



落實策略計劃 2010/11-2014/15

Implementation of Strategic Plan 2010/11-2014/15



土地工程拓展
策略計劃 2010/11-2014/15
2019/20
簡介會





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本署為2010/11至2014/15年度訂立為期5年的策略計劃，自2010年4月開始實施以來，透過員工的積極參與，進展順利並成功加強了部門的管理、溝通及工作效率等範疇。至2014年年底，策略計劃內的措施，其中21項已完成，另外兩項措施在積極進行中。已完成的項目包括：

Implementation of Strategic Plan 2010/11-2014/15

We formulated a 5-year Strategic Plan 2010/11-2014/15 and commenced implementation in April 2010. With colleagues' active participation, we have made satisfactory progress and achieved fruitful results including enhancement of the management, communication and works efficiency of the Department. By the end of 2014, we accomplished 21 of the Initiatives under the Strategic Plan and were actively pursuing the other two Initiatives. The completed Initiatives are:

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| ● 為管理人員提供「溝通型領導才能」的培訓
Providing communicative leadership training | ● 精簡架構及增加授權
Reduction of bureaucratic layering and having more/ further delegations | ● 加強綠化環境
Enhancing green environment |
| ● 向員工發布每月通訊
Delivering monthly e-mailing to staff | ● 制定與持份者建立良好關係的工作大綱
Building a framework for fostering relationship with stakeholders | ● 提升管理工程顧問的能力
Enhancing capability to manage engineering consultants |
| ● 推動關懷和激勵員工的文化
Promoting a caring and motivating culture | ● 制定與持份者溝通的培訓計劃
Formulating training programmes on communication with stakeholders | ● 分享工程合約管理方面的知識和經驗
Knowledge and experience sharing on contract management issues |
| ● 監察有關僱員表現評核的檢討進展
Monitoring the progress of performance appraisal system review | ● 優化現有公眾參與及公眾諮詢指引
Enhancing the existing guidelines on public engagement and public consultation | ● 提升工程項目財務管理的能力
Enhancing capability in project finance control |
| ● 減省繁文縟節
Reducing red tape | ● 優化現有危機管理架構及危機處理程序
Enhancing the existing framework and procedures for crisis management | ● 維持部門主要工作技術範疇的專業水平
Upkeeping corporate expertise in technical fields of which CEDD is the authority |
| ● 監察減省繁文縟節的跟進工作
Monitoring follow-up actions on reducing red tape | ● 強化工地安全措施
Reinforcing site safety measures | ● 持續發展部門追求工程卓越的文化
Sustaining a culture of integrity in CEDD's pursuit of engineering excellence |
| ● 簡化定期匯報
Streamlining regular returns | | ● 加強管理與工程項目相關的知識
Enhancing management of works projects knowledge |
| ● 減省不必要的會議及精簡會議記錄
Cutting unnecessary meetings and simplify notes of meeting | | |

草擬策略計劃 2015/16-2019/20

為保持部門持續進步的動力，我們現正檢討過去數年的成果並制定未來五年(2015/16-2019/20)的策略計劃。除考慮2013年員工意見調查結果外，我們在2014年年中舉辦了3次策略計劃工作坊。透過來自不同辦事處及職系員工的熱心參與，我們確認了部門在未來五年將要面對的挑戰，以及應實行的策略範疇。我們亦安排了兩場簡介會，為超過300名參加的同事講解策略計劃初稿，以及徵詢他們意見。同事們均認同2005年訂定的「抱負、使命和信念」仍然有效及支持策略計劃內所提倡的五項策略。策略計劃2015/16-2019/20已在2015年3月發佈。

Drafting of Strategic Plan 2015/16-2019/20

To maintain the momentum of striving for further enhancement, we are now reviewing what we have achieved and formulating the Strategic Plan for the next five years (2015/16-2019/20). In addition to considering the results of the 2013 Staff Opinion Survey, we conducted three Strategic Plan Workshops in mid-2014. With the enthusiasm of staff from different Offices and Grades in the workshops, we have identified the challenges the Department will face and the strategic areas we need to focus in the next five years. The draft Strategic Plan 2015/16-2019/20 was presented to over 300 colleagues in the two briefing sessions for collecting their views. All the participants agreed the sustained validity of the "Vision, Mission and Values" developed in 2005 and supported the recommended five strategies. The Strategic Plan 2015/16-2019/20 was promulgated in March 2015.

