

STAFF AND FINANCE COMMITTEE

人事及財務委員會

2025

Committee Purpose

委員會的目的

The Staff and Finance Committee is established to assist the Board of Directors in fulfilling its oversight responsibilities relating to:

人事及財務委員會成立的目的，是協助理事會履行下列監察責任：

1. The integrity of the TIC's financial reporting process and systems of internal controls regarding finance, procurement and accounting compliance.
確保議會的財務匯報程序，以及在財務、採購及會計合規方面的內部監控機制完備妥當。
2. The establishment of fair compensation programmes for the TIC's staff and the oversight of managerial staff recruitment.
設立公平的議會職員補償計劃，監察管理人員的招聘事宜。

Committee Responsibilities and Duties

委員會的責任及工作

The Staff and Finance Committee's primary duties and responsibilities are to:

人事及財務委員會的主要工作及責任：

1. Review, recommend and submit for the Board's approval the TIC's budgets.
審議議會的預算，並建議給理事會批准。
2. Review the TIC's annual audited financial statements and quarterly financial statements with management and to report to the Board every six months.
與管理層審議議會的年度經審核財務報表及季度財務報表，並每半年向理事會匯報。
3. Formulate and review the financial policies of the TIC from time to time as need arises.
視乎需要，不時制訂並審議議會的財務政策。
4. Consider any financial matters related to the TIC as considered necessary.
如有需要，考慮關於議會的財務事宜。
5. Review, recommend and submit for the Board's approval the employment and severance arrangements of the Executive Director.
審議總幹事的僱用及遣散安排，並建議給理事會批准。
6. Review and approve the employment and severance arrangements of the General Manager(s).
審議並批准總經理的僱用及遣散安排。
7. Review and discuss recommendations by the management concerning salaries, bonuses, and other employment benefits of TIC staff.
審議並討論管理層就議會職員的薪酬、獎金及其他僱用福利提出的建議。

8. Formulate and review the personnel policies of the TIC from time to time as need arises.
視乎需要，不時制訂並審議議會的人事政策。
9. Consider any personnel matters related to the staff of the TIC as considered necessary.
如有需要，考慮關於議會職員的人事事宜。

Composition

組成

- The Committee shall comprise such members of the Board as the Board shall determine.
委員會由理事會決定的理事會成員組成。
- Observers may be invited to committee meetings on a fixed-term or ad hoc basis, but they are not allowed to move a motion or vote at the meetings.
觀察員可獲邀按固定期限列席或臨時列席委員會會議，但不可在會議上動議或投票。

Quorum and frequency of meetings

會議的法定人數及次數

- The quorum necessary for transacting general business at Committee meetings is one half of the members of the Committee plus one member present in person.
委員會處理事務所需的法定人數為委員會人數的一半再加一。
- The meetings are held as deemed appropriate.
委員會根據需要而召開會議。

Committee member list

委員名單

Convenor: 召集人：	1. Mr Tommy TAM 譚光舜先生	TIC Chairman 議會主席 Managing Director, Arrow Travel Agency Ltd 雅達旅運有限公司董事總經理
Members: 委員：	2. Mr NG Hi On <i>MH</i> 吳熹安先生	TIC Deputy Chairman 議會副主席 Director, CTS (HK) MICE Service Co Ltd 香港中旅國際會議展覽有限公司董事
	3. Mr Ricky TSE 謝淦廷先生	TIC Deputy Chairman 議會副主席 President & CEO, United Holidays Co Ltd 國聯假期有限公司主席兼行政總裁

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| 4. Mr Steve SY
施俊明先生 | TIC Honorary Secretary
議會名譽秘書
General Manager, Sunrise Tours
Enterprises Limited
東昇旅行社有限公司總經理 |
| 5. Mr Johnny SO
蘇子楊先生 | TIC Honorary Treasurer
議會名譽司庫
Managing Director, Bao Shinn
International Express Ltd
寶信國際旅遊有限公司董事總經理 |

(The Committee has 5 trade members 委員會有 5 名業界委員)