

人力資源

Human Resources

在二零零五年六月底，本集團位於香港之總公司及全球主要附屬公司合共僱用員工15,728人，主要集中在香港及中國大陸，僱員人數分別為3,941人及11,537人，其餘250人則受僱於日本、新加坡及加拿大之附屬公司。

二零零四年穩定之經濟復甦在二零零五年上半年度依然持續，因此為員工締造了穩定發展的工作環境，使他們發揮更高效率，取得更大成效。為確保員工之整體薪酬及福利對內公平公正，對外與業界水平相若，並能配合業務發展的需要，集團定期主動檢討僱員薪酬福利條件。在過去六個月，集團之人力資源管理政策或程序並無主要改動，而部份中期的薪金調整亦能反映員工的表現及市場的趨勢。

中信泰富致力提供健康之企業環境，讓員工各展所長，並提供贊助以鼓勵及支持他們工餘進修，不斷自我增值。本集團亦定期為不同級別員工提供內部培訓，藉以協助員工提高工作表現，為將來發展做好準備。隨著中港兩地跨境商業活動越趨頻繁，集團鼓勵並積極推動兩地業務的融合及兩地員工知識交流及技術轉移。

此外，中信泰富亦大力支持在社會年青一輩之培訓及發展。集團亦致力提供多項學徒訓練計劃，並參與香港政府為年青離校人士推出之展翅計劃，同時集團亦積極支持本地與外地的大學生到香港及中國內地實習交流的機會。

As at the end of June 2005, the Group employed 15,728 staff in its headquarters in Hong Kong and its principal subsidiary companies worldwide. The two main areas of concentration are in Hong Kong employing 3,941 and in the mainland China employing 11,537. Another 250 are employed in subsidiaries in Japan, Singapore and Canada.

The trend of solid economic recovery in 2004 has continued in the first half of 2005. It has led to significant positive improvements in the employment environment motivating staff to operate effectively and efficiently to attain higher level of performance. To ensure that the overall compensation is internally equitable, in line with local norms, and in support of the business strategy, the Group proactively conducts review on the cash compensation and benefits programs provided for its employees. No major amendment has been made to the human resources management policy or procedure in the last six months as the Group remains largely compatible with major employers in the territories it operates in. In line with established policy, some interim salary adjustment on a selective basis was made to match performance with market changes.

CITIC Pacific is committed to providing a healthy organisational environment conducive to each individual's development. Employees are encouraged to commit to continuous improvement by taking responsibility for their own learning and self-development with financial sponsorship by the Group whilst in-house training for different level of employees is organised regularly on product knowledge and skill training. Moreover, with the growing cross-border business activities between Hong Kong and the mainland China, the Group continues to strengthen business integration, knowledge sharing and skill transfer between staff in the two territories.

CITIC Pacific also fully supports investing in the training and development of our future generation. The Group has put in place various management trainee and apprentice training programs. It also participates in the Government's Youth Pre-employment Training Program for young school leavers and supports both local and overseas universities' initiatives by providing internship opportunities in both Hong Kong and in the mainland China operations.