

# 人力資源

## Human Resources

截至二零零三年六月底，本集團於香港之總辦事處及全球各地之主要附屬公司之僱員人數輕微減少至11,629人。香港員工人數為4,158人，海外地區員工共為7,471人。截至二零零三年六月三十日止六個月之僱員成本總額為港幣六億四千九百萬元。

由於非典型肺炎危機導致長期經濟困局進一步惡化，本集團之管理層與員工已重新籌劃，並製訂提升效率之新措施，力求達致更佳之工作水平。集團理解員工各有不同之事業及個人目標，因此將香港員工退休年齡改為55歲，並得到員工積極回應。新政策已在二零零三年八月一日生效。與此同時，集團將僱員退休福利歸納於強制性公積金計劃內管理，並已停止向ORSO退休計劃供款。預期上述改變可讓集團在人力資源籌劃方面更具彈性；長遠而言，更有助減省成本。

在非典型肺炎爆發期間，縱使員工面對接觸相應減少，但集團仍維持有限度之基本產品及技能培訓。所有正常培訓及發展活動已在七月份重新展開。

一如過往年報所述，本集團一直致力推行平等僱傭政策，而其整體之人力資源管理政策，亦大致與市場相若。

As at the end of June 2003, the headcount of the Group in its headquarters in Hong Kong and its principal subsidiary companies worldwide reduced slightly to 11,629. There are 4,158 employees in Hong Kong and 7,471 in the rest of the Group. The total staff cost for the six months ended 30 June 2003 was HK\$649 million.

Due to the prolonged economic difficulties that were exacerbated by the SARS crisis, management and staff of the Group renewed their efforts to plan and achieve new initiatives in efficiency enhancement and strive to attain higher levels of performance. Recognizing that employees have diverse career and personal goals, the Group received a favourable response from staff to change its retirement age to 55 in Hong Kong. The new policy became effective on 1 August 2003. At the same time, the Group consolidated employee retirement benefits into the Mandatory Provident Fund Scheme and ceased contributions to the ORSO Plan. These changes are expected to provide the Group with flexibility in manpower planning with possible cost savings in the longer term.

Despite the restricted interface between employees during the SARS outbreak, essential product and skills training continued but on a limited scale. Normal training and development activities have resumed in July.

The Group remains dedicated to non-discriminatory employment practices and its human resource management policies are largely in line with the market as stated in previous annual reports.