



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

2024
年報
ANNUAL REPORT

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 embark on another year filled with potential and opportunities, I am privileged to serve as President of the Institute. I am pleased to highlight the significant impact we have made in 2024 to elevate the HR profession in Hong Kong.

One of our missions is to create a strong community for HR professionals and turn our knowledge and expertise into a force for social advancement. This can be achieved through our active participation in policy advocacy. Throughout 2024, advocacy remains a cornerstone of our mission. We have actively engaged with the Government and relevant stakeholders, submitting position papers on critical issues such as talent policies and manpower planning for both the Policy Address and Government Budget.

Our submissions have addressed pressing manpower challenges, promoted lifelong learning, and expanded family-friendly policies. These efforts aim to make Hong Kong an attractive destination for global talent and ensure that workforce considerations remain central to policy formulation. We are pleased to note that our proposals have been valued and adopted by the policy makers. My colleagues at the Executive Council and I are also serving at various advisory bodies to ensure members' views are heard.

In line with these advocacy efforts, we proudly participated as a Strategic Partner in the Global Talent Summit • Hong Kong, organised by the Labour and Welfare Bureau in May 2024. This Summit served as a vital platform to discuss key HR issues and trends impacting the workforce. We express our gratitude to the Labour and Welfare Bureau and the Hong Kong Talent Engage for the opportunity to be a Strategic Partner in this important event.

At the Summit, I was honoured to give a presentation titled “Building the Future: The New Era of Workforce”, where I shared insights and initiatives aimed at developing Hong Kong into an international talent hub, underscoring our commitment to enhancing HR practices and fostering collaboration to attract and retain top talent in the region.

At the CareerConnect Expo, we were honoured to welcome Ms Wang Xiaoping, the Minister of Human Resources and Social Security and Mr Chris Sun, the Secretary for Labour and Welfare to our booth. We engaged with attendees at our booth, promoting our mission and programmes. This engagement provided numerous networking opportunities with industry leaders, members, and students and facilitated discussions on global talent trends.

As we advocate for the HR profession, it is essential to recognise that our members are always our valuable assets. Members' growth and success directly contribute to the strength of our community, making it imperative that the Institute continuously enhance its services for their personal and career development.

能夠以會長身份服務香港人力資源管理學會，我深感榮幸。隨著我們邁進充滿潛力與機遇的新一年，我欲藉此機會回顧學會於2024年在強化香港人力資源專業方面的重要工作和成果。

學會的使命之一，是創建強大的人力資源專才社群，並將我們的知識和專業轉化成推動社會進步的動力。這可透過積極參與政策倡議來實現。於2024年，學會堅守政策倡議為重要任務，積極與政府及相關持份者溝通，並對《施政報告》和政府《財政預算案》提交意見書，就人才政策和人力規劃等關鍵議題表達意見和建議。

我們的建議涵蓋解決迫切的人力資源挑戰、推動終身學習及擴大家庭友善政策等範疇，力求令香港成為全球人才的理想目的地，並確保人力資源能繼續成為制定政策時的核心考慮因素。我們很高興看到多項意見得到政策制定者重視和採納。此外，我與理事會成員加入了多個諮詢團體，以確保會員的意見充分獲聽取。

為配合這些倡議工作，我們十分榮幸於2024年5月以策略夥伴身份參與由勞工及福利局主辦的「香港•全球人才高峰會」。高峰會提供重要平台，讓各方討論多個影響勞動力市場的人力資源議題及趨勢。我們衷心感謝勞工及福利局以及香港人才服務辦公室邀請學會擔任這項重要活動的策略夥伴。

在高峰會上，我很榮幸發表以「智創未來：職場新時代」為題的演說，分享一些有助把香港發展為國際人才樞紐的見解和方針，並強調我們銳意提升人力資源實踐和促進合作，以吸引並聚留區內的頂尖人才。

於「機遇匯人才博覽展」期間，學會亦十分榮幸接待國家人力資源和社會保障部部長王曉萍女士以及勞工及福利局局長孫玉菡先生參觀學會的展區。學會代表與到場嘉賓交流，推廣學會的使命及活動。是次博覽展為學會提供了與行業領袖、會員和學生進行互動的良機，亦有助推動有關全球人才趨勢的討論。

為人力資源業界提出倡議的同時，學會亦深明會員一直是學會以至業內最寶貴的資產。會員的成長與成就，直接促進人力資源行業的茁壯發展。正因如此，學會務須持續提升服務質量，以協助會員的個人和事業發展。



Our dedication to enhancing member skills in the past year has been exemplified through our training programmes, workshops, and the successful “Lunch and Learn Series” webinars. These sessions have addressed a wide array of topics, from policy analysis to talent management, equipping our members with essential insights and practical knowledge to navigate the dynamic HR landscape, particularly as we enhance content related to the new wave of AI and technology. In the coming year, we would be organising more AI-related training and events to enrich members’ knowledge.

We have recently launched a new series of Masterclasses featuring HR professionals with exceptional achievements who will share their expertise and innovative practices.

Learning is not confined to traditional classrooms; the Institute has organised visits and tours. For example, our tour to Qianhai, Shenzhen, has been well received, providing members with first-hand experiences and deeper insights into market conditions across the Greater Bay Area.

To cultivate stronger relationships, we have prioritised networking and knowledge exchange opportunities. Our Mentorship Programme has successfully paired experienced professionals with young HR practitioners, fostering meaningful connections and encouraging professional development.

Our commitment to research, including the Future Workforce Study and the Pay Trend Survey, has provided essential market intelligence for informed decision-making. We will continue conducting more Quick Polls in the coming year to deliver timely market information to not just members but the community at large.

As we look ahead, I am excited about our initiatives aimed at engaging the young professionals. Understanding their needs will help us strengthen our role in nurturing the next generation of HR leaders within our community. We have formed a special task force focused on unlocking the potential of emerging talent, ensuring that we are preparing for the future of HR in Hong Kong.

I would like to extend my heartfelt gratitude to fellow colleagues at the Executive Council, our members and our teams of the Secretariat Office for their steadfast support. As the Hong Kong economy faces challenges, the Institute will continue to contribute to creating a more sustainable workforce.

過去一年，學會舉辦多項培訓課程、多場研習坊及廣受歡迎的「Lunch and Learn Series」網絡研討會，致力提升會員的實務技能。各項活動探討從政策分析到人才管理等多元主題，為會員提供真知灼見和實用知識，以應對不斷變化的人力資源環境。因應全球趨勢，學會亦特別加強與人工智能和科技相關的培訓內容。來年，學會將舉辦更多與人工智能相關的培訓和活動，以增強會員的相關知識。

此外，學會最近推出全新的「大師班課程系列」，邀請在人力資源領域取得傑出成就的專才分享專業知識和創新實務。

學習模式並不限於傳統課堂，學會於年內亦籌辦了多場考察和參觀活動。當中一個具代表性的例子是廣受歡迎的深圳前海考察活動，讓會員能親身體驗並深入了解大灣區的市場環境。

為促進會員之間的聯繫，學會著重締造交流和知識分享機會。學會的「師導計劃」成功將經驗豐富的業界成員與年青從業員配對，促成富有成效的聯繫，鼓勵專業發展。

學會致力進行研究工作，包括「未來勞動力研究」及「薪酬趨勢調查」，為業界提供關鍵的市場情報，以協助持份者作出明智決定。來年，學會將繼續進行更多「快速調查」，為會員以至整個社會提供即時市場資訊。

展望未來，我特別期待為吸引和支持年青專才而制訂的方針和計劃。了解他們的需求將有助學會發揮培育新一代人力資源領袖的角色。學會已成立專責小組，聚焦探討如何釋放新晉人才的潛力，以確保為香港人力資源的未來做好準備。

最後，我謹此衷心感謝各理事會成員、各位會員和秘書處團隊的堅定支持。在香港經濟面臨挑戰之際，學會將繼續協助創造更具可持續性的勞動力市場。

Lawrence Hung 孔于人
President 會長

EXECUTIVE DIRECTOR'S MESSAGE

行政總監的話



I am delighted to share that 2024 has marked a significant period of growth and development for HKIHRM, driven by the strong support of our members and the dedicated leadership of our Executive Council. It has been a fruitful journey in my first year serving the Institute, and our team at the Secretariat Office remains committed to our mission of connecting members and

fostering a vibrant HR community.

The Secretariat is dedicated to providing full support to various committees and all members, ensuring a better experience for everyone involved. We have conducted a thorough review and in the process of expanding our training programmes, introducing new themes that address the ever-changing landscape of the HR field, especially for the new generation of professionals.

In addition to our regular training and certificate programmes, we are bringing in more global initiatives. We are also exploring collaboration with tertiary institutions in Hong Kong to jointly organise courses and activities that combine academic knowledge with industry insights, further reinforcing our commitment to bridging theory and practice.

In our efforts to enhance outreach and learning opportunities, we have provided more networking options for members. The positive response to our initiatives aimed at engaging with the Greater Bay Area reflects the growing interest among members, and we will continue to organise activities in the coming year to meet this demand for GBA-themed events.

I am also excited about the evolution of our signature HR Excellence Awards, highlighting the diverse functions of human resource management while recognising the outstanding contributions of HR professionals. The 2024/25 Awards achieved a record number of entries from corporations, NGOs, and SMEs, with nearly 200 awards presented. This year, we introduced the HR Team category and the Excellent Employer of the Year awards, celebrating organisations that are committed to employee participation and innovative talent management.

Additionally, our Annual Conference and Exhibition has played a vital role in facilitating valuable discussions on AI, compassionate leadership, and sustainable talent development.

我很高興與大家分享，有賴廣大會員的鼎力支持和學會理事會的悉心領導，學會於2024年取得了多項佳績和重要發展。在為學會服務的首年，我和秘書處團隊獲得了許多支持與得著，致力聯繫會員，務求培育茁壯的人力資源社群。

秘書處致力為各個委員會及全體會員提供全方位支援，以確保每名參與者得享更好的體驗。經全面檢視後，我們現正着手擴展各個培訓項目，引入多個嶄新主題，以滿足人力資源界別日新月異的需求，並特別照顧新一代人力資源專才的需要。

除了恆常的培訓和證書課程外，我們亦積極引入國際培訓項目。我們探討與本地專上學院合辦課程和活動，把學術知識和業界實務集於一身，彰顯學會鼓勵學以致用的方針。

我們致力為會員締造外展和學習機會，亦為他們提供不同種類的聯誼項目。我們與大灣區同業促進關係的活動備受歡迎，顯示會員對這方面興趣甚殷。來年我們將繼續舉辦以大灣區為主題的活動，以滿足這方面的需求。

令我倍感振奮的，是備受業界矚目的「卓越人力資源獎」規模持續發展。「卓越人力資源獎」既展示人力資源管理的多元職能，也表彰人力資源專才的傑出貢獻。競逐2024/25年度獎項的企業、非牟利組織及中小企數目打破了歷屆紀錄，頒發的獎項數目接近200項。本年度，我們增設了「卓越人力資源團隊」項目及「卓越年度僱主」獎項，以嘉許致力推動僱員參與和創新人才管理的機構。

此外，學會的「周年會議暨展覽會」提供了上佳平台，讓業界就人工智能、具同理心的領導方式及可持續人才發展等議題進行深入和具建設性的討論。

The quarterly HR Journal has been a popular publication within the profession, sharing expert knowledge, market insights, and inspiring stories from the HR community. As HR professionals embrace the challenges of the AI revolution, we will be offering more feature stories and information on this important topic to support our members in navigating these changes.

My heartfelt thanks to all members for your ongoing support and active participation in our initiatives. This Annual Report outlines what we have achieved together in 2024, and I hope you enjoy reading it and reflecting on some of your great moments of growth and engagement. We welcome your comments and ideas, and together, I look forward to what we can achieve in the coming year.

廣受業界歡迎的學會季度會刊《人才薈萃》內容豐富，為讀者帶來不少專業知識、市場洞見和具啟發性的故事。為配合人力資源專才迎接和擁抱人工智能革命所帶來的挑戰，《人才薈萃》將刊載更多圍繞這個重要課題的專題文章和資訊，務求協助會員進入和適應人工智能世界。

謹此衷心感謝大家一直以來對學會各項活動的支持和積極參與。本年報概述了我們於2024年合力創出的成就，我誠盼各位細閱各個章節，一起重溫去年重要及難忘的成長時刻。我們歡迎各位賜予高見和構思，並熱切期待來年與大家攜手再創佳績。



Marian Lam 林美欣
Executive Director 行政總監

HIGHLIGHTS OF THE YEAR

年度回顧



New Initiatives 新計劃

- Member tours to the Greater Bay Area
- Signed Memorandum of Understanding with PolyU CPCE to jointly develop Human Resource Management courses, offered through PolyU SPEED
- 會員考察活動拓展至大灣區
- 與香港理工大學專業及持續教育學院簽署合作備忘錄，共同推出由理大專業進修學院授課的人力資源管理課程



Major Achievements 主要成就

- Record high entries for HR Excellence Awards
- Record high attendance for Annual Conference and Exhibition
- 「卓越人力資源獎」報名數目創歷屆新高
- 「周年會議暨展覽會」參加人數創歷屆新高



>30 networking and members events

>30 項會員及聯誼活動



>80 training programmes with
~1,800 participants

舉辦**>80**項培訓活動吸引
~1,800參加者



~600 training contact hours provided
to HR professionals

為人力資源從業員提供**~600**小時培訓



~580 students participated in
student events

~580位學生參與學生活動



>140 mentors and mentees matched
in the Mentorship Programme

>140名導師和學員參與「師導計劃」



13 surveys & quick polls conducted

共進行**13**次調查



15 government engagement activities

15項政府聯繫活動



6 written submissions presented to
the Government

6份書面建議提交予政府



Media Coverage 媒體報道

- **>60** media interviews 媒體訪問
- **~40** reporting on the Training and Development Needs Survey 有關「僱員培訓及發展需求調查」的報道
- **~60** reporting on the Future Workforce Study 2024 有關「未來勞動力研究2024」的報道
- **~110** reporting on the Hong Kong and GBA Pay Trend Surveys 有關「香港及大灣區薪酬趨勢調查」的報道

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

- 2024** Annual Conference Advisory Board
周年會議顧問團
- 2024/25** 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
- 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, Administration & 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。

2024/25 EXECUTIVE COUNCIL (APPOINTMENT AS AT 31 MARCH 2025)

理事會(截至2025年3月31日)



Lawrence Hung
President

孔于人
會長



David Li
Council Member
Retired

李志明
理事會成員
退休



Ian Choy
Vice President
Executive Director —
People and Culture,
Corporate Communications and
Administration
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、企業傳訊及
行政



Kris Lui
Council Member
Vice President
Human Resources
Asia Pacific Region and
Global Supply Chain
Dr. Martens

呂詠妍
理事會成員
Dr. Martens
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
家麟顧問公司
首席顧問



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
Employment Lawyer

譚卓詠
理事會成員
僱傭事務律師



Fanny Chan*
Council Member
Chief Human Resources Officer
CTF Life

陳穆娜*
理事會成員
周大福人壽保險
有限公司
首席人力資源總監



Chester Tsang
Council Member
Executive Director
People, Culture and
Organisation Development
Sloane Global
Training Group

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Note: The titles of the Executive Council members are the ones they currently hold as of the publication of this report.
註：理事會成員的職務是截至本報告發佈時他們目前所持有的職務。

in alphabetical order of surnames 依姓氏的英文字母順序排列

* Newly Appointed Member * 新委任成員

CELEBRATING OUR ROLE AT THE GLOBAL TALENT SUMMIT • HONG KONG 突顯學會角色的「香港•全球人才高峰會」

The Institute proudly took centre stage as a Strategic Partner in the inaugural Global Talent Summit • Hong Kong organised by the Hong Kong Talent Engage under the Labour and Welfare Bureau on 7-8 May 2024. This prestigious event marked a significant milestone in our development and provided a vital platform for engaging discussions on key HR issues and trends that are shaping the future of the workforce.

由勞工及福利局轄下的香港人才服務辦公室舉辦的首屆「香港•全球人才高峰會」於2024年5月7及8日舉行，學會很榮幸在峰會上擔任策略夥伴的角色。是次盛事是本地人力資源業界發展的里程碑，為與會各方提供了重要平台，以探討主要的人力資源議題和趨勢，攜手塑造勞動市場的未來。



On 7-8 May 2024, President Lawrence Hung, alongside Vice Presidents Ian Choy and Andy Luk, joined other Executive Council members in supporting the “Global Talent Summit • Hong Kong”, demonstrating the Institute’s commitment to fostering global talent strategies and industry collaboration.

2024年5月7-8日，學會會長孔于人、副會長蔡靖民、副會長陸國坤，以及學會其他理事會成員，共同支持「香港•全球人才高峰會」活動，充分展現學會致力於推動全球人才策略及促進業界合作的承諾。

President Lawrence Hung captivated attendees with his presentation, “Building the Future: The New Era of Workforce”, sharing invaluable insights into emerging trends in talent management. His vision emphasised the evolving landscape of HR, showcasing our commitment to innovation and excellence.

At the vibrant CareerConnect Expo, our booth was a hub of activity, where we actively engaged with participants, promoting our mission and programmes. This dynamic interaction opened doors for networking with industry leaders and sparked meaningful discussions on global talent trends.

峰會上，學會會長孔于人發表題為「智創未來：職場新時代」的演說，就人才管理的新興趨勢分享真知灼見，並強調我們在不斷演變的人力資源環境下銳意創新、精益求精。

於「機遇匯人才博覽展」期間，學會設立的展位吸引了眾多來賓參觀，學會代表亦積極與嘉賓交流，推廣學會的使命及特色項目。博覽展為學會提供了與行業領袖進行互動的良機，亦有助推動有關全球人才趨勢的實質討論。





During the Summit, the Institute's delegation was honoured to welcome the distinguished Ms Wang Xiaoping, Minister of Human Resources and Social Security, along with key representatives from various HR institutions and associations from the Mainland China.

峰會期間，學會代表團很榮幸可接待國家人力資源和社會保障部部長王曉萍女士，並與中國內地多個人力資源機構和協會的主要代表會面。

We were honoured to welcome distinguished guests, including Ms Wang Xiaoping, the Minister of Human Resources and Social Security, and Chris Sun, the Secretary for Labour and Welfare. During their visit, we showcased the Institute's policy advocacy and initiatives designed to position Hong Kong as an international talent hub.

學會十分榮幸接待了國家人力資源和社會保障部部長王曉萍女士以及勞工及福利局局長孫玉菡先生參觀本學會的展區。期間，學會向他們介紹各項旨在促進香港發展成國際人才樞紐的學會政策倡議和方針。



President Hung was interviewed by various media outlets, including TVB, Now TV, and RTHK, to share the Institute's perspectives and insights on Hong Kong's efforts to attract global talent during the "Global Talent Summit - Hong Kong".

學會會長孔于人於「香港・全球人才高峰會」期間接受多家媒體訪問，包括TVB無線新聞、Now TV及香港電台，分享學會對香港吸引人才來港所作努力的觀點與看法。

On the second day, the Institute's representatives inspired local university students by engaging in dialogues about future skills and career aspirations. This interaction provided valuable insights into the perspectives of the next generation of HR professionals, reinforcing our commitment to nurturing future leaders in the field.

As a Strategic Partner in this landmark event, the Institute has solidified its position as a key player in the HR landscape, and we look forward to continuing our efforts to elevate Hong Kong as a global centre for talent and innovation.

在第二日的峰會上，學會代表與多名本地大學生展開精彩對話，圍繞未來技能和職業發展等議題深入討論。是次對談令學生獲益良多，同時讓學會得知新一代人才資源專才對各項議題的想法，進一步加強學會培育未來業界領袖的決心。

透過以策略夥伴身份參與是次盛事，學會在人力資源界的主要地位得以鞏固。學會定將繼續致力推動香港成為國際人才樞紐及創新中心。



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680+

participants
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Chris Sun, Secretary for Labour and Welfare; President Lawrence Hung; and Vice Presidents Ian Choy, Theresa Lui and Andy Luk officiated the opening ceremony of the Annual Conference.

勞工及福利局局長孫玉菡、學會會長孔于人，以及學會副會長蔡靖民、呂燕明及陸國坤共同為周年會議主持啟動禮。

TRANSFORMATIVE HR: STRATEGIC PIONEER FOR FUTURE WORKFORCE

The 2024 Annual Conference & Exhibition held on 10 September 2024 highlighted another successful year of the HR profession and provided key insights on the most compelling talent challenges. Under the theme “Transformative HR: Strategic Pioneer for Future Workforce”, the Annual Conference explored HR’s crucial role in shaping the future workforce and driving business success. A masterclass workshop, concurrent sessions and an exhibition took place simultaneously, with 40 exhibitors showcasing their latest HR products and services.

人力資源變革：未來勞動力 之戰略先行者

「周年會議暨展覽會」是人力資源界的盛事，為多項備受關注的人才議題提供了前瞻性的真知灼見。於2024年9月10日舉行的會議以「人力資源變革：未來勞動力之戰略先行者」為主題，探索人力資源界在塑造未來勞動力及推動營商致勝中所扮演的重要角色。是次活動內容豐富，同時進行大師班、研討會及展覽，超過40個參展商即場向與會者展示最新的人力資源產品及服務。

Chris Sun, Secretary for Labour and Welfare, delivered the opening address as Guest of Honour.

勞工及福利局局長孫玉菡以主禮嘉賓身份致開幕詞。



President Hung spoke on fostering meaningful dialogue among HR professionals and collaborating with the Government to address challenges in human capital development.

孔會長於開幕辭上提到，學會致力促進人力資源專業之間的對話、與政府攜手應對人力資本發展的挑戰。



At the Annual Conference, experienced HR professionals, established business leaders, and distinguished academics discussed the challenges and solutions related to shaping the future workforce. They emphasised the strategic use of AI, the importance of compassionate leadership, and the necessity of talent development. They also delved into how to leverage diverse experiences and integrate sustainability into talent management with a view to enhancing organisational success.

會上，多位資深的人力資源專家、商界領袖和卓越學者聚首一堂，探討影響未來勞動力的挑戰和解決方法。他們強調人工智能的策略性應用、富同理心的領導能力以及人才發展的重要性。他們亦討論如何善用多元經驗並把可持續元素融入人才管理，以提升企業的績效。



Our guru speaker, Erik van Vulpen, Director of the Academy to Innovate HR (AIHR), kicked off the one-day discussion on emerging trends influencing the future of work and affecting HR leadership.

Academy to Innovate HR (AIHR) 董事 Erik van Vulpen 為當日的討論環節揭開序幕。他向與會者介紹影響着未來工作模式和人力資源領導的新興趨勢。

Kenneth She from Hong Kong Broadband Network shared his views on how AI and contemporary digital channels could transform workforce productivity and efficiency.

香港寬頻的余雋知分享人工智能和當代數碼頻道如何改變勞動人口的生產力及效率。





Detailed findings of the Institute's "Future Workforce Study", assessing the evolving manpower requirements in Hong Kong, were presented by Peter Leung, Honorary Treasurer of the Institute, and Bill Lee, Managing Director, Hong Kong, Jobsdb by SEEK.

學會榮譽司庫梁嘉聰和Jobsdb by SEEK香港區總經理李政勳講解學會「未來勞動力研究」的詳細調研結果。該項研究旨在評估不斷演變的本地人力需求。

Panel discussion speakers Ricky Chu, Sonal Chugani from Cathay Pacific Airways, Krishna Savani from The Hong Kong Polytechnic University and Wallace Wang from Reinsurance Group America shared their perspectives on fostering a multigenerational workforce.

專題討論講者包括朱敏健、國泰航空的Sonal Chugani、香港理工大學的Krishna Savani和美國再保險集團的王筱平，分享他們對塑造跨世代勞動力的看法。



Patrick Ho from Swire Properties discussed the integration of ESG into business strategies and its significant influence on sustainable development.

太古地產的何浩賢講解如何將環境、社會及管治(ESG)與營運策略融合以及ESG對可持續發展的重要影響。



CEO keynote speaker Jeanette Mao from HK Express Airways shared insights on reshaping people as a strategic pioneer to drive business growth.

香港快運航空行政總裁毛潔瓊發表CEO主題演說，分享如何將員工重塑成為能驅動業務發展的策略創新者。



Ben Wong from Google Greater China elaborated on how to strengthen employer branding from a marketer's viewpoint.

谷歌大中華區的黃介中從市場推廣者的角度出發，闡釋如何加強僱主形象。

Dr Bonnie Hayden Cheng from HKU Business School provided practical strategies for adopting kind leadership to promote inclusivity and enhance business success.

香港大學商學院的陳浩然博士提供實用策略以採納仁慈領導風格，藉以促進共融和提升業績。



A masterclass workshop and five informative concurrent sessions, delivered by industry experts, were held in parallel with the main conference. They covered a diverse range of topics including workforce potential, AI in HR, talent management innovation, future HR strategies, and sustainable talent development.

與主會議同步進行的包括由業內專家主講的大師班和五場研討會，其內容廣泛，涵蓋釋放勞動力潛能、人工智能應用於人力資源管理、創新人才管理、未來人力資源策略和可持續的人才發展等課題。

Yueting Song from Tongdao Liepin Group highlighted the benefits of AI tools for individuals, organisations and the society as a whole.

同道獵聘集團的宋月婷強調人工智能工具對個人、企業以至整個社會有何益處。



The Annual Conference concluded with an inspirational talk by stand-up comedian Vivek Mahbubani, who shared his personal stories and demonstrated how the right mindset can transform one's life into anything one desires.

周年會議以棟篤笑藝人 Vivek Mahbubani 發人深省的故事作結。他分享自己的故事，以展示正確的心態如何讓我們隨心所欲地改變自己的人生。

2024 ANNUAL CONFERENCE & EXHIBITION 周年會議暨展覽會

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2024/25 HR EXCELLENCE AWARDS

年度卓越人力資源獎



~200

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

學會頒發約200個獎項，包括企業、人力資源服務機構、非牟利組織、中小企、大灣區、人力資源團隊及個人類別獎項

Since its establishment in 2012, the Institute has proudly organised the HR Excellence Awards (“Awards”). Widely recognised as “The Oscars of the HR Profession”, the Awards represent the pinnacle of professionalism and excellence, honouring organisations and individuals who achieve remarkable business success through innovative HR practices and outstanding people strategies.

The 2024/25 Awards marked an exciting milestone, with a record-breaking number of entries and participating organisations, including corporations, NGOs and SMEs. Nearly 200 awards were presented, allowing organisations of all scales and sectors to take part. In addition to the existing award categories of Organisational, HR Service Provider, NGO, SME, GBA, and Individual, a new category was introduced this year: the HR Team category, which aims to recognise the vital contributions of HR management teams within enterprises and organisations.

The 2024/25 Awards Presentation Ceremony cum Gala Dinner was staged on 28 February 2025 at the Ocean Park Marriott Hotel. This event celebrated the accomplishments of organisations and individuals who created a direct impact on business performance through exceptional people strategies and practices, setting new standards for the industry and enabling it to scale new heights.

EXCELLENT EMPLOYER OF THE YEAR AWARD

The Excellent Employer of the Year award was introduced this year to recognise organisations that demonstrated exceptional commitment to their workforce by formulating and implementing impactful initiatives to drive growth and enhance employee engagement. Winning organisations must excel in multiple major awards, showcasing comprehensive excellence in talent management, employee well-being and innovation. This award not only acknowledges their efforts but also encourages continuous improvement in HR management standards, inspiring more organisations to invest in best practices and fostering a culture of learning and innovation among HR practitioners. Four organisations received this accolade this year.

To drive innovation and elevate standards in key areas, the Institute also introduced the Executive Development Programme Provider Award and the Outstanding HR Team Award this year, underscoring its commitment to promote and encourage excellence across various areas of the HR profession.

學會自2012年起主辦令業界引以為傲的「卓越人力資源獎」。這獎項代表着業界專業水平和卓越精神的成就，表揚一眾透過創新及優秀的人力管理措施和策略達致傑出表現的企業和從業員，被譽為「人力資源管理界的奧斯卡」。

2024/25年度的「卓越人力資源獎」接獲破紀錄的參獎機構(包括公司企業、非牟利組織及中小企)數目，標誌着令人振奮的里程碑。學會頒發了接近200個獎項，讓不同規模的機構和行業參與。除了常設的企業、人力資源服務機構、非牟利組織、中小企、大灣區及個人類別獎項外，本屆學會增設了「人力資源團隊」項目類別，以表揚企業和機構內部人力資源管理團隊的寶貴貢獻。

本年度「卓越人力資源獎」頒獎典禮於2025年2月28日假香港海洋公園萬豪酒店隆重舉行，嘉許憑藉出色的人才策略和措施而取得卓越業績、為業界創立新標準及協助業界再創新高的機構和從業員。

卓越年度僱主獎

年內其中一個新設獎項是「卓越年度僱主獎」，其旨在表彰致力投放資源於員工的機構。這些機構均藉着制訂和推行具影響力的措施而推動機構成長和加強員工參與。獲獎機構在多個或主要獎項界別中突圍而出，並在人才管理、推動員工福祉及創新等範疇表現優秀。這獎項除了肯定這些機構的努力外，還鼓勵持續提升人力資源水平、啟發更多機構投資於人力資源措施，以及在人力資源從業員之間培養不斷學習和創新的文化。本屆共有四個機構獲獎。

為了在重要界別推動創新和提高標準，學會亦設立「管理人員發展課程服務機構獎」及「卓越人力資源團隊獎」，充分體現學會在人力資源專業的不同範疇促進並鼓勵卓越水平的承諾。



The 2024/25 HKIHRM HR Excellence Awards Presentation Ceremony gathered over 500 HR leaders from about 80 corporations. 2024/25年度「卓越人力資源獎」頒獎典禮匯聚了約80間企業及多於500名業界領袖參加。

GRAND AWARD OF THE YEAR

The highest recognition, the Grand Award of the Year, was presented to the MTR Corporation for its excellence across multiple areas. MTR was honoured with a total of 12 awards this year, achieving notable success in talent management, diversity and inclusion, and learning and development. By leveraging data analytics and gaining a comprehensive understanding of their workforce, MTR transformed its vision into actionable HR initiatives that engaged all employees.

年度大獎

港鐵公司憑藉在多個範疇的卓越表現，榮獲本屆的「年度大獎」。港鐵本年奪得合共12個獎項，尤其在人才管理、多元共融和學習與發展方面取得彪炳成績。港鐵透過數據分析以全面了解員工，成功把企業願景轉化成讓所有員工參與的實質人力資源措施。



The Grand Award of the Year, the highest recognition, was presented to the MTR Corporation. 港鐵公司榮獲最高殊榮「年度大獎」。



The prestigious Excellent HR Leader Award was bestowed upon Margaret Cheng.
深受業界尊敬的領袖鄭惠貞獲頒「卓越人力資源領袖獎」。

EXCELLENT HR LEADER AWARD

Margaret Cheng, recipient of the Excellent HR Leader Award 2024, is a highly respected industry leader. She has consistently dedicated herself to promoting exemplary HR management, emphasising a people-centred management philosophy while guiding the organisations she served through various challenges. In addition to her contributions to the HR field, Margaret Cheng holds multiple public office positions in the HKSAR Government, further enhancing her impact on the Institute, the HR profession and the Hong Kong society as a whole.

卓越人力資源領袖獎

本屆的「卓越人力資源領袖獎」由鄭惠貞女士獲得。鄭女士是一名深受業界尊重的翹楚，長期致力推動卓越的人力資源管理，並且懷着以人為本的管理理念帶領她所服務的機構渡過各項挑戰。鄭女士除了對人力資源界的貢獻外，亦擔任香港政府的多個公職，加強了她對人力資源專業以至香港社會的影響力。



Opening Remarks delivered by Guest of Honour Chris Sun, Secretary for Labour and Welfare.

勞工及福利局局長孫玉菡擔任頒獎典禮的主禮嘉賓。



Welcome Address delivered by President Hung.

學會會長孔于人致歡迎辭。

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HR EXCELLENCE AWARDS 2024/25 WINNERS

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Compensation and benefits are essential for improving employees' mental well-being and ensuring the ongoing engagement and retention of top talent. The 2024 Pay Trend & Benefits Seminar took place on 17 October 2024, featuring distinguished speakers from various sectors who shared valuable insights into the HR profession.

The key findings of the 2024 Pay Trend Survey results in Hong Kong and the GBA were announced. At the seminar, esteemed speakers provided expert insights into the 2025 macroeconomic outlook, strategies for navigating the 418 Rule Amendment and eMPF onboarding, and strategies for attracting and retaining overseas and local talent. The Seminar also explored employer strategies to enhance retirement readiness and innovative employee wellness initiatives.

薪酬及福利對提升員工心理健康及挽留人才起着關鍵作用。2024年度「薪酬趨勢及福利研討會」於2024年10月17日舉行，來自各個界別的專家講者應邀出席，就人力資源專業分享寶貴見解。

研討會上學會公布2024年香港及大灣區薪酬趨勢調查的重點結果。專家講者就2025年宏觀經濟展望、「418」條例修訂、積金易平台轉移以及吸引和挽留海外與本地人才的策略等議題，分享真知灼見。



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 into the 2024 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兼數據服務與對標事業部總經理常江分享對2024年香港及大灣區薪酬趨勢調查的見解。

HKIHRM 2024 Topical Study

418 Rule Amendment & eMPF Onboarding



Ian Choy
Vice President, HKIHRM

Vice President Ian Choy shared key findings from the topical study on the 418 Rule Amendment and eMPF Onboarding.

副會長蔡靖民闡述了迎接「418條例修訂與eMPF平台轉移」專題研究的關鍵成果。

Panel discussion speakers shared how to successfully attract and retain top talent in the highly competitive global talent market.

專題討論講者分享如何在全球競爭激烈的人才市場中成功吸引及聚留優秀人才。



MEDIA BRIEFING

The Institute, in collaboration with CIIC, organised a media briefing on 10 October 2024 to unveil the key findings of the 2024 Pay Trend Surveys for Hong Kong and the nine Mainland cities within the GBA. The media briefing attracted significant attention, receiving extensive coverage on numerous media channels. Over 100 news reports were published highlighting the key takeaways from the event, further amplifying the reach and impact of the survey findings.

傳媒簡報會

學會與中智公司攜手於2024年10月10日舉行傳媒簡報會，發表2024年香港及九個大灣區城市的薪酬趨勢調查結果摘要。簡報會廣受社會各大媒體關注，相關新聞報道超過100篇，進一步擴大調查結果的影響力和覆蓋範圍。



President Hung and Catherine Que, Consulting Director of the Data Services & Benchmarking Group at 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.

孔會長聯同中智管理諮詢有限公司港澳區數據服務與對標事業部諮詢總監關燕君就來年的薪酬趨勢預測發表寶貴意見。調查結果提供重要資訊，有助僱主制訂有效的人才招聘及挽留策略。

SPONSORS 贊助商

The Institute expresses its sincere gratitude to the sponsors for their generous support.
學會衷心感謝多位贊助商的慷慨支持。

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滙豐保險
HSBC Life



勞工處
Labour Department



前海



POLICY ADVOCACY AND MEDIA RELATIONS

政策倡議與聯繫

The Institute remained steadfast in advocating members' professional insights and recommendations on employment-related and human capital development policies and issues, as well as legislative changes pertaining to HR management and practices. By strategically leveraging diverse communication platforms and engagement channels, such as policy papers, submissions, media activities and professional events, the Institute ensured members' opinions are valued and recognised by policy makers, government institutions and relevant stakeholders.

To amplify the Institute's advocacy mandate, members of the Executive Council actively serve as representatives on various committees and advisory bodies of government departments and authorities. Drawing on their specific HR expertise and experience, these representatives actively delivered sensible analysis and actionable recommendations to ensure that workforce considerations remained central to policy formulation. For a comprehensive list of the Institute's representatives on external bodies and committees, please refer to Appendix 3.

ADVOCATING FOR THE HR PROFESSION

Taking heed of members' concerns on various topical issues, the Institute proffered an array of approaches to meet the pressing manpower challenges through submissions.

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，以及有關人力資源管理及實務的法例修訂。學會策略性地利用多個溝通渠道推進倡導工作，包括政策文件、意見書、媒體簡報會和專業活動，以確保會員的意見得到政策制定者、政府機構和相關持份者的重視和考慮。

為加強學會的倡議使命，理事會成員積極參與政府部門和機構的委員會和諮詢組織。他們憑藉自身的人力資源專業知識和經驗，積極進行分析和提出可行建議，確保人力資源成為當局制訂政策時的核心考慮因素。學會在各個外間機構和委員會的代表名單，詳列於本年報附錄三。

為業界發聲

因應會員對各項議題的關注，學會就多個事項向政府提交意見書，以應對人力資源方面的挑戰。

SUBMISSION ON THE 2024-2025 BUDGET CONSULTATION

有關2024-2025年度財政預算案諮詢的意見書



- Facilitate the mortgage application process for overseas talent
- Leverage the "One-hour Living Circle" to attract global talent
- Expand channels for attracting vocational and technical professionals
- Youth development initiatives — compulsory and structured internship
- Promote lifelong learning — enhancing the current CEF scheme
- Extend family-friendly policies — statutory maternity leave and paternity leave
- 促進海外人才申請按揭程序
- 善用「一小時生活圈」以吸引全球人才
- 新設渠道以吸引職業和技術專才
- 青年發展方針 — 有系統的強制實習計劃
- 推廣終身學習 — 優化現行的「持續進修基金」計劃
- 擴展家庭友善政策 — 法定產假和侍產假

SUBMISSION ON THE 2024 POLICY ADDRESS PUBLIC CONSULTATION

有關2024年施政報告公眾諮詢的意見書



- Improve talent policies and address acute labour shortage
 - Strengthen Hong Kong's attractiveness to talent
 - Expand the scope of mutual recognition of qualifications
 - Empower local youth, women and young retirees
 - Promote lifelong learning
 - Embrace "Silver Economy"
 - Enhance collaboration with the government in labour and talent areas
-
- 改善人才政策和應對勞工嚴重短缺問題
 - 加強香港對人才的吸引力
 - 擴大資格互認的範疇
 - 支持本地青年、女性和年青退休人士就業
 - 鼓勵終身學習
 - 推動「銀髮經濟」
 - 在勞工和人才領域，加強與政府協作

VIEWS ON FUTURE DEVELOPMENT DIRECTION OF EMPLOYEES RETRAINING BOARD

對僱員再培訓局未來發展方向的建議

- Implement targeted training programmes to nurture local talent
- Expand ERB programme offerings to university graduates
- Change industry perceptions to attract talent
- 落實具針對性的培訓計劃，以培育本地人才
- 推展僱員再培訓局的課程至大學畢業生
- 改變業界對吸引人才的想法

REVIEW OF TALENT LIST 2024

檢視人才清單2024

- Gather members' and stakeholders' suggestions in the Talent List
- Address ongoing talent shortage across various sectors
- Bridge gaps in professional and technical expertise
- 收集會員和持份者就「人才清單」的意見
- 應對各個界別人才持續短缺的情況
- 填補專業和技術專才缺口

PROPOSED ADMISSION OF TECHNICAL PROFESSIONALS

提議引入指定技術工種專才

- Engage members and stakeholders in proposing professions for inclusion in the Proposed Admission of Technical Professionals
- Underline the critical shortage of technical talent across various industries as identified in the 2023 Manpower Projection Report
- 廣邀會員與持份者提案適合列入「指定技術工種專才」的職業類別
- 強調「2023年人力推算報告」所指出的各行業技術人才嚴重短缺的現況

PUBLICITY AND MEDIA COVERAGE

公共宣傳和傳媒報道



200+

Media Coverage
媒體報導



60

Media Interviews
媒體採訪

To foster effective communication with members and stakeholders, the Institute organised a series of press briefings to unveil latest updates, including findings from topical studies and pulse surveys. The Institute strategically disseminated key and timely information, such as survey findings, to benefit the HR profession while enriching public awareness.

為保持與會員和持份者的有效溝通，學會於年內舉行一系列傳媒簡報會，發表專題研究和脈動調查的結果，同時透過大眾媒體適時發放重要的資訊，令人力資源從業員和社會各界受惠。



President Lawrence Hung shared the Institute's insights and initiatives during an interview with Now TV.
會長孔于人在接受Now TV專訪時分享了學會的見解與倡議。

President Lawrence Hung appeared in an interview with Radio Television Hong Kong.
會長孔于人接受香港電台的專訪。

HIRING CHALLENGES EASE

Henry Siu
Only 18 percent of companies reported finding it "extremely difficult" to fill vacancies this year – the lowest figure since the Hong Kong Institute of Human Resource Management began its survey four years ago.
The Institute's latest survey, conducted online from April to June this year, included responses from 300 companies across 20 different sectors.
Results indicated that 27 percent of small enterprises considered filling vacancies "not too difficult", and 67 percent reported finding "no difficulties" at all.
In contrast, medium-sized enterprises faced more challenges, with 29 percent of respondents saying it was "extremely difficult" to fill positions and 41 percent finding it "quite difficult".
When examining specific industries, around 47 percent of employees in the deep-tech and emerging sectors found it "extremely difficult" to recruit, while 54 percent reported it as "quite difficult".
The roles of senior, senior and middle management were identified as the hardest to fill within the sector.
However, senior management positions for property management and real estate development sector described recruitment as "extremely difficult", but 43 percent found it "quite difficult".
According to Lawrence Hung, President of the Institute, the research also saw Hong Kong and the expansion of the

63%企業明年擬加薪 平均加3.6%
逾3成未定會否調整 3%料凍薪

根據調查顯示，今年有63%企業表示明年會加薪，平均加薪3.6%。
逾三成企業尚未決定是否調整薪酬，而3%的企業則計劃凍薪。
調查發現，在加薪幅度方面，有41%的企業計劃加薪幅度在3%至5%之間，而29%的企業則計劃加薪幅度在5%以上。
在凍薪方面，有3%的企業計劃凍薪，而29%的企業則計劃凍薪。
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港僱員平均加薪3.2% 擬增聘企業僅得2成

調查：資方仍審慎樂觀 裁員或選擇外判
根據調查顯示，今年有63%企業表示明年會加薪，平均加薪3.6%。
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MEMBER SERVICES

會員服務



In December 2024, about 40 members participated in the “Exploring Qianhai” tour organised by the Institute.

2024年12月，約40名會員參加由學會舉辦的「走進前海」交流考察團。

As a leading HR professional body in Hong Kong, the Institute is dedicated to disseminating knowledge and elevating the standards of HR professionalism.

To strengthen connections among members, the Institute stepped up efforts in 2024 to host a wide range of member events. These events offered valuable opportunities for networking, professional growth and knowledge exchange, while fostering a sense of belonging among members.

作為本港領先的人力資源專業團體，學會一直致力促進傳遞相關知識和提升香港人力資源專業水平。

為加強會員之間的聯繫，學會於2024年舉辦多項會員活動，為會員提供寶貴的聯誼、專業發展和交流機會，有助加強會員的歸屬感。

MEMBERSHIP PROFILE

(as of 31 December 2024)

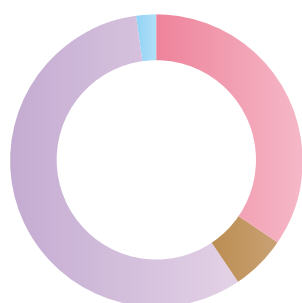
The Institute maintained a robust membership of close to 5,000 members in 2024. Among them, around 500 were corporate members. We encourage existing members to refer their colleagues and friends to join us under the latest Member-Get-Member referral scheme.

會員資料

(截至2024年12月31日)

學會會員人數眾多，2024年有接近5,000名會員，包括約500名公司會員。學會鼓勵會員參加「推薦會員獎賞計劃」，推薦同事和朋友加入學會。

By Position 職位級別



35% Top Management
高層管理人員

6% First Level Management
初級管理人員

58% Senior / Middle Management
資深／中層管理人員

2% Others
其他

By Industry 按行業分類



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

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

10% Construction / Real Estate
建築／房地產業

14% HR / Professional Consultancy Services
人力資源／專業諮詢服務業

8% Manufacturing
製造業

5% Accommodation and Food Service Activities
住宿及膳食服務活動

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

9% Information and Communications
資訊及通訊

5% Education
教育

7% Health and Social Work Activities
保健及社會工作活動

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

7% Others
其他

MEMBER EVENTS

Throughout the year, the Institute organised over 30 membership events, including webinars, seminars, visiting tours, networking sessions, and student career talks. These initiatives aimed to help members grasp emerging trends and opportunities in the HR profession, expand professional connections, and support the growth and development of the new generation of HR talent.

LUNCH AND LEARN SERIES

The Institute organised the “Lunch and Learn Series” webinars, covering a broad spectrum of topics including policy analysis, talent management, employee engagement, and market trends. Through these diversified online learning opportunities, the Institute aims to support members in continuously enhancing their professional expertise and staying attuned to industry dynamics.

會員活動

學會於年內舉辦約30項會員活動，包括網上和實體研討會、組團訪問、聯誼活動及學生職涯講座。這些項目旨在協助會員掌握人力資源專業的最新趨勢和機遇、擴展專業網絡以及支持新一代人力資源專才的成長和發展。

網絡研討會

學會舉辦「Lunch and Learn Series」網絡研討會，涵蓋的主題廣泛，包括政策分析、人才管理、員工參與及市場趨勢。這些研討會旨在提供多元化的網上學習機會，鼓勵會員持續提高專業水平和緊貼行業動態。



President Lawrence Hung and Dr Rocky Tung, Director & Head of Policy Research of Financial Services Development Council presented valuable insights into the Economic Outlook 2024 in our popular Lunch and Learn Series on 14 March 2024.

孔會長及香港金融發展局總監及主管(政策研究)董一岳博士於2024年3月14日的網絡研討會中分享了2024年度經濟展望。

In 2024, the Institute conducted seminars on prominent topics such as the annual economic outlook and the Top Talent Pass Scheme. These seminars were closely aligned with current affairs, providing members with cutting-edge market intelligence to support their analysis of future trends and enable well-informed decision-making.

2024年，學會就多個備受注目的課題舉辦研討會，例如年度經濟展望及「高端人才通行證計劃」。這些研討會貼近時事，為會員提供最新市場資訊，協助他們分析未來走勢和作出明智決策。

GUEST SPEAKERS FOR 2024 “行業多面睇” WEBINARS

2024年「行業多面睇」網絡研討會講者

Insurance 保險行業



Isabel Lam
林美瑤

Chief People and Corporate
Management Officer,
AXA Hong Kong and Macau
AXA安盛
首席人事及企業管理總監



Charles Tang
鄧光浩

Senior Manager, Learning & Culture,
AXA Hong Kong and Macau
AXA安盛
高級企業文化及培訓經理

Information and Communications Technology 資訊科技行業



Adele Chu
朱銘恩

Co-Owner & Director,
Talent Engagement,
HKBN Group
香港寬頻集團
持股管理人及總監——人才關顧



Vincent Fung
馮志華

Co-Owner & Senior Manager,
Talent Management,
HKBN Group
香港寬頻集團
持股管理人及高級經理——人才管理

Banking and Finance 銀行及金融行業



Joey Chung
鍾美玲

Executive Director,
Human Resources,
BOC International Holdings Limited
中銀國際控股有限公司
執行董事——人力資源

Construction 建築行業



Stacy Liao
廖凡微

Head of Workforce
Planning and Resourcing –
Human Resources Department,
China State Construction
Engineering (Hong Kong) Limited
中國建築工程(香港)有限公司
人力規劃及統籌總監——人力資源部

Auction 拍賣行業



Peter Terela

Chief of Staff &
Senior HR Director, Asia,
Phillips Auction House

Aviation 航空行業



Kelvin Lo
勞景楓

General Manager, People Experience,
Hong Kong Express Airways Limited
香港快運航空
人事總經理

Note: Speakers' affiliations and titles are accurate as of the time of speech and may change subsequently.
註：以上講者職銜為發言當時之職位，其後或有變更。

Since its launch last year, the “Lunch and Learn Series — 行業多面睇” webinars has been well-received by our members. HR leaders not only provide an in-depth overview of their respective industries but also share a wealth of practical examples regarding recruitment strategies and employee engagement policies, making the series a valuable platform for HR professionals to gain actionable insights and experience.

The Hong Kong Qualifications Framework, in collaboration with the Institute, organised a webinar to provide wide-ranging information which assisted members in talent recruitment and professional growth.

「行業多面睇」網絡研討會系列自去年推出後，廣受會員歡迎。出席研討會的多位人力資源界別領袖除了深入介紹所屬行業的概況外，還分享多個有關招聘策略和員工投入政策的實例，使「行業多面睇」成為寶貴平台，讓人力資源專才聽取實用的見解和實踐經驗。

學會與香港資歷架構合辦網絡研討會，提供廣泛的資訊，協助會員在羅致人才和個人事業發展方面取得進展。

MEMBER TOURS AND VISITS

The Institute organised visits and study tours which provided participants with valuable on-site experiences. These opportunities allowed members to engage in direct observations, enhance understanding of market conditions. Participants not only gained insights into current trends but also enhanced their professional expertise throughout the process. This hands-on approach contributes significantly to their growth and development within the HR field.

ICAC SEMINAR & HEADQUARTERS VISIT

The Institute co-organised a seminar with the ICAC Hong Kong Business Ethics Development Centre which specifically addressed common corruption risks faced by HR professionals, in order to enhance anti-corruption awareness within the industry and the business community. The seminar was followed by a tour to the ICAC Exhibition Hall.

會員參觀及考察團

學會舉辦多項參觀和考察活動，為參加者提供寶貴的實地經驗。這些機會讓會員透過直接觀察，加深對市場的了解。參加者不但更深入認識現今趨勢，也可提升專業知識。這些注重實踐學習的方式有助會員在人力資源業界的成長與發展。

廉政公署研討會暨參觀總部

學會聯同廉政公署轄下的香港商業道德發展中心合辦研討會，探討人力資源從業員通常面對的貪污風險，以期加強業界和商界的反貪意識。與會者隨後參觀廉政公署展覽廳。



More than 50 members joined the Institute's visit to ICAC on 1 November 2024. The activity provided an opportunity for members to reach out and understand more about the work of ICAC and corruption prevention.

超過50名會員於2024年11月1日參訪廉政公署。這次活動令成員更了解廉政公署的工作及增進防貪意識。

REACH OUT TO THE GREATER BAY AREA — SHENZHEN QIANHAI

走進大灣區 — 深圳前海



About 40 members visited Qianhai Shenzhen-Hong Kong Youth Innovation and Entrepreneur Hub on 13 December 2024, where they got a briefing from the Hub representative about Qianhai preferential policies.

約40名會員於2024年12月13日參觀了深圳前海深港青年夢工場。中心代表向會員詳細介紹前海最新優惠政策。



Participants visited the Shenzhen Tencent headquarters where participants were briefed about the latest technology and innovation trends.

會員參觀深圳騰訊總部並由騰訊代表介紹體驗新科技。

The Institute organised a members' visit to the Qianhai Shenzhen-Hong Kong Modern Service Industry Cooperation Zone of Shenzhen as well as the Tencent headquarters in December. Members gained valuable knowledge about the preferential policies extended by Qianhai to Hong Kong businesses and residents. The visit to Tencent offered insights into the company's innovative approach to talent development and technology.

學會於12月組織會員參觀深圳前海深港現代服務業合作區和深圳騰訊總部。會員在活動中深入了解前海為香港公司和居民所提供的優惠政策及其他寶貴知識。參觀深圳騰訊總部則讓參加者掌握該企業就人才發展和科技創新所採取的前瞻策略。

CONNECTING WITH FUTURE TALENTS

In 2024, the Institute conducted over 10 career talks for seven higher institutions, attracting over 570 students.

與未來人才建立連繫

2024年，學會共為七間專上學院舉辦十多場職涯規劃講座，吸引了超過570名學生參加。



The Institute delivered a career talk for over 100 HKSYU students on 14 October 2024.

學會於2024年10月14日為超過100名香港樹仁大學學生舉行職涯規劃講座。



The Institute representatives held career talks for over 80 students in HKCityU on 30 January 2024.

學會代表於2024年1月30日在香港城市大學為80多名學生舉行職涯規劃講座。

BUILDING A STRONG BONDING

To strengthen connection with members and support the expansion of their professional connections, the Institute organised a series of networking events in 2024 to provide members with the opportunity to interact with peers and share their thoughts and expertise.

MENTORSHIP PROGRAMME



The Grand Closing and Kick-off Ceremony on 9 Aug 2024 brought together more than 70 Mentors and Mentees of the Institute's Mentorship Programme.

超過70名導師與學員於2024年8月9日的「師導計劃」閉幕及啟動禮上聚首一堂。

建立會員之間的緊密聯繫

為加強會員之間的聯繫以及支援他們擴大專業網絡，學會於2024年舉辦一系列聯誼活動，讓會員有機會與同業分享心得和經驗。

師導計劃



Since 2012, the Institute has been at the forefront of supporting young HR practitioners through its Mentorship Programme. This programme provides numerous opportunities for young HR talents to learn individually from seasoned members, while also allowing mentors to gain insights from the perspective of the new generation.

In August, a grand Closing and Kick-off Ceremony was held, bringing together students and mentors from both classes and strengthening unity within the HR community.

學會自2012年起推行「師導計劃」，積極為年青的人力資源從業員提供支援。該計劃讓他們有機會向較資深的同業學習，同時亦讓導師了解新一代的思維，互相學習。

「師導計劃」的閉幕禮和啟動禮於8月同時舉行，兩屆的導師和學員聚首一堂，體現了人力資源業界的凝聚力。

CHILLCHAT AND LEARN SERIES



The "Year-End Review — Key Employment Trends and Future of Work" Networking Event, held on 5 November 2024, attracted over 120 participants.

於2024年11月5日舉辦的「Year-End Review — Key Employment Trends and Future of Work」聯誼活動吸引超過120名參加者。



Members share the views in talent management during the 18 April 2024 networking event.

會員們在2024年4月18日的聯誼活動分享人才管理的心得。

The Institute continued to invite various HR leaders to share their valuable experiences under the "Chillchat and Learn Series". These events aimed to address the diverse needs and interests of members and to foster their professional growth.

Among these events, the "Year-End Review — Key Employment Trends and Future of Work" session was a tremendous success.

學會於年內繼續邀請多位人力資源領袖出席「Chillchat and Learn Series」活動，分享他們的寶貴經驗。這些活動旨在迎合會員各式各樣的需求和興趣以及促進專業成長。

在芸芸活動中，「Year-End Review — Key Employment Trends and Future of Work」活動極受歡迎。



LEARNING AND DEVELOPMENT 學習與發展

1,700+



Participants
學員

80+



Webinars,
Physical Seminars,
and Workshops
網上和實體
研討會及工作坊

17



Certificates
programmes
證書課程

In 2024, the IHRM Academy continued to empower the Institute's 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 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.

2024年，IHRM學院繼續提供高質素和專業的人力資源進修及發展機會，協助學會會員在人力資源事業發展中精益求精。作為人力資源實踐領域的卓越標竿，學院透過持續職業發展引導會員成長，悉心培育具備深厚專業能力的人力資源社群，使他們能夠充分應對職場日新月異的發展需求。



In partnership with the Academy to Innovate HR (AIHR), the Institute provide eLearning opportunities covering a broad spectrum of HR disciplines to HR professionals in Hong Kong. At the HKIHRM Annual Conference 2024, President Hung signed a MOU with Erik van Vulpen, AIHR Director, to strengthen our collaboration.

學會與AIHR合作，為人力資源專業人士提供涵蓋廣泛學習機會。於學會2024周年會議暨展覽會，孔會長與AIHR董事Erik van Vulpen簽署合作備忘錄深化合作。

In collaboration with the College of Professional and Continuing Education (CPCE) of the Hong Kong Polytechnic University, the Institute will develop accredited continuing education courses featuring action learning sessions led by seasoned HR practitioners. At the HKIHRM Annual Conference 2024, President Hung signed a MOU with Prof Peter Yuen, Dean of CPCE.

學會將與香港理工大學專業及持續教育學院合作，開發具認可資格的人力資源管理課程，課程內容包括由資深人力資源從業員主導的行動學習環節。於學會2024周年會議暨展覽會，孔會長與專業及持續教育學院院長阮博文教授簽署合作備忘錄。



IHRM Academy organised data visualisation and reporting training workshop to enhance HR capabilities in leveraging technology.

學會舉辦了數據可視化和報告培訓研討會，以提升人力資源在利用技術方面的能力。

CERTIFICATE PROGRAMMES

The Academy actively embraces and promotes the latest professional development trends for HR practitioners. In 2024, the Institute further strengthened partnership with renowned educational institutions such as The Chartered Institute of Management Accountants® (CIMA) to implement the “Executive Certificate in Finance for HR Professionals” programme which aims to equip HR professionals with functional knowledge.

To enhance members’ legal knowledge in the Greater Bay Area, the Institute promoted the “HR Legal Specialist Certificate Course” and “Certificate in Handling Individual Tax and Cross-Border Tax Issues in HK/Mainland China”. The Institute also enhanced innovative training programmes, including the “Professional Certificate in Strategic HR Business Partner” and the “Executive Certificate in Strategic Budget Planning for HR”. These initiatives reflect the Institute’s commitment to providing comprehensive educational opportunities aligned with the evolving needs of the HR profession.

Developed from the Body of Knowledge of the HR Professional Standards Model, the Certificate Programmes aim to enhance HR professionals’ expertise across various management functions. The courses encompass six key areas:



Business Knowledge in HR
人力資源管理業務知識



Employee Engagement
員工參與



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

證書課程

學院時刻緊貼和推廣人力資源業界的最新發展趨勢。2024年，學會進一步加強與知名教育機構的夥伴關係。例如，學會與特許管理會計師公會(CIMA)攜手推出「人力資源專才財務行政證書」課程，旨在為人力資源專業人士提供實用的財務知識，提升其專業能力。

為加強會員對大灣區的法律知識，學會推出了「人力資源法務師證書課程」及「香港與中國內地個人稅務及跨境稅務處理專業證書課程」。學會亦開辦創新培訓課程，包括「策略人力資源商業夥伴專業證書」及「人力資源策略預算規劃行政證書」課程。這些項目反映學會對提供符合人力資源專業發展需求的全方位學習機會的承諾。

各項證書課程建基於「人力資源專業標準」的知識體系，加強人力資源專才對各類管理職能的專業知識和技能。這些課程涵蓋下列六大範疇：

LOCAL PARTNERSHIPS DRIVING PROGRAMME EXCELLENCE

The Institute will partner with The College of Professional and Continuing Education (CPCE) of the Hong Kong Polytechnic University in developing continuing education courses in human resource management. The programme will be offered through one of CPCE's educational units, the School of Professional Education and Executive Development (SPEED). This collaboration aims to empower students for their careers and ensure they remain at the forefront of industry developments by providing invaluable access to cutting-edge knowledge shared by HR leaders.

GLOBAL PROGRAMMES

As the leading choice for HR professionals seeking premier training programmes, the Academy consistently demonstrates its commitment to delivering globally recognised and esteemed programmes to HR practitioners in Hong Kong. The Academy maintains a longstanding partnership with WorldatWork, offering trainings in Global Remuneration Professional (GRP®) and Certified Compensation Professional (CCP®).

In 2024, the Institute expanded its global reach by establishing strategic alliances with leading training institutions, including the Academy to Innovate HR (AIHR), The Myers-Briggs Company and the Association for Talent Development (ATD). These partnerships uphold rigorous standards across a broad spectrum of HR disciplines, significantly enhancing the professional development opportunities available to HR practitioners in Hong Kong.

The Association of International Certified Professional Accountants (AICPA) and The Chartered Institute of Management Accountants® (CIMA) have collaborated with the Institute to support HR professionals in Hong Kong by equipping them with essential business and finance knowledge through access to a range of AICPA & CIMA's online and self-study courses.

與本地大專院校協作共創卓越課程

學會與香港理工大學專業及持續教育學院將攜手推出人力資源管理領域的持續教育課程，並透過其轄下的專業進修學院提供相關課程。此合作旨在提升學員的職業競爭力，並透過人力資源領袖分享知識，確保學員走在行業發展的最前沿。

國際認證課程

作為人力資源專業人士尋求頂尖培訓課程的首選機構，學院致力為香港人力資源從業者提供全球認可且備受推崇的課程。學會與長期合作夥伴世界薪酬協會 (WorldatWork) 合辦「全球薪酬專家 (GRP®)」及「註冊薪酬專家 (CCP®)」培訓課程。

學會於年內拓展全球培訓網絡，與多間頂級培訓機構建立戰略夥伴關係，包括Academy to Innovate HR (AIHR)、The Myers-Briggs Company及人才發展協會 (ATD)。這些合作項目緊守人力資源範疇中的各項嚴謹標準，顯著增加本港人力資源專才的專業發展機會。

本學會與國際註冊專業會計師協會 (AICPA) 和特許管理會計師公會 (CIMA) 合作，為人力資源專才提供多項AICPA及CIMA網上及自修課程，讓他們學習所需的商業和金融知識。



THE HONG KONG
POLYTECHNIC UNIVERSITY
香港理工大學

COLLEGE OF PROFESSIONAL AND
CONTINUING EDUCATION
專業及持續教育學院



TOPICAL SEMINARS AND WORKSHOPS

Seminars and workshops are vital for ensuring that HR professionals keep abreast of the latest developments and trends in HR knowledge and practices. In 2024, the Academy collaborated with experts from Mainland China and Australia in organising seminars and workshops which provide crucial platforms for knowledge exchange and professional growth.

Furthermore, recognising the increasing importance of technology in the HR field, the Academy organised seminars and workshops designed to enhance member' capabilities in leveraging technology for HR practices. Areas covered include digitalisation, data analytics and artificial intelligence (AI) implementation. This enabled our members to create innovative solutions and maintain a competitive edge amidst industry advancements.

主題研討會和工作坊

研討會和工作坊對於確保人力資源專業人士緊跟最新的行業發展和趨勢至關重要。2024年，學院與來自中國內地和澳洲的專家合辦多場研討會和工作坊，為知識交流和專業成長搭建了重要的橋樑。

此外，科技在人力資源業界的重要性與日俱增，有見及此，學院舉辦研討會和工作坊，讓會員更能善用科技協助工作。工作坊涵蓋的範圍包括數碼化、數據分析和人工智能應用，讓學員能在面對行業發展時構思出創新的解決方案，保持競爭優勢。



Digitalisation
數碼化



Data Analytics
數據分析



Artificial Intelligence (AI)
Implementation
人工智能應用

CORPORATE TRAINING AND CONSULTANCY

The Academy provides customised training programmes specifically designed to address the unique developmental needs of various organisations. In addition, the Academy offers consultancy on a wide range of HR-related topics including policy development, staff engagement strategies, cross-border HR practices and tax management, with the objective of assisting organisations in enhancing their HR functions while achieving their strategic goals.

企業培訓和顧問服務

學院提供度身訂造的培訓課程，以滿足不同企業和機構的發展需求。學院亦在多個人力資源事項，包括政策制定、員工投入策略、跨境人力資源實務、稅務管理等方面提供全面的顧問服務，支持機構加強人力資源職能和實現戰略目標。



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

IHRM Academy co-organised an internationally recognised certificate programme with renowned partner, the Association for Talent Development (ATD), to uphold best practices in talent development.

學院與人才發展協會(ATD)合辦國際認可的證書課程，致力優化人才發展的最佳實踐。



PHOTO GALLERY AND MEMBER TESTIMONIALS

回顧圖輯及會員感想

We interviewed several of our members who joined the Institute at different stages of their careers to understand why they find being part of the HKIHRM family so valuable.

我們訪問了數位於不同職業階段加入學會的會員，了解學會社群如何為他們的職業生涯帶來獨特價值。

Let's take a look at their insights!

讓我們來看看他們的見解和分享！



Wendy Man

Human Resources Lead, Hong Kong,
General Mills Hong Kong

Over the past 17 years, I have had a good experience with the support the Institute provides to HR professionals. The Daily e-Newsletter keeps me informed of the latest industry trends, while various certificate courses offer me professional training and real case-sharing opportunities. Transitioning from a mentee to a mentor has allowed me to give back my knowledge to the HR community, and the Mentorship Programme has helped me build relationships and expand my network. I sincerely recommend all HR practitioners to join the Institute. Becoming a member not only provides access to the latest information and professional training but also enables systematic career development through a robust interpersonal network, laying a solid foundation for future success.

文佩欣

過去十七年，我深刻體驗到學會對人力資源專業人士提供的支持，收穫良多。「每日電子新聞簡報」讓我掌握最新行業動態，而各類證書課程則為我提供了專業培訓及真實案例分享的機會。從學員變為導師讓我能運用自己的知識回饋社群，「師導計劃」則協助我建立關係和拓展人脈網絡。我誠摯推薦所有人力資源從業員加入學會。成為會員不僅能獲得最新資訊和專業培訓，還能透過強大的人際支援網絡，系統性地發展職業生涯，為未來奠定堅實基礎。

May Chan

Mentee

2024/2025 HKIHRM Mentorship Programme

Having joined the Institute for almost 10 years, I have deeply realised the importance of this platform for expanding my network. By participating in various activities and the Mentorship Programme, I have had the privilege of meeting many experienced HR professionals and engaging in meaningful, in-depth exchanges. These experiences have not only broadened my perspective but also provided me with valuable learning opportunities. I sincerely invite all recent graduates or those with a few years of work experience to join the Institute as members, so we can learn, grow, and expand our networks hand in hand!



陳婉姿

加入學會接近十年後，我深刻體會到這個平台對於擴展人脈的重要性。透過參加各類活動和「師導計劃」，我有幸認識到許多經驗豐富的人力資源專才，並與他們進行深入交流。這些經歷不僅拓展了我的視野，更讓我獲得了寶貴的學習機會。我誠摯邀請所有剛畢業或工作數年的夥伴加入學會成為會員，和我們一起學習、一起成長，攜手拓展更廣泛的人脈！

RECAP OUR SHARED JOURNEY

重溫我們的共同旅程





Joey Lau

Mentor

2024/2025 HKIHRM Mentorship Programme

I developed an interest in the Institute during my student years, hoping to expand my network and find excellent mentors for career advice through the Institute. Following my graduation, where I advanced from a student member to a professional member, I actively participated in the Institute's activities and greatly benefited from the Mentoring Programme. This experience allowed me to transition from a mentee to a mentor, fulfilling my aspiration to pass on knowledge and experience to other students. The career development training and the latest industry information provided by the Institute have had a significant impact on my professional growth. As an HR professional, I encourage all peers join the Institute. Through its strong network and resource sharing, we can learn from each other and join hands in tackling industry challenges, broadening the possibilities for our future careers.

劉祖言

我在學生時期便對學會產生興趣，希望透過學會擴展人脈並尋找優秀的導師以獲取職業建議。畢業後，我從學生會員升級為專業會員，期間不僅積極參與學會活動，更透過「師導計劃」獲得寶貴的經驗與成長。我從學員轉變為導師，如今期望能與其他學員分享知識和經驗。學會提供的職業發展培訓和最新行業資訊，對我的職業發展有著重要影響。作為人力資源從業員，我鼓勵所有同業加入學會，透過強大的人際網絡和資源共享，互相學習，共同面對行業挑戰，進而拓展未來職業生涯的可能性。

Pakson Lau

Associate Director — Talent, Learning & Development,
CBRE Limited

I initially joined the Institute because I found it as a professional organisation that could help me expand my HR knowledge. I hoped to connect with industry professionals through the Institute and learn from their experiences. I also knew that the Institute regularly organises member events, providing opportunities for networking and knowledge sharing with fellow members. Since joining the Institute, I have attended courses on employment legislation, delivered by legal experts in employment law. These insights, which are hard to gain through online research alone, have been invaluable in enhancing my expertise and professionalism as an HR practitioner.



劉百成

我最初選擇加入學會，正是看重其專業組織的定位，希望藉此深化人力資源管理領域的專業素養。透過學會這個平台，我不僅有機會結識業界資深專家，更能從他們的實務經驗中獲得寶貴啟發。此外，透過參與會員活動，讓我有機會與其他會員交流，增進人力資源知識。自從加入學會後，我報讀了有關僱傭法例的課程，導師是僱傭法律專家，他們傳授的知識難以單從網上自學得到，但對於人力資源從業員的專業發展極有幫助。



Vincent Wu

People Leader,
Marsh McLennan Hong Kong & Macau

I joined the Institute because I believe HR management plays a crucial role in both business and society. Starting as a student member, I advanced to Professional Member as I embarked on my professional career. Through the Institute's activities and industry insights, I have expanded my network and secured opportunities that have greatly benefited my career and personal growth. Serving as the Institute's Annual Conference Co-Chair in 2023 and engaging with industry leaders reinforced my belief that HR drives corporate success and societal development. I highly recommend joining the Institute — especially for those new to HR — to enhance professional expertise and establish valuable networks.

胡文瀚

我加入學會是因為深信人力資源管理對企業與社會至關重要，並期望推動專業發展。我在學生時期加入學會，踏入職場後晉升為專業會員。透過參與學會活動，我拓展了人脈，得到了寶貴的成長機會，擔任2023年度學會周年會議聯席主席的經歷尤為難忘。學會積極參與政策倡議，展現了人力資源業界推動企業及社會發展的力量。我誠摯推薦所有人力資源從業員加入學會，共同提升專業素養與人脈網絡。



RESEARCH AND SURVEYS 研究與調查

To keep pace with the ever-changing landscape of HR management, the Institute conducts research on the latest trends and developments in the field. These initiatives empower HR practitioners with the insights they need to succeed, while reinforcing the Institute's position as a trusted and authoritative source for expert opinions.

因應人力資源管理領域的快速變化，學會持續開展業界最新趨勢和發展的研究。這些研究不僅為人力資源從業者提供成功所需的洞察，更進一步鞏固學會的專業權威地位。

PAY TREND SURVEY 薪酬趨勢調查

The Pay Trend Survey, which was initiated in 1984, is one of the most representative studies of its kind published in Hong Kong. It has become an annual source of information on pay movements which employers and business managers can leverage when deciding upon pay adjustments for the next year. In 2024, the Institute continued its collaboration with China International Intellectualtech Co., Ltd. (CIIC) to collect pay data from employers operating in nine cities in the Greater Bay Area.

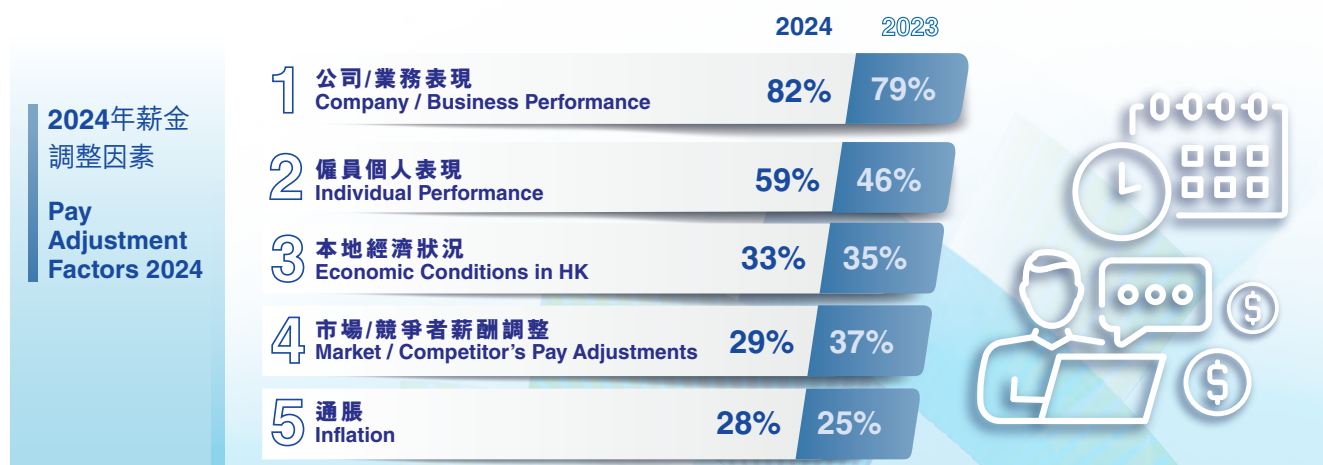
薪酬趨勢調查始於1984年，是香港同類研究中最具代表性的研究之一。它亦成為了僱主和業務管理者在制定來年薪酬調整策略時的重要參考依據。學會在2024年繼續與中智公司合作，從大灣區九個城市中的僱主收集薪酬數據。



Hong Kong Pay Trend Survey: providing authoritative annual sources of information on pay in Hong Kong since 1984.

香港薪酬趨勢調查：自1984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。

KEY FINDINGS OF HONG KONG 香港的主要調查結果





2024 Overall Pay Adjustment
整體平均薪酬調整



3.2%



2024 Average Non-guaranteed Bonus
非固定花紅平均金額



1.23 months of pay
個月基本薪金



2025 Projected Pay Adjustment*
預期薪酬調整



3.6%

Note: Weighted average calculated by scaling pay adjustment percentage by the number of employees of respective companies.
透過量度薪酬調整百分比和各間公司僱員人數而計出的加權平均值

KEY FINDINGS OF THE GREATER BAY AREA

大灣區的主要調查結果



2024 Overall Pay Adjustment
整體薪酬調整率



4.8%



2025 Projected Pay Adjustment
預計調薪率



4.7%



2023 Year-end
年終獎



1.8 months of pay
個月基本薪金

Note: Arithmetic Average calculated based on data provided by participating companies with pay increases and excluding those with pay freezes and pay cuts.
此乃根據有加薪的受訪公司所提供的數據計出的平均數，不包括凍薪和減薪的公司。

TRAINING AND DEVELOPMENT NEEDS SURVEY

僱員培訓及發展需求調查

The annual Training & Development Needs Survey was revamped in 2024. The survey questionnaire was streamlined to concentrate on areas and topics most indicative of current learning trends and practices.

本學會於2024年對年度僱員培訓及發展需求調查進行修訂，包括簡化調查問卷，使之聚焦於最能展示現今學習趨勢和實務的範疇和課題。

2023 Training & Development Budget 2023 年培訓及發展預算



74%

of organisations had a budget earmarked for employee training & development
受訪機構已為員工培訓及發展撥備款項

2023 Training Hours 2023 年培訓時數



18.0
hours
小時

Average number of training & development hours per employee
每名員工的培訓及發展平均時數

2024 Training & Development Priorities

2024 年培訓及發展優先次序

Leadership development 領導能力培訓	53%
Succession planning 承傳規劃	44%
Identifying & addressing skill gaps 識別和應對技能差距	41%
Greater use of learning technologies 加強使用學習科技	36%
Enhancing ESG training 加強環境、社會和管治培訓	24%

FUTURE WORKFORCE STUDY 2024

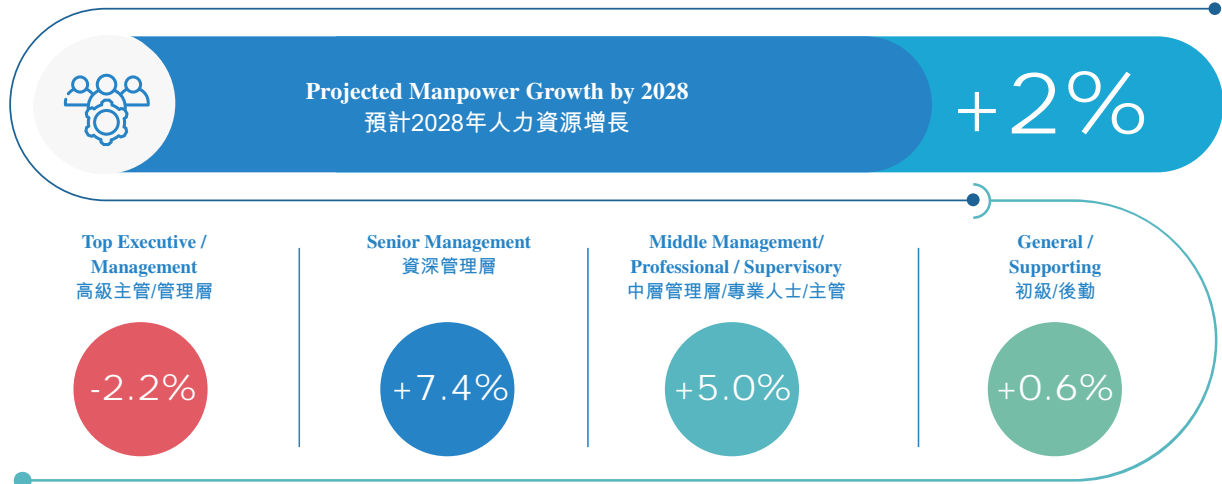
This follow-up study to the landmark research of the 2023 Future Workforce Study was launched in mid-2024. It was a continuation of the theme with a new focus on projecting manpower requirements three years down the road. The research objectives included providing valuable insights and predictions on the changing needs and demands of the workforce in the near future. The survey findings enabled organisations to better plan for possible challenges and opportunities.

未來勞動力研究2024

繼2023年進行具標誌意義的「未來勞動力研究」後，學會於2024年中進行跟進調查。是次調查延續未來勞動力的主題，同時新設焦點事項，即預測未來三年的人力需求。調查的目的包括為不久將來的人口不斷轉變的需要和需求提供寶貴見解和預測。調查結果有助機構更妥善地準備迎接將來的挑戰和機遇。

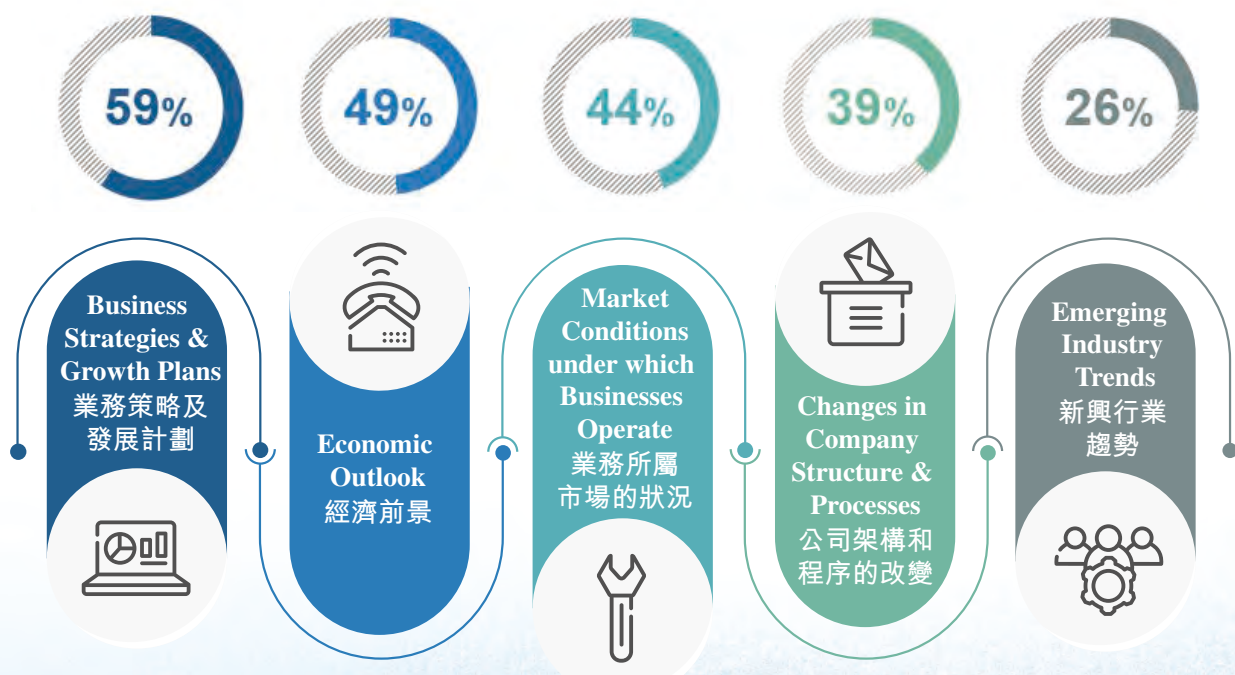
2028 MANPOWER PROJECTIONS

2028年勞動力預測



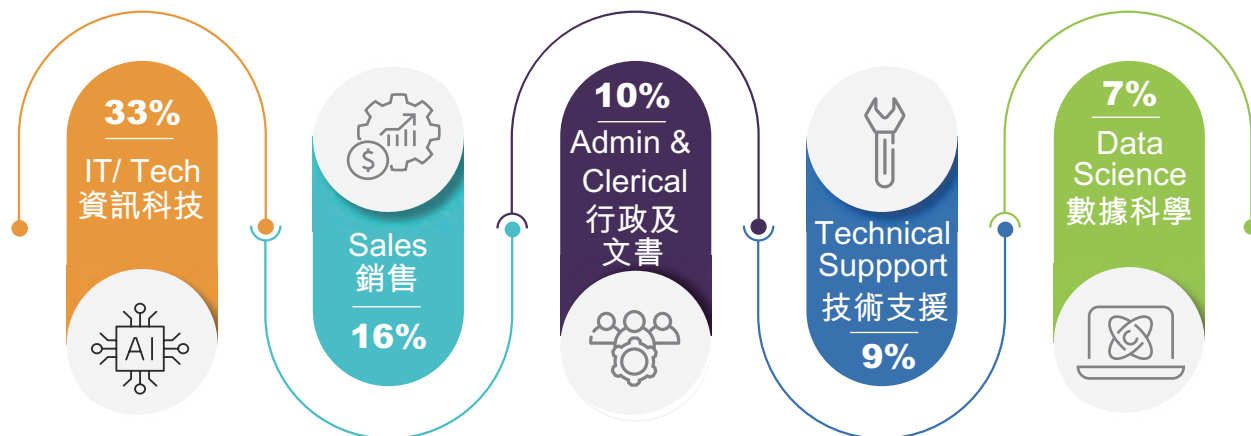
FACTORS AFFECTING MANPOWER PROJECTIONS FOR 2028

影響2028年人力資源推算的因素



ROLES EXPECTED TO SEE RISING DEMAND BY 2028

於2028年預期需求增加的職位



ROLES EXPECTED TO SEE DECLINING DEMAND BY 2028

直至2028年預期需求減少的職位



Note: Figures above indicate the proportion of responding companies selecting the respective job roles.

註：上述數字顯示受訪公司所選擇的相應職位的比例

QUICK POLLS & OTHER SURVEYS PUBLISHED IN 2024

於2024年發表的「快速調查」和其他調查

- | | |
|---|-----------------------------|
| • 2023 Manpower Statistics Survey | • 2023年勞動力統計調查 |
| • 2024 Pay Level Survey | • 2024年薪酬水平調查 |
| • Quick Poll on 2024 Outlook | • 2024年前景快速調查 |
| • Quick Poll on 2024 Talent Shortage & Talent Admission Schemes | • 2024年人才短缺及人才入境計劃快速調查 |
| • Quick Poll on Outsourced Training | • 外判培訓快速調查 |
| • Quick Poll on the Statutory Minimum Wage Rate 2024 | • 2024年法定最低工資水平快速調查 |
| • Topical Study on 418 Rule Amendment & eMPF Onboarding | • 專題研究：迎接「418條例」修訂與eMPF平台轉移 |



BUILDING CONNECTIONS 建立聯繫



47

Supporting Organisations
支持機構



60

External Events
對外活動



On 7-8 May 2024, the Institute collaborated as a Strategic Partner at the inaugural “Global Talent Summit • Hong Kong” organised by the Hong Kong Talent Engage. A HKIHRM delegation met with Chris Sun, Secretary for Labour and Welfare (fourth from right), and Anthony Lau, Director of Hong Kong Talent Engage (first from right), to discuss initiatives to strengthen Hong Kong’s position as a global talent hub.

2024年5月7-8日，學會以策略夥伴身份參與由香港人才辦主辦的首屆「香港·全球人才高峰會」。學會代表團與勞工及福利局局長孫玉菡(右四)及香港人才辦總監劉鎮漢(右一)會面，討論加強香港作為國際人才樞紐地位的相關舉措。

Empowering and participating in diverse initiatives across Hong Kong, the Greater Bay Area and beyond, the Institute has been actively elevating the stature of HR profession and building strong alliances with a broad range of stakeholders, including government authorities, statutory bodies, professional organisations, trade associations and the academia. These engagements have resulted in a solid and extensive network of collaboration that equips HR professionals to adeptly navigate and prosper in an ever-evolving landscape.

CONNECTING WITH THE GOVERNMENT

The Institute participated as a Strategic Partner at the inaugural “Global Talent Summit • Hong Kong” hosted by the Hong Kong Talent Engage. This landmark event brought together global and the Greater Bay Area partners to engage in meaningful discussions, exchange insights, and showcased Hong Kong’s commitment to HR excellence. During the Summit, President Hung delivered a captivating speech on “Building the Future: The New Era of Workforce” which resonated strongly with attendees as he emphasised the emerging trends in the labour market and underscored the importance of skills over traditional academic qualifications in this new era of talent management.

學會透過支持及參與香港、大灣區及海外地區的多項企劃，積極提升人力資源專業的影響力，同時與政府機構、法定機構、專業組織、行業協會及學術界等持份者建立緊密聯繫。這些協作構建了既穩固又廣泛的合作網絡，有助人力資源專業人士在瞬息萬變的環境下穩健前行、茁壯發展。

與政府聯繫

學會作為策略夥伴，參加由香港人才服務辦公室舉辦的首屆「香港·全球人才高峰會」。此項盛事匯聚全球和大灣區的合作夥伴，透過深度對話及交流真知灼見，彰顯香港打造卓越人力資源生態的承諾。高峰會上，孔會長以「智創未來：職場新時代」為題發表演說，講解勞動力市場的新興趨勢，並強調在人才管理新時代，技能比傳統學歷更為重要，引起與會者的廣泛共鳴。



On 4 October 2024, the Institute's representatives met with Chris Sun, Secretary for Labour and Welfare, and his team to share members' insights and discuss strategies to drive workforce advancement in Hong Kong.

2024年10月4日，學會代表與勞工及福利局局長孫玉菡及其團隊會面，分享會員見解並探討推動香港勞動力發展的策略。

President Hung, Honorary Treasurer Peter Leung and Kris Lui, Executive Council member and Chairperson of the Research Committee, held a meeting with Chris Sun, Secretary for Labour and Welfare. During the meeting, the Institute's delegation presented the key findings of the Institute's Future Workforce Study 2024 and shared members' perspectives on the 2024 Policy Address. The representatives discussed with Chris Sun the Institute's insights on enhancing talent policies, addressing labour shortages, harnessing the untapped potential of local talent, and promoting a diverse and inclusive work environment.

孔會長、學會榮譽司庫梁嘉聰和學會理事會成員兼研究委員會主席呂詠妍與勞工及福利局局長孫玉菡舉行工作會議。會上，學會代表向孫局長介紹學會「未來勞動力研究2024」的核心研究成果，並就《2024年施政報告》轉達了會員的專業建議。學會代表與孫局長就多個議題進行了討論，包括優化人才政策、應對勞工短缺問題、善用本地人才以及推廣多元和包容的工作環境。

During the HKIHRM Annual Conference & Exhibition 2024 on 10 September, President Lawrence Hung, Vice President Ian Choy, and Honorary Treasurer Peter Leung met with Byron Ng, Executive Director of the ERB (second from left), to discuss future development and collaboration opportunities.

於2024年9月10日學會舉行周年會議暨展覽會期間，孔子人會長、蔡靖民副會長及榮譽司庫梁嘉聰與僱員再培訓局行政總監吳國強（左二）會面，共同討論未來發展及合作機會。



To support skills development and cultivate a diverse talent pool essential for Hong Kong's sustained economic growth, President Hung, Vice President Ian Choy, and Honorary Treasurer Peter Leung, met with Byron Ng, Executive Director of the Employees Retraining Board. During the discussion, our representatives shared the key findings and insights from the Institute's Future Workforce Study 2024, focusing on emerging job trends and exchanging views on the future development of ERB.

為支援技能發展及培育支持香港持續經濟發展所需的多元化人才，孔會長、副會長蔡靖民和榮譽司庫梁嘉聰與僱員再培訓局行政總監吳國強會面。會上，學會代表介紹「未來勞動力研究2024」的核心研究成果及其啟示，探討勞動市場的新興趨勢，並就僱員再培訓局的未來發展提供可行方案。



On 24 September 2024, President Hung attended the Good Employer Charter 2024 Award Presentation Ceremony and the Good Employee Recognition Campaign Kick-off Ceremony. Together with Chris Sun, Secretary for Labour and Welfare, May Chan, Commissioner for Labour, and other supporting organisations, the parties worked together with the same mission to promote good people management practices.

孔會長於2024年9月24日出席《好僱主約章》嘉許禮暨「好僱員嘉許計劃」啟動禮，與勞福局局長孫玉菡及勞工處處長陳穎韶，及其他支持機構攜手推動良好的人事管理實踐。

As a committed stakeholder in fostering a positive workplace culture and recognising employee excellence in Hong Kong, the Institute served as a Supporting Organisation for the Labour Department's Good Employer Charter and Good Employee Recognition Campaign, in which President Hung further contributed by serving on the judging panel for both initiatives to advance workplace and workforce excellence.

As a Supporting Organisation of the Mandatory Provident Fund Schemes Authority (MPFA)'s Good MPF Employer Award, the Institute actively promoted the importance of retirement protection for employees and encouraged employers to adopt best practices in managing MPF contributions. President Hung represented the Institute at the Award Ceremony, joining other representatives in acknowledging employers' dedication to providing additional retirement protection for their employees.

學會作為致力推動香港正向職場文化及表彰優秀僱員的重要持份者，擔任勞工處《好僱主約章》和「好僱員嘉許計劃」的支持機構，孔會長更參與該兩項計劃的評審工作，協助促進職場文化和員工的卓越發展。

作為強制性公積金計劃管理局轄下「積金好僱主」嘉許計劃的支持機構，積極倡導僱員退休保障的重要性，並致力推動僱主採用最佳實踐方案管理強積金供款事宜。孔會長代表學會出席頒獎禮，與其他代表一同嘉許為僱員提供額外退休保障的獲獎僱主。

MAINLAND CHINA AND INTERNATIONAL COLLABORATION

Various representatives from the Institute visited the Hong Kong Talent Engage office to meet with Ho Kai Ming, Under Secretary for Labour and Welfare, as well as officials from the Shenzhen Human Resources and Social Security Bureau. The meeting aimed to explore opportunities for enhancing collaboration in the human resources service sectors between Hong Kong and Shenzhen.

內地與國際聯繫

學會多位代表到訪香港人才服務辦公室，與勞工及福利局副局長何啟明及深圳市人力資源和社會保障局的多位官員會面，旨在探討如何擴展香港與深圳在人力資源服務業的合作機遇。



On 23 April 2024, Institute representatives met with Ho Kai Ming, Under Secretary for Labour and Welfare, and Shenzhen Human Resources officials at the Hong Kong Talent Engage office to discuss strengthening HR collaboration between Hong Kong and Shenzhen.

2024年4月23日，學會代表團到訪香港人才服務辦公室，與勞工及福利局副局長何啟明、深圳市人力資源政府部門官員會面。與會代表分享如何加強香港及深圳人力資源服務業交流，探討合作機遇。

Representatives from the Institute attended the inaugural “Guangdong-Hong Kong-Macao GBA HR Services Innovation and Entrepreneurship Competition” on 11 October 2024.

2024年10月11日，學會代表受邀出席首屆「粵港澳大灣區人力資源服務創新創業大賽」，並參與圓桌對話環節。



The Institute continues to strengthen collaboration in the human resources sector across the Greater Bay Area. Benjamin Wong, Co-Chairperson of the China and International HRM Committee, participated in several major industry forums in the region. These included the inaugural “Guangdong-Hong Kong-Macao GBA HR Services Innovation and Entrepreneurship Competition & 2024 HR Service Industry Ecosystem Development Summit”, as well as the “Human Resources Development Activity Week cum Dongguan Guangdong-Hong Kong-Macao GBA Human Resources Services Supply and Demand Matching Meeting”. Through these engagements, the Institute joined hands with industry leaders to drive sustainable growth and foster the development of the human resources sector in the GBA.

學會持續深化大灣區人力資源領域的交流合作。學會中國及國際人力資源管理委員會聯席主席黃家傑應邀出席大灣區的多場行業交流會，包括「首屆粵港澳大灣區人力資源服務創新創業大賽暨2024人力資源服務產業生態發展大會」，以及「人力資源開發活動周暨東莞市粵港澳大灣區人力資源服務供需對接會」等，共同推動大灣區人力資源行業的協同發展及持續繁榮。



Benjamin Wong, Co-Chairperson of the China and International HRM Committee (fourth from right) attended “Human Resources Development Activity Week cum Dongguan Guangdong-Hong Kong-Macao Greater Bay Area Human Resources Services Supply and Demand Matching Meeting” on 22 November 2024.

2024年11月22日，學會中國及國際人力資源管理委員會聯席主席黃家傑(右四)出席「人力資源開發活動周暨東莞市粵港澳大灣區人力資源服務供需對接會」。

Over the year, the Institute received delegations from various organisations and stakeholders including:

- Ningbo Municipal Human Resources and Social Security Bureau
- the Human Resources and Social Security Bureau of Dongguan
- the Human Resources and Social Security Bureau of Nansha District of Guangzhou Municipality
- Qianhai International Liaison Services Ltd.

These efforts aimed to promote the HR industry and strengthen relationships within the Greater Bay Area.

During the “Global Talent Summit·Hong Kong”, the Institute engaged with key human resources organisations in Mainland China, including the Human Resources and Social Security Bureau of Shenzhen Municipality, the Standing Committee of the CPC Shenzhen Municipal Committee, the Human Resources and Social Security Bureau of Dongguan, the Guangdong Human Resource Management Association, and the Guangdong Provincial Human Resources Standardisation Technical Committee.

Discussions focused on strengthening collaboration and ties between the human resources service industries of Hong Kong and Mainland China, exploring cooperation opportunities, and leveraging the synergies of the Greater Bay Area, with the aim of promoting talent mobility within the region and support cross-border career development.

年內，學會接待了多個機構和持份者的代表團，包括：

- 寧波市人力資源和社會保障局
- 東莞市人力資源和社會保障局
- 廣州市南沙區人力資源和社會保障局
- 前海國際聯絡服務有限公司

這些工作旨在於大灣區內推廣人力資源行業並加強區內聯繫。

在「香港·全球人才高峰會」上，學會與多個中國內地主要人力資源機構交流，包括深圳市人力資源和社會保障局、深圳市委常委、東莞市人力資源和社會保障局、廣東省人力資源管理協會及廣東省人力資源標準化技術委員會。

學會與中國內地人力資源機構的交流聚焦於如何加強中國內地和香港在人力資源服務行業的協作和聯繫、探索合作機會和利用大灣區的協同效應，以促進人才流動和支援跨境職業發展。



During the “Global Talent Summit · Hong Kong” on 7-8 May 2024, the Institute’s delegation met with Mainland China’s HR-related government departments to strengthen industry ties and explore collaboration opportunities.

於2024年5月7-8日「香港·全球人才高峰會」期間，學會代表團與多個中國內地人力資源政府部門會面，共同探討如何加強香港與中國內地人力資源服務業的交流及聯繫，並探討合作機遇。

On 17 December 2024, the Institute welcomed a delegation of nearly 50 representatives from the Human Resources Development Service of Korea (HRDK), strengthening bilateral ties and exchanging innovative practices in human resources development.

2024年12月17日，學會接待了來自南韓Human Resources Development Service of Korea近50位代表，藉此加強雙方聯繫並交流人力資源領域的創新實踐。



Internationally, the Institute received a delegation of nearly 50 representatives from the Human Resources Development Service of Korea (HRDK). The delegates visited the Institute's office, where they learnt about the Institute's services and gained insights into Hong Kong's HR industry.

Additionally, our Executive Council member David Li represented the Institute as a Board Member of the Asia Pacific Federation of Human Resource Management (APFHRM) and attended its Board meeting in Singapore.

These initiatives strengthened ties with international organisations and fostered a more connected global HR community.

在國際層面上，學會接待了來自南韓 Human Resources Development Service of Korea近50人代表團。代表團蒞臨學會，並深入了解學會的服務體系和香港人力資源行業的狀況。

除此之外，學會理事會成員李志明以亞洲太平洋人力資源管理協會 (APFHRM) 董事會成員的身份，代表學會親赴新加坡出席APFHRM董事會會議。

這些活動不但加強學會與國際機構的聯繫，而且有助促進一個更為緊密的全球人力資源社群。

STAKEHOLDERS COMMUNICATION

The Institute has been actively engaging with members and stakeholders to enhance their understanding of the latest trends and skills in HR management, provide insights from industry veterans, and share key findings from surveys. The Institute leverages effective communication channels, including the HR Journal and various social media platforms, to connect with the wider public.

HR JOURNAL

The HR Journal, the Institute's official online journal, published more than 30 articles in 2024. The HR Journal plays a vital role in connecting the Institute with members and the community, by providing news and updates on the development of the HR profession, sharing expertise and analysing hot topics.

與持份者溝通

學會積極與會員及持份者交流，藉此加強他們對人力資源管理界最新趨勢和技術的知識，並為他們提供資深從業員的見解和分享重要的調查結果。學會亦利用有效的傳播渠道，包括《人力薈萃》和各個社交媒體平台，與廣大讀者保持聯繫。

《人力薈萃》

《人力薈萃》是學會的線上會刊，於2024年發表了超過30篇文章。《人力薈萃》提供有關人力資源專業發展的最新資訊、專業經驗分享和最新議題分析，為學會與會員以至社會各界提供重要的溝通橋樑。



SOCIAL MEDIA PLATFORMS

社交媒體平台



The Institute created clear and accessible social media posts on the Government's Budget and Policy Address to effectively convey key information to the public.

學會就《財政預算案》及《施政報告》製作了清晰易懂的社交媒體貼文，向大眾傳遞相關重要資訊。

The Institute has produced a wealth of digital publicity materials to engage the professional community, keeping them abreast of new policies and latest developments. Accessible by readers at any time from anywhere, the Institute's social media platforms help build a strong HR professional community.

學會製作多元化網絡資訊，與業界保持緊密接觸，並協助他們緊貼市場最新政策和動態。讀者可隨時隨地閱覽學會的社交媒體平台，有助學會建立堅實的人力資源專業社群。

COMMUNITY CONNECTION AND ENGAGEMENT

The Institute embraces its social responsibility, extending its commitment beyond workplace and reaching out to the wider community, in order to embody the Institute's core values. Throughout the year, the Institute participated in volunteer activities such as "The Community Chest of Hong Kong's annual Dress Casual Day 2024" that demonstrated its commitment to caring for the community and making a positive impact on society.

社區連繫和參與

學會時刻堅守社會責任，並將之延伸到職場以外，與廣大社區建立聯繫，以行動體現學會的核心價值。年內，學會參與一系列義工活動，如「公益金便服日2024」，展現學會致力關懷社區、創造積極社會影響的堅定承諾。



On 31 October 2024, the Institute participated in The Community Chest of Hong Kong's annual Dress Casual Day 2024, supporting community well-being and charitable initiatives together.

2024年10月31日，學會參與了由香港公益金主辦的「公益金便服日2024」，攜手支持社區慈善項目。

Employees are highly valued as the Institute's precious assets. The Institute places great emphasis on providing a stable and fulfilling work environment for employees and prioritising their health and well-being.

To heighten awareness of health among employees, the Institute has implemented various initiatives and measures, including hosting staff gatherings, and offering special leave to allow parents to participate in their children's school functions.

Additionally, the Institute is committed to promoting gender equality and empowering women in the workplace.

員工是學會珍貴的資產，學會非常重視為員工提供穩定和富滿足感的工作環境，並把員工的健康和福祉放在首位。

為加強員工對身心健康的意識，學會推行多項措施，包括舉辦員工聚會，並為身兼家長的員工提供特別假期，讓他們參加子女的學校活動。

此外，學會致力在職場推廣性別平等和女性賦權。

APPENDIX 1

附錄一

2024/25

COMMITTEE, SUB-COMMITTEE, WORKING GROUP AND ADVISORY BOARD

委員會、專責委員會、工作小組及顧問團

2024 Annual Conference Advisory Board 周年會議顧問團

Andy Luk (Co-Chairperson)	陸國坤 (聯席主席)
Honnus Cheung (Co-Chairperson)	張可玲 (聯席主席)
Fanny Chan	陳穆娜
Alfar Chen	陳琨
Adele Chu	朱銘恩
Celine Ho	何明惠
Joyce Ho	何慧詩
Alan Li	李建承
Joy Xu	徐敬慧
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

2024/25 HR Excellence Awards Organising Committee 2024/25卓越人力資源獎委員會

Theresa Lui (Chairperson)	呂燕明 (主席)
Ian Choy (Advisor)	蔡靖民 (顧問)
Connie Chan	陳慧詩
Fanny Chan	陳穆娜
Priscilla Chau	周珮瑩
Miko Cheung	張嘉瑩
Bessie Chong	莊珮珊
Joey Chung	鍾美玲
Joyce Ho	何慧詩
Roy Pang	彭世昌
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	孔于人

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
Lawrence Hung	孔子人
Barry Ip	葉華信
Joanna Lee	李翠霞
Kira Li	李美
Yuna Li	李雲
Teddy Liu	廖國泰
Jason Tse	謝偉
Kay Yip	葉燕

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

Valent Ma (Co-Chairperson)	馬志強 (聯席主席)
Jennifer Tam (Co-Chairperson)	譚卓詠 (聯席主席)
Iris Lam	林惠芬
Elaine Liu	廖懿妮
Mark Loynd	羅學文
Kris Lui	呂詠妍
Victoria Tam	譚燕萍
Maureen Ting	丁婉儀
Florence Tsang	曾浩寧

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
Nancy Shum	沈靜姿

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; and
- 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永續發展研究，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)
Gabriel Cheung	張靖楠
Patrick Cheung	張峻瑋
Joey Lau	劉祖言
Emily So	蘇時穎
Vincent Wu	胡文瀚
Jeremy Yu	余嘉俊

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
Bill Lee	李政勳
Anita Tam	譚玉清

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

Charles Ho (Co-Chairperson)	何朗秋 (聯席主席)
Chester Tsang (Co-Chairperson)	曾永昌 (聯席主席)
Miko Cheung	張嘉瑩
Adele Chu	朱銘恩
Joyce Ho	何慧詩
Pakson Lau	劉百成
Charmaine Lee	李淑芬
Edward Lo	盧建華
Terence Wat	屈啟洪
Kapo Wong	黃嘉寶
Virginia Choi (Advisor)	蔡惠琴 (顧問)
Francis Mok (Advisor)	莫家麟 (顧問)
Barry Ip (Advisor)	葉華信 (顧問)

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; and
- 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)	孔子人 (主席)
Margaret Cheng	鄭惠貞
Ian Choy	蔡靖民
Theresa Lui	呂燕明
Andy Luk	陸國坤
Peter Leung	梁嘉聰

Objectives

- Transact the day-to-day business of the Institute in compliance with regulations established by the Executive Council; and
- 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; and
- 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 [#]
Kam Cheong Li	李錦昌
Francis Mok [#]	莫家麟 [#]
Nancy Shum	沈靜姿
Chester Tsang	曾永昌
Johnny Wan [#]	溫振昌 [#]

[#] Withdrawal
退任

Objectives

- Support the career development of HR professionals by providing relevant resources;
- Establish and promote professional standards for the HR community; and
- 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
Maggi Lui	呂美芝
Theresa Lui	呂燕明
Doreen Siu	蕭慧雯
Aken Tsoi	蔡永誠
Elaine Wong	王綺蓮
Patricia Yeung	楊麗華

[#] 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)
Peter Leung	梁嘉聰
Vincent Lo	羅啟富

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
Jacqueline Ng	吳映嘉

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。

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	Peter Wilson
Past Chairman of Australian Human Resources Institute	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 2025 截至2025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 2024–October 2027 2024年11月至2027年10月 April 2023–Mar 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 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 	September 2022–August 2025 2022年9月至2025年8月 November 2024–October 2027 2024年11月至2027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 	May 2023–April 2026 2023年5月至2026年4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) <i>(In Collaboration with Northumbria University, U.K. 與英國諾桑比亞大學合辦)</i> Bachelor of Science (Honours) in Global Business Management (Human Resources) 環球商業管理(榮譽)理學士(人力資源) <i>(In Collaboration with Northumbria University, U.K. 與英國諾桑比亞大學合辦)</i> 	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 September 2024–August 2027 2024年9月至2027年8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 2024–November 2027 2024年12月至2027年11月 June 2023–May 2026 2023年6月至2026年5月

University/College 大學／大專院校	Programme Name 課程名稱	Validity for Endorsement 認可有效期
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
	<ul style="list-style-type: none"> Bachelor of Arts (Honours) Human Resource Management 人力資源管理學(榮譽)文學士 (in collaboration with the University of Plymouth, U.K. 與英國普利茅斯大學合辦) 	December 2024–November 2027 2024年12月至2027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 	November 2023–October 2026 2023年11月至2026年10月
	<ul style="list-style-type: none"> 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 	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

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)	February 2025–January 2028 2025年2月至2028年1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
The Government of the Hong Kong Special Administrative Region 香港特別行政區政府	Human Resources Planning Commission 人力資源規劃委員會	Lawrence Hung 孔于人
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	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
	顧問研究督導小組	Lawrence Hung 孔于人
	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
Hong Kong General Chamber of Commerce 香港總商會	Manpower Committee 人力委員會	Lawrence Hung 孔于人
Hong Kong Retirement Schemes Association 香港退休計劃協會	HR Roundtable Work Group 人力資源圓桌工作小組	Andy Luk 陸國坤
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
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
Hong Kong Qualifications Framework 香港資歷架構	Cross-Industry Training Advisory Committee for the Human Resource Management Sector 「人力資源管理」跨行業培訓諮詢委員會	Lawrence Hung 孔于人
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
FutureGen Girls Foundation 明日女菁基金會	Advisory Group of FutureGEN Young Women Leaders Award 明日女菁領袖大獎顧問團隊	Lawrence Hung 孔于人

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 2024.

PRINCIPAL ACTIVITIES

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

RESULTS

The results of the Institute for the year ended 31 December 2024 are set out in the income statement on page 67.

PERMITTED INDEMNITY PROVISION

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

EXECUTIVE COUNCIL MEMBERS

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

Mr. Hung Yu Yun, Lawrence	President		孔于人先生	會長	
Ms. Cheng Wai Ching, Margaret	Immediate Past President		鄭惠貞女士	前任會長	
Mr. Choy Jing Man, Ian	Vice President	Retired and re-elected on 26 June 2024	蔡靖民先生	副會長	於二零二四年六月二十六日輪休並獲重選
Ms. Lui Yin Ming, Theresa	Vice President		呂燕明女士	副會長	
Mr. Luk Kwok Kwan	Vice President	Retired and re-elected on 26 June 2024	陸國坤先生	副會長	於二零二四年六月二十六日輪休並獲重選
Mr. Leung Ka Chung, Peter	Hon. Treasurer		梁嘉聰先生	榮譽司庫	

理事會謹將二零二四年十二月三十一日止年度之理事會週年報告書連同經審核之財務報表呈覽。

主要業務

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

業績

學會於二零二四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67頁之收益表內。

獲准許之彌償條文

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

理事會成員

本年度之理事會成員如下：

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		曾永昌先生
Ms. Wong Nga Lai, Alice		黃雅麗女士
Ms. Chau Pui Ying	Retired and re-elected on 26 June 2024	周珮瑩女士 於二零二四年六月二十六日輪休並獲重選
Ms. Man Sok Wai	Retired and re-appointed on 26 June 2024	文淑慧女士 於二零二四年六月二十六日輪休並獲重新委任
Ms. Tam Cheuk Wing	Retired and re-appointed on 26 June 2024	譚卓詠女士 於二零二四年六月二十六日輪休並獲重新委任
Ms. Chan Muk Nar Fanny	Appointed on 26 June 2024	陳穆娜女士 於二零二四年六月二十六日委任

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, 14 May 2025

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，二零二五年五月十四日

INDEPENDENT AUDITOR'S REPORT

獨立核數師報告

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 67 to 77, which comprise the statement of financial position as at 31 December 2024, 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.

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67頁至第77頁香港人力資源管理學會有限公司(「**貴學會**」)之財務報表，此財務報表包括於二零二四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 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。

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：

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

14 May 2025

- 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

二零二五年五月十四日

INCOME STATEMENT

FOR THE YEAR ENDED 31 DECEMBER 2024

收益表

截至二零二四年十二月三十一日止年度

		Note 附註	2024 HK\$	2023 HK\$
Revenue	收入	3	15,609,373	12,912,899
Direct cost	直接開支	4	(4,484,294)	(3,605,699)
Gross profit	毛利		11,125,079	9,307,200
Service income from Job Creation Scheme	創造職位計劃服務收入	5	1,554,952	4,599,344
Other revenue	其他收益	7	583,037	538,230
MPF refund	退回強積金		71,962	619,080
Administrative expenses	行政費用		(13,776,730)	(12,963,299)
(Deficit)/surplus for the year	本年度(虧損)/盈餘	8	(441,700)	2,100,555

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 2024

財務狀況表

於二零二四年十二月三十一日

		Note 附註	2024 HK\$	2023 HK\$
Non-current assets	非流動資產			
Furniture and equipment	傢俬及設備	10	720,703	857,348
Intangible assets	無形資產	11	—	27,750
			720,703	885,098
Current assets	流動資產			
Accounts receivable	應收賬款		532,945	667,027
Interest receivable	應收利息		25,216	34,814
Prepayments	預付款項		383,333	278,328
Rental, utility and other deposits	租金、公共事業及其他按金		363,813	363,813
Cash and bank balances	銀行存款及現金		6,328,610	7,777,953
Bank fixed deposits (non-pledged)	銀行定期存款(無抵押)		13,532,972	12,976,810
Bank fixed deposits (pledged)	銀行定期存款(已抵押)	14	200,000	200,000
			21,366,889	22,298,745
Total assets	總資產		22,087,592	23,183,843
General fund	基金	12	18,140,198	18,581,898
Current liabilities	流動負債			
Functions and publications income received in advance	預收活動及刊物銷售收入		1,366,323	799,876
Subscriptions received in advance	預收會費		1,326,871	2,213,641
Accounts payable and accrued expenses	應付賬款及費用		1,254,200	1,588,428
			3,947,394	4,601,945
Total general fund and liabilities	基金及負債總計		22,087,592	23,183,843

Approved and authorised for issue by Executive Council on 14 May 2025 and signed on its behalf by:

Hung Yu Yun, Lawrence
President

孔子人
會長

理事會經於二零二五年五月十四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分，應同時參閱。

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2024

現金流量表

截至二零二四年十二月三十一日止年度

		2024 HK\$	2023 HK\$
(Deficit)/surplus for the year	本年度(虧損)/盈餘	(441,700)	2,100,555
Adjustments for:	非現金項目調整:		
Amortisation of intangible assets	無形資產攤銷	27,750	41,600
Depreciation	折舊	139,939	379,082
Bank interest income	銀行利息收入	(550,843)	(538,081)
		(824,854)	1,983,156
Movement in working capital	營運資金變動		
Decrease in accounts receivable	應收賬款減少	134,082	628,621
(Increase)/decrease in prepayments	預付款項(增加)/減少	(105,005)	34,437
Decrease in rental, utility and other deposits	租金、公共事業及其他按金減少	—	46,851
Increase in functions and publications income received in advance	預收活動及刊物銷售收入增加	566,447	576,372
(Decrease)/increase in subscriptions received in advance	預收會費(減少)/增加	(886,770)	1,080,695
(Decrease)/increase in accounts payable, accrued expenses and provision	應付賬款、費用及撥備(減少)/增加	(334,228)	295,734
Net cash (used in)/from operating activities	(用於)/來自經營活動之現金淨額	(1,450,328)	4,645,866
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	(3,294)	(259,017)
Interest income received	利息收入	560,441	524,260
Net cash from investing activities	來自投資活動之現金淨額	557,147	265,243
Net (decrease)/increase in cash and cash equivalents	現金及現金等值項目(減少)/增加淨額	(893,181)	4,911,109
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	20,754,763	15,843,654
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	19,861,582	20,754,763
Represented by	代表:		
Cash and bank balances	銀行存款及現金	6,328,610	7,777,953
Bank fixed deposits (non-pledged)	銀行定期存款(無抵押)	13,532,972	12,976,810
		19,861,582	20,754,763

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。

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2024

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

截至二零二四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) TAXATION

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

(G) 撥備及或然負債

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

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

(H) 確認收入

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

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

入會費於收款當年確認入賬。

各項活動之收入於舉辦時確認入賬。

刊物銷售收入於刊物送出或發票開出後並於所有權益已轉移時確認入賬。

服務收入於提供相關服務後確認。

利息收入按實際利率法確認入賬。

(I) 稅項

稅項支出按本年度應課稅溢利以現行稅率計算。

(J) 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.

(K) 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.

(L) 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) 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。

(K) 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。

(L) 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。

(M) 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).

(M) 有關連人士

(a) 倘出現下列情況則有關人士或其關係密切的家庭成員與本學會有關連:

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

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

(b) 倘出現下列情況則有關公司為與本學會有關連:

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

3 REVENUE

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

		2024 HK\$	2023 HK\$
Subscriptions and entrance fees	年費及入會費	4,147,980	4,493,081
Gross receipts from institute functions	活動收入	10,631,243	7,309,091
Sales of research related publications	調查報告刊物銷售	378,118	475,317
Advertising income	廣告收入	452,032	635,410
		15,609,373	12,912,899

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 DIRECT COST

		2024 HK\$	2023 HK\$
Membership related expenditures	會員服務支出	26,993	134,294
Expenditure on institute functions	活動支出	4,202,713	3,100,118
Cost of research related publications	調查報告刊物成本	185,281	280,024
Advertising related expenditure	廣告支出	69,307	91,263
		4,484,294	3,605,699

4 直接開支

5 SERVICE INCOME FROM JOB CREATION SCHEME

5 創造職位計劃服務收入

		2024 HK\$	2023 HK\$
Service income	服務收入	1,782,457	6,602,574
Less: Expenditure	減：支出	(227,505)	(2,003,230)
		1,554,952	4,599,344

The Institute helped the government implement the Job Creation Scheme.

本學會協助政府施行創造職位計劃。

6 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.

6 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。

7 OTHER REVENUE

7 其他收益

		2024 HK\$	2023 HK\$
Bank interest income	銀行利息收入	550,843	538,081
Net exchange difference	匯兌淨差額	734	(1,273)
Sundry income	雜項收入	31,460	1,422
		583,037	538,230

8 (DEFICIT)/SURPLUS FOR THE YEAR

(Deficit)/surplus for the year is arrived at after charging:

8 本年度(虧損)/盈餘

本年度(虧損)/盈餘已扣除下列項目：

		2024 HK\$	2023 HK\$
Amortisation of intangible assets	無形資產攤銷	27,750	41,600
Depreciation	折舊	139,939	379,082
Operating lease rental of office premises	辦公樓宇租金	1,159,200	1,159,200
Staff costs	員工支出		
– Salaries and allowances	– 薪金及津貼	10,728,111	10,999,000
– Retirement benefit costs under defined contribution plans	– 退休福利之界定供款計劃支出	556,119	601,053

9 TAXATION

No provision for Hong Kong profits tax has been made as the Institute sustained a tax loss during the year. (2023: No provision for Hong Kong profits tax was made as the estimated assessable profits had 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, subject to the agreement by the Inland Revenue Department of HK\$4,912,000 (2023: HK\$4,827,000) approximately available for offsetting against future profits.

10 FURNITURE AND EQUIPMENT

Cost	成本值	Furniture, fixtures and equipment 傢俬、裝置及設備 HK\$	Leasehold improvements 裝修 HK\$	Total 總額 HK\$
At 1 January 2024	於二零二四年一月一日	1,346,038	2,890,900	4,236,938
Additions	添置	3,294	—	3,294
At 31 December 2024	於二零二四年十二月三十一日	1,349,332	2,890,900	4,240,232
Accumulated depreciation	累積折舊			
At 1 January 2024	於二零二四年一月一日	488,690	2,890,900	3,379,590
Charge for the year	年內折舊	139,939	—	139,939
At 31 December 2024	於二零二四年十二月三十一日	628,629	2,890,900	3,519,529
Net book value	賬面值			
At 31 December 2024	於二零二四年十二月三十一日	720,703	—	720,703
At 31 December 2023	於二零二三年十二月三十一日	857,348	—	857,348

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%

9 稅項

由於年內出現稅務虧損，故無需就香港利得稅作出準備。(2023: 年內本學會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4,912,000港元(2023: 4,827,000港元)須經稅務局同意之稅務虧損可用以抵銷將來之溢利。

10 傢俬及設備

傢俬及設備之折舊乃按各資產之估計可使用年期以直線法計算，年率如下：

11 INTANGIBLE ASSETS

11 無形資產

		HK\$
Cost	成本值	
At 1 January 2024 and at 31 December 2024	於二零二四年一月一日及 二零二四年十二月三十一日	231,800
Accumulated amortisation	累積攤銷	
At 1 January 2024	於二零二四年一月一日	204,050
Charge for the year	年內攤銷	27,750
At 31 December 2024	於二零二四年十二月三十一日	231,800
Net book value	賬面值	
At 31 December 2024	於二零二四年十二月三十一日	—
At 31 December 2023	於二零二三年十二月三十一日	27,750

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。

12 GENERAL FUND

12 基金

		HK\$
Balance at 1 January 2024	於二零二四年一月一日	18,581,898
Deficit for the year	本年度虧損	(441,700)
Balance at 31 December 2024	於二零二四年十二月三十一日	18,140,198

13 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:

13 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：

		2024 HK\$	2023 HK\$
Within one year	一年內	1,109,342	1,159,200
Within the next second year	於第二年內	—	1,109,342
		1,109,342	2,268,542

14 BANKING FACILITIES

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

14 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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