

Briefing on Financial Industry Recruitment Scheme for Tomorrow (FIRST)

金融服務業創職位計劃簡介會

FSTB in collaboration with FSDC

財經事務及庫務局與金融發展局合作

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財經事務及庫務局
Financial Services and the Treasury Bureau

Commissioned by
Financial Services and the Treasury Bureau



Administered by
Financial Services Development Council

Overview 概覽

Financial Industry Recruitment Scheme for Tomorrow (FIRST) is the first job-creation scheme dedicated to the financial industry, commissioned by the FSTB under the HKSAR Government's HK\$6 billion Anti-epidemic Fund.

Objective

- To help create 1,500 full time jobs in the financial services industry

Highlights

- Licensed employers to receive up to HK\$10,000 salary subsidy per month for 12 months for each eligible new hire
- HK\$180 million has been set aside for FIRST
- FSDC is the scheme administrator for online application and approval as well as distribution of subsidy
- Subsidy will be disbursed at quarter ends

FIRST是在特區政府60億元防疫抗疫基金之下成立的首個專為金融服務業而設的創造就業機會的計劃，計劃由財經事務及庫務局委託進行。

目標

- 旨在協助受疫情影響的金融服務業創造1,500份全職工作

特點

- 每家合資格企業可就每個合資格的新職位獲取每月高達10,000港元的月薪資助，為期1年
- 已為FIRST預留1.8億港元
- 此計劃由金發局負責執行，包括管理網上申請系統、進行審批以及發放補貼
- 補貼將於每個季度終結日發放

Eligible employers 合資格僱主

Regulators 監管機構	Eligible employers 合資格僱主
<ul style="list-style-type: none">• Authorised by the Hong Kong Monetary Authority• 受金融管理局監管	<ul style="list-style-type: none">• Licensed banks, restricted licence banks, deposit-taking companies, and stored value facility (SVF) licensees• 持牌銀行、有限制牌照銀行、接受存款公司及儲值支付工具持牌人
<ul style="list-style-type: none">• Licensed by the Securities and Futures Commission• 受證券及期貨事務監察委員會規管	<ul style="list-style-type: none">• Firms with non-temporary non-provisional licence and carrying out any of Type 1 to Type 10 regulated activities under the Securities and Futures Ordinance• 進行《證券和期貨條例》項下第一類至第十類受規管活動且非臨時持牌及非短期持牌的持牌公司
<ul style="list-style-type: none">• Authorised by the Insurance Authority• 獲保險業監管局授權	<ul style="list-style-type: none">• Insurers and insurance intermediaries (including insurance agencies and insurance broker companies; not including individuals)• 保險人和保險中介人 (包括保險公司和保險經紀公司；不包括個人)
<ul style="list-style-type: none">• Approved by the Mandatory Provident Fund Schemes Authority• 獲強制性公積金計劃管理局批准	<ul style="list-style-type: none">• Trustees• 受託人
<ul style="list-style-type: none">• Registered with the Hong Kong Institute of Certified Public Accountants• 已向香港會計師公會註冊	<ul style="list-style-type: none">• CPA firms and corporate practices• 註冊會計師事務所和執業法團

Job flexibility & requirements 職位種類及要求

No restriction on roles and positions of the new hires

Job applicants at different stages of recruitment are eligible

Hired A new employee hired at an eligible business within 3 months before start of application	In progress A job applicant in recruitment process and to be hired when the business applies for FIRST	Pre-approved Job positions that are approved to begin recruitment process and a candidate is yet to be identified
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Candidates taking up the new positions

- must be Hong Kong permanent residents when employment commences;
- will work for at least 30 hours per week; and
- should be hired for at least 12 months.

獲資助的新職位不限工種及職位，只需符合企業的人才需求

於不同招聘階段的求職者皆符合資助資格

已聘請 合資格企業開始申請FIRST計劃前的3個月內其僱用的新員工	招聘中 合資格企業申請FIRST計劃時，其擬招聘的特定求職者	已獲批的新職位 已獲准開始招聘惟尚未找到合適人選的新職位
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獲資助新職位的應聘者

- 須為香港特別行政區永久性居民；
- 每星期至少工作30小時；以及
- 應至少獲聘用12個月。

New hire count 新職位數目計算方法

An eligible employer may apply subsidy for 1 to 25 new hires.

每間合資格的僱主可申請補貼，用於新增最多25個新增職位。

The number of subsidized new hires is capped at 5% of the employer's existing number* of employees.

獲資助的新職位數目上限為僱主現有僱員總人數的5%。

The number of new hires will be rounded up to the nearest whole number.

新職位數目將以四捨五入的方式計算至最接近的整數。

Illustration

- an employer with fewer than 30 existing employees may apply for **one** new hire
- an employer with 30 employees may apply for **two** new hires ($30 \times 5\% = 1.5 = \text{rounded up to } 2$)
- an employer with 100 employees may apply for **up to five** new hires
- an employer with 500 employees or more may apply for **up to 25** new hires

例子

- 現有僱員少於30人的僱主可申請資助聘用**1名**新員工
- 現有僱員為30人的僱主可申請資助聘用**2名**新員工 ($30 \times 5\% = 1.5$ ，四捨五入後為 2)
- 現有僱員為100人的僱主可申請資助聘用**最多5名**新員工
- 現有僱員為500人或以上的僱主可申請資助聘用**最多25名**新員工

* The existing number of employees will be the one the employer has declared for the reference month in MPF returns as provided by the trustee.

* 現有僱員數目列於強積金受託人提供有關申請者於參考月份的強積金紀錄證明書上所顯示的僱員人數。

New hires as net increase 新職位須為僱員人數帶來淨增長

- The new hires must represent a net increase in the employers' number of employees in Hong Kong*.
- The eligible employers should choose a reference month to show that the number of new hires marks a net increase from the number of their employees in Hong Kong as compared to before the scheme announcement.
- Approved employers are required to monitor their monthly number of employees and the amount of their subsidy will be affected if a 'net increase' cannot be achieved.
- Payment of subsidy will be suspended or reduced if the number of headcount during the subsidizing period falls below that of the reference month.
- 按FIRST計劃要求，獲資助的新職位應為僱主在香港地區的僱員人數帶來淨增長*。
- 合資格的僱主應選擇計劃宣佈推出前的一個月份作為參考月份，以設訂僱員人數基數，並與參加計劃後的僱員數目比較，證明新職位能為其在香港地區的僱員人數帶來淨增長。
- 成功申請補貼的僱主須監察其每月僱員人數，若無法實現員工人數淨增長，其所收到的補貼金額將受到影響。
- 若資助期內僱員人數跌至低於參考月份的僱員人數基數，補貼將會暫停或補貼金額將會減少。

* The said net increase compares to before the announcement of FIRST subject to the scheme rules.

*所指淨增長須與FIRST計劃宣佈推出日期前作比較。

Documents required upon application 申請所需文件

1. Information about the Employer: Including

- business registration number;
- authorisation/license/registration number;
- number of employees in each of the 3 months before announcement of FIRST;
- copies of its MPF and ORSO returns; and
- total number of existing employees.

2. Details of the positions for which the employer intends to make or has made; and

3. Information about the new hires and commencement of employment (if the new hires have been made):

- each new hire's name, HKID no.;
- basic salary, any other pay;
- a copy of HKID;
- a copy of employment contract; and
- a declaration by the new hire that there is no due employment (whether full-time or part-time) nor previous employment by the eligible employer or any of its affiliates within the past 12 months.

1. 僱主需提交公司的有關資料：包括

- 商業登記證號碼；
- 持牌/執照/註冊編號；
- FIRST計劃宣佈推出前三個月每一個月的僱員總人數；
- 強積金及認可職業退休計劃的紀錄證明書；以及
- 現有的僱員總人數。

2. 僱主計劃開設的新職位或已經開設職位的相關詳情；以及

3. 有關新職位及已開始受聘的職位(若已招聘新職位)的詳情：包括

- 應聘者的姓名、香港身份證號碼及副本；
- 基本月薪、其他額外津貼；
- 已簽訂的僱傭合約副本；以及
- 有關應聘者目前沒有受薪工作（不論全職或兼職）以及其在過去12個月內沒有獲此企業或其附屬機構僱用的聲明文件。