

# 人力資源 Human Resources



市建局職員探訪重建區內的長者。  
URA staff visit the elderly living in the redevelopment project.



市建局員工參與經驗分享會。  
URA staff participate in experience sharing session.

## 培訓

年內，本局共舉辦了十六個培訓課程，並批核了一百四十九份申請，資助員工報讀短期課程、參加會議及專業講座。為使本局員工具備足夠技能，與外界的持份者有更好的溝通，本局舉辦了十一個午餐講座及經驗分享會，內容包括卓越服務、人際關係管理和技巧及壓力處理等。此外，本局亦定期舉辦入職講座，協助新加入的員工了解本局之職責及功能，以及適應新的工作崗位。本局亦會於每季頒發傑出員工獎，以鼓勵及表揚員工的卓越表現。在二零零六/七年度共有九個團隊及一名員工獲得此獎項。同時，本局亦很高興助理地區發展經理（行動）張愛弟於二零零六年獲頒申訴專員嘉許獎。

## 員工溝通

為加強員工間的溝通、增加歸屬感及對工作的承擔，本局透過職員通訊、電郵資訊、午餐分享會及季度簡報會，向員工介紹本局業務的最新發展。同時，亦安排各級員工與行政總監面談，交流意見。另外，當本局就員工福利、培訓、發展及工作表現評估等進行檢討時，亦會邀請員工加入專責小組、檢討委員會或聚焦小組，以聆聽各員工的意見。

市建職員樂益會繼續積極推動員工活動，以及參與服務社群。除了舉辦工餘活動，如探訪、旅行、興趣班及體育比賽外，員工亦參加不同的慈善活動，例如渣打馬拉松、樂施毅行者，以及其它的義工服務。

本局員工的整體流失率由上年度的百分之十一點二，下降至年內的百分之十點六一，而高層職員的流失率則由上年度的百分之十七點八下降至年內的百分之十點三九。

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2006/07 presented many human resources challenges to the Authority in the areas of attracting new talents, retaining and motivating our existing talents in an employment market which has become increasingly buoyant as a result of the strong recovery of the local economy. The Authority has appropriate action plans in place, and these will be regularly adjusted and fine-tuned it to suit prevailing situations with a view to maintaining a pool of talents to support the achievement of our corporate vision, missions and objectives.

## Performance and Remuneration

To reinforce the performance-driven culture of the Authority, we have devised a mechanism to reward good performers by introducing a wider range of adjustments to allow flexibility and higher awards where merited. Overall, URA had adjusted staff salaries by an average of 3.3% effective 1 April 2007 in line with current market conditions. We have also increased the effectiveness of our performance management system by improving the review form used to assess our junior staff.

## Organization and Staffing

In 2006/07, we established a new Kwun Tong Project Division to manage this project in a coordinated manner in view of its sheer scale, complexity and significance. All senior positions in the Authority were successfully filled during the year. Headcount increased by 19, mainly as a result of filling new positions in the Kwun Tong Project Division. We also complemented our permanent staff resources and expertise by measures such as use of individual consultants, temporary staff, and appointment of experts to committees and/or task forces.



每季舉行全體員工大會，加強溝通。  
Communication session for all URA staff on a quarterly basis.