技術趨勢的最新資訊，包括網絡安全、人力資源管理系統、雲端運算服務及手機應用程式
- 提供包括數碼媒體、社交媒體、廣告商、採購、搜尋及活動策劃機構的服務網絡，以滿足會員業務需要

### Employment-Related Hong Kong Legislation and Issues Committee 香港僱傭相關法例及事務委員會

Julita Leung (Co-Chairperson)	梁慈暉 (聯席主席)
Valent Ma (Co-Chairperson)	馬志強 (聯席主席)
Shui Hang Chak	翟瑞恒
Nancy Chan*	陳林詩*
Connie Lam	林翠華
Iris Lam	林慧芬
Elaine Liu*	廖懿妮*
Mark Loynd*	羅學文*
Kris Lui	呂詠妍
Jennifer Tam	譚卓詠
Victoria Tam	譚燕萍
Maureen Ting*	丁婉儀*
Florence Tsang*	曾浩寧*

\* Newly joined  
新委任

### External Communications Committee 對外聯繫委員會

Andy Luk (Chairperson)	陸國坤 (主席)
Patrick Cheung	張峻璋
Joey Lau	劉祖言
Vincent Wu	胡文瀚

#### Objectives

- Provide members with HR insights disseminated through the Institute's events, press briefings, and publications
- Advise on corporate communications strategies to help members stay on top of the latest HR trends, best practices, and news through the Institute's social media channels

#### 宗旨

- 透過學會活動、新聞發佈會及刊物，與會員分享人力資源管理新趨勢
- 就企業傳訊策略提供建議，助會員通過學會的社交媒體了解有關人力資源管理的最新趨勢、最佳方案及新聞資訊

### Learning and Development Committee 學習及發展委員會

Barry Ip (Co-Chairperson)	葉華信 (聯席主席)
Chester Tsang (Co-Chairperson)	曾永昌 (聯席主席)
Miko Cheung	張嘉瑩
Adele Chu	朱銘恩
Joyce Ho*	何慧詩*
Kenneth Kan	簡潤曦
Pakson Lau*	劉百成*
Charmaine Lee	李淑芬
Edward Lo	盧建華
Raphael Lok*	駱銳章*
Jennifer Tam	譚卓詠
Tony Wo	胡永暉
Virginia Choi (Advisor)	蔡惠琴 (顧問)
Francis Mok (Advisor)	莫家麟 (顧問)

\* Newly joined  
新委任

#### Objectives

- Provide expert advice on the Institute's training programmes and share best practices in the field of learning and development
- Facilitate knowledge and experience sharing among members to enhance the quality of HR practices in the industry
- Recommend and refer suitable trainers and speakers as needed

#### 宗旨

- 就學會的培訓課程提供專家建議，並分享學習及發展領域最佳方案
- 促進會員間的知識及經驗共享，以提高行業標準
- 根據需要推薦合適的培訓人員及講者



Management Committee 內部管理委員會	
Lawrence Hung (Chairperson)	孔于人 (主席)
Ian Choy	蔡靖民
Barry Ip	葉華信
Andy Luk	陸國坤
Peter Leung	梁嘉聰
Margaret Cheng	鄭惠貞

#### Objectives

- Transact the day-to-day business of the Institute in compliance with regulations established by the Executive Council
- Monitor and assess the Institute's internal and staff and financial performance, and provide recommendations for improvement as needed

#### 宗旨

- 按照理事會的規定處理學會日常事務
- 監督及評估學會、員工及財務績效，並根據需要提供建議

Membership Evaluation Committee 會籍評審委員會	
David Li (Chairperson)	李志明 (主席)
Edmond Lai	黎永覺
Nelson Lai	黎鴻新
Francis Mok	莫家麟
Johnny Wan	溫振昌

#### Objectives

- Review and improve membership criteria and standards to ensure sustainable membership development
- Assess the qualification and experience of candidates for admission to Professional and Fellow membership according to HKIHRM Professional Standards
- Supervise the development of membership standards and paths to membership

#### 宗旨

- 審查及改進會籍規範及標準，以確保可持續的會員發展
- 根據學會專業標準評估專業及資深會員候選人的資格及經驗
- 監督制定會籍標準及申請途徑

Remunerations Committee 薪酬調查委員會	
Senna Cheung (Co-Chairperson)	張子筠 (聯席主席)
Alice Wong (Co-Chairperson)	黃雅麗 (聯席主席)
Judy Cheung	張藹茵
Evelyn Chun	秦若蘭
Winnie Fan	范潔美
Nelson Lai	黎鴻新
Nelson Li	李永耀
Maggi Lui	呂美芝
Theresa Lui*	呂燕明*
Michelle Ng	吳麗珊
Doreen Siu	蕭慧雯
Aken Tsoi	蔡永誠
Elaine Wong	王綺蓮

\* Newly joined  
新委任

#### Objectives

- Provide professional advice to the development and design of all compensation and benefits related surveys, questionnaires, reports and events of the Institute
- Continuously enhance the values of the Institute's research to members and share sector related HR practices/ insights
- Nominate/refer potentially appropriate companies in the relevant sectors to participate in the pay and benefits related surveys

#### 宗旨

- 就學會與薪酬及福利相關的研究、調查、報告及活動的發展和設計提供專業意見
- 不斷提升學會薪酬和福利相關研究對會員的價值，並分享與行業相關的人力資源實務守則
- 提名／推薦合適的業內機構參與有關薪酬及福利調查

Research Committee 研究委員會	
Kris Lui (Chairperson)	呂詠妍 (主席)
Joseph Lam	林靖熙
Peter Leung	梁嘉聰
Vincent Lo	羅啓富

#### Objectives

- Develop and deliver the Institute's strategy to implement high-quality research with insights
- Provide insights on topics that are valuable for members and the Institute to enable them to make informed decisions
- Review the needs of the community regularly to conduct topical studies, large-scale signature research and other initiatives to build members' capability

#### 宗旨

- 制定並實施學會策略，以實施具有洞察力的研究
- 根據不同議題對會員及學會提供有價值見解
- 定期檢討社群需求，進行專題研究、大型主題研究等調研，以建立會員影響力

Professional Standards Committee 專業標準委員會	
David Li (Co-Chairperson)	李志明 (聯席主席)
Valent Ma (Co-Chairperson)	馬志強 (聯席主席)
Eliza Chan <sup>#</sup>	陳志萍 <sup>#</sup>
Roy Fung	馮儉生
Barry Ip	葉華信
Connie Lam <sup>#</sup>	林翠華 <sup>#</sup>
Julita Leung <sup>#</sup>	梁慈暉 <sup>#</sup>
Li Kam Cheong	李錦昌
Francis Mok	莫家麟
Nancy Shum	沈靜姿
Howard Sou <sup>#</sup>	蘇漢波 <sup>#</sup>
Chester Tsang	曾永昌
Johnny Wan	溫振昌

<sup>#</sup> Withdrawal  
退任

#### Objectives

- Support the career development of HR professionals by providing relevant resources
- Establish and promote professional standards for the HR community
- Help organisations create value through their human capital

#### 宗旨

- 就支持人力資源管理從業員的職業發展提供資源
- 建立及促進業界專業標準
- 協助機構通過人力資本創造價值

Talent Management Committee 人才管理委員會	
David Li (Chairperson)	李志明 (主席)
Anita Law	羅建英
Eva Leung	梁玉玲
Janet Man <sup>*</sup>	文淑慧 <sup>*</sup>
Chester Tsang	曾永昌
Parkson Tseung <sup>*</sup>	蔣仲華 <sup>*</sup>
Elaine Wong	王綺蓮

<sup>\*</sup> Newly joined  
新委任

#### Objectives

- Offer professional advice to improve the Institute's organisational development, change management, succession planning, and corporate branding
- Maintain an appropriate organisational structure, size, and balance of skills to support strategic objectives and values
- Share relevant information, provide support and expertise to enhance the Institute's talent management programmes

#### 宗旨

- 就改善學會發展、管理變動及繼任、企業品牌策略提供專業建議
- 維持合適的學會結構、規模和技能以支持學會宗旨及核心價值
- 透過共享資訊、專業知識，以加強學會的人才管理

### International Advisory Board 國際顧問團

Ernesto G. Espinosa Past President, World Federation of People Management Associations	Ernesto G. Espinosa 世界人事管 理協會聯合 會前任會長
Peter Wilson Past Chairman of Australian Human Resources Institute	Peter Wilson 澳洲人力資 源學會 前任會長

### Strategic Advisory Board 策略顧問團

Alfred Chan	陳永堅
Andrew Chan	陳志輝
Sir CK Chow	周松崗爵士
Kim Mak	麥建華



## Appendix 2

### 附錄二

#### PROGRAMMES FULLY ENDORSED BY HKIHRM

#### 香港人力資源管理學會認可的課程

As of December 2022 截至2022年12月

University/College 大學／大專院校	Programme Name 課程名稱	Validity for Endorsement 認可有效期
Chu Hai College of Higher Education 香港珠海學院	<ul style="list-style-type: none"> <li>Bachelor of Business Administration (Honours) – Human Resources Management Stream 工商管理學(榮譽)學士(人力資源管理專修範圍)</li> </ul>	June 2022 – May 2025 2022年6月至2025年5月
The Hang Seng University of Hong Kong 香港恒生大學	<ul style="list-style-type: none"> <li>Bachelor of Business Administration (Honours) in Human Resources Management 人力資源管理工商管理(榮譽)學士</li> </ul>	November 2021 – October 2024 2021年11月至2024年10月
Hong Kong Baptist University 香港浸會大學	<ul style="list-style-type: none"> <li>Master of Science in Strategic Human Resources Management 人才管理策略理學碩士</li> <li>Master of Human Resources Management 人力資源管理碩士</li> <li>Bachelor of Commerce (Honours) in Human Resources Management 人力資源管理學商(榮譽)學士</li> <li>Bachelor of Business Administration (Honours) – Human Resources Management Concentration 工商管理(榮譽)學士—人力資源管理專修範圍</li> </ul>	December 2021 – November 2024 2021年12月至2024年11月 September 2022 – August 2025 2022年9月至2025年8月 November 2021 – October 2024 2021年11月至2024年10月 February 2021 – January 2024 2021年2月至2024年1月
Hong Kong Metropolitan University 香港都會大學	<ul style="list-style-type: none"> <li>Bachelor of Business Administration in Human Resource Management 人力資源管理學工商管理學士</li> </ul>	October 2022 – September 2025 2022年10月至2025年9月
The Hong Kong Polytechnic University 香港理工大學	<ul style="list-style-type: none"> <li>Bachelor of Business Administration (Honours) in Management 管理學(榮譽)工商管理學士</li> </ul>	June 2022 – May 2025 2022年6月至2025年5月
The Hong Kong Polytechnic University – School of Professional Education & Executive Development 香港理工大學專業進修學院	<ul style="list-style-type: none"> <li>Bachelor of Arts (Honours) in Business (Human Resource Management) 商業(榮譽)文學士(人力資源管理)</li> <li>Bachelor of Arts (Honours) in Human Resource Management 人力資源管理(榮譽)文學士 (In Collaboration with Northumbria University, U.K. 與英國諾桑比亞大學合辦)</li> </ul>	May 2020 – April 2023 2020年5月至2023年4月 October 2022 – September 2025 2022年10月至2025年9月
Hong Kong Shue Yan University 香港樹仁大學	<ul style="list-style-type: none"> <li>Bachelor of Business Administration (Honours) (Human Resource Management Concentration) 工商管理學(榮譽)學士(人力資源管理專修範圍)</li> </ul>	December 2021 – November 2024 2021年12月至2024年11月
HKU School of Professional and Continuing Education 香港大學專業進修學院	<ul style="list-style-type: none"> <li>Master of Arts Human Resource Management 人力資源管理文學碩士 (In collaboration with the University of Plymouth, UK. 與英國普利茅斯大學合辦)</li> </ul>	December 2022 – November 2025 2022年12月至2025年11月
Lingnan University 嶺南大學	<ul style="list-style-type: none"> <li>Master of Science in Human Resource Management and Organisational Behaviour 人力資源管理及組織行為學碩士</li> <li>Bachelor of Business Administration (Honours) in Human Resource Management and Entrepreneurship Major 人力資源與創業管理工商管理(榮譽)學士</li> </ul>	November 2020 – October 2023 2020年11月至2023年10月 June 2022 – May 2025 2022年6月至2025年5月

## PROGRAMMES PARTIALLY ENDORSED BY HKIHRM

### 香港人力資源管理學會部分認可的課程

As of December 2022 截至2022年12月

University/College 大學／大專院校	Programme Name 課程名稱	Validity for Endorsement 認可有效期
Hong Kong Baptist University – School of Continuing Education 香港浸會大學持續教育學院	<ul style="list-style-type: none"> <li>Advanced Diploma in Business (Human Resources Management) 工商高等文憑(人力資源管理)</li> <li>Professional Diploma in Adult Training and Organisation Development 職場培訓師及組織發展專業文憑</li> </ul>	March 2021 – February 2024 2021年3月至2024年2月  July 2022 – June 2025 2022年7月至2025年6月
Hong Kong Institute of Vocational Education (Tsing Yi) 香港專業教育學院(青衣分校)	<ul style="list-style-type: none"> <li>Higher Diploma in Human Resources and Talent Analytics 人力資源管理及人才分析高級文憑</li> </ul>	September 2020 – August 2023 2020年9月至2023年8月
The Hong Kong Polytechnic University – Hong Kong Community College 香港理工大學－香港專上學院	<ul style="list-style-type: none"> <li>Associate in Business (Human Resources Management) 工商業副學士(人力資源管理)</li> </ul>	August 2021 – July 2024 2021年8月至2024年7月
HKU School of Professional and Continuing Education 香港大學專業進修學院	<ul style="list-style-type: none"> <li>Professional Diploma in Human Resource Management and Development 人力資源管理及發展專業文憑</li> </ul>	September 2020 – August 2023 2020年9月至2023年8月
UOW College Hong Kong 香港伍倫貢學院	<ul style="list-style-type: none"> <li>Associate of Business Administration in Human Resources Management 工商管理副商學士(人力資源管理)</li> </ul>	September 2022 – August 2025 2022年9月至2025年8月

## Appendix 3

### 附錄三

#### HKIHRM REPRESENTATIVES IN EXTERNAL COMMITTEES

#### 香港人力資源管理學會代表出任對外機構委員會名單

Organisation 機構	Committee/ Position 委員會／職位	HKIHRM Representative 學會代表
City University of Hong Kong 香港城市大學	Advisory Committee for Graduate Employment 就業諮詢委員會	Lawrence Hung 孔于人
Employees Retraining Board 僱員再培訓局	Industry Consultative Network – Business Services 行業諮詢網絡 — 商業服務業	Ian Choy 蔡靖民
	Steering Committee for Evaluation on Language Training Programmes 檢討語文培訓課程專責小組	Peter Leung 梁嘉聰
Hong Kong General Chamber of Commerce 香港總商會	Manpower Committee 人力委員會	Lawrence Hung 孔于人
Labour Department 勞工處	Labour Advisory Board – Committee on Employment Services 勞工顧問委員會轄下就業輔導委員會	Lawrence Hung 孔于人
School of Continuing Education, Hong Kong Baptist University 香港浸會大學持續教育學院	Career and Employability Advisory Committee	Lawrence Hung 孔于人
Occupational Safety and Health Council 職業安全健康局	The Sedentary and Professional Services Safety and Health Committee 文職及專業服務業安全及健康委員會	Peter Leung 梁嘉聰 Alice Wong 黃雅麗
Vocational Training Council 職業訓練局	Higher Education Advisory Committee 高等教育諮詢委員會	Andy Luk 陸國坤
	Committee on Management and Supervisory Training 管理及督導訓練委員會	Barry Ip 葉華信
	Vocational Training Board for People with Disabilities 殘疾人士職業訓練委員會	Kris Lui 呂詠妍



## REPORT OF THE EXECUTIVE COUNCIL

## 理事會報告書

The Executive Council presents herewith their annual report together with the financial statements of the Institute for the year ended 31 December 2022.

### PRINCIPAL ACTIVITIES

The principal activities of the Institute are to maintain, develop and enhance professional standards in human resource management, covering quality, ethics and practices, and to increase the influence of human resource professionals, for the benefit of individuals and organisations in Hong Kong.

### RESULTS

The results of the Institute for the year ended 31 December 2022 are set out in the income statement on page 58.

### PERMITTED INDEMNITY PROVISION

Pursuant to the Institute's articles of association, every Executive Council Member of the Institute is entitled to be indemnified out of the assets of the Institute against all losses or liabilities which he may sustain or incur in or about the execution of the duties of his office or otherwise in relation thereto.

### EXECUTIVE COUNCIL MEMBERS

The members of the Executive Council during the year and up to the date of this report were:

Mr Lawrence Hung	President	孔子人先生	會長
Ms Margaret Cheng	Immediate Past President	鄭惠貞女士	前任會長
Mr Ian Choy	Vice President	蔡靖民先生	副會長
Mr Barry Ip	Vice President	葉華信先生	副會長
Mr Andy Luk	Vice President	陸國坤先生	副會長
Mr Peter Leung	Hon. Treasurer	梁嘉聰先生	榮譽司庫
Ms Virginia Choi	Retired and re-elected on 21 June 2022	蔡惠琴女士	於二零二二年六月二十一日輪休並獲重選
Mr Li Chi Ming		李志明先生	

理事會謹將二零二二年十二月三十一日止年度之理事會週年報告書連同經審核之財務報表呈覽。

### 主要業務

學會致力維持、發展及提高人力資源管理在質素、道德及專業實務之水平，以及加強人力資源管理專業人員的影響力，使香港之個人及機構得以受惠。

### 業績

學會於二零二二年十二月三十一日止年度之業績及於當日之財務狀況詳載於第58頁之收益表內。

### 獲准許之彌償條文

根據本學會章程細則，本學會每名理事會成員就有關彼等履行職務或在其他有關情況所蒙受或產生之所有損失或責任，有權由本學會資產中撥付彌償。

### 理事會成員

本年度之理事會成員如下：

Mr Dave Li	Retired on 21 June 2022	李天驥先生	於二零二二年六月二十一日輪休
Ms Theresa Lui	Elected on 21 June 2022	呂燕明女士	於二零二二年六月二十一日獲選
Ms Kris Lui		呂詠妍女士	
Mr Valent Ma	Retired and re-elected on 21 June 2022	馬志強先生	於二零二二年六月二十一日輪休並獲重選
Mr Francis Mok	Retired and re-elected on 21 June 2022	莫家麟先生	於二零二二年六月二十一日輪休並獲重選
Mr Chester Tsang		曾永昌先生	
Ms Alice Wong		黃雅麗女士	

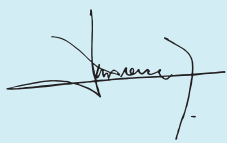
## MANAGEMENT CONTRACTS

No contracts concerning the management and administration of the whole or any substantial part of the business of the Institute were entered into or existed during the year.

## AUDITORS

A resolution will be submitted to the annual general meeting to re-appoint Messrs. Fung & Chan as auditor of the Institute.

Approved by Executive Council and signed on its behalf by:



Lawrence Hung  
President  
Hong Kong, 3 May 2023

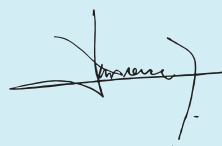
## 管理合約

本學會於本年度並無就全盤業務或其中重大部分業務之管理及行政事務簽訂或存有合約。

## 核數師

於即將舉行之週年大會上，將會提出繼續委任馮陳會計師樓為本學會核數師之決議案。

經學會核准，並由會長代表理事會簽署：



孔于人  
會長  
香港，二零二三年五月三日

## INDEPENDENT AUDITOR'S REPORT

### TO THE MEMBERS OF HONG KONG INSTITUTE OF HUMAN RESOURCE MANAGEMENT LIMITED

(incorporated in Hong Kong, limited by guarantee and not having a share capital)

#### OPINION

We have audited the financial statements of Hong Kong Institute of Human Resource Management Limited ("the Institute") set out on pages 59 to 69, which comprise the statement of financial position as at 31 December 2022, the income statement and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the financial statements of the Institute are prepared, in all material respects, in accordance with the Hong Kong Small and Medium-Sized Entity Financial Reporting Standard ("SME-FRS") issued by the Hong Kong Institute of Certified Public Accountants ("HKICPA") and have been properly prepared in compliance with the Companies Ordinance.

#### BASIS FOR OPINION

We conducted our audit in accordance with Hong Kong Standards on Auditing ("HKSA") and with reference to PN 900 (Revised) Audit of Financial Statements Prepared in Accordance with the Small and Medium-sized Entity Financial Reporting Standard issued by the HKICPA. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Institute in accordance with the HKICPA's Code of Ethics for Professional Accountants ("the Code"), and we have fulfilled our other responsibilities in accordance with the Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

#### INFORMATION OTHER THAN THE FINANCIAL STATEMENTS AND AUDITOR'S REPORT THEREON

The Executive Council Members are responsible for the other information. The other information comprises the information included in the annual report, but does not include the financial statements and our auditor's report thereon.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

## 獨立核數師報告

### 致香港人力資源管理學會有限公司會員

(於香港註冊成立之有擔保無股本有限公司)

#### 意見

本核數師(以下簡稱「我們」)已審計列載於第59頁至第69頁香港人力資源管理學會有限公司(「貴學會」)之財務報表，此財務報表包括於二零二二年十二月三十一日之財務狀況表與截至該日止年度之收益表和現金流量表，以及財務報表附註，包括主要會計政策概要。

我們認為，該等財務報表已在所有重大方面根據香港會計師公會頒布的香港《中小企財務報告準則》擬備，並已遵照《公司條例》妥為擬備。

#### 意見的基礎

我們已根據香港會計師公會頒布的《香港審計準則》，並參考實務說明第900項(經修訂)「審計根據《中小企財務報告準則》編製的財務報表」進行審計。我們在該等準則下承擔的責任已在本報告「核數師就審計財務報表承擔的責任」部分中作進一步闡述。根據香港會計師公會頒布的《專業會計師道德守則》(以下簡稱「守則」)，我們獨立於貴學會，並已履行守則中的其他專業道德責任。我們相信，我們所獲得的審計憑證能充足及適當地為我們的審計意見提供基礎。

#### 財務報表及其核數師報告以外的信息

理事會成員須對其他信息負責。其他信息包括刊載於年報內的信息，但不包括財務報表及我們的核數師報告。

我們對財務報表的意見並不涵蓋其他信息，我們亦不對該等其他信息發表任何形式的鑒證結論。



In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work we have performed on the other information obtained prior to the date of this auditor's report, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

## RESPONSIBILITIES OF EXECUTIVE COUNCIL MEMBERS AND THOSE CHARGED WITH GOVERNANCE FOR THE FINANCIAL STATEMENTS

The Executive Council Members are responsible for the preparation of the financial statements in accordance with the SME-FRS issued by the HKICPA and the Companies Ordinance, and for such internal control as the Executive Council Members determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Executive Council Members are responsible for assessing the Institute's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Executive Council Members either intend to liquidate the Institute or to cease operations, or have no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Institute's financial reporting process.

## AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion and to report our opinion solely to you, as a body, in accordance with section 405 of the Companies Ordinance, and for no other purpose. We do not assume responsibility towards or accept liability to any other person for the contents of this report. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with HKSA's will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

結合我們對財務報表的審計，我們的責任是閱讀其他信息，在此過程中，考慮其他信息是否與財務報表或我們在審計過程中所了解的情況存在重大抵觸或者似乎存在重大錯誤陳述的情況。基於我們於本報告日期前已執行的工作所獲得的信息，如果我們認為其他信息存在重大錯誤陳述，我們需要報告該事實。在這方面，我們沒有任何報告。

## 理事會成員及治理層就財務報表須承擔的責任

理事會成員須負責根據香港會計師公會頒布的香港《中小企財務報告準則》及《公司條例》擬備財務報表，亦須施行其認為必要的內部監控，使所編製的財務報告不存在由於欺詐或錯誤而導致的重大錯誤陳述。

在擬備財務報表時，理事會成員負責評估貴學會持續經營的能力，並在適用情況下披露與持續經營有關的事項，以及使用持續經營為會計基礎，除非理事會成員有意將貴學會清盤或停止經營，或別無其他實際的替代方案。

治理層須負責監督貴學會的財務報告過程。

## 核數師就審計財務報表承擔的責任

我們的目標，是對財務報表整體是否不存在由於欺詐或錯誤而導致的重大錯誤陳述取得合理保證，並出具包括我們意見的核數師報告，並按照《公司條例》第405條向整體成員報告。除此之外，本報告並無其他目的，我們不會就本報告之內容向其他任何人士負上或承擔任何責任。合理保證是高水平的保證，但不能保證按照《香港審計準則》進行的審計，在某一重大錯誤陳述存在時總能發現。錯誤陳述可以由欺詐或錯誤引起，如果合理預期它們單獨或滙總起來可能影響財務報表使用者依賴財務報表所作出的經濟決定，則有關的錯誤陳述可被視作重大。

As part of an audit in accordance with HKSAAs, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Institute's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Executive Council Members.
- Conclude on the appropriateness of the Executive Council Members' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Institute's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Institute to cease to continue as a going concern.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.



**Fung & Chan**  
Certified Public Accountants  
Room 2001-4  
China Insurance Group Building  
141 Des Voeux Road Central  
Hong Kong

6 May 2023

在根據《香港審計準則》進行審計的過程中，我們運用了專業判斷，保持了專業懷疑態度。我們亦：

- 識別和評估由於欺詐或錯誤而導致財務報表存在重大錯誤陳述的風險，設計及執行審計程序以應對這些風險，以及獲取充足和適當的審計憑證，作為我們意見的基礎。由於欺詐可能涉及串謀、偽造、蓄意遺漏、虛假陳述，或凌駕於內部控制之上，因此未能發現因欺詐而導致的重大錯誤陳述的風險高於未能發現因錯誤而導致的重大錯誤陳述的風險
- 了解與審計相關的內部控制，以設計適當的審計程序，但目的並非對貴學會內部控制的有效性發表意見。
- 評價理事會成員所採用會計政策的恰當性及作出會計估計和相關披露的合理性。
- 對理事會成員採用持續經營會計基礎的恰當性作出結論。根據所獲取的審計憑證，確定是否存在與事項或情況有關的重大不確定性，從而可能導致對貴學會的持續經營能力產生重大疑慮。如果我們認為存在重大不確定性，則有必要在核數師報告中提請使用者注意財務報表中的相關披露。假若有關的披露不足，則我們應當發表非無保留意見。我們的結論是基於核數師報告日止所取得的審計憑證。然而，未來事項或情況可能導致貴學會不能持續經營。

除其他事項外，我們與治理層溝通了計劃的審計範圍、時間安排、重大審計發現等，包括我們在審計中識別出內部控制的任何重大缺陷。



**馮陳會計師樓**  
執業會計師  
香港中環德輔道中141號  
中保集團大廈2001-4室

二零二三年五月六日

## INCOME STATEMENT

FOR THE YEAR ENDED 31 DECEMBER 2022

## 收益表

截至二零二二年十二月三十一日止年度

		Note 附註	2022 HK\$	2021 HK\$
Revenue	收入	3	14,197,230	12,600,472
Direct cost	直接開支	4	(3,549,215)	(2,990,188)
Gross profit	毛利		10,648,015	9,610,284
Service income from Job Creation Scheme	創造職位計劃	5	2,913,786	568,125
Government subsidies	政府津貼	6	614,800	—
Other revenue	其他收益	7	167,487	826,456
Administrative expenses	行政費用		(13,265,121)	(13,961,282)
<b>Surplus/(deficit) for the year</b>	<b>本年度盈餘／(虧損)</b>	<b>8</b>	<b>1,078,967</b>	<b>(2,956,417)</b>

The annexed notes form an integral part of these financial statements.

附註為本財務報表之一部分，應同時參閱。



# STATEMENT OF FINANCIAL POSITION

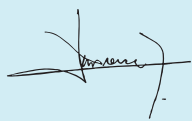
AT 31 DECEMBER 2022

# 財務狀況表

於二零二二年十二月三十一日

		Note 附註	2022 HK\$	2021 HK\$
<b>Non-current assets</b>	<b>非流動資產</b>			
Furniture and equipment	傢俬及設備	11	977,413	1,978,159
Intangible assets	無形資產	12	69,350	110,950
			1,046,763	2,089,109
<b>Current assets</b>	<b>流動資產</b>			
Trade debtors	應收賬款		1,295,648	868,648
Interest receivable	應收利息		20,993	3,238
Prepayments	預付款項		312,765	285,571
Rental, utility and other deposits	租金、公共事業及其他按金		410,664	410,664
Cash and bank balances	銀行存款及現金		6,087,182	16,641,132
Bank fixed deposits (non-pledged)	銀行定期存款(無抵押)		9,756,472	9,647,816
Bank fixed deposits (pledged)	銀行定期存款(已抵押)	16	200,000	200,000
			18,083,724	28,057,069
<b>Total assets</b>	<b>總資產</b>		19,130,487	30,146,178
<b>General fund</b>	<b>基金</b>	13	16,481,343	15,402,376
<b>Current liabilities</b>	<b>流動負債</b>			
Functions and publications income received in advance	預收活動及刊物銷售收入		223,504	967,549
Subscriptions received in advance	預收會費		1,132,946	1,141,527
Accounts payable and accrued expenses	應付賬款及費用		1,292,694	12,634,726
			2,649,144	14,743,802
<b>Total general fund and liabilities</b>	<b>基金及負債總計</b>		19,130,487	30,146,178

Approved and authorised for issue by Executive Council on 3 May 2023 and signed on its behalf by



Lawrence Hung  
President 孔子人  
會長

理事會經於二零二三年五月三日核准及授權發出本財務報表，並由下列理事代表簽署：



Peter Leung  
Hon. Treasurer 梁嘉聰  
榮譽司庫

The annexed notes form an integral part of these financial statements.

附註為本財務報表之一部份，應同時參閱。

**STATEMENT OF CASH FLOWS**  
FOR THE YEAR ENDED 31 DECEMBER 2022

**現金流量表**  
截至二零二二年十二月三十一日止年度

		2022 HK\$	2021 HK\$
Surplus/(deficit) for the year	本年度盈餘／(虧損)	1,078,967	(2,956,417)
Adjustments for:	非現金項目調整：		
Amortisation of intangible assets	無形資產攤銷	41,600	41,600
Depreciation	折舊	1,093,838	1,071,497
Bank interest income	銀行利息收入	(126,744)	(22,924)
		2,087,661	(1,866,244)
Movement in working capital	營運資金變動		
Increase in trade debtors	應收賬款增加	(427,000)	(408,528)
(Increase)/decrease in prepayments	預付款項(增加)／減少	(27,194)	717,400
(Decrease)/increase in functions and publications income received in advance	預收活動及刊物銷售收入(減少)／增加	(744,045)	567,586
(Decrease)/increase in subscriptions received in advance	預收會費(減少)／增加	(8,581)	3,898
(Decrease)/increase in accounts payable, accrued expenses and provision	應付賬款、費用及撥備(減少)／增加	(11,342,032)	11,350,905
Cash (used in)/from operations	(用於)／來自經營業務之現金	(10,461,191)	10,365,017
Profits tax refund	稅項退還	–	33,453
Net cash (used in)/from operating activities	(用於)／來自經營活動之現金淨額	(10,461,191)	10,398,470
Cash flows from investing activities	投資活動之現金流量		
Purchases of furniture and equipment	購入傢俬及設備	(93,092)	(195,305)
Interest income received	利息收入	108,989	21,180
Net cash from/(used in) investing activities	來自／(用於)投資活動之現金淨額	15,897	(174,125)
Net (decrease)/increase in cash and cash equivalents	現金及現金等值項目(減少)／增加淨額	(10,445,294)	10,224,345
Balances of cash and cash equivalents at beginning of the year	期初結存之現金及現金等值項目	26,288,948	16,064,603
Balances of cash and cash equivalents at end of the year	期末結存之現金及現金等值項目	15,843,654	26,288,948
Represented by	代表：		
Cash and bank balances	銀行存款及現金	6,087,182	16,641,132
Bank fixed deposits (non-pledged)	銀行定期存款(無抵押)	9,756,472	9,647,816
		15,843,654	26,288,948

The annexed notes form an integral part of these financial statements.

附註為本財務報表之一部份，應同時參閱。

## NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2022

### 1 GENERAL INFORMATION

The Institute is a company limited by guarantee and not having a share capital. “Limited by guarantee” means that the liability of each member is limited in the case of a winding-up to HK\$1.00; in addition the income and assets of the Institute can only be applied to promote the Institute’s objectives and, for example, it cannot pay dividends of any kind to its members.

The principal activities of the Institute are to maintain, develop and enhance professional standards in human resource management, covering quality, ethics and practices, and to increase the influence of human resource professionals, for the benefit of individuals and organisations in Hong Kong.

The address of the registered office is located at Unit 1810-15, 18/F Millennium City 2, No. 378 Kwun Tong Road, Kwun Tong, Kowloon, Hong Kong.

### 2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

#### (A) BASIS OF PREPARATION OF THE FINANCIAL STATEMENTS

The Institute qualifies for the reporting exemption as a small guarantee company under section 359(1)(a) of the Companies Ordinance. The Institute is therefore entitled to prepare and present its financial statements in accordance with the Small and Medium-sized Entity Financial Reporting Standard (“SME-FRS”) issued by the Hong Kong Institute of Certified Public Accountants.

These financial statements comply with the SME-FRS and have been prepared under the accrual basis of accounting and on the basis that the Institute is a going concern. The measurement basis adopted is the historical cost convention.

#### (B) FURNITURE AND EQUIPMENT AND DEPRECIATION

Furniture and equipment are stated at cost less depreciation. The cost of an asset comprises its purchase price and any directly attributable costs of bringing the asset to working condition and location for its intended use. Expenditures incurred after the furniture and equipment have been put into operation are normally charged to profit or loss in the period in which they are incurred. In situations where it can be clearly demonstrated that the expenditure has resulted in an increase in the future economic benefits expected to be obtained from the use of the furniture and equipment, the expenditure is capitalised as an additional cost of the furniture and equipment. When assets are sold or retired, their cost and accumulated depreciation are removed from the accounts and any gain or loss resulting from their disposal is included in profit or loss.

## 財務報表附註

截至二零二二年十二月三十一日止年度

### 1 一般事項

本學會為一有限度擔保無股本之有限公司。當學會清盤時，每名會員之債項承擔限額為港幣一圓。此外，學會之收入及資產僅限使用於推廣學會之宗旨，學會亦不能分派任何股息予會員。

學會致力維持、發展及提高人力資源管理在質素、道德及專業實務之水平，以及加強人力資源管理專業人員的影響力，使香港之個人及機構得以受惠。

學會之註冊地址為香港九龍觀塘觀塘道378號創紀之城2期18樓1810-15室。

### 2 主要會計政策概要

#### (A) 編製財務報表之基準

本學會符合《公司條例》第359(1)(a)條之提交報表方面的豁免。因此，香港會計師公會頒佈的《中小企財務報告準則》適用於本財務報表之編製及呈覽。

本財務報表符合中小企財務報表準則。本財務報表按歷史成本慣例、應計制及本於各報告期末會持續經營之會計基礎編製。

#### (B) 傢俬及設備及折舊

傢俬及設備按成本值減累積折舊列賬。資產之成本包括其購入價及任何使該資產投入運作及存放備用之直接開支。傢俬及設備投入運作後產生之支出，通常於該年度自損益內扣除。若能清楚顯示該等支出能增加該等資產將來之經濟效益，則該等支出將會被資本化作為相關資產之附加成本。當資產出售或不再使用時，其成本及累積折舊將於賬內扣除，出售資產所產生之盈餘或虧損計入損益內。



### (C) INTANGIBLE ASSETS

Intangible assets acquired separately are measured on initial recognition at cost. The useful lives of intangible assets are assessed to be either finite or indefinite. Intangible assets with finite lives are subsequently amortised over the useful economic life and assessed for impairment whenever there is an indication that the intangible asset may be impaired. The amortisation period and the amortisation method for an intangible asset with a finite useful life are reviewed at least at each financial year end.

Intangible assets with indefinite useful lives are tested for impairment annually either individually or at the cash-generating unit level. Such intangible assets are not amortised. The useful life of an intangible asset with an indefinite life is reviewed annually to determine whether indefinite life assessment continues to be supportable. If not, the change in the useful life assessment from indefinite to finite is accounted for on a prospective basis.

### (D) TRADE AND OTHER RECEIVABLES

Trade and other receivables are stated at estimated realisable value after each debt has been considered individually. Where the payment of a debt becomes doubtful a provision is made and charged to profit or loss.

### (E) IMPAIRMENT ON ASSETS

At the end of each reporting period, the Institute reviews the carrying amounts of its assets to determine whether there is any indication that those assets have suffered an impairment loss. If the recoverable amount of an asset is estimated to be less than its carrying amount, the carrying amount of the asset is reduced to its recoverable amount. Impairment loss is recognised as an expense immediately.

Recoverable amount is the greater of an asset's net selling price and future net cash flow expected from the continued use of that asset.

Where an impairment loss subsequently reverses, the carrying amount of the asset is increased to the revised estimate of its recoverable amount, but so that the increased carrying amount does not exceed the carrying amount that would have been determined had no impairment loss been recognised for the asset in prior years. A reversal of an impairment loss is recognised as income immediately.

### (F) TRADE AND OTHER PAYABLES

Trade and other payables are initially measured at fair value and, after initial recognition, at amortised cost, except short-term payables with no stated interest rate and the effect of discounting being immaterial, that are measured at their original invoice amounts.

### (C) 無形資產

獨立購入之無形資產於初步確認時按成本值計量。無形資產之可使用年期乃評估為有限或無限。具有有限年期之無形資產其後按可使用經濟年期攤銷，並於該無形資產出現減值跡象時作減值評估。具有有限可使用年期之無形資產之攤銷年期及攤銷方法須至少於每個財政年度結算日作檢討。

無限可使用年期之無形資產於每年按個別或現金產生單位作減值測試。該等無形資產並不予以攤銷。無限年期之無形資產可使用年期於每年評估，以釐定無限可使用年期之評估是否持續可靠。如否定，則可使用年期之評估自此由按無限年期更改為有限年期計值。

### (D) 貿易及其他應收賬款

貿易及其他應收賬款於就個別欠款考慮後之可變現值列賬。當欠款之可收回性存疑時，作出撥備及計入損益內。

### (E) 資產減值

於各報告期末，本學會檢閱各項資產之賬面值，釐定是否有跡象顯示該等資產是否已減值。倘估計資產之可收回價值低於賬面值，該資產之賬面值將被調低至可收回價值。減值虧損隨即確認為開支。

可收回價值為出售淨額或持續使用該資產預計之未來現金淨流入兩者之較高者。

倘其後減值虧損逆轉，該資產之賬面值將調高至經修訂之估計可收回價值，惟經修訂之賬面值不得超過該資產於減值虧損前之原賬面值，減值虧損逆轉並即確認為收入。

### (F) 貿易及其他應付賬款

貿易及其他應付賬款最初按公平值確認，隨後按已攤銷成本列賬。無列明利率之短期應付賬款，若其折現影響並不重大，則以其原本發票金額列賬。

#### **(G) PROVISION AND CONTINGENT LIABILITIES**

Provisions are recognised when it is probable that an outflow of economic benefits will be required to settle a current legal or constructive obligation as a result of past events, and a reliable estimate can be made of the amount of the obligation.

Contingent liabilities are possible obligations that arise from past events whose existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not wholly within the control of the Institute; or are present obligations that have arisen from past events but are not recognised because it is not probable that settlement will require outflow of economic benefits, or because the amount of the obligations cannot be reliably measured. Contingent liabilities are disclosed in the financial statements unless the probability of settlement is remote.

#### **(H) REVENUE RECOGNITION**

Revenue is recognised when it is probable that the economic benefits will flow to the Institute and when the revenue can be measured reliably, on the following bases:

Annual subscriptions are billed to members on an annual basis in respect of each year ending 31 March. Subscriptions are recognised on a time proportion basis. The proportion of annual subscriptions relating to future periods is deferred and recognised in the statement of financial position as subscriptions received in advance.

Entrance fees are recognised in the year of receipt.

Receipts from Institute functions are recognised when the functions take place.

Income from sale of publications is recognised when the publications are delivered or invoiced and title has passed.

Service income is recognised upon completion of the services provided.

Interest income is recognised using the effective interest method.

#### **(I) GOVERNMENT GRANTS AND SUBSIDIES**

Government grants and subsidies are recognised where there is a reasonable assurance that the Institute will comply with the condition attaching to them and the grants or subsidies will be received. The grant or subsidy is recognised as income over the periods necessary to match it with the related costs it is intended to compensate on a systematic basis. Grants or subsidies related to assets are presented in the statement of financial position either by setting up the grant or subsidy as deferred income or by deducting the grant or subsidy in arriving at the carrying amount of the asset.

#### **(J) TAXATION**

Income tax expense represents current tax expense. The income tax payable represents the amounts expected to be paid, using the tax rates that have been enacted or substantively enacted by the end of the reporting period.

#### **(G) 撥備及或然負債**

倘若於解決因過往事件所引致之現有法定或推定責任時，需要付出經濟利益且能可靠地估計其數額，即會為此確認作撥備。

或然負債乃因過往事件而可能引致的責任，是否確實需要承擔這些責任須視乎未來會否發生一宗或多宗無法確定，學會亦無法完全控制的事件；或乃因過往事件引致之現有責任，但因解決該責任毋需付出經濟利益而未予確認，或因無法可靠計量該責任所涉金額而未予確認。除非需要履行責任的可能性十分低，或然負債不會在財務報表內確認，但會作有關披露。

#### **(H) 確認收入**

收入按本學會可能收到收入交易的經濟利益，且交易之相關收入可準確計量時確認，按以下方式計量：

會員年費以四月一日至翌年的三月三十一日為一基期。會費按時間比例入賬，有關下一年度之會費，則撥入財務狀況表中之預收會費項。

入會費於收款當年確認入賬。

各項活動之收入於舉辦時確認入賬。

刊物銷售收入於刊物送出或發票開出後並於所有權益已轉移時確認入賬。

服務收入於提供相關服務後確認。

利息收入按實際利率法確認入賬。

#### **(I) 政府補助與津貼**

政府補助與津貼只有在能夠合理保證本學會將符合政府補助或津貼之相關條件並且能夠收到政府補助或津貼時才予以確認。政府補助應採用系統之方法在本學會將此類補助或津貼擬補償之相關成本確認為費用之期間內計入損益。如果補助或津貼與資產有關，則應將政府補助或津貼在財務狀況表中確認為遞延收入，或者於該資產的現存價值中扣去。

#### **(J) 稅項**

稅項支出按本年度應課稅溢利以現行稅率計算。

## **(K) LEASES**

Leases that transfer substantially all the rewards and risks of ownership of assets to the Institute, are accounted for as finance leases. The leased asset is capitalised, at the inception of a finance lease, as an item of property, plant and equipment at its fair value or, if lower, at the present value of the minimum lease payments and are depreciated over the shorter of its estimated useful life or the lease term. Lease payments are apportioned between the finance charges and reduction of the lease liability so as to achieve a constant rate of interest on the remaining balance of the liability. Finance charges are charged to profit or loss.

Leases where substantially all the risks and rewards of ownership of assets are not transferred to the lessee are accounted for as operating leases. Rentals applicable to operating leases are dealt with in profit or loss on a straight-line basis over the lease term.

## **(L) RETIREMENT BENEFIT COSTS**

The Institute operates a defined contribution Mandatory Provident Fund retirement benefit scheme (the “MPF Scheme”) under the Mandatory Provident Fund Schemes Ordinance for those employees who are eligible to participate in the MPF Scheme. Contributions are made based on a percentage of the employees’ basic salaries and are charged to profit or loss as they become payable in accordance with the rules of the MPF Scheme. The assets of the MPF Scheme are held separately from those of the Institute in an independently administered fund. The Institute’s employer contributions vest fully with the employees when contributed into the MPF Scheme.

## **(M) FOREIGN EXCHANGE**

The reporting currency of the Institute is Hong Kong Dollars, which is the currency of the primary economic environment in which the Institute operates.

Foreign currency transactions are converted at the exchange rate applicable at the transaction date. Foreign currency monetary items are translated into Hong Kong Dollars using exchange rates applicable at the end of the reporting period. Gains and losses on foreign exchange are recognised in profit or loss.

## **(K) 租賃**

當租賃資產之租約將絕大部分與該資產擁有權相關之風險及回報轉移至本學會時，該等租約分類為「融資租賃」。以融資租賃方式購買的資產，以其公平值或最低租金額之較低者為成本，於租賃開始時確認為物業、機器及設備，並以租約期或可用年期較低者計算其折舊。租金額於財務支出及融資租賃之剩餘未清還債務之間分攤，使剩餘債務所產生財務支出之利率保持固定不變。財務支出計入損益內。

當租賃資產之租約沒有將絕大部分與該資產擁有權相關之風險及回報轉移至承租人時，該等租約分類為「經營租賃」。經營租賃之租金以直線法按其租約年期計入損益內。

## **(L) 退休福利供款**

本學會按照強制性公積金計劃條例為所有合資格僱員參與界定供款之強制性公積金退休福利計劃（「強制性公積金計劃」）。供款按照僱員基本工資之一定百分比計算，並根據強制性公積金計劃之規定在需要支付時在損益中扣除。強制性公積金計劃之資產由與本學會資產分開之獨立管理基金持有。本學會之僱主供款支付給強制性公積金計劃後完全歸屬於僱員。

## **(M) 外幣換算**

本財務報表以港元呈報，港元為本學會營運的主要經濟環境的計量貨幣。

年內之外幣交易，以交易日之匯率伸算為港元。於報告期末，以外幣為單位的貨幣性資產和負債均按結算日之匯率折算。外幣伸算之差額列入損益。



#### (N) RELATED PARTIES

(a) A person, or a close member of that person's family, is related to the Institute if that person:

- (i) has control or joint control over the Institute;
- (ii) has significant influence over the Institute; or
- (iii) is a member of the key management personnel of the Institute.

Close members of the family of a person are those family members who may be expected to influence, or be influenced by, that person in their dealings with the company.

(b) An entity is related to the Institute if any of the following conditions applies:

- (i) The entity is controlled or jointly controlled by a person identified in (a).
- (ii) A person identified in (a)(i) has significant influence over the entity or is a member of the key management personnel of the entity (or of a parent of the entity).

### 3 REVENUE

Revenue represents revenue from subscriptions, entrance fees, institute functions, sale of publications and advertising as follows:

		2022 HK\$	2021 HK\$
Subscriptions and entrance fees	年費及入會費	5,390,913	4,630,678
Gross receipts from institute functions	活動收入	7,689,890	6,692,080
Sales of research related publications	調查報告刊物銷售	305,807	445,529
Advertising income	廣告收入	810,620	832,185
		14,197,230	12,600,472

### 4 DIRECT COST

		2022 HK\$	2021 HK\$
Membership related expenditures	會員服務支出	262,210	688,082
Expenditure on institute functions	活動支出	3,064,350	2,136,009
Cost of research related publications	調查報告刊物成本	142,465	87,900
Advertising related expenditure	廣告支出	80,190	78,197
		3,549,215	2,990,188

#### (N) 有關連人士

(a) 倘出現下列情況則有關人士或其關係密切的家庭成員與本學會有關連：

- (i) 對本學會有控制權或共同控制權；
- (ii) 對本學會有重大影響力；或
- (iii) 為本學會管理層主要成員。

有關人士之近親家族成員為預期於交易時將影響該人士或受該人士影響之該等家族成員。

(b) 倘出現下列情況則有關公司為與本學會有關連：

- (i) 該公司受(a)部所界定之人士控制或共同控制。
- (ii) 於(a)(i)所界定對該公司有重大影響力之人士，或是該公司(或該公司之母公司)管理層主要成員。

### 3 收入

收入包括年費、入會費、活動收入、刊物銷售及廣告收入，列示如下：

		2022 HK\$	2021 HK\$
Subscriptions and entrance fees	年費及入會費	5,390,913	4,630,678
Gross receipts from institute functions	活動收入	7,689,890	6,692,080
Sales of research related publications	調查報告刊物銷售	305,807	445,529
Advertising income	廣告收入	810,620	832,185
		14,197,230	12,600,472

### 4 直接開支

		2022 HK\$	2021 HK\$
Membership related expenditures	會員服務支出	262,210	688,082
Expenditure on institute functions	活動支出	3,064,350	2,136,009
Cost of research related publications	調查報告刊物成本	142,465	87,900
Advertising related expenditure	廣告支出	80,190	78,197
		3,549,215	2,990,188

## 5 SERVICE INCOME FROM JOB CREATION SCHEME

		2022 HK\$	2021 HK\$
Service income	服務收入	4,228,017	840,604
Less: Expenditure	減：支出	(1,314,231)	(272,479)
		2,913,786	568,125

The Institute helps the government implement the Job Creation Scheme.

## 6 GOVERNMENT SUBSIDIES

These subsidies under the Employment Support Scheme were granted by the government to provide time-limited financial support to employers to retain employees who may otherwise be made redundant due to the economic slowdown caused by the outbreak of COVID-19.

## 7 OTHER REVENUE

		2022 HK\$	2021 HK\$
Bank interest income	銀行利息收入	126,744	22,924
Net exchange difference	匯兌淨差額	(1,089)	425
Sundry income	雜項收入	41,832	803,107
		167,487	826,456

## 8 SURPLUS/(DEFICIT) FOR THE YEAR

Surplus/(deficit) for the year is arrived at after charging:

		2022 HK\$	2021 HK\$
Amortisation of intangible assets	無形資產攤銷	41,600	41,600
Depreciation	折舊	1,093,838	1,071,497
Operating lease rental of office premises	辦公樓宇租金	1,344,090	1,352,400
Staff costs	員工支出		
– Salaries and allowances	—薪金及津貼	9,840,747	9,723,058
– Retirement benefit costs under defined contribution plans	—退休福利之界定供款計劃支出	537,443	633,528

## 9 EXECUTIVE COUNCIL MEMBERS' REMUNERATION

In accordance with article 54 of the Institute's Articles of Association, there was no remuneration paid to the Executive Council Members.

## 5 創造職位計劃服務收入

本學會協助政府執行創造職位計劃。

## 6 政府津貼

此「保就業」計劃津貼由政府發放，透過向僱主提供有時限的財政支援，協助他們支付員工的薪金，以保留因為2019冠狀病毒病爆發引至經濟下滑可能會被遣散的僱員。

## 7 其他收益

## 8 本年度盈餘／（虧損）

本年度盈餘／（虧損）已扣除下列項目：

		2022 HK\$	2021 HK\$
Amortisation of intangible assets	無形資產攤銷	41,600	41,600
Depreciation	折舊	1,093,838	1,071,497
Operating lease rental of office premises	辦公樓宇租金	1,344,090	1,352,400
Staff costs	員工支出		
– Salaries and allowances	—薪金及津貼	9,840,747	9,723,058
– Retirement benefit costs under defined contribution plans	—退休福利之界定供款計劃支出	537,443	633,528

## 9 理事會成員酬金

根據組織細則第54條，學會不能支付袍金及酬金予理事會成員。

## 10 TAXATION

No provision for Hong Kong profits tax has been made as the estimated assessable profits have been wholly set off by unutilised tax losses brought forward from previous years. (2021: No provision for Hong Kong profits tax was made as the Institute sustained a tax loss during the year.)

At the end of the reporting period, there were tax losses, which may be carried forward indefinitely, of HK\$6,434,000 (2021: HK\$7,669,000) approximately available for offsetting against future profits.

## 11 FURNITURE AND EQUIPMENT

Cost	成本值	Furniture, fixtures and equipment 傢俬、裝置及設備 HK\$	Leasehold improvements 裝修 HK\$	Total 總額 HK\$
At 1 January 2022	於二零二二年一月一日	993,929	2,890,900	3,884,829
Additions	添置	93,092	–	93,092
At 31 December 2022	於二零二二年十二月三十一日	1,087,021	2,890,900	3,977,921
Accumulated depreciation	累積折舊			
At 1 January 2022	於二零二二年一月一日	220,478	1,686,192	1,906,670
Charge for the year	年內折舊	130,014	963,824	1,093,838
At 31 December 2022	於二零二二年十二月三十一日	350,492	2,650,016	3,000,508
Net book value	賬面值			
At 31 December 2022	於二零二二年十二月三十一日	736,529	240,884	977,413
At 31 December 2021	於二零二一年十二月三十一日	773,451	1,204,708	1,978,159

Depreciation is provided on the straight-line method based on the estimated economic useful lives of the individual assets at the following annual rates:

Furniture, fixtures and equipment	傢俬、裝置及設備	12.5% to 33 1/3%
Leasehold improvements	裝修	33 1/3%

## 10 稅項

年內本公司之應評稅溢利已由承前稅項虧損抵銷，故無需就香港利得稅作出準備。(2021:由於年內出現稅務虧損，故無需就香港利得稅作出準備。)

於報告期末，本學會有約6,434,000港元(2021：7,669,000港元)之稅務虧損可用以抵銷將來之溢利。

## 11 傢俬及設備

傢俬及設備之折舊乃按各資產之估計可使用年期以直線法計算，年率如下：



## 12 INTANGIBLE ASSETS

## 12 無形資產

		HK\$
Cost	成本值	
At 1 January 2022 and 31 December 2022	於二零二二年一月一日及 二零二二年十二月三十一日	231,800
Accumulated amortisation	累積攤銷	
At 1 January 2022	於二零二二年一月一日	120,850
Charge for the year	年內攤銷	41,600
At 31 December 2022	於二零二二年十二月三十一日	162,450
Net book value	賬面值	
At 31 December 2022	於二零二二年十二月三十一日	69,350
At 31 December 2021	於二零二一年十二月三十一日	110,950

This represents the revamping cost of the Institute's mobile website. Amortisation of website is charged to profit or loss on a straight-line basis over the estimated useful lives of five to six years.

無形資產為流動通訊裝置網站之修改成本，估計可使用年期為五至六年，以直線法於損益內攤銷。

## 13 GENERAL FUND

## 13 基金

		HK\$
Balance at 1 January 2022	於二零二二年一月一日	15,402,376
Surplus for the year	本年度盈餘	1,078,967
Balance at 31 December 2022	於二零二二年十二月三十一日	16,481,343

## 14 PROVISION

## 14 撥備

		2022 HK\$	2021 HK\$
At 1 January	於一月一日	—	120,997
Written back for the year	年內撥回	—	(120,997)
At 31 December	於十二月三十一日	—	—

This represented provision for annual leave entitlements accrued to employees.

上述為應付給員工的有薪年假撥備。

## 15 COMMITMENTS

At the end of the reporting period, the Institute had total future minimum lease payments under non-cancellable operating lease with landlords related to land and buildings falling due as follows:

		2022 HK\$	2021 HK\$
Within one year	一年內	1,159,200	1,300,075
Within the next second year	於第二年內	1,159,200	–
Within the next third year	於第三年內	1,109,342	–
		3,427,742	1,300,075

## 16 BANKING FACILITIES

Bank fixed deposits of HK\$200,000 are pledged to a bank to secure banking facilities.

## 15 資本承諾

於報告期末，本學會就不可取消之營運租賃所租用之樓宇承擔在日後須支付之最低租約金額付款期如下：

## 16 銀行信貸

本學會一般銀行信貸以總值200,000港元之銀行定期存款作抵押。



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Hong Kong Institute of Human  
Resource Management  
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HKIHRM



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