



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

2023

ANNUAL REPORT
年報



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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PRESIDENT'S REPORT

會長報告



As we enter another year of progress and growth, I am honoured to continue serving as the President of the Institute. Reflecting on the past year, I am pleased to share the concrete actions we have taken to fulfil our aspirations for the betterment of our Institute.

In 2023, our focus has remained on enhancing services and benefits for our members through a diverse range of activities. We have continued our commitment to elevating the professional recognition and reputation of HR practitioners, while also supporting the growth and development of our student members. We have strengthened our connections and collaborations with the Government, professional bodies, academia, business partners, and media, with the goal of upholding and raising the standards of HR professionals in Hong Kong.

Hong Kong is currently facing a significant shortage of skilled professionals, presenting a pressing challenge. In response, HKIHRM has established a strategic partnership with the Government.

The Government has demonstrated proactive measures in implementing various policies designed to attract international talent, thereby injecting new vigour into Hong Kong's talent landscape. In order to keep our members well-informed about the latest talent admission policies, we collaborated with the Labour and Welfare Bureau in March to organise a seminar on the Enhanced Talent Admission Regime. This event provided our members with a unique platform to express their perspectives and aspirations, fostering an active dialogue on revitalising the employment sector.

Addressing Hong Kong's acute labour shortage requires a comprehensive strategy. Recognising this, the Institute has taken the initiative to propose a series of measures to the Government. Our objective is to develop a holistic population policy and a detailed plan for talent attraction. We firmly believe that a sustainable solution involves not only talent admission schemes but also harnessing the untapped potential of local talent. Consequently, our Institute has advocated for initiatives that empower and uplift our youth, empower female participation in the workforce, as well as enhance the skills of the existing workforce.

我很榮幸能繼續擔任學會會長，與會員一同邁進充滿發展機遇及蛻變的新一年；同時在此與各位分享學會過去一年，秉持著「精益求精」理念，不斷追求卓越、持續推動的各項工作。

2023年，學會積極舉辦多元化活動，以加強會員服務及福利，並致力提升人力資源從業人員的專業認受性和聲譽、支持學生會員的成長和發展。為鞏固及提升人力資源管理的專業水平，學會與政府機構、專業團體、學術團體、業界合作夥伴及傳媒建立了緊密的聯繫和合作，以提升業界標準及可持續發展。

香港目前正面對專業人才短缺，帶來迫切的挑戰。為應對這些挑戰，香港人力資源管理學會與政府建立戰略合作夥伴關係。

政府已落實一系列措施，積極招攬來自世界各地的人才，為香港人才市場注入新動力。為了讓會員掌握最新人才入境政策，學會於3月與勞工及福利局合辦「優化輸入人才安排講座」，提供平台讓會員直接分享自己的觀點和願景，就如何為勞動市場重注活力展開積極對話。

我們必須多管齊下，才有望填補香港龐大的人才缺口，有見及此，學會向政府提出多項建議，旨在制訂全方位、協調一致的全面人口政策及詳盡的吸引人才計劃。學會深信，除了推出人才入境計劃外，還要推動釋放潛在本地勞動力，才能使香港的人才庫得以可持續發展。因此，學會建議各界攜手同行，共同培訓及為年輕人賦能，推動婦女投入勞動市場，並提升現有勞動力的技能水平。

In line with these efforts, our Institute commissioned the Future Workforce Study 2023. This study aimed to identify gaps in employers' expectations regarding employee reskilling and upskilling, underline the significance of lifelong learning in maintaining competitiveness in the technology era, and generate valuable data to inform government policy-making. Alongside this study, our continuous research and surveys conducted throughout the year have equipped our members with crucial insights into market trends, enabling them to make data-driven decisions that drive business growth.

Our advocacy efforts and influence have gained increasing attention, with a notable surge in media interviews and coverage of our events. We have effectively conveyed industry perspectives to the media and the public, offering the industry perspectives on various topics, including responses to the Policy Address, talent admission schemes, talent retention, and employee value propositions. The inclusion of the Greater Bay Area (GBA) in our Pay Trend and Pay Level Survey this year has also attracted extensive media coverage, further expanding the reach and impact of our insights.

In our commitment to enhancing member services, I am pleased to share the positive results of our membership survey, which demonstrate a high level of member satisfaction with our benefits and services, surpassing previous years. To foster stronger member connections, we organised approximately 20 networking and member events throughout the year, many of which were complimentary. The popular "Meeting with the President" continued in a refreshed format. We have also introduced a webinar series titled "行業多面睇", relaunched our mentorship programme, and established the IHRM Academy which played a pivotal role in elevating professional standards within the HR profession.

Our 2023/24 HR Excellence Awards were an extraordinary success. This year, we received a record-breaking number of entries, showcasing the exceptional dedication of organisations in pursuing business success through outstanding people strategies and practices. This recognition not only sets a benchmark for HR excellence but also serves as a catalyst for advancements in emerging areas such as ESG and digital transformation.

Looking ahead, we are excited to announce the launch of the Future Workforce Study 2024, providing valuable insights for our members, enabling them to understand the future manpower requirements and talent needs of organisations. Our dedication staying at the forefront of industry trends remains steadfast as our committees continue with their work, including the new ESG and HR Digitalisation Committees. We are also exploring the incorporation of innovative elements in our signature events and fostering connections between our members and the vibrant GBA market.

We will continue to engage with members and stakeholders, actively listen to their feedback, and advocate for HR-related policies. I would like to express my heartfelt gratitude to Council members for their continuous support, to our loyal members for their trust, and to the Secretariat for their tremendous efforts in driving the Institute's development.

對應以上挑戰，學會進行「未來勞動力研究2023」，研究旨在了解僱主對僱員在重塑及提升技能方面的期望差距、探討終身學習在科技新時代對保持競爭力的重要性，並提供實質數據讓政府制定政策。是項研究及學會於年內持續進行的其他研究和調查，為會員提供市場趨勢的關鍵見解，讓他們能作出以數據為基礎的決策，知己知彼，推動業務增長。

各界對我們的倡議工作日益關注，學會的動向亦獲得越來越多傳媒訪問及報道，使學會影響力得以提升。學會主動向傳媒及大眾就不同議題傳達業界聲音，包括施政報告、人才入境計劃、挽留人才及員工價值主張等，均獲得正面回饋。此外，學會今年首次把大灣區城市納入學會年度薪酬趨勢及水平調查範圍，獲傳媒廣泛報道，進一步擴大學會的影響力及調查結果的覆蓋範圍。

學會致力提升會員服務，據我們對會員滿意度調查結果顯示，會員對學會提供的福利和服務表示非常滿意，滿意度更創歷年新高。為加強會員間的聯繫，學會於年內舉辦了合共約20場會員交流活動，當中不少供會員免費參與。廣受歡迎的「與會長一茶一會」以全新形式繼續舉行。學會亦推出「行業多面睇」網上研討會系列、重辦師導計劃及成立 IHRM Academy，學院在提高人力資源業界專業水平方面擔當重要角色。

學會的2023/24「卓越人力資源獎」亦取得空前成功，參與數目創歷屆新高，顯示各機構致力透過出色的人力資源策略與實踐以追求卓越成就的決心。「卓越人力資源獎」不但為卓越人力資源管理訂立標準，更有助驅動業界在新興範疇(例如環境、社會和管治及數碼轉型)的發展。

展望將來，我很高興宣佈學會已開始進行「未來勞動力研究2024」，研究將為會員提供寶貴意見，協助他們了解未來勞動力缺口及機構對人才的需求。為緊貼行業趨勢，學會的各個委員會(包括新成立的环境、社會和管治委員會及人力資源數碼化委員會)將繼續開展其工作。我們亦計劃在學會旗艦活動中注入創新元素，以及促進會員與大灣區市場建立聯繫。

我們將繼續與會員和持份者交流，積極聆聽他們的意見，並為人力資源相關政策進行倡議。我謹此衷心感謝一眾理事會成員的持續支持、忠誠會員的信任及秘書處對學會發展的不懈努力。

Lawrence Hung 孔于人
President 會長

EXECUTIVE DIRECTOR'S MESSAGE

行政總監的話



It is my honour to take on the role of Executive Director of the Hong Kong Institute of Human Resource Management. As I embark on this exciting journey, I am filled with profound gratitude for the opportunity to work under the guidance of the highly experienced Executive Council of the Institute to contribute to the advancement of HR professionalism and the fulfillment

of our members' professional aspirations. I eagerly anticipate the boundless possibilities that lie ahead for the Institute as we continue to serve our Executive Council and members, fostering a stronger, more inclusive, and innovative HR community.

Effective communication with our members is of utmost importance to us. To enhance connectivity and deliver the support our members' needs, we will intensify our engagement efforts, optimise our communication channels, and curate diverse networking events. These interactions will provide valuable platforms for our members to exchange ideas, foster collaborations and strengthen professional relationships, empowering our members and creating a vibrant and supportive HR community.

In response to the ever-evolving landscape, the Institute remains resolute in our commitment to reinventing ourselves as a more agile professional organisation. To swiftly adapt to market trends and address our members' needs, we have been proactively integrating new elements into our signature events and services. This includes introducing new elements in the HKIHRM HR Excellence Awards 2024/25 to encourage broader participation from different sectors and organisations, offering a range of activities to foster knowledge exchange among our members, and creating opportunities for members to expand their professional networks to the GBA and overseas. Looking ahead, we are dedicated to delivering greater value to the HR community and supporting the sustainable development of the Institute.

我很榮幸成為香港人力資源管理學會的一份子，出任學會的執行總監。開展新篇章旅程的這個時刻，我懷著感恩的心，期待在經驗豐富的理事會領導下，為推動人力資源專業化和實現會員專業發展的願景作出貢獻。我熱切期待學會未來的無限可能，我們將繼續為理事會和會員服務，培育一個更加強大、更具包容性和創新性的人力資源社群。

我們深明與會員的有效溝通至關重要。為了增進與會員的溝通和理解，提供更有效和切實的支援，我們將提高參與度，優化各種溝通渠道，並籌劃多元化的聯繫活動，為會員提供交流平台，促進合作，加強專業聯繫。通過這些互動，我們將一如既往，與會員一同創造一個充滿活力和支持性的人力資源社群。

面對不斷變化的環境，學會定當盡全力自我提升，成為更靈活的專業組織。為了迅速回應市場趨勢及會員的關注事項，我們積極在旗艦活動和服務融入新元素。當中，2024/25年度的卓越人力資源獎將擴大範圍，鼓勵更多界別和機構的廣泛參與。我們亦會舉辦更多活動，推動會員之間的交流聯繫，並提供機會讓會員拓展與大灣區和海外同業的聯繫、交流切磋。展望未來，我們致力加強對業界服務，並促進學會可持續發展。

Communication and collaboration have been central to the Institute's strategic approach. We will continue connecting with HR institutions in the GBA to create synergy and facilitate talent mobility. This includes collaborations in learning and development, research, and members' networking to strengthen connections among GBA institutions.

Furthermore, our IHRM Academy will continue its path of innovation, constantly refining and expanding its training programmes to meet the dynamic demands of the market. Our unwavering determination to equip our members with the necessary skills and knowledge to navigate the future remains steadfast.

I extend my deepest gratitude to the President, Executive Council Members, and our members for their unwavering support and active participation. I hope to meet many of you in the coming months and learn about your needs and expectations. Only through open dialogue can we work together to achieve success to build a future-ready profession.

溝通和合作是學會加強業界服務中的重要一環。我們將繼續與大灣區的人力資源組織合作，創造協同效應，促進人才流動。這將展現於學習發展、調查與研究、和會員互動方面。

此外，IHRM Academy將繼續其不斷革新的旅程，積極完善和擴展培訓課程，以滿足市場不斷演變的需求，為會員事業發展裝備與時並進的技能，幫助他們迎接未來的機遇與挑戰。

最後，我藉此向會長、理事會和各位會員致意，感謝您們對學會的支持和參與。我希望於未來數月與更多會員見面，了解大家的需要和期望。相信通過坦誠交流合作，我們能並肩創造成果，一同推動人力資源管理專業領先未來。

Marian Lam 林美欣
Executive Director 行政總監

HIGHLIGHTS OF THE YEAR

年度回顧



New Initiatives 新計劃

- Pay Trend Survey expanded to cover GBA for the first time
- Established the IHRM Academy
- New website
- New membership event series “行業多面睇”
- 首次將薪酬趨勢調查範圍擴展至大灣區
- 成立IHRM Academy
- 推出全新網站
- 全新會員活動 - 「行業多面睇」



Major Achievements 主要成就

- Future Workforce Study 2023
- Record-high entries for HR Excellence Awards
- Relunched Mentorship Programme
- 未來勞動力研究 2023
- 卓越人力資源獎報名數目創歷屆新高
- 重新啟動師導計劃



~20 networking and members events

~20項會員及聯誼活動



>50 training programmes with
>1,500 participants

舉辦>50項培訓活動吸引
>1,500參加者



~500 training contact hours to HR professionals

為人力資源從業員提供~500小時培訓



>500 students participated in student events

>500位學生參與學生活動



>130 mentors and mentees matched in Mentorship Programme

>130名導師和學員參與師導計劃



~10 government engagement activities

~10項政府聯繫活動



Media Coverage 媒體報導

- >60 media interviews 媒體採訪
- ~30 Training and Development Needs Survey 僱員培訓及發展需求調查
- ~50 Future Workforce Study 2023 未來勞動力研究2023
- >100 Hong Kong and GBA Pay Trend Surveys 香港及大灣區薪酬趨勢調查

EXECUTIVE COUNCIL

理事會

EXECUTIVE COUNCIL 理事會

Committee, Sub-Committee and Advisory Board 委員會、專責委員會及顧問團

- 2023 Annual Conference Organising Committee
周年會議委員會
- 2023/24 HR Excellence Awards Organising Committee
卓越人力資源獎委員會
- Advocacy and Policy Research Committee
政策倡議及研究委員會
- China and International HRM Committee
中國及國際人力資源管理委員會
- Employment-Related Hong Kong Legislation and
Issues Committee
香港僱傭相關法例及事務委員會
- ESG Committee
環境、社會和管治委員會
- External Communications Committee
對外聯繫委員會
- HR Digitalisation Committee
HR 數碼化委員會
- Learning and Development Committee
學習及發展委員會
- Management Committee
內部管理委員會
- Membership Evaluation Committee
會籍評審委員會
- Professional Standards Committee
專業標準委員會
- Remuneration Committee
薪酬調查委員會
- Research Committee
研究委員會
- Talent Management Committee
人才管理委員會
- Programme Endorsement Sub-Committee
課程認可專責委員會
- International Advisory Board
國際顧問團
- Strategic Advisory Board
策略顧問團

Secretariat Office 秘書處

- Corporate Communications & Projects
企業傳訊及項目
- Events & Partnership
活動策劃及合夥
- Member Services
會員服務
- Training Services
培訓服務
- HR, Admin & Finance
人力資源、行政和財務
- Research
調研

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。

2023/24

EXECUTIVE COUNCIL (APPOINTMENT AS AT 31 MARCH 2024)

理事會(截至2024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 Retired	李志明 理事會成員 退休
	Ian Choy Vice President Executive Director – People & Culture Gammon Construction Limited	蔡靖民 副會長 金門建築有限公司 執行董事 – 人才及文化		Kris Lui Council Member Vice President, Human Resources, Asia Pacific Dr. Martens plc	呂詠妍 理事會成員 Dr. Martens plc 亞太區人力資源部 副總裁
	Theresa Lui Vice President Chief People Officer Chow Tai Fook Jewellery Group	呂燕明 副會長 周大福珠寶集團 首席人力資源官		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
	Andy Luk Vice President Senior Vice President Human Resources & Corporate Communications, Asia Informa Markets	陸國坤 副會長 Informa Markets 亞洲人力資源及 企業傳訊 高級副總裁		Janet Man * Council Member Senior Director, Talent Management & Development PVH Asia Limited	文淑慧* 理事會成員 PVH Asia Limited Senior Director, Talent Management & Development
	Peter Leung Honorary Treasurer Senior Manager, Human Resources Hospital Authority	梁嘉聰 榮譽司庫 醫院管理局 人力資源 高級經理		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 中華電力有限公司 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 Limited	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 People & Culture Director, Food DFI Retail Group	黃雅麗 理事會成員 DFI 零售集團 People & Culture Director, Food

in alphabetical order of surnames 依英文字母姓氏順序排列
* Newly Appointed Member * 新委任成員

FLAGSHIP AND SIGNATURE EVENTS

旗艦及主題活動

2023 ANNUAL CONFERENCE & EXHIBITION

周年會議暨展覽會



600+

participants joined the Conference
人參加周年會議



30+

sponsors supported the Conference
贊助商



40+

speakers from MNCs, local companies and startups
講者來自跨國企業、本地公司及初創企業



30+

exhibitors and service providers
參展商及人力資源服務機構

BLUEPRINT FOR SUCCESS: THE RISE OF TALENT IN HONG KONG

成功藍圖：香港人才崛起

2023 Annual Conference & Exhibition marked another successful year in offering key takeaways on the most compelling talent issues. With the theme “Blueprint for Success: The Rise of Talent in Hong Kong”, the Annual Conference brought together the renowned HR expertise and future-makers to provide insights on transforming challenges into impactful changes. An exhibition was held concurrently with over 30 exhibitors showcasing their latest HR products and services.

人力資源界盛事—2023周年會議暨展覽會為各項人才策略提供了前瞻性的見解及啟發。本次年度會議以「成功藍圖：香港人才崛起」為主題，匯聚了頂尖的人力資源翹楚及未來領袖，分享如何把挑戰轉化為具影響力的動能，為機構帶來嶄新機遇。同步舉辦的展覽會，亦有逾30家參展商展示了他們最新的人力資源產品及服務。



(From left to right) Ian Choy, Vice President of the Institute; Lawrence Hung, President of the Institute; Chris Sun, Secretary for Labour and Welfare; Andy Luk and Theresa Lui, Vice Presidents of the Institute officiated at the opening ceremony of the Annual Conference.

(左起) 學會副會長蔡靖民、會長孔于人、勞工及福利局局長孫玉菡、副會長陸國坤及呂燕明為周年會議揭開序幕。

At the Annual Conference, veteran HR professionals, seasoned business leaders and accomplished scholars shed light on the challenges and solutions on attracting and retaining talents, with a focus on redefining employability and exploring ways to engage the young generation. They also shared their aspirations on unleashing the potential of different local workforce and implementing DEI strategies to achieve a sustainable business development.

在周年會議中，資深的人力資源翹楚、具豐富經驗的商界巨擘和卓越學者一同深入探討吸引及挽留人才所面對的挑戰和解決方案，會上尤其關注重新定義就業能力及探索與年輕一代如何建立有效互動的溝通方法；與會者亦分享發揮本地勞動力潛力的可能性，及實施多元、包容和公平策略以實現可持續商業發展的期望和抱負。



Chris Sun, Secretary for Labour and Welfare, delivered the opening address as the Guest of Honour.
勞工及福利局局長孫玉菡擔任主禮嘉賓致開幕辭。



President Hung emphasised the initiatives aligned with the Government's human capital development policies to address manpower shortages and enhance the local talent pool.
孔會長強調，學會致力提出及推廣與政府的人力資源發展政策一致的倡議，以應對勞動力短缺，並優化本地人才庫。



Our guru speaker, Dr Allan Church, Co-Founder and Managing Partner of Maestro Consulting LLC, kicked off the whole-day discussion by highlighting the emerging trends of talent management.
業界權威、Maestro Consulting LLC 聯合創辦人兼董事總經理 Allan Church，向與會者分享最新的人才管理趨勢，為整天的討論揭開序幕。



Panel Discussion speakers Honnus Cheung from On-us Company Limited, Vivien Lau from Jardine Aviation Services Group, Mei Mei Ng from LinkedIn Hong Kong and Richard Van Westing from Hyatt Hotels Corporation exchanged their views on how they formulated innovative talent attraction strategies.
On-us Company Limited的張可玲、怡中航空服務集團的劉敏儀、領英香港的吳薇薇及凱悅酒店集團Richard Van Westing，就如何制定創新的吸引人才策略互相交流心得。



In the session of HR Tech, speakers Portia Tang, Christy Lam and Andrew Yung from BDO introduced a human-centred approach to leveraging generative AI.

來自立信德豪的鄧沛珊、林嘉琪及翁碩邦，探討如何把生成式人工智能透過「以人為本」的核心理念，融入人力資源策略中。



Keynote speaker Sudesh Thevasenabathy from Manulife International Limited highlighted that a sustainable DEI culture was a way to attract and retain diverse talents.

主題演講嘉賓宏利人壽保險(國際)有限公司的 Sudesh Thevasenabathy 強調，持續建立多元包容的企業文化是吸引及挽留人才的重要途徑。



Panel Discussion speakers Rachel Cartland from The Women's Foundation, Tina Ko from Asia Pacific of Mattel, Jovy Wong from Ernst & Young (EY) and Peter Wong from Dialogue In The Dark (HK) Foundation Limited shared their experiences on creating an inclusive workplace culture.

婦女基金會的 Rachel Cartland、Asia Pacific of Mattel 的高音、安永會計師事務所的黃耀瑩及黑暗中對話(香港)基金會有限公司的黃錦豪，分享他們在建立開放包容的工作文化上的成功經驗。



Keynote speaker Francis Ngai from Social Ventures Hong Kong illustrated how to support young people with examples in the social start-ups.

另一主題演講嘉賓，香港社會創投基金的魏華星，闡述如何透過協助年輕人成立初創社會企業，以支持他們事業發展。



At the Panel Discussion, speakers Vivian Choi from Junior Achievement Hong Kong, Maria Hui from Microsoft Hong Kong, Anyisia Wong from The Hang Seng University of Hong Kong and Geoffrey Yau from Moovup (HK) Limited offered insights on empowering youths with both hard and soft skills to build their career prospects.

青年成就香港部的蔡卓慧、微軟香港的許珮雯、香港恒生大學的王珀珩和 Moovup 好工速遞的邱力迅，討論如何培養年輕人擁有硬實力及軟實力，以助他們建立成功的職涯。



The Conference was wrapped with the Inspirational Talk with Wong Kam Po, Ambassador of Hong Kong Athletes Career & Education Department to share his personal stories of critical changes and the successes and lessons learned along the way.

香港運動員就業及教育部大使黃金寶，透過分享自身故事、成就及經驗，為與會者帶來人生啟發。

Five engaging and informative Concurrent Sessions, delivered by industry experts, were held in parallel with the Main Conference and covered a diverse range of topics including workforce engagement, AI technology in talent acquisition and the future of work, employee medical benefits and psychology of leadership.

周年會議亦同步舉辦了五場由行業專家主講的研討會，涵蓋員工參與度、人工智能在人才招聘和未來工作中的角色、員工醫療福利以及領袖心理學等主題，讓與會者掌握最新行業趨勢，以在競爭激烈的商業環境中保持領先地位。



Over 100 participants joined each Concurrent Session
每場研討會超過 100 位參加者

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2023/24

HR EXCELLENCE AWARDS

卓越人力資源獎



620+

local and overseas corporate and organisation entries since its inception

來自本地及海外的企業／機構參加（自獎項設立以來）



100+

awards were presented under the Organisational, HR Service Provider, NGO, SME, GBA and Individual categories

獎項分別授予政府機構、人力資源服務機構、非牟利機構、中小企、大灣區企業及從業員

Since its inception in 2012, the Institute has taken great pride in organising the HR Excellence Awards (“Awards”). Widely recognised as the “Oscars of HR Profession”, the Awards symbolise the highest standards of professionalism and excellence within the industry. This year, the Awards programme underwent a significant transformation, introducing a new framework and mechanism with a shortened and simplified assessment period. These changes were implemented to improve the overall participation experience.

The response and participation received were overwhelming, with the highest number of entries in the history of the Awards. A total of over 100 awards were presented, providing an opportunity for organisations of various scales and sectors to participate. The awards were divided into Organisational, HR Service Provider, NGO, SME, GBA and Individual Categories to ensure inclusive participation. The GBA Category was redesigned to broaden the eligibility, allowing more institutions operating and registered in the GBA to take part.

The HR Excellence Awards 2023/24 Awards Presentation Ceremony was staged on 8 March 2024 at Hotel ICON. The event celebrated and recognised the achievements of organisations and individuals who achieved remarkable business success through exceptional people strategies and practices.

卓越人力資源獎自2012年設立以來，一直秉承提升人力資源專業標準及發展，為業界樹立典範的使命；因此被譽為人力資源管理的奧斯卡。因應市場變化，今屆卓越人力資源獎在評選機制及獎項框架上作出重要調整，簡化評審過程，以更有效地表揚有傑出表現的企業及從業員，並提升整體參與體驗。

今屆卓越人力資源獎的報名數目創下歷屆新高，共頒發超過100個獎項，顯示企業對於人力資源管理的重視。獎項分為「企業」、「人力資源服務機構」、「非牟利組織」、「中小企」、「大灣區」及「個人」類別，更有效地表彰不同規模和行業的機構，以及他們創新及具針對性的人才策略。其中，我們重設及優化了「大灣區」類別獎項，鼓勵更多在大灣區營運和註冊的機構參與，藉此肯定於大灣區表現優秀的企業，促進區內企業互相交流。

2023/24年度卓越人力資源獎頒獎典禮於2024年3月8日假唯港薈舉行，以嘉許憑藉出色的人才策略及措施於業務上取得卓越成就的機構和從業員。



GRAND AWARD OF THE YEAR

The distinguished organisations receiving the Awards have showcased a steadfast commitment to the “people-first” approach, implementing HR initiatives that prioritise employee’s well-being. The highest recognition, the Grand Award of the Year, was presented to the Hong Kong Fire Services Department (FSD) for their outstanding talent management and employee wellness programmes. From the daily responsibilities of employees and their involvement in large-scale rescue projects, the FSD has demonstrated dedication to providing all-rounded care and support to employees and their families, addressing their physical and emotional needs.



年度大獎

今屆脫穎而出的獲獎機構，均秉承「以人為本，以心為心」的理念，推出關懷員工的人才策略。其中，香港消防處在人才管理和員工福祉的範疇上充分展現以上理念，從招募人才、支援消防員日常工作至大型救援項目，皆由心出發，為消防員及其家人提供身心、物質及情感上的全面支援，從而榮獲本屆最高殊榮的「年度大獎」。



EXCELLENT HR LEADER AWARD

Mr Francis Mok, a highly respected individual in the HR community, was honoured with the prestigious Excellent HR Leader Award. Mr Mok has consistently shown an unwavering passion for promoting excellent HR management practices and nurturing the future generation of HR professionals. He served as the President of the Institute from 2010 to 2014 and the Chairman of the Asia Pacific Federation of Human Resource Management from 2010 to 2012, actively cultivating international exchanges and cooperation to enhance HR management standards in the Asia Pacific region.

卓越人力資源領袖獎

「卓越人力資源領袖獎」榮譽由深受業界尊崇的莫家麟先生獲得，莫先生致力推動卓越的人力資源管理和培育後進，對學會、人力資源界及社會均有顯著貢獻；他不僅在香港推動人力資源專業化，更曾於 2010 至 2014 年擔任學會會長，並於 2010 至 2012 年擔任亞洲太平洋人力資源管理協會主席，積極促進國際交流與合作，提升亞太區的人力資源管理水準。

HR EXCELLENCE AWARDS 2023/24 WINNERS

卓越人力資源獎得獎名單



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2023 PAY TREND AND BENEFITS SEMINAR

薪酬趨勢及福利研討會

INNOVATIVE COMPENSATION & BENEFITS SOLUTIONS: ATTRACTING AND RETAINING TALENT

薪酬及福利創新方案:引聚人才



300+

participants joined
the Seminar
參加者出席是次
研討會



~30

sponsors supported the
Seminar
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Compensation and benefits plays a crucial role in enhancing employees' mental well-being and retaining top talent. The 2023 Pay Trend and Benefits Seminar took place on 19 October, featuring distinguished speakers from various sectors who shared their valuable insights related to the HR profession.

The key findings of the 2023 Pay Trend Survey results in Hong Kong and the GBA were announced. It was the first time that the Institute expanded its signature Pay Trend Survey to cover data from the GBA. Furthermore, highlights from the Institute's topical study on Future Workforce Study 2023 were presented. Esteemed speakers also provided expert perspectives on significant topics, including the 2024 macroeconomic outlook, talent acquisition strategies and regional mobility trends.

薪酬及福利對提升員工心理健康及挽留人才有著關鍵作用。2023薪酬趨勢及福利研討會於10月19日舉行，邀請了來自不同行業的專家講者，就人力資源專業分享真知灼見，為與會者帶來啟發。

研討會上公佈了2023香港及大灣區薪酬趨勢調查重點，這次調查是學會首次嘗試將薪酬趨勢調查範圍擴展至大灣區，為業界帶來更全面的數據。此外，研討會亦分享了學會「未來勞動力研究2023」的重點研究成果；而受邀的專家講者則就不同議題發表精闢見解，包括2024年的宏觀經濟展望、人才招聘策略及區域人才流動趨勢。



Senna Cheung, Co-Chairperson of the Institute's Remuneration Committee and Rolf Chang, Partner, General Manager of Data Services & Benchmarking Group of CIIC Management Consulting Company Limited shared insights on the 2023 Pay Trend Survey Results in Hong Kong and the GBA. 學會薪酬調查委員會聯席主席張子筠及中智管理諮詢有限公司合夥人、數據服務與對標事業部總經理常江，分享2023年香港及大灣區薪酬趨勢調查的深入見解。



Kris Lui, Chairperson of the Institute's Research Committee and Bill Lee, Managing Director, Hong Kong, Jobsdb by SEEK presented highlights from the 2023 Topical Study: Future Workforce Study. 學會研究委員會主席呂詠妍及Jobsdb by SEEK香港區總經理李政勳，向與會者講解未來勞動力研究2023的重點。

MEDIA BRIEFING

The Institute, in collaboration with CIIC, organised a media briefing on 16 October to unveil the key findings from the 2023 Pay Trend Surveys for Hong Kong and the nine Mainland cities within the GBA.

The media briefing attracted significant attention, receiving extensive coverage from numerous domestic and international media outlets. Over 100 articles highlighted the key takeaways from the event, further amplifying the reach and impact of the survey findings.



傳媒簡報會

學會與中智公司首度攜手，於10月16日舉行「香港及大灣區薪酬趨勢調查傳媒簡報會」，發表2023年香港及九個大灣區城市的薪酬趨勢調查結果摘要。

是次傳媒簡報會受到社會各界及海內外媒體的廣泛關注，超過100篇報道轉載調查摘要，進一步擴大調查結果的影響力及覆蓋範圍。

President Hung and Alfai Chen, Vice General Manager of CIIC Hong Kong and Macau, presented valuable insights into pay trends and projections for the upcoming year. The survey results empowered employers with the necessary knowledge to develop effective strategies for talent recruitment and retention.

孔會長及中智港澳公司副總經理陳琨先生，就來年的薪酬趨勢發表前瞻性的預測及見解；讓企業透過調查結果，制定精準而有效的人才招募策略，助同業挽留人才。

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POLICY ADVOCACY AND MEDIA RELATIONS

政策倡議與聯繫

The Institute continued to attach great importance to advocating members' professional views and recommendations on employment-related and human capital development policies and issues, together with the implications of 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 policy makers, government institutions and relevant stakeholders.

To reinforce our dedication to advocacy work, the Executive Council appointed representative members to serve on various committees and advisory bodies of different government departments and authorities. These representatives play a crucial role in shaping public policies from the HR perspective, utilising their professional expertise to provide valuable insights on pertinent issues. For a comprehensive list of the Institute's representatives on external bodies and committees, please refer to Appendix 3.

ADVOCATING FOR THE HR PROFESSION

為業界發聲

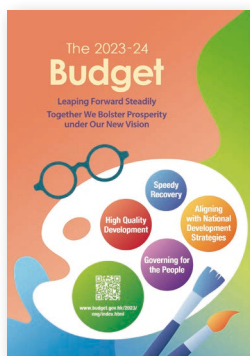
Taking heed of our members' concerns on the various topical issues, the Institute proffered an array of approaches to encounter the pressing manpower challenges through submissions, including:

學會於年內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，及法例修改對人力資源管理和實務所帶來的影響等。學會透過多種溝通渠道進行倡導工作，包括政策文件、意見書、諮詢會、記者招待會和專業活動，以確保有效地傳達會員的意見至政策制定者、政府機構及相關持份者。

為配合倡導工作，理事會推選合適會員代表學會加入不同政府部門和機構的委員會和諮詢機構。他們擔任重要角色，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。對外機構及委員會的學會代表名單，載於附錄三。

SUBMISSION ON THE 2023–24 BUDGET CONSULTATION

2023-24年度財政預算案的建議



- Post-covid recovery: Further relaxation of travel restriction
- Attracting overseas talent
- Strengthen youth development, mandatory internship for tertiary education students
- Optimising strategies to nurture local workforce
- 疫情後的復常：進一步放寬旅遊限制
- 延攬國際人才
- 加強青年發展，引入大學生強制性實習計劃
- 完善培育本地勞動力的策略

SUBMISSION ON THE 2023 POLICY ADDRESS PUBLIC CONSULTATION

2023年施政報告的政策建議



- Formulate a holistic vision for the Hong Kong's population with centrally orchestrated policies to ensure Hong Kong's sustainable growth
 - Develop a talent blueprint that delineates short and long-term steps, ensuring that different schemes work together cohesively as part of a comprehensive strategy
 - Leverage regional cooperation in the GBA to enable daily commuting between Hong Kong and the Mainland within the "One-Hour Living Circle"
 - Strengthen youth development through mandatory internship for tertiary education students
 - Promote lifelong learning to reskill and upskill local workforce
 - Strengthen support for ethnic minorities to unleash the unrealised potential
-
- 訂立長遠願景應對人口結構改變，由政府中央協調相關政策，確保本地人口穩定增長
 - 制訂人才發展藍圖，定立短期和長期措施，加強協作推動全面的人才策略
 - 發揮大灣區互聯互通優勢，方便人才在「一小時生活圈」每日來往中港兩地
 - 加強青年發展，引入大學生強制性實習計劃
 - 鼓勵終身學習，為本地勞動力提供再培訓和提升技能的機會
 - 加強支援少數族裔，以釋放其勞動力

TALENT LIST REVIEW

檢討人才清單

- Gather members' and stakeholders' suggestions for professions that should be included in the Talent List
 - Highlight the acute shortage of talent in these professions, emphasising the urgent need to address the gaps and ensure a robust supply of highly skilled professionals
 - Emphasise that bridging the talent gap by attracting high-skilled talent is a key priority for Hong Kong to maintain its long-term competitiveness
-
- 收集會員和持份者意見，建議人才清單應納入的專業
 - 提出人才短缺的專業之詳情，其所需填補的人才缺口，確保能延攬高技術人才
 - 強調吸引高技術人才來港填補人才缺口，是維持香港長遠競爭力的關鍵要素

CONSULTATION ON ENHANCING THE REVIEW MECHANISM OF THE STATUTORY MINIMUM WAGE

優化法定最低工資檢討機制諮詢

- Highlight that the Statutory Minimum Wage (SMW) in the current labour market is serving as a reference. It is no longer widely used in sectors like retail and F&B due to labour shortages and the need to remain competitive
 - Suggest collaboration with the Census and Statistics Department to periodically assess the actual number of beneficiaries and the impact of SMW increments on labour livelihoods
-
- 在當前的勞動市場中，法定最低工資為一個參考作用。在勞工短缺下，零售和餐飲等行業為保持競爭力，普遍提供高於最低工資水平的薪金
 - 建議與政府統計處合作，定期評估最低工資的實際受惠人數以及調整最低工資對勞工生計的影響

PUBLICITY AND MEDIA COVERAGE

公共宣傳和媒體報道



180+

Media Coverage
媒體報導



67

Media Interviews
媒體採訪

To ensure effective communication with our members and stakeholders, we hosted press briefings to share our latest updates, including findings from topical studies and pulse surveys. We strategically utilised mass media channels to disseminate important and timely information, such as survey results and findings, to benefit the HR profession and the public. Furthermore, we actively engaged with local and international media outlets, responding to inquiries and providing professional and expert perspectives on key issues related to talent shortage, manpower development, talent grooming, and other relevant topics.

為保持與會員和持份者的有效溝通，學會舉辦了一系列傳媒簡報會，發表專題研究和脈動調查的結果，同時透過大眾媒體發放重要的即時資訊，令人力資源專業和社會各界受惠。學會亦就人才短缺、人力發展、人才培訓等相關議題向本地和國際傳媒機構提供專業意見和回應查詢。



President Hung was interviewed by Chinese media to discuss the promotion of regional talent recruitment exchanges and cooperation during the National Conference on the Development of Human Resources Services. 孔會長就全國人力資源服務業發展大會接受中國內地傳媒訪問，以推動區域招攬人才交流和合作。

President Hung has been interviewed multiple times in NowTV news programmes, sharing suggestions on various human capital development issues. 孔會長多次接受NowTV《時事全方位》時事評論節目訪問，就不同人力資源議題分享建議。

港僱員今年平均加薪3.8% 來年提高至4.1% 仍跑輸大灣區

人力資源管理學會日前公佈《2023年薪酬趨勢調查》顯示，香港及大灣區僱員2023年薪酬趨勢調查顯示，「薪酬趨勢」今年平均加薪3.8%，較去年平均加薪3.5%為高。調查亦顯示，大灣區平均加薪3.5%，較香港平均加薪3.8%為低。調查亦顯示，大灣區平均加薪3.5%，較香港平均加薪3.8%為低。調查亦顯示，大灣區平均加薪3.5%，較香港平均加薪3.8%為低。

行政人員 Executive Market

專家倡多元化措施 搶新生代人才

混合辦公彈性工時 關愛文化迎需求

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HK workers see 3.8pc pay rise – but GBA counterparts get more

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實習吸引力不足 職學生入職意慾

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MEMBER SERVICES 會員服務



As a leading local HR professional body, the Institute strives to facilitate the dissemination of knowledge and elevate the standards of HR professionalism in Hong Kong. In 2023, the Institute remained dedicated to advancing the HR profession by offering a diverse range of learning and collaborative platforms, including networking events, online and offline seminars, workshops, student talks, publications, and surveys.

作為本地領先的人力資源專業機構，學會致力促進知識的傳播和提升香港人力資源專業水平。2023年，學會透過多元的學習和合作平台，持續推動人力資源專業的發展，包括會員聯誼活動、線上及線下研討會、工作坊、學生講座、刊物以及調研等。

MEMBERSHIP PROFILE 會員資料

The Institute maintained a robust membership of close to 5,000 members in 2023, of whom around 500 are corporate members.

學會會員基礎堅實，2023年會員數目近5,000，當中約500家為公司會員。

By Category 會籍類別



2% Fellow
資深會員

23% Associate
副會員

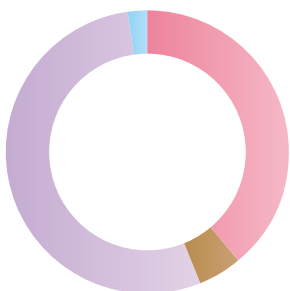
6% Affiliate
附屬會員

26% Professional
專業會員

11% Corporate
公司會員

32% Student
學生會員

By Position 職位級別



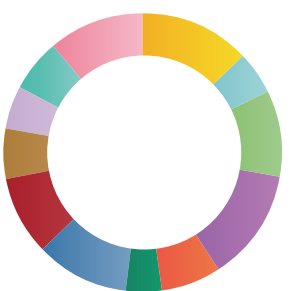
39% Top Management
高層管理人員

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

6% First Level Management
初級管理人員

1% Others
其他

By Industry 按行業分類



13% Finance / Insurance / Banks
金融／保險／銀行業

11% Import / Export, Wholesale and Retail Trades
進出口貿易、批發及零售業

5% Government / Statutory & Utilities
政府／法定機構和公用事業

9% Information and Communications
資訊及通訊

10% Construction / Real Estate
建築／房地產

6% Education
教育

13% HR / Professional Consultancy Services
人力資源／專業諮詢服務業

5% Human Health and Social Work Activities
人類保健及社會工作活動

7% Manufacturing
製造業

6% Transportation, Storage, Postal and Courier Services
運輸、倉庫、郵政及速遞服務

4% Accommodation and Food Service Activities
住宿及膳食服務活動

11% Others
其他

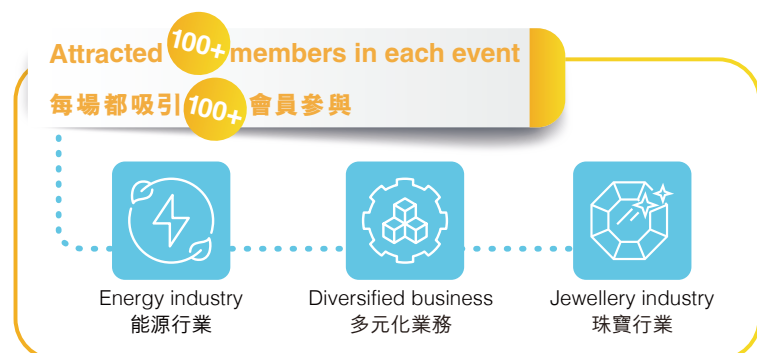
MEMBER EVENTS 會員活動

Throughout the year, the Institute organised around 20 member events, including mentorship programmes, seminars and networking events. These gatherings were curated to keep our members updated on the latest trends and changes in the profession, while also providing them with valuable opportunities to enhance their professional development and expand their business connections. The Institute firmly believes in equipping its members with the necessary tools and insights to excel in their careers and thrive in the ever-evolving field of HR management.

NEW MEMBERSHIP EVENT LUNCH AND LEARN SERIES

行業多面睇

To offer comprehensive market insights across various industries in the HR profession, the Institute launched a new initiative — Lunch and Learn Series 行業多面睇 in the year. The event series served as a valuable platform for gaining in-depth knowledge about the latest industry trends and understanding the opportunities and challenges within different industries in the HR profession. The event enabled members to broaden their understanding of the dynamic landscape and strengthen their professional expertise.



年內，學會舉辦了約20項會員活動，包括師導計劃、研討會及會員聯誼活動。會員可透過這些活動，緊貼行業中的最新趨勢和變化，以促進人力資源管理專才的專業發展，協助會員擴展專業聯繫。學會著力為會員提供機遇及分享灼見，使他們在職業生涯中脫穎而出，並在瞬息萬變的人力資源管理領域中順利發展。

為了讓會員全面地掌握各行業在人力資源領域的市場現況，學會在年內推出一項全新會員活動——行業多面睇。這一系列活動為人力資源從業員提供寶貴的平台，讓他們得以深入了解業界最新趨勢，並知悉各個人力資源領域的機遇和挑戰。透過這項活動，會員更能了解不斷變化的行業生態，亦能提升自身專業能力。



MEETING WITH THE PRESIDENT

與會長一茶一會

The Institute has always placed great importance on communication with our members. “Meeting with the President” is one of the occasions during which the Institute actively listens to valuable feedback from our members. During the occasion, President Hung shared the key highlights of the Institute’s submission to the Policy Address, attentively listening and understanding the needs of our members, all while enjoying a delightful cup of tea together. The event also provided a valuable opportunity for members to participate in interactive discussions with President Hung and foster meaningful connections with fellow members.

學會向來非常重視與會員的溝通。「與會長一茶一會」是學會積極聆聽會員寶貴意見的場合之一。在這次活動中，會長孔于人與會員共享美味的茶飲，期間會長分享學會就《施政報告》提交的主要意見和建議，同時仔細聆聽和理解會員的需求。會員亦藉此機會踴躍與會長進行交流，並與其他會員建立別具意義的聯繫。



MENTORSHIP PROGRAMME 師導計劃

Since 2012, the Institute has been at the forefront of supporting young HR practitioners through our Mentorship Programme. This programme served as a valuable platform for them to learn individually from our seasoned members, while also allowing our mentors to gain insights from the perspective of the new generation.

In 2023, the Institute successfully relaunched the Mentorship Programme after the pandemic, pairing 11 mentor-mentee pairs. The Programme Kick-Start Briefing and Christmas Gathering were held in August and December respectively.

學會自2012年起推行師導計劃，為年輕的人力資源從業員提供寶貴的平台，讓他們向較資深的同行學習，同時讓一眾導師緊貼新一代的思維，互相學習。

2023年，學會於疫情過後重啟師導計劃，並配對了11對導師和學員。師導計劃啟動禮暨簡介會於八月舉行，聖誕聚會則於十二月舉行。



CHILLCHAT AND LEARN SERIES

The Institute successfully revitalised the Chillchat and Learn Series as part of our ongoing efforts to provide valuable learning opportunities for our members. This series of thematic events covered a wide range of topics, including talent management, recruitment trends, and corporate wellness. These events aimed to address the diverse needs and interests of our members, foster their professional growth and keep them updated with the latest industry insights.

學會重新規劃Chillchat and Learn Series，作為持續致力為會員提供寶貴學習機會的一環。這一系列的主題活動涵蓋了多個範疇，包括人才管理、招聘趨勢和企業健康。這些活動旨在迎合會員的多樣化需求和興趣、促進他們的專業成長，同時讓他們得知最新的行業資訊。



ICAC SEMINAR AND HEADQUARTER VISIT 廉政公署研討會及總部參觀

Over 50 members were introduced to the topic of “Professional Ethics — The Best Defence Against Corruption” by the Hong Kong Business Ethics Development Centre, aiming to raise awareness of corruption risks in the professional field of human resources. The seminar was followed by a visiting tour to the ICAC Exhibition Hall.

學會聯同廉政公署轄下香港商業道德發展中心合辦了「專業道德 — 預防貪污的最佳對策」專題研討會，為50多位會員分享反貪防腐資訊，加強會員對業界貪污風險的認識。與會者隨後前往廉政公署展覽廳參觀。



CONNECTING WITH FUTURE TALENTS 與未來人才緊密連繫

The Institute continued its unwavering commitment to promoting succession and youth development by organising career talks for seven tertiary institutions, attracting the participation of over 420 students.

學會持續致力於推動業界傳承和青年發展，年內為七所大專院校舉辦職涯規劃講座，吸引了合共超過420名學生參加。

COMMUNICATING WITH OUR MEMBERS 與會員聯繫

The Institute successfully launched the revamped website, marking a significant milestone in our digital presence. With a focus on enhancing user experience, a clear and intuitive navigation system was designed to allow members and visitors to easily access the relevant and current resources.

學會推出全新設計的網站，在數碼發展的道路上邁出了重要一步。新網站重新規劃內容，務求提升使用者體驗，讓會員和大眾能夠輕鬆獲取相關的最新資訊。



LEARNING AND DEVELOPMENT

學習與發展

>1,200



Participants
學員

50+



Webinars,
Physical Seminars,
and Workshops
在線及實體的
研討會及工作坊

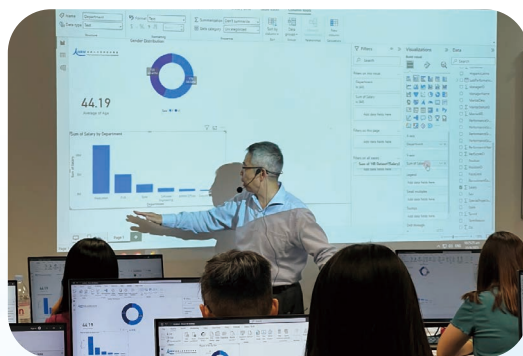
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Certificates
證書

Promoting learning and development in the HR profession has always been at the core of the Institute's work. The year 2023 marks a significant milestone for the learning and development sector at the Institute. The Institute announced, with much delight, the resumption of the majority of our training programmes in a face-to-face format, an initiative that reinstated the invaluable experience of in-person learning and interaction. Simultaneously, we continued to offer online learning options. This dual approach catered for varying learning styles and ensured flexibility and accessibility, reflecting our commitment to adaptability and inclusiveness in professional development. During the year, we focused on enhancing the quality and range of our training offerings, integrating the latest trends and best practices in HR to equip our members with the tools and knowledge necessary to excel in the ever-evolving HR landscape.

推動人力資源業界的學習與發展一直是學會的核心工作。2023年對學會的培訓服務來說是重要的里程碑，大部分培訓課程恢復以面對面形式進行，讓學員重獲實體學習和互動的寶貴體驗。同時，學會繼續提供線上學習選項。這種雙管齊下的方式滿足不同的學習需要，讓會員可靈活選擇最適合自己的學習模式，體現學會在職業發展中著重適應性和包容性的承諾。學會於年內專注於提升培訓課程的質量和完善培訓課程所涵蓋的範疇，融合最新的人力資源趨勢和最佳實踐，務求協助會員學習最新的技能和知識，在不斷變化的人力資源管理環境中保持領先優勢。



ESTABLISHMENT OF IHRM ACADEMY 成立 IHRM ACADEMY



FOUNDATION IN HR PROFESSION

The Institute rebranded its learning and development function as the IHRM Academy ("Academy"). This strategic move aims to empower our members to excel in their HR careers by providing access to high-quality, professional HR learning and development resources. The Academy serves as a beacon for excellence in HR practice, guiding our members through continuous professional development and nurturing a community of skilled HR professionals who are well-equipped to meet the evolving demands of the workplace.

In 2023, the Academy has taken significant strides in updating and expanding its four streams of HR topics. These enhancements are meticulously aligned with the Body of Knowledge under the HR Professional Standards Model. This strategic update shows our deep commitment to supporting organisational sustainability.

人力資源專業的基石

學會成立了 IHRM Academy，進一步提升學會培訓課程的專業水平。透過舉辦優質和專業的人力資源培訓課程，學會向會員教授所需的技能和知識，協助他們在人力資源專業領域獲得卓越成就。Academy 成為學會實踐卓越人力資源業務的里程碑，不但促進會員的持續專業發展，而且協助培育一個聚集最優秀人力資源專才的群體，應對職場不斷變化的需求。

2023 年，Academy 更新和擴展了以下四大人力資源主題，以全面配合學會訂立的「人力資源專業標準」知識體系，而這項策略發展亦顯示了學會對於推動企業持續發展的承諾。

Professional HRM Standard: 人力資源管理專業標準：

The Academy endeavours to develop, maintain, and enhance the standards of professional human resource management. This is achieved through active collaboration with our members and partners to ensure that our practices are current and at the forefront of HR innovation. Our goal is to set a benchmark for HR excellence, providing a robust framework that guides HR practitioners in their professional journey.

Academy 致力發展、維持和提升人力資源管理專業的標準，亦與會員和合作夥伴積極合作，以確保 Academy 和學會處於人力資源創新的最前端。學會的目標是為卓越人力資源管理專業樹立標準，提供切實可靠的框架，為人力資源從業員的專業發展提供指引。

HR Practice Promotion for HR Professionals: 為人力資源專才推廣業界實踐：

The Academy is dedicated to advocating and promoting professional HR practices among HR leaders and other key stakeholders in society. By showcasing best practices and emerging trends, we aim to elevate the profile of HR as a critical function that drives organisational success.

Academy 致力向社會上的人力資源領袖和主要持份者倡導和推廣人力資源實踐。Academy 的目標是透過展示最佳實務和新興趨勢，使人力資源成為機構成功的關鍵。

HR Practice Promotion for all Functions: 所有職能中的人力資源實踐推廣：

Recognising the crucial impact of HR across all organisational levels, the Academy stresses the importance of HR to people leaders and C-Suite executives. Our objective is to enhance their understanding and acknowledgement that HR is indispensable and non-replaceable in organisational settings. We strive to foster a broader appreciation of HR's strategic value in shaping business outcomes.

Academy 強調人力資源對領導者和高階主管人員的重要性，使他們認識人力資源對整個組織具至關重要的影響力。Academy 致力促進他們認知到人力資源在機構中佔有不可或缺且不可取代的地位，並促進各界更廣泛地認識人力資源對於公司業務發展的貢獻。

HR Talent Attraction & Retention: 引聚人才：

By attracting talented individuals to the HR profession and ensuring its sustainability, the Academy is committed to positioning HR as a dynamic and rewarding career choice which provides pathways for growth and development. Through innovative programmes and initiatives, we aim to retain top talent within the HR profession, so as to ensure a continual infusion of expertise and creativity into the profession.

Academy 致力吸引優秀人才加入人力資源行業，並確保其可持續發展。Academy 將人力資源定位為一個充滿活力和價值且提供多元成長和發展機會的職業選擇。透過舉辦創新的項目和課程，Academy 可助機構挽留頂尖的人力資源專才，為業界持續注入人才和動力。

CERTIFICATE PROGRAMMES

證書課程

The Academy actively echoes and promotes the latest learning trends for HR professionals. In 2023, new and innovative training programmes were introduced, including the “Professional Certificate in Strategic HR Business Partner” and “Executive Certificate in Strategic Budget Planning for HR”. These initiatives speak volumes about our commitment to providing comprehensive and forward-thinking educational opportunities that align with the evolving needs of the HR profession.

In addition, the Academy recognises the growing significance of technology in the field of HR and has incorporated it into our curriculum. We understand the need for HR professionals to adapt to the ever-changing technological landscape. To assist our members in this aspect, we organise seminars and workshops that aim to enhance their proficiency in utilising technology in HR practices. These sessions are specifically designed to equip HR professionals with the essential knowledge and skills required to navigate areas such as HR digitalisation, data analytics, and the implementation of artificial intelligence. By doing so, we empower members to devise innovative solutions and stay at the forefront of industry advancements.

Academy緊貼最新的學習趨勢，並將之推廣至人力資源專業人士。2023年，Academy引入了新穎和富有創意的培訓課程，包括 Professional Certificate in Strategic HR Business Partner 及 Executive Certificate in Strategic Budget Planning for HR。這些舉措充分顯示Academy致力提供全面且具前瞻性的培訓發展課程，以配合人力資源專業日新月異的需求。

此外，Academy了解到科技在人力資源領域的重要性，並將其納入課程之中。學會深明人力資源從業員需要適應不斷變化的新科技，而為了協助會員在這方面的發展，Academy籌辦了多場研討會和工作坊，讓會員更得心應手地在工作中運用科技。這些活動專為裝備人力資源從業員所需的重要知識和技能而設，旨在協助他們應對人力資源數碼化、數據分析和人工智能實踐等領域。如此，會員將更有能力制定創新的解決方案，時刻走在行業發展的最前端。



Business Knowledge in HR
人力資源管理業務知識



Employee Engagement
員工投入



Employment Law
僱傭法例



Learning and Development
學習與發展



Reward Management
報酬管理



Sourcing and Staffing
人才搜尋及配置

GLOBAL PROGRAMMES

國際認證課程

The Academy continues to demonstrate its commitment to bringing globally recognised and reputable programmes to HR professionals in Hong Kong. We maintain a long-term partnership with WorldatWork, offering GRP and CCP training through self-paced and live pathways. In 2023, we have further broadened our global reach by establishing communication channels with ATD, HRCI, and EAPA. This initiative aims to explore possible areas of improvement and provide our members with insights into global HR practices.

Academy 一直致力為香港人力資源專業人士帶來全球認可和推崇的課程。Academy 與 WorldatWork 保持長期合作，透過自定進度和實時途徑提供 GRP 和 CCP 的培訓課程。2023 年，Academy 透過與 ATD、HRCI 和 EAPA 建立溝通渠道，進一步擴大全球影響力。此舉旨在精益求精，讓學會會員接觸世界各地人力資源實務和從中學習。

TOPICAL SEMINARS AND WORKSHOPS

主題研討會及工作坊

Seminars and workshops remain crucial for keeping HR professionals abreast of the latest updates and trends in HR knowledge and practices. In 2023, the Academy has worked with local and regional speakers from Mainland China and Australia. These seminars and workshops serve as essential platforms for knowledge exchange and professional development.

研討會和工作坊大大有助人力資源專業人士了解最新行業資訊和趨勢。2023 年，Academy 與來自中國內地和澳洲的講者合作，使這些研討會和工作坊成為知識交流和專業發展的重要平台。

CORPORATE TRAINING AND CONSULTANCY

企業培訓課程和顧問服務

The Academy offers bespoke training programmes tailored to the unique development needs of various organisations. In addition to these training services, we also provide consultancy services on a wide range of HR-related topics such as include HR policy and procedures, staff engagement, cross-border HR practices, and tax management. We aim to support organisations in enhancing their HR functions and achieving their strategic objectives.

Academy 提供度身定制的培訓課程，以滿足不同機構的自身發展需求。除了培訓服務外，Academy 還提供廣泛的人力資源顧問服務，範圍涵蓋人力資源政策和程序、員工參與、跨境人力資源實踐以及稅務管理等領域。Academy 旨在支持機構加強其人力資源職能和實現相關戰略目標。



Employee Wellness
員工身心健康



Labour Law and Employment Ordinance
勞工法例及僱傭條例



Employee HR Technology & Analytics
人力資源科技及分析



Leadership & Management Skill
領導及管理能力



Diversity, Equity & Inclusion
多元、平等及共融



Global Mobility
全球人才流動

ESG COMMITTEE

環境、社會和管治委員會

The Institute recognises the increasing significance of Environmental, Social, and Governance (ESG) in the HR profession and has responded by establishing the ESG Committee. This committee is fully committed to enhancing member capabilities, influencing professional behaviour, and fostering meaningful dialogue within the HR community on sustainability and responsible practices. Through the development of statements of professional principles and guidance notes, the committee aims to create awareness and promote understanding among HR professionals regarding their role in contributing to and maximising value for the HR community and society. By engaging in conversations and sharing best practices, the committee seeks to drive positive change and encourage best HR practices that align with ESG principles.

Three activities were organised by the ESG Committee in 2023, including a visit to K11 ATELIER King's Road for the Institute's members to learn more about shaping the overall sustainable development culture and driving employee engagement; two Lunch & Learn webinars on "ESG Best Practice Sharing: Taking ESG from Concept to Action" and "Elevating Workplace Mental Wellness in Asia", which attracted more than 150 participants.

學會認識到環境、社會和管治(ESG)在人力資源專業中日益重要，因而成立了ESG委員會。該委員會致力提升會員的能力和專業影響力，並在人力資源社區內推動有關可持續性和負責任實踐的深入交流。透過推展專業守則和指引，ESG委員會旨在提高大眾對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。透過參與交流和分享最佳實務，ESG委員會積極推動變革，並鼓勵推行符合ESG原則的最佳人力資源實務。

ESG委員會在2023年舉辦了三項活動，包括與學會會員參觀K11 ATELIER King's Road，以了解如何塑造可持續發展文化和推動員工參與；以及兩場網絡研討會，主題分別為「ESG最佳實務分享：ESG的構思到實施」和「提升亞洲工作場所的職場心理健康」。各項活動吸引超過150多人參加。



HR DIGITALISATION COMMITTEE

HR 數碼化委員會

The Institute has also established the HR Digitalisation Committee in response to the growing significance of technology and digital transformation in the HR profession. This committee is fully committed to promoting HR digitalisation and service transformation through the implementation of automation solutions. By providing a platform for our members and stakeholders to discuss the latest technology trends in the HR community, we aim to facilitate knowledge exchange and foster collaboration that drives business success.

In a highly anticipated seminar held in May, we had the privilege of hosting over 60 members who had the valuable opportunity to engage with experts from diverse sectors. These experts shared their invaluable insights and perspectives on how data and digital transformation can revolutionise HR and talent management practices. The seminar shed light on the huge potential of leveraging technology to enhance HR processes, streamline operations, and improve overall efficiency.

有見科技和數碼轉型在人力資源專業中日益重要，學會亦成立了HR數碼化委員會。該委員會致力透過實施自動化解決方案，促進人力資源數碼化和服務轉型。透過提供平台讓會員和持份者討論人力資源界的最新科技趨勢，該委員會旨在促進知識交流和合作，以協助業務取得成績。

學會於五月舉行研討會，並有幸邀得60多位會員參與，偕借此良機與來自多個行業的專家交流。一眾專家就如何利用數據和數碼轉型來革新人力資源和人才管理工作分享了真知灼見。研討會亦探討了利用科技提升人力資源流程、優化運營及提高整體效率的巨大潛力。



The facilitator and speakers (from left to right) Peter Leung, Shing Lee, Maria Hui, Terence Ip, Carlos Fernández-Loría.
主持及講者(左起)梁嘉聰、李沛陞、許珮雯、葉承暉、Carlos Fernández-Loría。

RESEARCH & SURVEYS

研究與調查

The Institute constantly strives to promote sharing of knowledge and best practices among HR practitioners. By conducting research on current and relevant HRM topics, the Institute provides members and the general public with up-to-date intelligence and insights on major HR trends and development. These efforts underpinned the Institute's position as one of the leading sources of expert views and opinions.

PAY TREND SURVEY 薪酬趨勢調查

In 2023, the Institute worked with CIIC to expand the footprint of the signature Pay Trend Survey. In addition to Hong Kong, the survey collected data from organisations in nine cities in the GBA. The findings provided important benchmarks for employers in the region in making better fact-based pay decisions.

學會不斷努力促進人力資源行業從業員之間的知識交流和分享。學會更通過不同的主題研究，為會員和公眾人士提供最新的情報和分析，讓他們了解主要的人力資源趨勢和發展，同時亦鞏固了學會作為業界專業意見領袖的地位。

在2023年，學會與中智公司合作擴大了薪酬趨勢調查的覆蓋範圍。除了香港外，該項調查還收集了來自大灣區九個城市的數據。調查的數據為僱主提供了重要的參考標準，這將有助於公司和人力資源業界在制定薪酬決策時做出明智的選擇。

2023 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。



2023 Overall Pay Adjustment*
年整體平均基本薪酬調整



3.8%



2023 Average Non-guaranteed Bonus*
年平均非固定花紅平均金額



1.30 months of pay
個月基本薪金



2024 Projected Pay Adjustment*
年預期薪酬調整幅度



4.1%

*Weighted average
加權平均數

2023年薪金 調整因素

2023 Pay Adjustment Factors

	2023	2022
1 公司表現 Company / Business Performance	79%	78%
2 僱員個人表現 Individual Performance	46%	49%
3 市場/競爭對手的薪酬調整幅度 Market / Competitor's Pay Adjustments	37%	62%
4 香港經濟情況 Economic Conditions in HK	35%	41%
5 通脹 Inflation	25%	22%



2024 Projected GBA Pay Adjustment*
大灣區整體預計調薪率 *



5.4%



2023 GBA Overall Pay Adjustment*
大灣區整體調薪率 *



5.5%



2022 2022 Year-end Bonus
年終獎金額



1.8 months of pay
月薪的 **1.8** 倍

* The calculation of the figures above was based on the data provided by participating companies with pay increase, excluding those with pay freeze and pay cut.
以上調薪率僅針對有調薪計劃的企業進行統計，凍薪和降薪的企業不在統計範圍內。

TRAINING AND DEVELOPMENT NEEDS SURVEY

僱員培訓及發展需求調查

The Training & Development Needs Survey aims to examine 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從各行業僱主的角度，審視培訓與發展的重要性。

Training & Development Budget in 2022 2022年培訓及發展預算



74%



of organisations had a budget earmarked for
employee training & development
機構有專門用於僱員培訓及發展的預算

Training Hours 培訓時數

18.0 hrs



Average number of training & development
hours per employee in 2022
2022年每位僱員獲得的平均培訓及發展時數

FUTURE WORKFORCE STUDY 2023

未來勞動力研究 2023

Another key initiative of the year was the launch of the landmark Future Workforce Study 2023. The study aims to identify the gaps in employers' expectation regarding the reskilling and upskilling of employees, examine the significance of life-long learning in maintaining competitiveness in the era of technology, and generate valuable insights to inform government policy formulation. Five key insights were discovered.

1. Employers must maintain an open mindset to navigate the evolving talent landscape
2. Employees seek skills in AI, machine learning, and big data for enhanced job performance
3. Both employees and students recognise that they will be entering industries in the future that may not exist today
4. Work-life balance plays a pivotal role in attracting and retaining talent
5. Internships are crucial for students in career exploration

今年學會另一重要研究項目是「未來勞動力研究2023」。研究旨在了解重塑及提升技能方面的期望差距、探索終身學習在科技新時代對保持個人就業競爭力的重要性，並就結果提出專業見解，協助政府制定政策。調查五項重點如下：

1. 僱主必須保持開放心態以應對不斷變化的人才市場
2. 僱員希望發展人工智慧、機器學習和大數據分析及管理等技能，以提升工作表現
3. 僱員和學生均認為他們未來將投身現時不存在的新興行業
4. 工作與生活平衡對吸引和挽留人才方面具關鍵作用
5. 實習對於學生的職業探索非常重要

Summary of Findings 重點概要

Employers' strategies to attract and retain talent, apart from pay and compensation 除了薪酬及福利外，僱主吸引及挽留人才的策略



Summary of Findings 重點概要

Employees rank the top 5 in-demand skills that are required in their jobs over the next five years
僱員認為在未來五年內工作中最需要的前五種所需技能



34%

Big data analysis and management
大數據分析和管埋



33%

AI and machine learning
人工智能和機器學習



29%

Leadership and management skills
領導能力和管埋技巧



27%

Creative problem-solving and critical thinking skills
創造性解難能力及批判性思維技能



25%

Communication and collaboration skills, including cross-cultural communication
溝通及協作技巧，包括跨文化溝通技能

Average Score

平均分

6.6/10

Students' likelihood of learning AI beyond academic requirements

學生在學校課程要求以外，學習人工智能知識的可能性



On a scale of 1 to 10 where 1 represents very unlikely and 10 represents very likely
在1到10的評分中，1代表非常不可能，而10代表非常可能

Employees' views on the emerging industries over the next five years
僱員對未來五年內新興行業的看法

Employees' views on their competitiveness
僱員對自己目前競爭力的看法

40%

Employees believe they will work in an industry that doesn't exist today in five years' time
僱工相信在未来五年內他們將在一個今天不存在的行業中工作

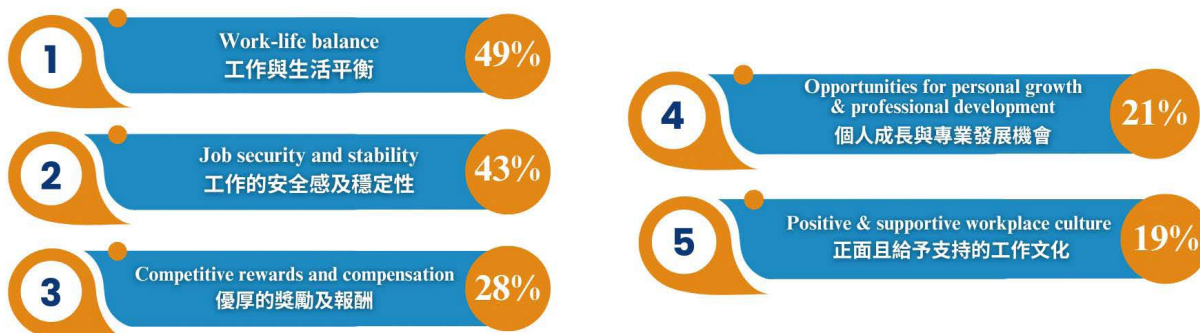


48%

Employees feel that their skills are not competitive enough
僱員認為自己目前的技能不夠競爭力



Employees' views on the most important factor in motivating them to stay with an employer
僱員認為能推動他們繼續任職於同一間公司的重要因素



QUICK POLLS AND HR PULSE CHECK 人力資源快速調查和脈動調查

During the year, the Institute conducted seven quick polls and HR Pulse Check on current HR topics such as ESG, talent shortage & admission schemes and adoption of generative AI. 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.

學會於今年內完成了7項關於當前人力資源主題的快速調查，例如ESG、人才短缺問題及人才入境計劃、生成式人工智能等。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。



HR Pulse Check on ESG
人力資源脈動調查：ESG



Quick Poll on Talent Shortage & Talent Admission Schemes
快速調查：人才短缺問題及人才入境計劃



Quick Poll on Generative AI
快速調查：生成式人工智能



Quick Poll on Employee Wellness Programmes
快速調查：僱員身心健康計劃



Quick Poll on 4-Day Workweek & Unlimited Paid Annual Leave
快速調查：4天工作週及無限帶薪年假



Quick Poll on Staff Turnover
快速調查：員工流動



Quick Poll on Internship Programmes
快速調查：實習計劃

Research website:
調研網站：



BUILDING CONNECTIONS

建立聯繫



46

Supporting Organisations
支持機構



61

External Events
對外活動

Empowering diverse local initiatives, the Institute has been actively promoting the status of the HR profession in Hong Kong and fostering close ties with a broad range of industry partners, including government authorities, statutory bodies, professional organisations, trade associations and the academia. These collaborations are essential in supporting our commitment to achieving greater social good in an ever-evolving landscape.

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、行業協會及學術界等夥伴建立緊密聯繫，持續發揮影響力。在瞬息萬變的環境中，這些合作和聯繫是支持學會致力促進社會福祉的重要一環。

CONNECTING WITH THE GOVERNMENT 與政府聯繫

The Institute has been invited to attend Legislative Council meeting for the Subcommittee to Study the Formulation of Long-term Youth Policy and Development Blueprint, where President Hung further explained our insights on how to support upward mobility for young talents. Aiming to address the challenges of labour shortage, suggestions were made to 1) assist students in career planning; 2) propose mandatory internship requirement; and 3) support the growth of “slashers”.

學會有幸再次受邀出席立法會「研究制訂長遠青年政策和發展藍圖小組委員會」會議。孔會長在會議上建議政府：一)協助學生做好生涯規劃，二)強制工作實習要求，及三)透過不同措施支援本地「斜槓族」的成長，以支援年青人才發展。



As one of the stakeholders contributing to enhancing manpower policies in Hong Kong, the Institute was invited to attend the Manpower Projection Consultation hosted by the Labour and Welfare Bureau. Ian Choy, Vice President of the Institute, Kris Lui, Chairperson of the Research Committee, and Roy Ying, Co-chairperson of the Advocacy and Policy Research Committee, represented the Institute at the consultation. During the meeting, we shared the valuable findings and insights from our Future Workforce Study 2023. Through providing informed input, the Institute aims to contribute to the development of effective manpower policies would ultimately benefit the workforce in Hong Kong.

作為完善香港人力資源政策的持份者，學會獲邀參加由勞工及福利局主辦的人力資源推算諮詢會議。副會長蔡靖民、研究委員會主席呂詠妍和政策倡議及研究委員會聯席主席殷暉代表出席此次會議。會議上，學會代表分享了「未來勞動力研究2023」的調查結果和見解，為發展有效的人力資源政策貢獻力量，共同推動香港勞動市場不斷進步。

President Hung, Vice Presidents and members attended the Hong Kong Human Resources Planning Symposium organised by the Labour and Welfare Bureau. This event brought together over 30 members from various industries, along with other participants, to learn about the latest developments on the talent planning initiatives.

會長孔于人、副會長及會員一同出席勞工及福利局舉辦的「香港人力資源規劃座談會」，是次活動匯聚了超過30名來自不同行業的人力資源管理從業員，了解政府最新的人力資源規劃措施。



The Institute, in collaboration with the Labour and Welfare Bureau, jointly organised the “Talk on Enhanced Talent Admission Regime” in March. As the first major event following the lifting of the “Mask Order,” the Institute had the esteemed privilege of meeting with Mr Chris Sun, Secretary for Labour and Welfare, to share the Institute’s intentions and industry perspectives. More than 220 members actively participated, fostering a deeper understanding of various talent policies.

學會與勞工及福利局於3月份合辦「優化輸入人才安排講座」，作為全面撤銷「口罩令」後的首個大型活動，學會非常榮幸與勞工及福利局孫玉菡局長會面，分享學會及業界意願。超過220位會員積極參與是次活動，加深業界對各項人才政策的了解。



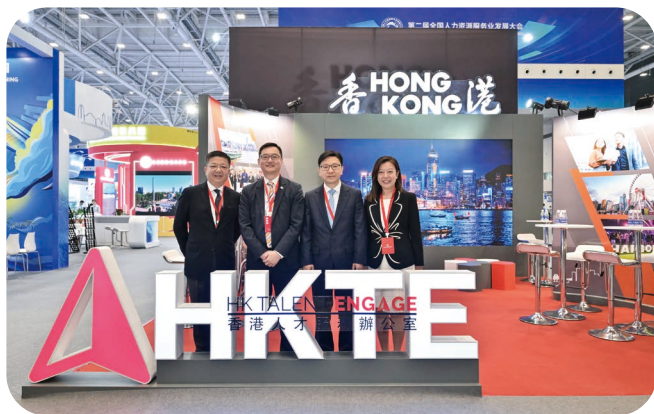
CHINA AND INTERNATIONAL COLLABORATION 內地及國際聯繫

President Hung, Vice Presidents and representatives of the Institute joined the HKSAR delegation led by Mr Chris Sun, Secretary for Labour and Welfare to attend the 2nd National Conference on the Development of Human Resources Services on 22 November. Apart from attending the opening ceremony, representatives of the Institute also had discussions and exchanges with the HR professionals from the Mainland at the HKSAR exhibition area, aiming to enhance mutual understanding and promote the Institute among Mainland enterprises.

孔會長、副會長及學會代表參加由勞工及福利局局長孫玉菡率領的香港代表團，於11月22日出席「第二屆全國人力資源服務業發展大會」。除出席開幕式外，學會代表亦於大會展覽廳的香港展館與來自內地的人力資源服務業代表交流討論，增進彼此了解並促進內地企業對學會的認識。

During the Conference, Andy Luk, Vice President and Benjamin Wong, Co-chairperson of China and International HRM Committee, joined Mr Chris Sun and Ms May Chan, Commissioner for Labour, met with officials of the Human Resources and Social Security Bureau of Dongguan to discuss the development trends, policy measures, and collaborations in the human resources service sector in the GBA.

在大會舉行期間，副會長陸國坤和中國及國際人力資源管理委員會聯席主席黃家傑與勞工及福利局局長孫玉菡、勞工處處長陳穎韶一同與東莞市人力資源及社會保障局官員會面，討論大灣區人力資源服務業的發展趨勢、政策措施及合作，攜手將大灣區打造成國家人才高地。



The Institute and CIIC signed a MOU on 19 October to jointly advance and innovate in the field of human resources management, with a focus on collaboration in education, trainings, researches, communications and services, aiming to enhance professional standards and practices in Hong Kong and the GBA.

學會與中智公司於10月19日簽署合作備忘錄，共同推動兩地人力資源管理的發展及創新，並促進雙方在人力資源管理的教育、培訓、研究、交流及服務方面的合作，提高雙方在兩地的專業水平和影響力。

During the year, the Institute also met with delegations from Human Resources and Social Security Department of Guangdong Province, Human Resources and Social Security Bureau of Shenzhen Municipality and CPC Xuhui District Committee.

年內，學會亦與廣東省人社廳、深圳市人社局及上海徐匯區區委會代表團會面。

To enhance HR professionalism and establish valuable collaborations, the Institute has been actively forging connections and partnerships in China and across the globe. Our primary focus is on creating synergy among various stakeholders to foster interaction, enhance HR best practices, and facilitate the exchange of knowledge. Furthermore, we are strengthening our presence in Mainland China to better cater to the needs of our members. We are also committed to extending our mission to the GBA, where we can tap into the vibrant ecosystem and further promote HR excellence.

為了提升人力資源專業水平並建立具價值的合作關係，學會正積極與中國及國際的相關持份者建立聯繫和夥伴關係。學會致力透過加強聯繫，創造協同效應，從而鼓勵互動、提升人力資源最佳實踐及促進知識交流。此外，學會正擴展在中國內地的聯繫網絡，以滿足會員的需求。學會也致力把學會使命拓展到大灣區，進一步推動人力資源的卓越發展。

STAKEHOLDER COMMUNICATION 與持份者溝通

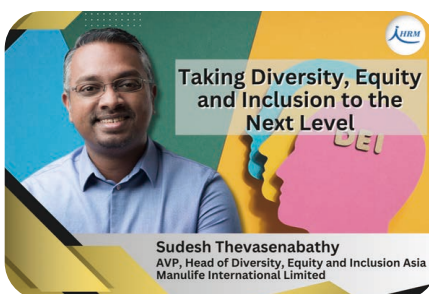
The Institute has been proactively engaging with our members and stakeholders to enrich their knowledge about the latest trends and skills in HR management, industry insights from veterans, and key highlights from our surveys. We utilise effective communication tools such as the *HR Journal* and various social media platforms to connect with the wider public.

HR JOURNAL 《人力薈萃》

The *HR Journal*, with 26 articles published in 2023 showcasing the latest developments in the HR community, plays a vital role in connecting members and the Institute.

學會十分重視與會員及持份者的溝通和互動，透過會刊《人力薈萃》和社交媒體等平台，讓會員、持份者以至社會各界掌握人力資源管理的最新趨勢和技能、業界翹楚的精闢見解以及學會調查摘要。

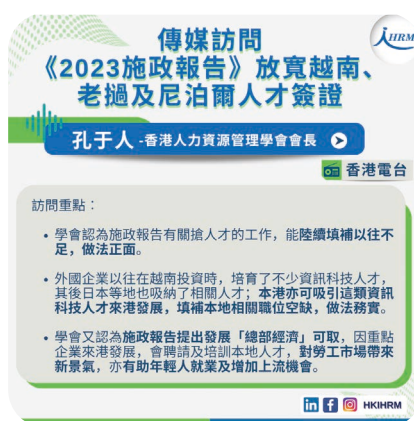
學會會刊《人力薈萃》在年內發表了共26篇文章，詳述人力資源管理業界的最新發展，為學會與會員提供重要溝通橋樑。



SOCIAL MEDIA PLATFORM 社交媒體平台

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.

學會透過製作各類網絡宣傳品，務求與業界保持緊密接觸，讓更多業內人士掌握業界最新政策及動態。



COMMUNITY CONNECTIONS AND ENGAGEMENT

社區連繫與參與

The Institute embraces its social responsibility, extending its commitment beyond the confines of the workplace and reaching out to the wider community, in order to embody the Institute's values. Throughout the year, the Institute has organised a series of volunteer activities that demonstrate our commitment to caring for the community and making a positive impact on society.

學會堅守社會責任，將承諾延伸到工作場所以外，與廣大社區建立聯繫，以行動體現學會的核心價值。年內，學會組織了一系列義工活動，展示了學會對於社區關懷和改善社區的承諾。



Prepared lunch boxes, which will be given to those in need as a healthy meal at Food Angel.
為有需要的人士準備健康膳食午餐盒，並由惜食堂分發。



Participated in The Community Chest of Hong Kong's annual Dress Casual Day 2023.
參與公益金便服日2023。

Our employees are highly valued as our most precious assets. We place great emphasis on providing a stable and fulfilling work environment for our employees. Furthermore, we prioritise their health and well-being. To cultivate a heightened awareness of health among our employees, we have implemented various initiatives and measures, including organising a wellness workshop on World Mental Health Day, hosting staff gatherings, recognising outstanding employees through the Best Employee Award, and offering special leave to allow parents in participating in their children's school functions.

員工是學會最珍貴的資產，學會亦非常重視為員工提供穩定和充實的工作環境。同時，學會把員工的健康和福祉放在首位。為了加強員工對身心健康的意識，學會推行多項措施，包括在「世界精神健康日」舉行身心健康工作坊、舉辦員工聚會、頒發「最佳員工獎」以表揚優秀員工，並為身為父母的員工提供特別假期，讓他們參與子女的學校活動。

SCHOLARSHIPS 獎學金

Nurturing future leaders has been one of the core values at the Institute. In 2023, we awarded scholarships to exceptional VTC students who demonstrated excellence during their internships.

培育未來領袖一直是學會的核心價值之一。2023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

2023/24

COMMITTEE, SUB-COMMITTEE, WORKING GROUP AND ADVISORY BOARD

委員會、專責委員會、工作小組及顧問團

2023 Annual Conference Organising Committee 周年會議委員會

Andy Luk (Co-Chairperson)	陸國坤 (聯席主席)
Vincent Wu (Co-Chairperson)	胡文瀚 (聯席主席)
Ivory Cai	蔡靖
Katie Chan	陳寶琪
Honnus Cheung	張可玲
Joe Choy	蔡錦豪
Wesley Ling	凌子龍
Roy Ying	殷暉

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
- Identify speech topic for speakers and liaise with them regarding the content and ensure it is aligned with the Conference's theme
- Greet VIPs and speakers during the Conference
- Facilitate conference sessions and 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
- 於周年會議期間迎接貴賓、演講嘉賓
- 促進舉行周年會議中的在線研討會

2023/24 HR Excellence Awards Organising Committee 2023/24卓越人力資源獎委員會

Ian Choy (Chairperson)	蔡靖民 (主席)
Connie Chan	陳慧詩
Fanny Chan	陳穆娜
Priscilla Chau	周珮瑩
Miko Cheung	張嘉瑩
Theresa Chong	莊敏儀
Joyce Ho	何慧詩
Theresa Lui	呂燕明
Jennifer Tam	譚卓詠
Benjamin Wong	黃家傑

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)
Ian Choy	蔡靖民
Lawrence Hung	孔子人

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

Theresa Lui (Co-Chairperson)	呂燕明 (聯席主席)
Benjamin Wong (Co-Chairperson)	黃家傑 (聯席主席)
Virginia Choi	蔡惠琴
Joe Choy	蔡錦豪
Kanny Ho	何燕琮
Linda Ho	何鳳翎
Lawrence Hung	孔于人
Barry Ip	葉華信
Lincoln Lam	林錦堂
Kira Li	李美
Yuna Li	李雲
Teddy Liu	廖國泰
Jason Tse	謝偉
Bob Xie [#]	謝勇 [#]
Kay Yip	葉燕

[#] 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

**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)
Chak Shui-hang	翟瑞恆
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

[#] Withdrawal
退任

Objectives

- Take a leading role to analyse updates on current employment-related legislations/ordinances/issues which may impact HR management and the employment market landscape, and/or business at large
- Analyse proactively potential impact of imminent/in-the-pipeline employment-related legislations/ordinances which may impact HR management and the employment market landscape, and/or business at large
- Advise HKIHRM Executive Council on existing/imminent legislations/ordinances/issues by formulating a stance/opinion/recommendation, which will be presented to the government or authorities concerned

宗旨

- 發揮主導作用，分析影響人力資源管理界及就業市場的相關法例／議題
- 對即將實施／制定中的相關法例，分析其對人力資源管理界、就業市場、企業的潛在影響
- 就現有／即將實施的法例／議題向理事會提供建議，並將其提交給政府或相關當局

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

External Communications Committee 對外聯繫委員會

Andy Luk (Chairperson)	陸國坤 (主席)
Patrick Cheung	張峻瑋
Joey Lau	劉祖言
Vincent Wu	胡文瀚
Bob Xie [#]	謝勇 [#]
Jeremy Yu [*]	余嘉俊 [*]

* Newly joined
新委任

[#] Withdrawal
退任

Objectives

- Provide members with HR insights disseminated through the Institute's events, press briefings, and publication
- 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

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)
Francis Chan [*]	陳寧 [*]
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 [#]

* Newly joined
新委任

[#] Withdrawal
退任

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

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
Charles Ho [*]	何朗秋
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)

[#] Withdrawal
退任

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)
Margaret Cheng	鄭惠貞
Ian Choy	蔡靖民
Barry Ip [#]	葉華信 [#]
Theresa Lui [*]	呂燕明 [*]
Andy Luk	陸國坤
Peter Leung	梁嘉聰

* Newly joined
新委任

Withdrawal
退任

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

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)
Roy Fung	馮儉生
Barry Ip	葉華信
Li Kam Cheong	李錦昌
Francis Mok	莫家麟
Nancy Shum	沈靜姿
Chester Tsang	曾永昌
Johnny Wan	溫振昌

* Newly joined
新委任

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

Remuneration 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
Patricia Yeung [*]	楊麗華 [*]

* Newly joined
新委任

Withdrawal
退任

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/insight
- 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 [#]
Nicole Lau ^{**}	劉雅麗 ^{**}
Peter Leung	梁嘉聰
Vincent Lo	羅啓富
Anthony Wong ^{**}	黃德健 ^{**}

* Newly joined
新委任

Withdrawal
退任

Objectives

- Develop and deliver the Institute's strategy to implement high-quality research with insight
- 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

Talent Management Committee 人才管理委員會

David Li (Co-Chairperson)	李志明 (聯席主席)
Janet Man (Co-Chairperson)	文淑慧 (聯席主席)
Bessie Chong [*]	莊珮珊 [*]
Cheri Ho [*]	何幸瑜 [*]
Louis Kwok [*]	郭俊明 [*]
Anita Law [#]	羅建英 [#]
Eva Leung [#]	梁玉玲 [#]
Jacqueline Ng [*]	吳映嘉 [*]
Chester Tsang [#]	曾永昌 [#]
Parkson Tseung [#]	蔣仲華 [#]
Elaine Wong [#]	王綺蓮 [#]

* Newly joined
新委任

Withdrawal
退任

Objectives

- Advocate the importance of talent management (TM) function in an organisation. Scope includes but not limited to strategic workforce planning, performance management, talent identification & assessment, succession planning, and high-potential development
- Bring to our members best practices of how to effectively manage the TM function with the intent to elevate their knowledge, skills and capabilities

宗旨

- 倡導人才管理(TM)功能在組織中的重要性。範圍包括但不限於策略性人力資源規劃、績效管理、人才識別與評估、繼任人計劃和高潛力人才發展
- 為會員帶來有效進行人才管理的最佳實踐，旨在提升會員的知識、技能和能力

**Programme Endorsement
Sub-Committee**
課程認可專責委員會

David Li (Co-Chairperson)	李志明 (聯席主席)
Johnny Wan (Co-Chairperson)	溫振昌 (聯席主席)
Li Kam Cheong (Advisor)	李錦昌 (顧問)

International Advisory Board
國際顧問團

Ernesto G. Espinosa	Ernesto G. Espinosa
Past President of World Federation of People Management Associations	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 February 2024 截至2024年2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 Chu Hai College 香港珠海學院	<ul style="list-style-type: none"> 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 	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"> Bachelor of Business Administration (Honours) in Human Resource Management 人力資源管理工商管理(榮譽)學士 Bachelor of Business Administration (Honours) in Management 管理學工商管理(榮譽)學士 	November 2021–October 2024 2021年11月至2024年10月 April 2023–March 2026 2023年4月至2026年3月
Hong Kong Baptist University 香港浸會大學	<ul style="list-style-type: none"> Master of Science in Strategic Human Resources Management 人才管理策略理學碩士 Master of Human Resources Management 人力資源管理碩士 Bachelor of Commerce (Honours) in Human Resources Management 人力資源管理學商學士(榮譽) Bachelor of Business Administration (Honours) — Human Resources Management Concentration 工商管理學士(榮譽) — 人力資源管理專修範圍 	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 2024–January 2027 2024年2月至2027年1月
Hong Kong Metropolitan University 香港都會大學	<ul style="list-style-type: none"> Bachelor of Business Administration in Human Resource Management 人力資源管理學工商管理學士 	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"> Bachelor of Business Administration (Honours) in Management 管理學(榮譽)工商管理學士 	June 2022–May 2025 2022年6月至2025年5月
School of Professional Education and Executive Development, The Hong Kong Polytechnic University 香港理工大學專業進修學院	<ul style="list-style-type: none"> Bachelor of Arts in Business (Human Resource Management) 商業文學士(人力資源管理) Bachelor of Arts in Business (Human Resource Management) 商業文學士(人力資源管理) (In Collaboration with Northumbria University, U.K. 與英國諾桑比亞大學合辦) 	May 2023–April 2026 2023年5月至2026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"> Bachelor of Business Administration (Hons) — Human Resources Management Concentration 工商管理學(榮譽)學士 — 人力資源管理專修範圍 Bachelor of Business Administration (Honours) in Human Resources Management — Applied Psychology 工商管理學(榮譽)學士 — 人力資源管理與應用心理學 	December 2021–November 2024 2021年12月至2024年11月 June 2023–May 2026 2023年6月至2026年5月
HKU School of Professional and Continuing Education 香港大學專業進修學院	<ul style="list-style-type: none"> Master of Arts Human Resource Management 人力資源管理文學碩士 (in collaboration with the University of Plymouth, U.K. 與英國普利茅斯大學合辦) 	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"> Master of Science in Human Resource Management and Organisational Behaviour 人力資源管理及組織行為學碩士 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 	November 2023–October 2026 2023年11月至2026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 February 2024 截至2024年2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	Advanced Diploma in Business (Human Resources Management) 工商高等文憑(人力資源管理學)	March 2024–February 2027 2024年3月至2027年2月
Hong Kong Institute of Vocational Education (IVE), Vocational Training Council (Tsing Yi) 職業訓練局香港專業教育學院 (IVE) (青衣)	Higher Diploma in Human Resources and Talent Analytics 人力資源管理及人才分析高級文憑	September 2023–August 2026 2023年9月至2026年8月
Hong Kong Community College, The Hong Kong Polytechnic University 香港理工大學香港專上學院	Associate in Business (Human Resources Management) 工商業副學士(人力資源管理)	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	Professional Diploma in Human Resource Management and Development 人力資源管理及發展專業文憑	September 2023–August 2026 2023年9月至2026年8月
UOW College Hong Kong 香港伍倫貢學院	Associate of Business Administration in Human Resources Management 工商管理副學士(人力資源管理)	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 商業服務業行業諮詢網絡	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
	ERB Manpower Developer Award Scheme Honorary Advisors ERB人才企業嘉許計劃榮譽顧問	Lawrence Hung 孔于人
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
Hong Kong Baptist University School of Continuing Education 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 Theresa Lui 呂燕明
	VTC Hotel, Catering and Tourism Training Board 酒店、飲食及旅遊業訓練委員會	Barry Ip 葉華信
Vocational Training Council 職業訓練局	Higher Education Advisory Committee 高等教育諮詢委員會	Peter Leung 梁嘉聰
	Vocational Training Board for People with Disabilities 殘疾人士職業訓練委員會	Kris Lui 呂詠妍
Hong Kong Retirement Schemes Association 香港退休計劃協會	HKRSA HR Roundtable Work Group	Andy Luk 陸國坤

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 2023.

理事會謹將二零二三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。

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.

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。

RESULTS

The results of the Institute for the year ended 31 December 2023 are set out in the income statement on page 55.

業績

學會於二零二三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55頁之收益表內。

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.

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。

EXECUTIVE COUNCIL MEMBERS

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

理事會成員

本年度之理事會成員如下：

Mr. Hung Yu Yun, Lawrence	President	孔子人先生	會長
Ms. Cheng Wai Ching, Margaret	Immediate Past President	鄭惠貞女士	前任會長
	Retired and re-elected on 6 July 2023		於二零二三年七月六日輪休並獲重選
Mr. Choy Jing Man, Ian	Vice President	蔡靖民先生	副會長
Ms. Lui Ying Ming, Theresa	Vice President	呂燕明女士	副會長
Mr. Luk Kwok Kwan	Vice President	陸國坤先生	副會長
Mr. Leung Ka Chung, Peter	Hon. Treasurer	梁嘉聰先生	榮譽司庫
Ms. Choi Wai Kam, Virginia		蔡惠琴女士	
Mr. Li Chi Ming		李志明先生	
Ms. Lui Wing Yin, Kris		呂詠妍女士	

Mr. Ma Chi Keung		馬志強先生	
Mr. Mok Gar Lon, Francis		莫家麟先生	
Mr. Tsang Wing Cheong, Chester	Retired and re-elected on 6 July 2023	曾永昌先生	於二零二三年七月六日 輪休並獲重選
Ms. Wong Nga Lai, Alice	Retired and re-elected on 6 July 2023	黃雅麗女士	於二零二三年七月六日 輪休並獲重選
Mr. Ip Wah Shun, Barry	Resigned on 31 December 2023	葉華信先生	於二零二三年十二月 三十一日辭任
Ms. Chau Pui Ying	Appointed on 6 July 2023	周珮瑩女士	於二零二三年七月六日 委任
Ms. Man Sok Wai	Appointed on 1 November 2023	文淑慧女士	於二零二三年十一月一日 委任
Ms. Tam Cheuk Wing	Appointed on 6 July 2023	譚卓詠女士	於二零二三年七月六日 委任

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:



Hung Yu Yun, Lawrence
President
Hong Kong, 3 May 2024

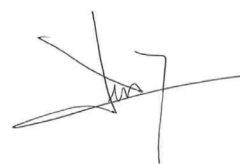
管理合約

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，二零二四年五月三日

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 55 to 65, which comprise the statement of financial position as at 31 December 2023, 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 (“**HKSAs**”) 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55頁至第65頁香港人力資源管理學會有限公司(「**貴學會**」)之財務報表，此財務報表包括於二零二三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佈的香港《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佈的《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佈的《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 HKSAs 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佈的香港《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

3 May 2024

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

二零二四年五月三日

INCOME STATEMENT

FOR THE YEAR ENDED 31 DECEMBER 2023

收益表

截至二零二三年十二月三十一日止年度

		Note 附註	2023 HK\$	2022 HK\$
Revenue	收入	3	12,912,899	14,197,230
Direct cost	直接開支	4	(3,605,699)	(3,549,215)
Gross profit	毛利		9,307,200	10,648,015
Service income from Job Creation Scheme	創造職位計劃服務收入	5	4,599,344	2,913,786
Government subsidies	政府津貼	6	—	614,800
Other revenue	其他收益	7	538,230	167,487
MPF refund	退回強積金		619,080	—
Administrative expenses	行政費用		(12,963,299)	(13,265,121)
Surplus for the year	本年度盈餘	8	2,100,555	1,078,967

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 2023

財務狀況表

於二零二三年十二月三十一日

		Note 附註	2023 HK\$	2022 HK\$
Non-current assets	非流動資產			
Furniture and equipment	傢俬及設備	11	857,348	977,413
Intangible assets	無形資產	12	27,750	69,350
			885,098	1,046,763
Current assets	流動資產			
Accounts receivable	應收賬款		667,027	1,295,648
Interest receivable	應收利息		34,814	20,993
Prepayments	預付款項		278,328	312,765
Rental, utility and other deposits	租金、公共事業及其他按金		363,813	410,664
Cash and bank balances	銀行存款及現金		7,777,953	6,087,182
Bank fixed deposits (non-pledged)	銀行定期存款(無抵押)		12,976,810	9,756,472
Bank fixed deposits (pledged)	銀行定期存款(已抵押)	15	200,000	200,000
			22,298,745	18,083,724
Total assets	總資產		23,183,843	19,130,487
General fund	基金	13	18,581,898	16,481,343
Current liabilities	流動負債			
Functions and publications income receive in advance	預收活動及刊物銷售收入		799,876	223,504
Subscriptions received in advance	預收會費		2,213,641	1,132,946
Accounts payable and accrued expenses	應付賬款及費用		1,588,428	1,292,694
			4,601,945	2,649,144
Total general fund and liabilities	基金及負債總計		23,183,843	19,130,487

Approved and authorised for issue by Executive Council on 3 May 2024 and signed on its behalf by:



Hung Yu Yun, Lawrence
President

孔子人
會長

理事會經於二零二四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：



Leung Ka Chung Peter
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 2023

現金流量表

截至二零二三年十二月三十一日止年度

		2023 HK\$	2022 HK\$
Surplus for the year	本年度盈餘	2,100,555	1,078,967
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	379,082	1,093,838
Bank interest income	銀行利息收入	(538,081)	(126,744)
		1,983,156	2,087,661
Movement in working capital	營運資金變動		
Decrease/(increase) in accounts receivable	應收賬款減少/(增加)	628,621	(427,000)
Decrease/(increase) in prepayments	預付款項減少/(增加)	34,437	(27,194)
Increase/(decrease) in functions and publications income received in advance	預收活動及刊物銷售收入增加/(減少)	576,372	(744,045)
Increase/(decrease) in subscriptions received in advance	預收會費增加/(減少)	1,080,695	(8,581)
Increase/(decrease) in accounts payable, accrued expenses and provision	應付賬款、費用及撥備增加/(減少)	295,734	(11,342,032)
Net cash from/(used in) operating activities	來自/(用於)經營活動之現金淨額	4,645,866	(10,461,191)
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	(259,017)	(93,092)
Interest income received	利息收入	524,260	108,989
Net cash from investing activities	來自投資活動之現金淨額	265,243	15,897
Net increase/(decrease) in cash and cash equivalents	現金及現金等值項目增加/(減少)淨額	4,911,109	(10,445,294)
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	15,843,654	26,288,948
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	20,754,763	15,843,654
Represented by	代表:		
Cash and bank balances	銀行存款及現金	7,777,953	6,087,182
Bank fixed deposits (non-pledged)	銀行定期存款(無抵押)	12,976,810	9,756,472
		20,754,763	15,843,654

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 2023

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

截至二零二三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告準則。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.

(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) 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.

(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.

(J) 稅項

稅項支出按本年度應課稅溢利以現行稅率計算。

(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).

(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：
- 對本學會有控制權或共同控制權；
- 對本學會有重大影響力；或
- 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 REVENUE

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

		2023	2022
		HK\$	HK\$
Subscriptions and entrance fees	年費及入會費	4,493,081	5,390,913
Gross receipts from institute functions	活動收入	7,309,091	7,689,890
Sales of research related publications	調查報告刊物銷售	475,317	305,807
Advertising income	廣告收入	635,410	810,620
		12,912,899	14,197,230

4 DIRECT COST

		2023	2022
		HK\$	HK\$
Membership related expenditures	會員服務支出	134,294	262,210
Expenditure on institute functions	活動支出	3,100,118	3,064,350
Cost of research related publications	調查報告刊物成本	280,024	142,465
Advertising related expenditure	廣告支出	91,263	80,190
		3,605,699	3,549,215

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：

4 直接開支

5 SERVICE INCOME FROM JOB CREATION SCHEME

		2023 HK\$	2022 HK\$
Service income	服務收入	6,602,574	4,228,017
Less: Expenditure	減：支出	(2,003,230)	(1,314,231)
		4,599,344	2,913,786

The Institute helped the government implement the Job Creation Scheme.

5 創造職位計劃服務收入

本學會協助政府施行創造職位計劃。

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.

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 OTHER REVENUE

		2023 HK\$	2022 HK\$
Bank interest income	銀行利息收入	538,081	126,744
Net exchange difference	匯兌淨差額	(1,273)	(1,089)
Sundry income	雜項收入	1,422	41,832
		538,230	167,487

7 其他收益

8 SURPLUS FOR THE YEAR

Surplus for the year is arrived at after charging:

8 本年度盈餘

本年度盈餘已扣除下列項目：

		2023 HK\$	2022 HK\$
Amortisation of intangible assets	無形資產攤銷	41,600	41,600
Depreciation	折舊	379,082	1,093,838
Operating lease rental of office premises	辦公樓宇租金	1,159,200	1,344,090
Staff costs	員工支出		
– Salaries and allowances	– 薪金及津貼	10,999,000	9,840,747
– Retirement benefit costs under defined contribution plans	– 退休福利之界定供款計劃支出	601,053	537,443

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.

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.

At the end of the reporting period, there were tax losses, which may be carried forward indefinitely, of HK\$4,827,000 (2022: HK\$6,434,000) approximately available for offsetting against future profits.

11 FURNITURE AND EQUIPMENT

		Furniture, fixtures and equipment 傢俬、裝置 及設備 HK\$	Leasehold improvements 裝修 HK\$	Total 總額 HK\$
Cost	成本值			
At 1 January 2023	於二零二三年一月一日	1,087,021	2,890,900	3,977,921
Additions	添置	259,017	—	259,017
At 31 December 2023	於二零二三年十二月三十一日	1,346,038	2,890,900	4,236,938
Accumulated depreciation	累積折舊			
At 1 January 2023	於二零二三年一月一日	350,492	2,650,016	3,000,508
Charge for the year	年內折舊	138,198	240,884	379,082
At 31 December 2023	於二零二三年十二月三十一日	488,690	2,890,900	3,379,590
Net book value	賬面值			
At 31 December 2023	於二零二三年十二月三十一日	857,348	—	857,348
At 31 December 2022	於二零二二年十二月三十一日	736,529	240,884	977,413

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。

於報告期末，本學會有約4,827,000港元（2022：6,434,000港元）之稅務虧損可用以抵銷將來之溢利。

11 傢俬及設備

		Furniture, fixtures and equipment 傢俬、裝置 及設備 HK\$	Leasehold improvements 裝修 HK\$	Total 總額 HK\$
Cost	成本值			
At 1 January 2023	於二零二三年一月一日	1,087,021	2,890,900	3,977,921
Additions	添置	259,017	—	259,017
At 31 December 2023	於二零二三年十二月三十一日	1,346,038	2,890,900	4,236,938
Accumulated depreciation	累積折舊			
At 1 January 2023	於二零二三年一月一日	350,492	2,650,016	3,000,508
Charge for the year	年內折舊	138,198	240,884	379,082
At 31 December 2023	於二零二三年十二月三十一日	488,690	2,890,900	3,379,590
Net book value	賬面值			
At 31 December 2023	於二零二三年十二月三十一日	857,348	—	857,348
At 31 December 2022	於二零二二年十二月三十一日	736,529	240,884	977,413

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：

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

12 INTANGIBLE ASSETS

12 無形資產

		HK\$
Cost	成本值	
At 1 January 2023 and 31 December 2023	於二零二三年一月一日及二零二三年十二月三十一日	231,800
Accumulated amortisation	累積攤銷	
At 1 January 2023	於二零二三年一月一日	162,450
Charge for the year	年內攤銷	41,600
At 31 December 2023	於二零二三年十二月三十一日	204,050
Net book value	賬面值	
At 31 December 2023	於二零二三年十二月三十一日	27,750
At 31 December 2022	於二零二二年十二月三十一日	69,350

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 2023	於二零二三年一月一日	16,481,343
Surplus for the year	本年度盈餘	2,100,555
Balance at 31 December 2023	於二零二三年十二月三十一日	18,581,898

14 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:

14 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：

		2023 HK\$	2022 HK\$
Within one year	一年內	1,159,200	1,159,200
Within the next second year	於第二年內	1,109,342	1,159,200
Within the next third year	於第三年內	—	1,109,342
		2,268,542	3,427,742

15 BANKING FACILITIES

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

15 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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