

人力資源

Human Resources

本集團之僱員人數上升了3.6%，由二零零三年十二月底的12,174人升至二零零四年六月底的12,611人。隨著中信泰富加強集團在國內之發展及投資，內地僱員人數亦創出新高，達8,376人。香港及全球各地之員工人數則維持穩定，分別為4,000人及235人。截至二零零四年六月三十日止六個月之僱員成本總額為港幣六億七千六百萬元。

集團在過去數年所推行之提升效率措施，已成為成本管理及提升工作水平的焦點。在非典型肺炎過後，本港鄰近地區之營商環境逐步改善，集團內數行業對人手需求重拾升軌，管理層就此已作出相應的部署。

中信泰富致力提供健康之企業環境，讓員工各展所長。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之融合及兩地員工知識交流及技術轉移。本集團除了提供在職培訓及發展課程，藉以協助員工改善工作表現及為將來發展做好準備，亦舉辦多項有益身心之活動，鼓勵員工參與，達到強身健體之目的。

中信泰富在每年下半年檢討僱傭條件，以確保員工之整體薪酬及福利對內公平公正，對外與大型機構之水平相若。集團在制訂有關僱傭方案時，均會考慮市場數據、業界標準及最新趨勢。集團將繼續確保其薪酬政策足以反映員工個人表現。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。

中信泰富及其員工一直支持慈善工作及推廣教育、環保、康體、文化及藝術活動，積極贊助及參與在香港、國內及海外舉辦之有關活動。

The headcount of the Group increased by 3.6%, from 12,174 at the end of December 2003 to 12,611 at the end of June 2004. The number of employees in the mainland reached a new high of 8,376 as the Group continues to step up its development and investment in China. The headcount in Hong Kong and the rest of the world remains stable at 4,000 and 235 respectively. The total staff cost for the six months ended 30 June 2004 was HK\$676 million.

As reported previously, the efficiency enhancement measures undertaken by the Group in the last few years have brought new focus on cost management and performance achievement. With the recovery of trading conditions in the region after the SARS outbreak, the Group is aware of the renewed demand on manpower in several industries and is reacting appropriately.

CITIC Pacific is committed to providing a healthy organizational environment for individual's development. With the ever growing cross-border business activities between Hong Kong and the mainland, the Group encourages and is actively promoting business integration, knowledge sharing and skills transfer between staff in the two territories. In addition to providing job-related training and development programmes aimed at helping employees improve work performance and preparing for future development, the Group also organizes and encourages staff to participate in wellness/fitness activities that are conducive to good health and well-being.

In the latter half of every year, CITIC Pacific conducts reviews on the terms and conditions of employment to ensure that the overall compensation and benefits offered to staff are internally equitable and externally compatible with major employers. Market data, along with industry practices and emerging trends, are taken into consideration when formulating related staff programmes. The Group will continue to ensure that its compensation policies are reflective of individual performance. No major amendment to human resource management policy or procedure has been executed in the last 6 months.

CITIC Pacific and its staff continue to support charitable work and the promotion of education, environmental protection, sports, culture and the arts by sponsorship and participation in related activities in Hong Kong, the mainland and overseas countries.