

文、圖 | 王立仁

Article, photos | Wang Li-jen

海巡署94年度人事主管會報

績優人事人員表揚暨彩繪海巡新世紀海報比賽頒獎活動紀要

2005 Personnel Executives' Meeting

Activity highlights of two events---public recognition of outstanding personnel officers and prize-awarding for the competition of coloring Coast Guards' new century posters



一年一度的「人事主管會報」在 94 年 11 月 29 日這天舉行。為能促進海巡署所屬機關（單位）人事人員相互研討問題及工作經驗分享，會報中各單位除報告工作成效及未來一年展望規劃外，另為激勵所屬各機關（單位）人事人員，更從中拔擢優秀人才公開頒獎表揚，使從事人事業務的同仁能有參與感、榮譽感及使命感，以提昇未來人事服務更專業的品質；又適逢該署所舉辦之 2005 年彩繪海巡新世紀海報比賽頒獎典禮，使現場被得獎者喜悅的氛圍緊緊環繞，著實為這場活動增添不少色彩。

會報開始前人事處處長張念中對於各單位遠道而來人事同仁的積極參與及承辦單位費心安排表達感謝之意，更提到由於整個人事團隊的通力合作及努力，創造了許多值得肯定的績效與價值。回顧過去一年，張處長如數家珍的說道：「在這一年來所推動的成果，我們陸續完成了『推動機關組織學習』、『舉辦各項文康活動』、『訂頒行政院海岸巡防署巡防區人事作業規定』、『訂頒海岸巡防機關人員培育與陞遷原則』、『自行研發電腦程式，提昇資料庫運用效能』、『建立本處

The annual "personnel executives' meeting" was held on November 29, 2005. To promote the mutual studies and discussion of issues and the working experience sharing among personnel officers of all the units subordinate to the Coast Guard Administration, all participants reported their unit's work performance and outlook planning for next year. In the meeting, the public recognition of outstanding personnel officers was to aim to inspire all personnel officers to improve the quality of personnel service, and to make them have senses of participation, honor, and mission. also coincided with the meeting, the prize - awarding for the competition of coloring Coast Guards' new century posters made the meeting room tightly surrounded with the joy of those prize winners and the whole activities more colorful.

At the beginning of the meeting, the director of Personnel Department Chang Nian-chung extended his thanks to all participants and the proponent unit for their active involvement and thoughtful arrangement; and he particularly mentioned the teamwork and efforts demonstrated by the whole personnel team, which created a lot of performances and values worthy of our recognition. Reviewing the past year, Mr. Chang cited some of the important personnel tasks at his fingertips: "In this year, we subsequently completed the "promotion of unit organizational study", "holding various cultural and recreational activities", "formulating and issuing the defense patrol zone personnel operation regulations, the Coast Guard Administration, the Executive", "formulating and issuing personnel development and promotion principle", "developing computer program by oneself and promoting the



● 人事處處長張念中於會報中致詞及勉勵同仁
Personnel Department Director Chang Nian-chung
addressed and encouraged colleagues at the meeting

SOP』、『建立本處匯談機制』、『海巡雙月刊全刊雙語化』及『推動人事服務新措施，營造溫馨活潑之組織氣候』等重要人事工作」，同時也獲得各級長官的肯定，未來新的一年張處長也期許人事服務品質能趨向專業化，初步訂出了 8 大項新的工作目標及工作事項，如下：

- 一、賡續辦理組織改造相關事宜。
- 二、賡續推動業務委託民間辦理事項。
- 三、推動培育與陞遷原則相關措施。
- 四、持續機關組織學習與核心價值活動之推展。
- 五、積極鼓勵同仁參與英語學習與檢定測驗。
- 六、研議簡併本署各類人員現支各項加給。
- 七、推動運用本署「心理諮商個案管理系統」。
- 八、推動心理諮商輔導工作志願服務工作。

希望所有同仁能發揮所長，齊心齊力的參與規劃和推動，使海巡署能為成立海洋專責機構的願景奉獻最大的心力，透過這次會報的機會，張處長也將自己在人事業務領域中的一些心得及經驗與同仁分享，那就是「依法行政、學習變革、績效價值、參與建議、流程簡化」，會報最後，張處長仍不忘提醒同仁針對「如何做好人事服務工作」及「型塑本署人事機構願景」兩項議題，多做深思將其形成具體措施，並付諸實行。

行程進行到下午，壓軸的戲碼終於在此刻登場了。為表揚海巡署 94 年績優人事人員及配合台灣海洋年一系列活動所舉辦的「2005 彩繪海巡新世紀海報比賽」頒獎典禮，由主任秘書謝添進擔任頒獎人，典禮一開始，謝主任秘書首先恭喜授獎人與得獎者，並致上感謝大家熱情參與之意，為了讓民眾了解海巡署「海域執法、海事服務、海洋事務」等 3 大核心任務，鼓勵其親近海洋，喚醒全民海洋意識，實現「生態、安全、繁榮」的海洋國家願景，故舉辦此活動。由於比賽

effectiveness of data bank utilization", "Establishing SOP" for this Department", "setting up a negotiation mechanism for this Department", "making the bi-monthly publications a bilingual journal", and "promoting new measures of personnel service to build a sweet and vivid organizational climate". Besides, the above achievements also won our superiors' golden opinions. For the next year, Mr. Chang hoped to make the personnel service quality more specialized and initially set 8 main categories of work goals and task items as follows:

I. Continuing the related tasks of re-organization.

II. Continuing to promote business consignment to civilian sectors.

III. Promoting related measures for personnel development and promotion.

IV. Continuing the organizational study and the promotion of the core value activity.

V. Actively encouraging our colleagues to study English and to take certificate tests.

VI. Simplifying the existing specialty allowances for various talents.

VII. Promoting the utilization of "psychological counseling case management system" specifically designed for this Administration.

VIII. Promoting the volunteer service tasks for the psychological counseling guidance task.

He also hoped all colleagues can develop their best and participate in the planning and promotion for the vision of establishing a special organization dedicated for oceanic and maritime affairs. Mr. Chang also shared with all participants his own findings and experience within the province of personnel business; they are "administration per laws, study the change, performance value, participate in suggestions, and process simplification". At the conclusion of the meeting, Mr. Chang repeatedly reminded his colleagues of the following two agenda items: "how to better the personnel service tasks" and "Shaping the vision for our personnel organizations" and urged them to think deeply how to turn it into concrete measures and put them into practice.

The best show eventually came in the afternoon. The ceremony for the public recognition of outstanding personnel officers and prize-awarding for the competition of coloring Coast Guards' new century posters was hosted by Hsieh Tien-jin, the chief secretary. Serving as the prize-presenter, he started with congratulations for those prize winners and then expressed his appreciation for participants' passionate involvement. He finally explained the background for holding the poster competition; the purposes are to let the public realize the CGA's 3 major core missions---"the law enforcement in waters, maritime affairs service, and oceanic business", to encourage them become intimate with sea, and to wake them up to have ocean-conscious so as to realize the maritime power vision of "eco-system, security, and prosperity". The competition was divided into 2 levels, the social level and university and senior high school level. The themes of all contributed works include the oceans, the beauty of coasts, waters, seashore sightseeing and recreation, ecosystem conservation, fishery resources maintenance, sea environmental protection, law enforcement in waters, and search and rescue for motif. To raise the public's trust and credibility in the grading of all contributed works, professor Zheng Zi-long, Political University, professor Chen Shang-yong, Fu-ren University,

區分社會組、大專及高中（職）組等 2 組，作品皆以海洋、海岸之美、海域、海岸觀光遊憩及生態保育、漁業資源維護、海洋環保、海域執法、海難搜救為主題，本次得獎之作品評審為提高其公信力及可信度，特別邀請政治大學鄭自隆教授、輔仁大學陳尚永教授、文化大學莊伯仲教授等 3 位專家學者及本署代表 2 人組成評審小組，以專業及客觀的角度為參賽作品做評選，當中社會組、大專及高中（職）組各計有 18 位得獎者，尤以社會組 3 位台南監獄受刑人參賽作品的創作精神值得嘉許，也特別感謝年輕朋友們對海洋事務的關心與投入，參賽作品除辦理展覽外，更在未來配合一系列的主題活動，提供該署各機關（單位）作為文宣品印製參考。

正逢年度人事人員的重要盛會，謝主任秘書也在典禮中特別感謝人事處張處長帶領人事同仁努力推展各項人事業務達成許多具體的實際成效。同時也恭喜當選本年度績優人事人員的 7 位同仁，對於他們在工作崗位上的付出與辛勞給予嘉勉；謝主任秘書同時表示，人事工作極為廣泛複雜，與每一個人權益息息相關，亟需人事人員付出更多的心力，藉此難得的機會，所有人事同仁相互交流一年的努力心得及成果，更重申會報中分組討論的兩項議題「如何做好人事服務工作」及「型塑本署人事機構願景」極具其意義及價值，對今後的工作重點彼此策勵。

頒獎典禮結束後，謝主任秘書更率各單位主管一起觀賞參賽及得獎作品海報，並與得獎人員合影留念，整個活動也在歡樂氣氛中畫下一個完美的句點。

professor Zhuang Bo-zhong, Culture University, and CGA's 2 representatives are particularly invited to form a judge team to grade contributed works with professionalism and objectivity. Of all contributed works, there were 18 prize-winners for each level. The creativity of the works contributed by 3 prisoners from Tainan prison especially deserves our praise. He also particularly appreciated young friends' concern about and commitment to sea business. In addition to being used for exhibit, all contributed works will be utilized to go with a series of theme activities and also offered to CGA's subordinate units for reference in the production of propaganda publications.

As the ceremony coincided with the significant personnel meeting, Mr. Hsieh also extended his thanks to Mr. Chang for his efforts in leading personnel colleagues to promote various personnel business and achieve so many concrete and actual results. He also congratulated 7 outstanding personnel officers on their excellent performance and commended them for their efforts and hard work. In the meantime, he commented that the personnel work was extremely complicate and closely related to personal rights and interests; thus it would take more time and efforts for them to do their job. Finally he re-stressed the two agenda items for panel discussions---"how to better the personnel service tasks" and "Shaping the vision for our personnel organizations" and explained their meanings and values for mutual inspiration.

After the conclusion of the ceremony, Mr. Hsieh led all unit executives to view the prize-winning posters and had pictures with prize-winners for coincided with the meeting, memory. The whole activity drew a perfect period in a joyful atmosphere.



● 謝主任秘書與績優人事人員合影(左起岸總局科長葛誠友、南巡局主任彭業明、中巡局專員黃智斌、東巡局專員李永光、洋總局科員林淑女、署人事處科員賴隆平、南巡局五二大隊人事官黃偉傑)
Secretary General Hsieh posed for a group photo with outstanding personnel (from left Coastal Patrol Directorate General section head Ger Cheng-yu, South Coast Patrol Bureau director Pong Yeh-ming, Central Coast Patrol Bureau specialist Huang Zhe-bin, Eastern Coast Patrol Bureau specialist Lee Yung-kuang, Maritime Patrol Directorate General clerk Lin Shu-nu, Administration Personnel Division section clerk Lai Lung-ping, Southern Coast Patrol Bureau 52nd Corps personnel officer Huang Wei-jeh).



● 謝主任秘書與得獎者一起欣賞參賽得獎作品
Secretary General Hsieh and prize-winners are appreciating the prize-winning works



● 海報比賽得獎者開心合影畫面
A joyful appearance on the picture of prize-winners in the poster competition