

BORN with a TALENT

天生我「才」

www.fuhong.org



扶康會二零一五至二零一六年 年報

Fu Hong Society 2015/16 Annual Report

2015 / 16 年
Annual Report 報



BORN with a TALENT

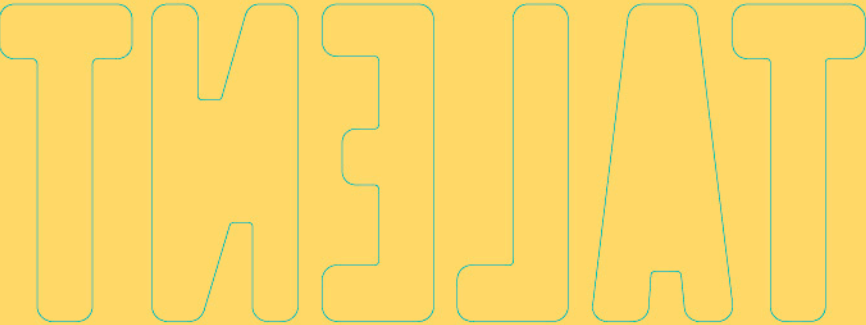
天生我「才」

封面簡介

每人與生俱來都擁有才能。扶康會憑藉此信念，將愛心及關懷投放於服務，並聯同各服務使用者及持份者，齊心協力為香港市民宣揚愛與希望。為此，本年報以專業的烘焙師用心訓練烘焙學徒為設計意念，比喻本會盡心盡力地培訓服務使用者，以發揮他們的潛能，為社區提供高質素的产品及服務。年報的設計正好回應「天生我『才』」這主題。

Note on Cover Design

Everyone is born with a talent. Fu Hong Society delivers loving and caring services, joining forces with our service users and stakeholders to present love and hope to all people in Hong Kong. Like a chef baker teaching apprentices of patisserie to make delicious cakes for customers, the Society has been making its utmost efforts in training service users, exploring and developing their talents to provide quality products and services to the community. The design concept well illustrates the theme of this Annual Report: ‘Born with a Talent’.



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關於我們

ABOUT

Us

簡介

WHO We Are

扶康會的創立源自服務啟蒙者達碑立神父 (Father Enea TAPELLA, PIME) 關懷弱小及無私奉獻的精神。達神父跨越種族、文化、宗教及智力界限的愛，驅使一群熱心人士秉承他的遺志，成立扶康會，熱誠地服務社會上最弱小的一群。

本會自1977年開始於香港提供康復服務，同年成立「友愛之家」，為嚴重智障成人提供臨時住宿服務。翌年根據《公司條例》註冊為擔保有限公司，並於1980年成為香港社會服務聯會的會員。多年來，本會不斷創新求變，緊貼社會需求，為智障人士、自閉症人士、精神康復者及肢體傷殘人士提供各種適切服務，協助他們發揮潛能，積極融入社會。

現時，本會約有八成半的收入來自社會福利署的資助，其餘的收入來源則為捐款、服務收費、投資收入及社會企業銷售等。當中，香港賽馬會慈善信託基金的撥款主要用作資助「扶康家庭」服務及「香港最佳老友」運動。有關本會財政狀況的詳情，請參閱《財務報告》。

Inspired by the spirit of Father Enea TAPELLA, PIME in making selfless contributions and caring for the disadvantaged, Fu Hong Society was founded by a group of enthusiasts, who were motivated by his boundless love transcending the boundaries in race, culture, religion and intelligence. They carried on his unfulfilled aspirations to serve the most disadvantaged group in society.

The Society has started providing rehabilitation services in Hong Kong since 1977. In the same year, the first 'Father Tapella Home' was established to provide temporary residential service for adults with severe intellectual disabilities. The Society was incorporated under the 'Hong Kong Companies Ordinance' as a company limited by guarantee the following year and became a member of the Hong Kong Council of Social Service (HKCSS) in 1980. Over the years, the Society, in the pursuit of innovation and changes, has strived to keep its services abreast of the changing society in order to meet the service needs of persons with intellectual disabilities, autism spectrum disorders, psychiatric and physical disabilities, thereby developing their potentials and helping them integrated into society.

Around 85% of the Society's income is subvention from the Social Welfare Department. The remaining income comes from donations, service charges, investment income, and social enterprise sales. Among the donations received, the funding from the Hong Kong Jockey Club Charities Trust supports our self-financed services, including Casa Famiglia Services and 'Best Buddies Hong Kong' Movement. Further details are given in the Financial Report of the Society.

理念

Vision

殘疾人士應享有一切基本的人權，當中最重要的是受到認同及尊重。他們亦有權利接受各種必需的援助，令他們身心各方面都得到充分的發展。本會竭盡所能，確保他們應有的權利得到尊重。

Persons with disabilities are individuals with all basic human rights, above all the right to be recognised and respected. They have the right to receive all necessary help in order to progress at every level, human and spiritual; and we are committed to ensuring that their rights are respected and honoured through our work with the community.

使命

Mission

- > 為殘疾人士提供多種機會，令他們發揮個人的能力，在所屬社區中，充分獨立自主，積極融入社會。
To provide opportunities for persons with disabilities, to develop their abilities and to ensure that they achieve the greatest independence possible within their circumstances, as fully integrated members of the community.
- > 倡導教育、政策及法例的修訂，為殘疾人士爭取平等權利。
To advocate equal rights of persons with disabilities through education, policy and legislative changes.

提供職業評估及技能培訓等服務

為具有工作潛能，可於就業環境中工作的殘疾人士提供職業評估及技能培訓等服務，並為他們提供更多就業機會。

Provide vocational assessment and training services

To provide vocational assessment and training for persons with disabilities and increase employment opportunities for those who have the potential to work in the community.

籌辦適切服務及「扶康家庭」

為有需要的殘疾人士提供一個全面照顧及家居式生活環境。

Establish appropriate services and family care homes (Casa Famiglia Services)

To provide holistic care and a homelike environment for persons with disabilities in the community.

提供各類評估及培訓

啟發殘疾人士的潛能。

Provide various assessment and training

To develop the potentials of persons with disabilities.

關懷殘疾人士家庭

為殘疾人士及其家人提供輔導及社會工作服務，並與殘疾人士的家人合作提供適切的優質服務。

Care for families of persons with disabilities

To provide counselling and social work services to persons with disabilities and their families, as well as collaborate with family members of persons with disabilities for the most appropriate quality services.

推廣社區教育

舉辦社區教育活動，讓公眾人士能更深入了解殘疾人士，繼而對他們持更積極和正面的態度。

Community Education

To organise community education programmes for a better understanding and a positive attitude towards persons with disabilities.

關懷尊重 Care & Respect

員工樂意以開放、尊重及關懷的態度去接待服務使用者，建立以服務使用者為本的服務模式。

Staff members are willing to serve service users with an open, respectful and caring attitude to establish a service user oriented service model.

協同效應 Synergy

員工之間需要建立團隊精神，透過緊密聯繫來互相支援及激勵，一同努力地發揮「一加一大於二」的功能；員工亦需要與服務使用者、其家人及其他持份者建立夥伴關係，彼此衷誠合作。

Team building requires staff members to maintain close collaboration and mutual trust, realise the effect of 'one plus one greater than two' and pursue for excellence through mutual support and encouragement. Staff members should also forge partnership with service users, their family members and other stakeholders, achieving cordial collaboration.

Core Values

核心價值

專業精神 Professional Spirit

在不同的崗位上，員工以敬業樂業及盡責的工作態度發揮專業精神，並以服務使用者的福祉為依歸。

Staff members at different positions practise professional spirit in different positions and work for the best interest and welfare of service users.

熱誠主動 Pro-activeness

員工主動承擔份內工作，甚至超越工作範圍的責任，主動溝通、主動參與及提出達致更佳效果的建議。

Staff members take up work proactively, including responsibilities beyond one's job description and taking the initiative to communicate, participate and offer recommendations to achieve better results.

持續改善 Continuous Improvement

持續檢討、學習及改善工作方法及流程，以提升全會工作效率及生產力。

Evaluating, learning, and improving work flow and approach continuously to enhance the Society's work efficiency and productivity.

我們的工作

本會自1977年開始提供康復服務，至今服務香港社會近四十載。目前，本會擁有四十三個服務點，服務近三千六百名殘疾人士，包括智障人士、精神康復者、自閉症人士及肢體傷殘人士等。為配合殘疾人士及其家人的不同需要，本會一直努力發展多元化康復服務，實踐「以求為導」的精神。本會的核心服務包括：住宿服務、日間訓練服務、職業康復及發展服務、社區精神康復服務、自閉症及發展障礙人士服務和殘疾人士社區支援服務。有關本會的服務詳情，請參閱本年報第50至71頁。

What We Do

The Society has started providing rehabilitation services in Hong Kong since 1977. Over almost 40 years of development, the Society now has 43 service points, providing services for about 3,600 persons with disabilities, including persons with intellectual disabilities, persons with psychiatric disabilities, persons with autism spectrum disorders, persons with physical disabilities, etc. To carry on and implement the spirit of 'Meet the Need, Take the Lead', and to cater for the various needs of persons with disabilities and their families, the Society has always been committed to developing multi-faceted rehabilitation services. Our core services include Residential Services, Day Training Services, Vocational Rehabilitation and Development Services, Community Psychiatric Services, Services for Persons with Autism Spectrum Disorders and Developmental Disabilities, and Community Support Services for Persons with Disabilities. For details of the services, please refer to Part 3 (p.50 – p.71) of this Annual Report.

年度主要數字

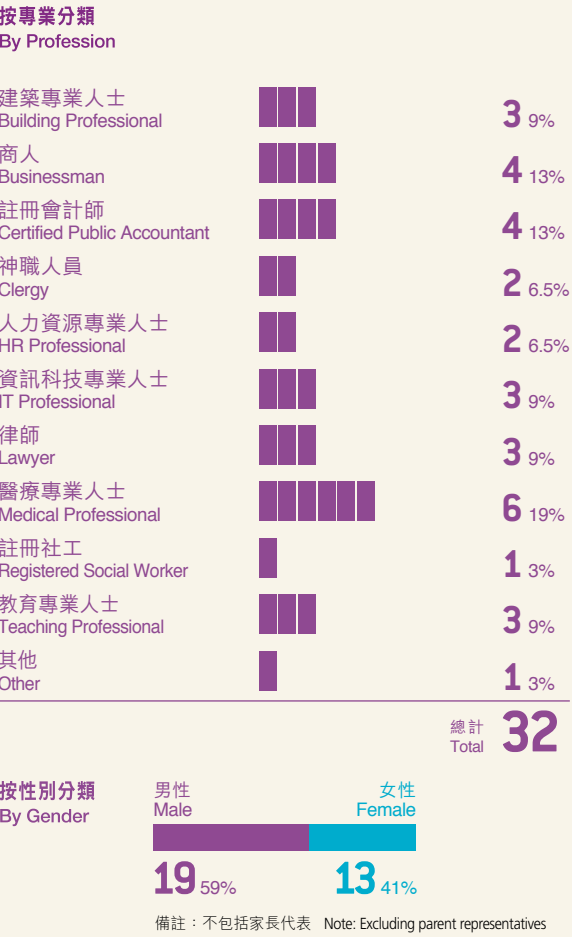
KEY FIGURES of the Year

企業管治
Corporate Governance

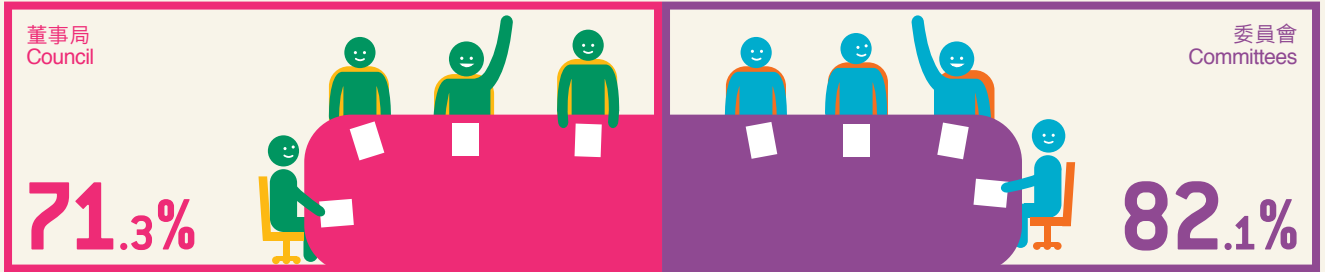
董事局多元化組合
Diversity in the Composition of Council



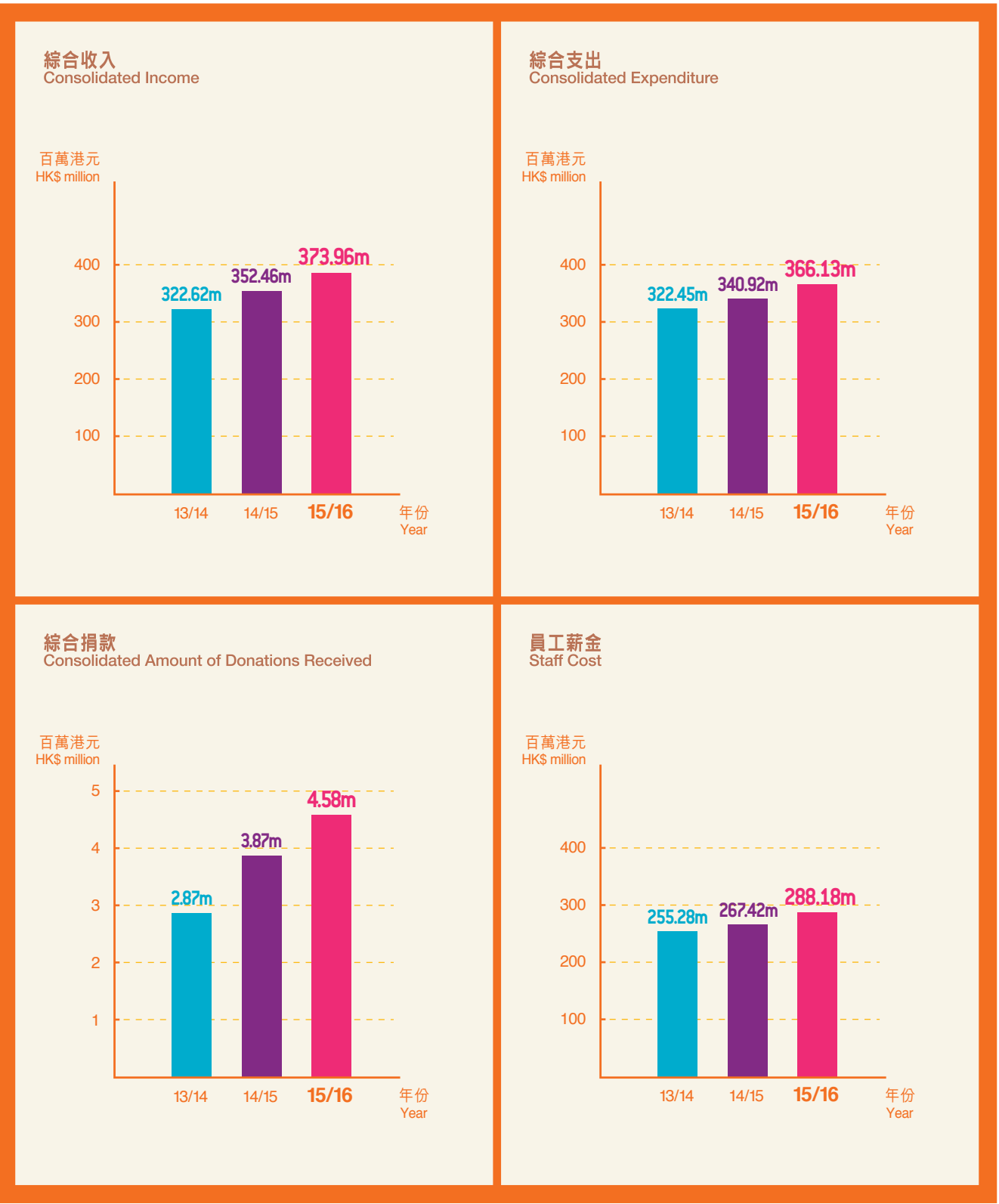
委員會多元化組合
Diversity in the Composition of Committees



董事局及委員會平均會議出席率(截至2016年6月30日)
Average Meeting Attendance Rate of Council & Committees (As at 30 June 2016)



財務
Finance

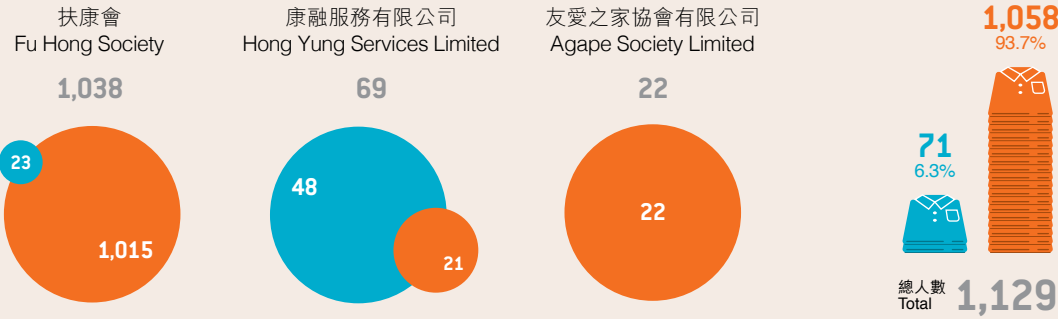


備註：本年度之財務報告於周年大會(2016年11月23日)後上載至本會網頁。如欲查看整筆撥款之周年財務報告，請聯絡本會總辦事處。
Note: The full set of this yearly financial report will be uploaded on the Society's website after the Annual General Meeting on 23 November 2016. The annual financial report for Lump Sum Grant will be available at the Society's Head Office upon requests.

扶康會團隊人數
Total Number of Staff

殘疾員工人數(全職/兼職)
No. of disabled staff (Full-time/Part-time)

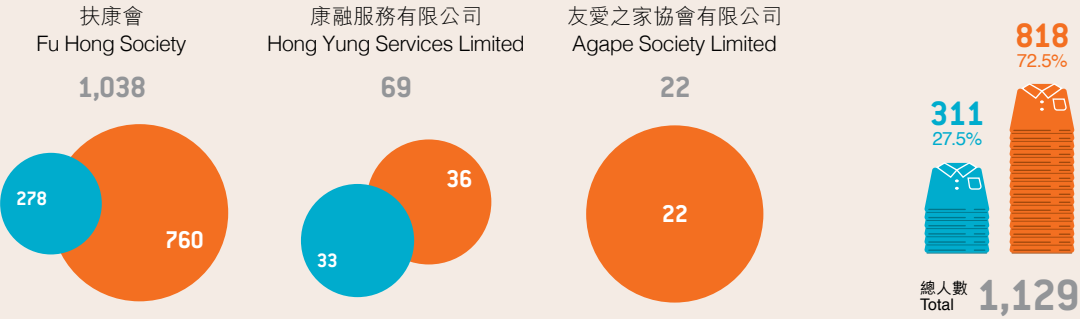
非殘疾員工人數(全職/兼職)
No. of non-disabled staff (Full-time/Part-time)



員工性別分佈
Gender Distribution of Staff

男性 Male

女性 Female



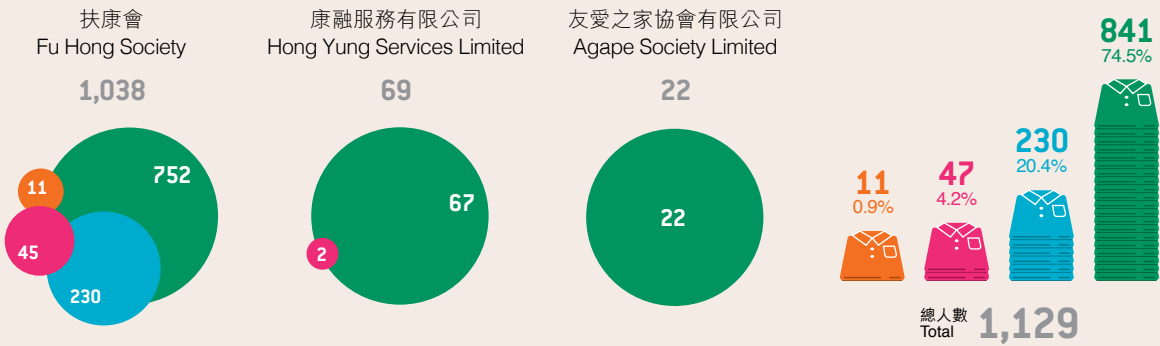
員工分佈
Staff Distribution

高級管理團隊 Senior Management

中央行政 Central Administration

專業人員 Professionals

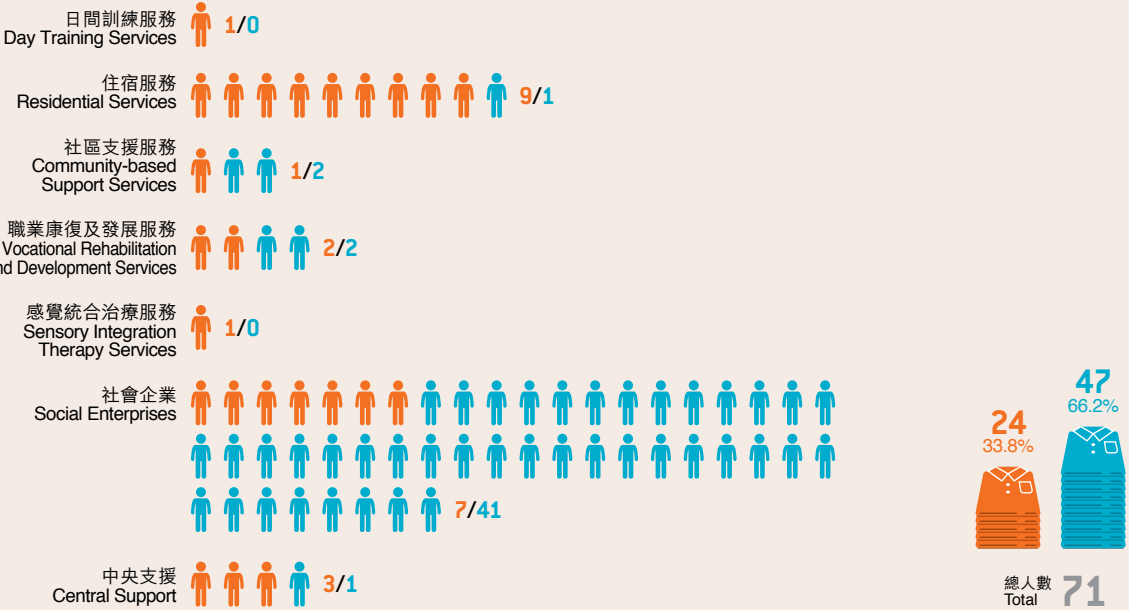
服務運作 Direct Service and Operation



全職/兼職殘疾員工分佈 以服務類別分類
Distribution of Full-time/Part-time Disabled Staff
By Service Types

全職 Full-time

兼職 Part-time



員工參加內部及外間培訓綜合表
Staff Development Summary of Internal and External Courses

員工參與培訓活動總人次
Total No. of Staff Attendances in Training Activities



員工參與培訓活動總時數
Total Training Hours



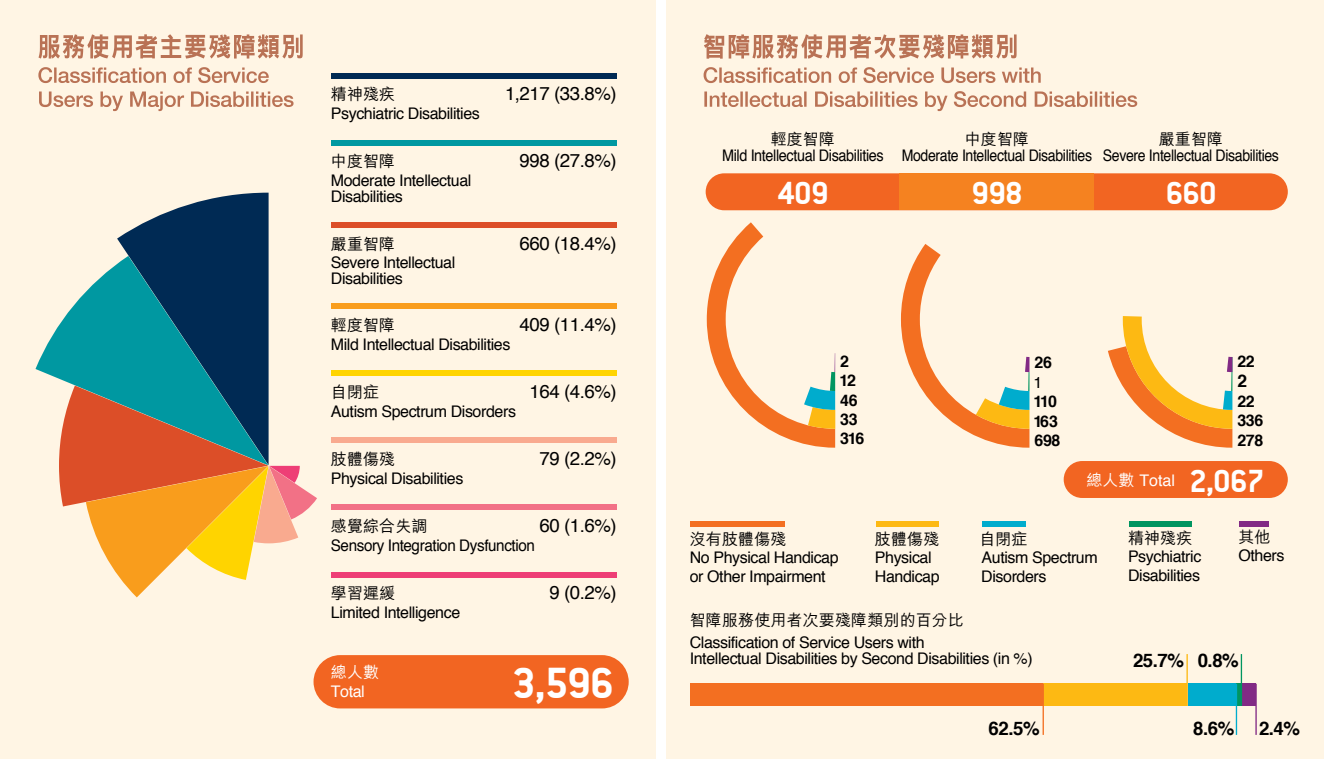
總成本
Total Cost



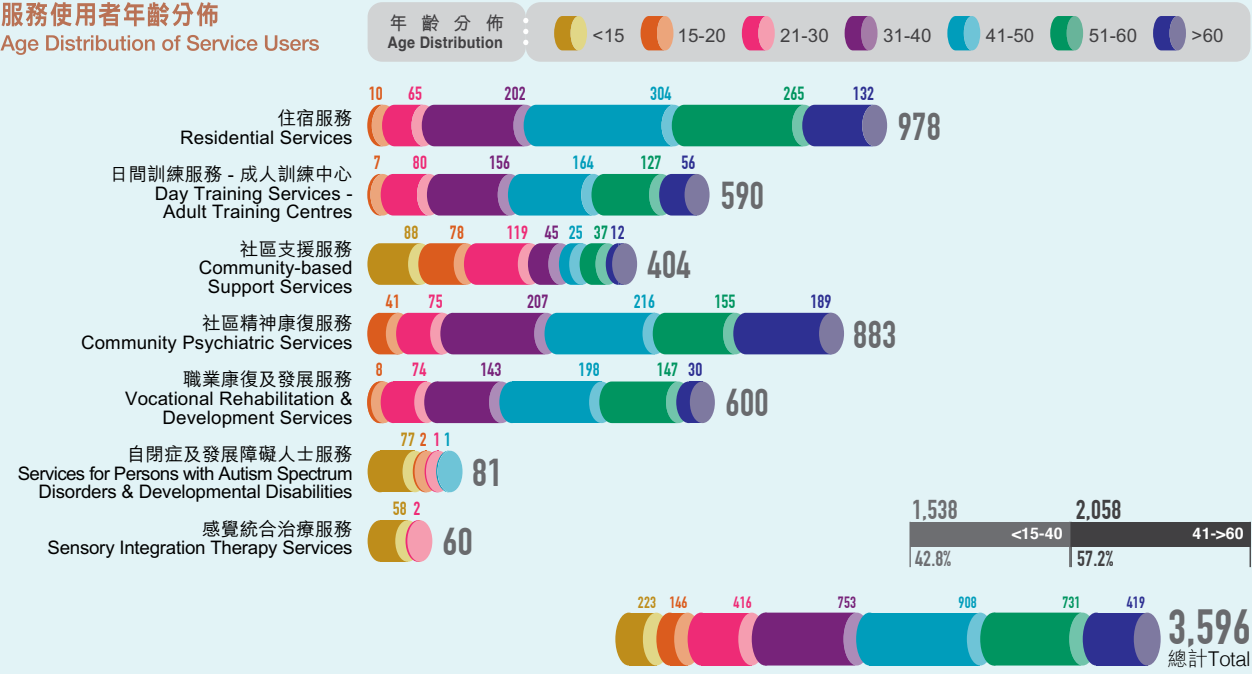
物業來源
Source of Premises

服務單位物業來源 Source of Premises of Service Units	租用香港房屋委員會轄下物業 Renting Premises from Hong Kong Housing Authority	租用香港房屋協會轄下物業 Renting Premises from Hong Kong Housing Society	租用政府物業 Renting Government Premises	自置物業 Self-owned Premises
住宿服務 Residential Services	16	2	11	2
日間訓練服務 - 成人訓練中心 Day Training Services - Adult Training Centres				
社區支援服務 Community-based Support Services	1	0	0	0
社區精神康復服務 Community Psychiatric Services	1	0	0	0
職業康復及發展服務 Vocational Rehabilitation and Development Services	1	0	2	0
自閉症及發展障礙人士服務 Services for Persons with Autism Spectrum Disorders and Developmental Disabilities	0	0	1	1
感覺統合治療服務 Sensory Integration Therapy Services	1	0	0	0
社會企業 Social Enterprises	0	0	2	0
中央行政 Central Administration	0	1	1	0
小計 Sub-total	20 (46.5%)	3 (7%)	17 (39.5%)	3 (7%)
總計 Total	43			

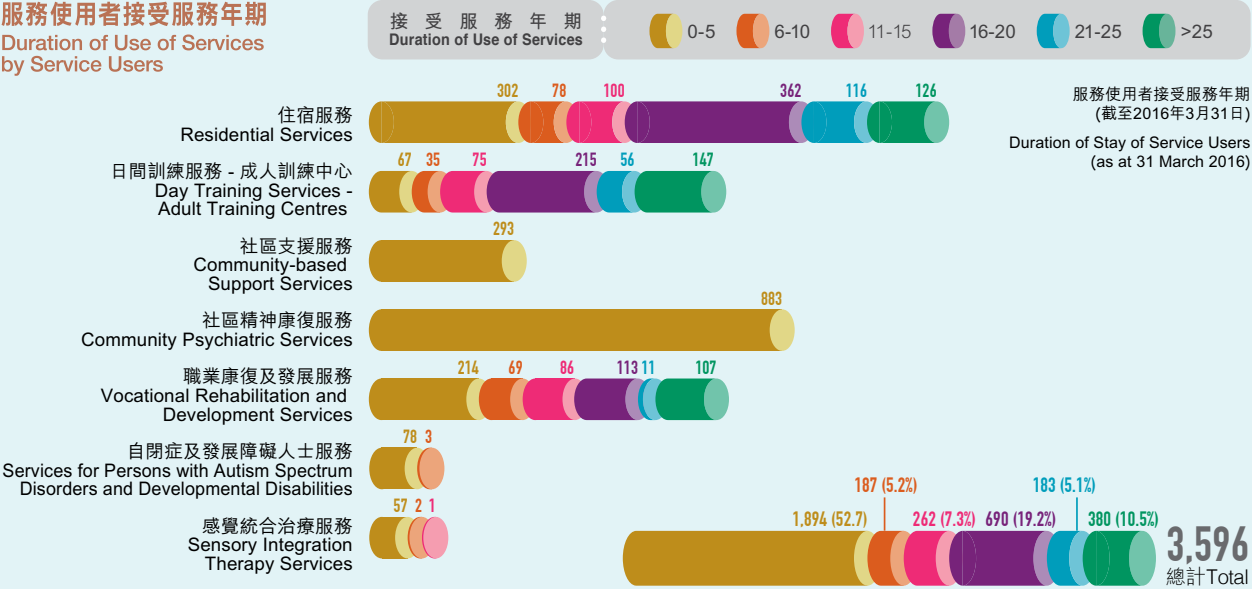
服務 Services



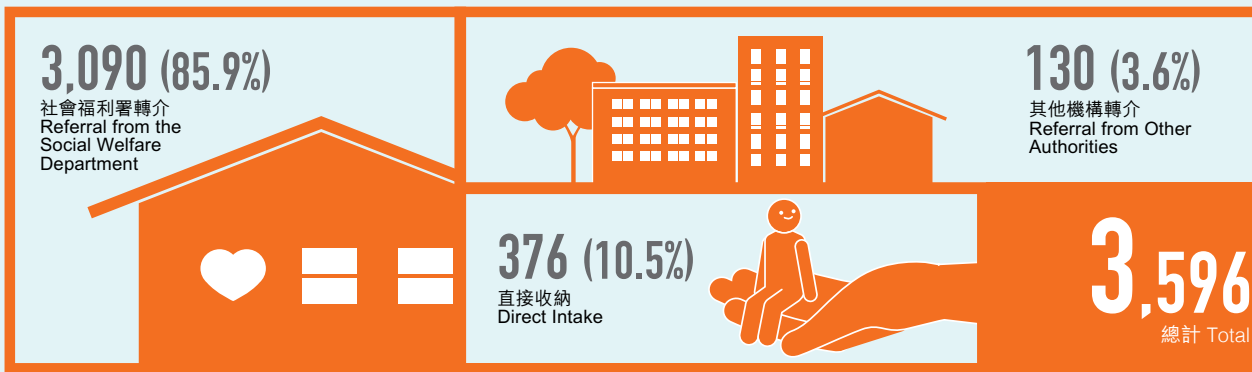
服務使用者年齡分佈
Age Distribution of Service Users



服務使用者接受服務年期
Duration of Use of Services by Service Users



服務使用者個案來源
Sources of Referral of Service Users



主要表現指標 服務使用者及支援網絡

Key Performance Indicators Service Users and Support Network

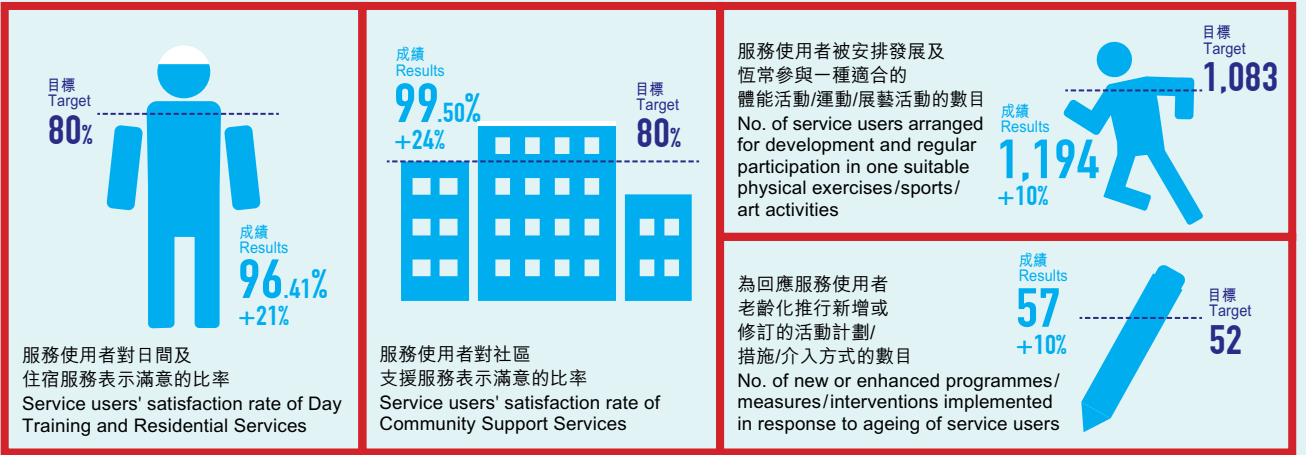
2015/16目標
Targets in 2015/16

全年成績
Overall Results (Variance in %)

服務使用者 Service Users

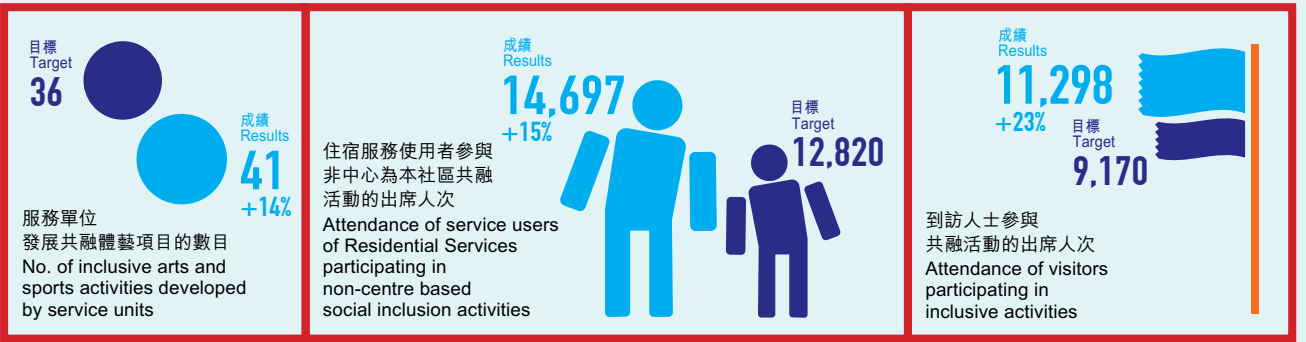
改善服務使用者的生活質素及對服務的滿意程度

Improve Service Users' Quality of Life and Satisfaction with Services Received



促進服務使用者積極融入社會

Encourage Service Users to be Fully Integrated Members of the Community



支援網絡 Support Network

其他持份者 Others

增加照顧者對本會服務的滿意程度

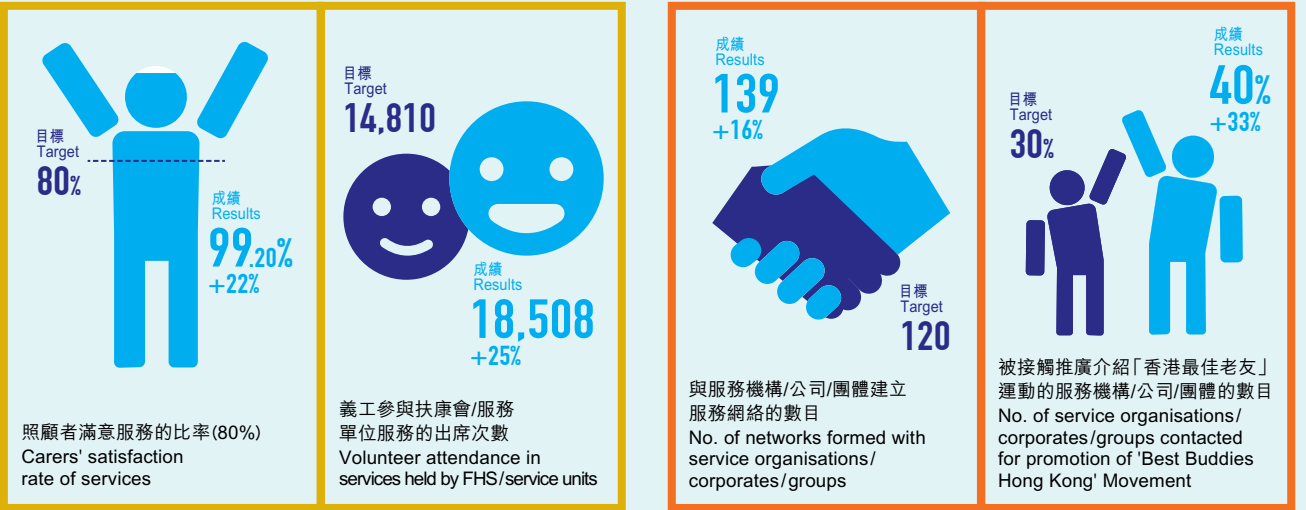
Increase Carers' Satisfaction with the Society's Services

加強義工陣容

Strengthen the Capacity of Volunteers

加強與服務機構/公司/團體建立網絡

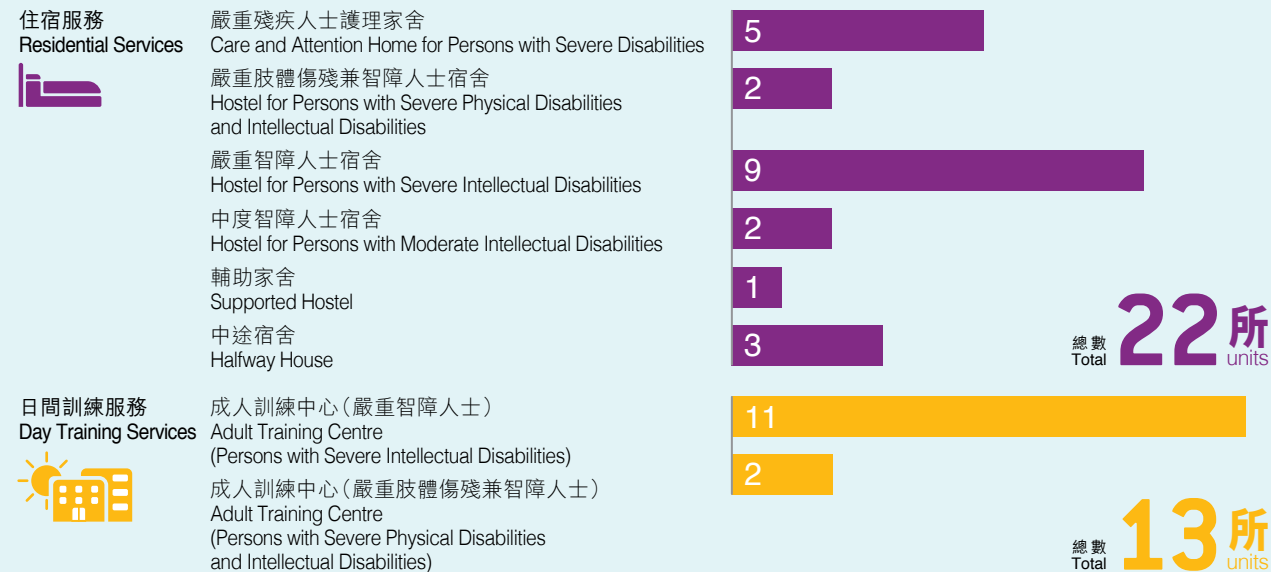
Enhance Network with Service Organisations/Corporates/Groups



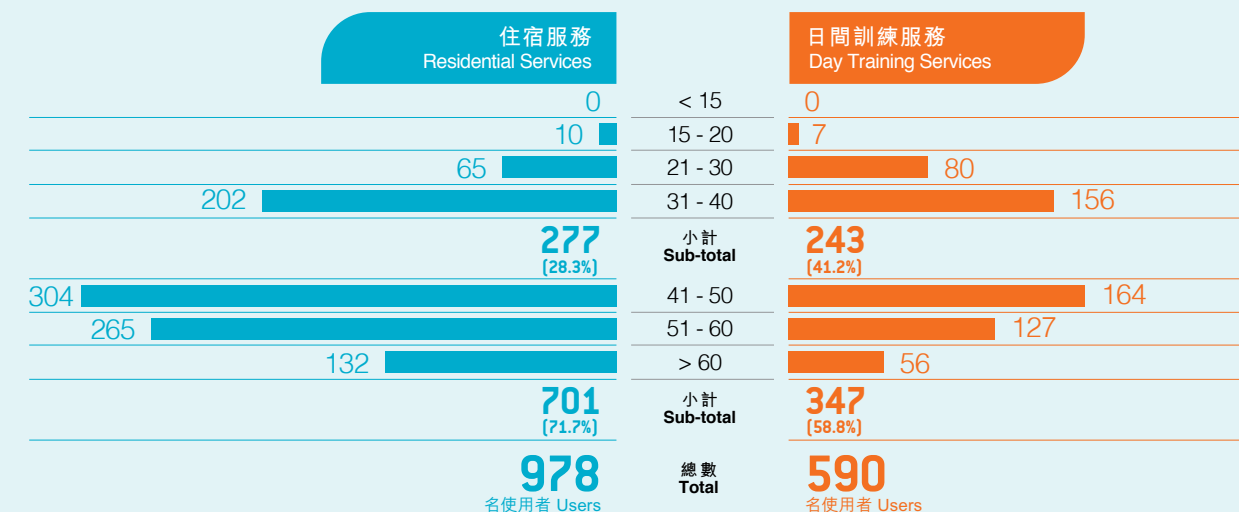
服務使用者老齡化 Ageing of Service Users

智障人士老齡化問題日趨嚴重，當中以宿舍及成人訓練中心的情況最為明顯。
Ageing of persons with intellectual disabilities is an increasingly serious problem, particularly found in hotels and adult training centres.

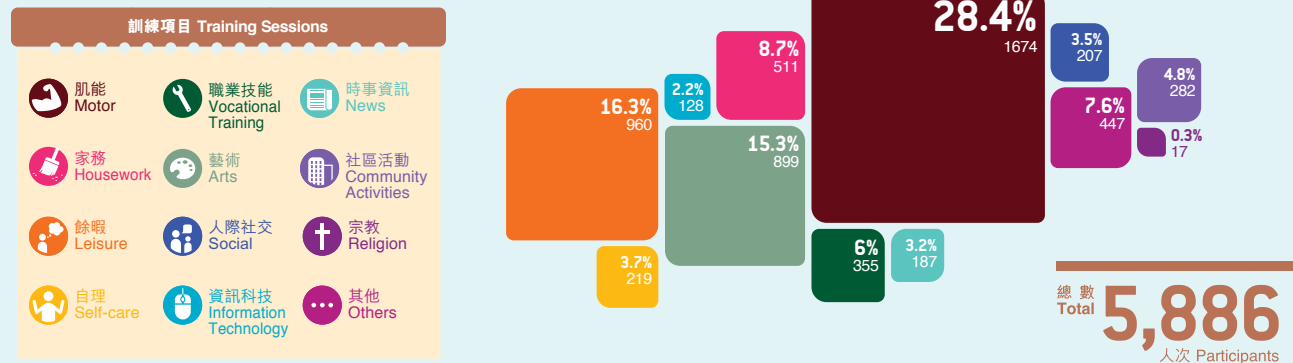
宿舍與成人訓練中心類別 Types of Hostels & Adult Training Centres



服務使用者年齡分佈 住宿服務及日間訓練服務 Age Distribution of Service Users Residential Services & Day Training Services



服務使用者多元化訓練項目 Diversified Training for Service Users



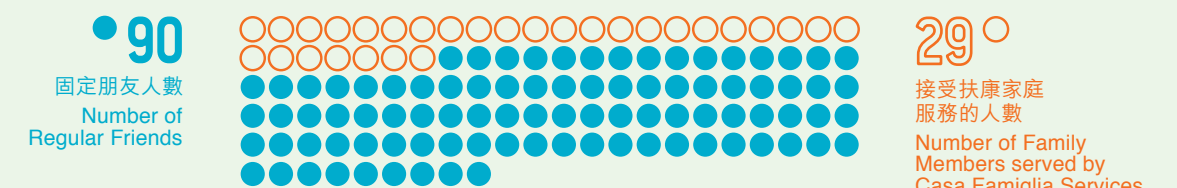
社區共融 Social Inclusion

本會致力倡導社區共融，並透過扶康家庭服務及「香港最佳老友」運動，建立關愛共融、平等互享的社會。

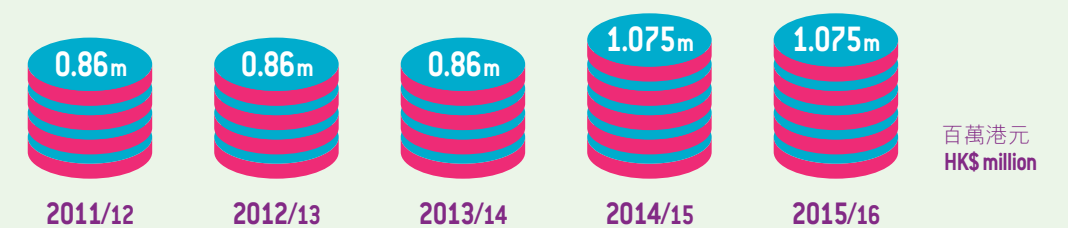
The Society actively promotes social inclusion through Casa Famiglia Services and 'Best Buddies Hong Kong' Movement, creating an inclusive, caring and equal society.

扶康家庭服務 Casa Famiglia Services

固定朋友人數 Number of Regular Friends

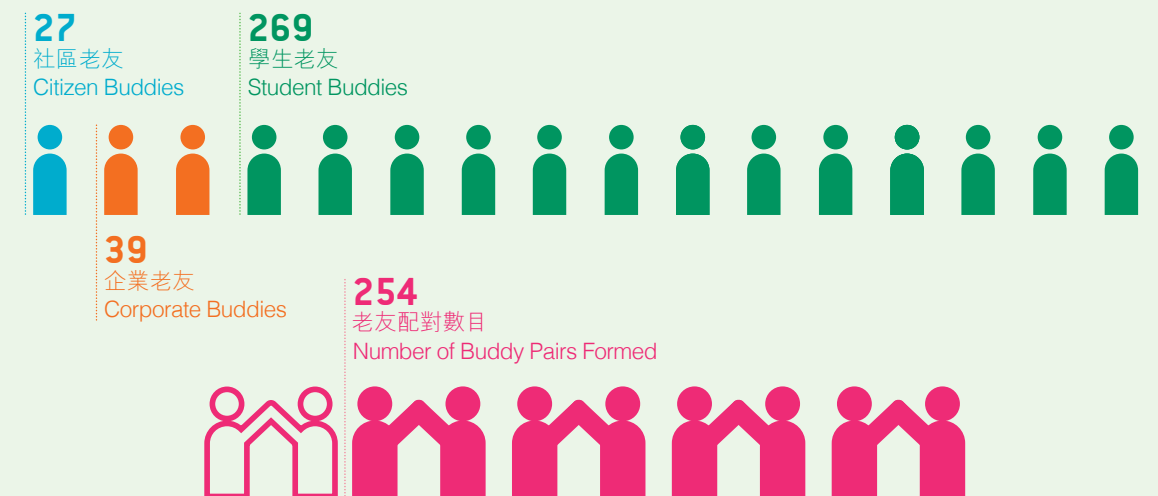


獲香港賽馬會慈善信託基金撥款支持 Receiving Funding Support from The Hong Kong Jockey Club Charities Trust



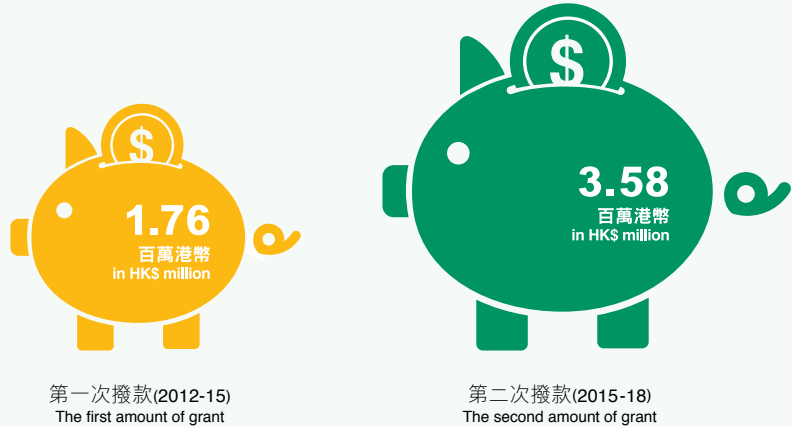
「香港最佳老友」運動 'Best Buddies Hong Kong' Movement (BBHK)

「香港最佳老友」運動的參與人數 Number of Participants of BBHK

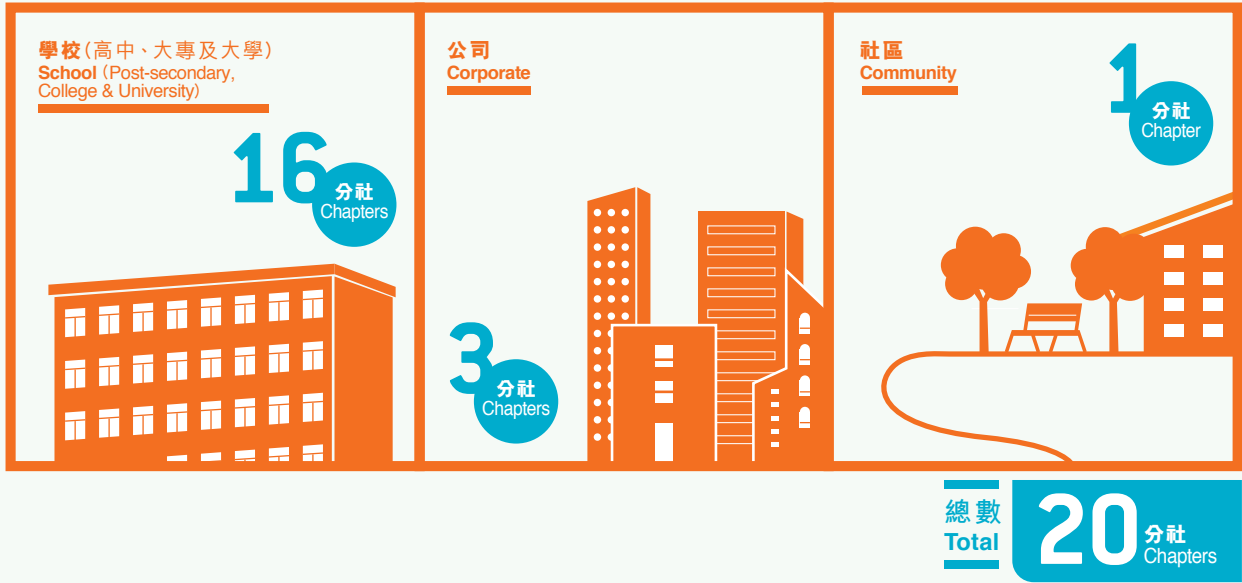


「香港最佳老友」運動
'Best Buddies Hong Kong' Movement (BBHK)

獲香港賽馬會慈善信託基金撥款支持
Receiving Funding Support from The Hong Kong Jockey Club Charities Trust



分社數目 (按類別)
Number of BBHK Chapters (by Types)

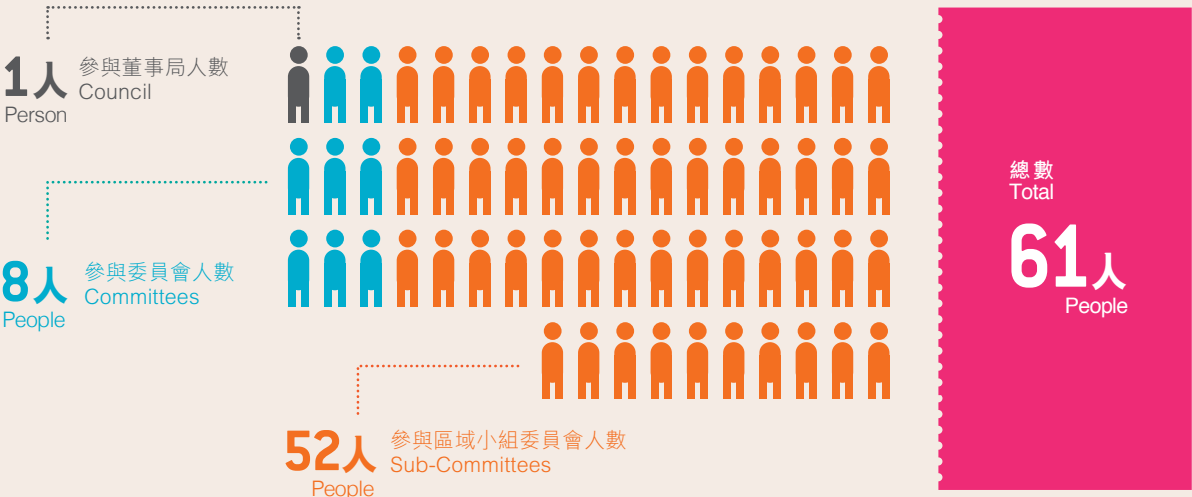


家長/監護人及義工參與
Parent/Guardian & Volunteer Participation

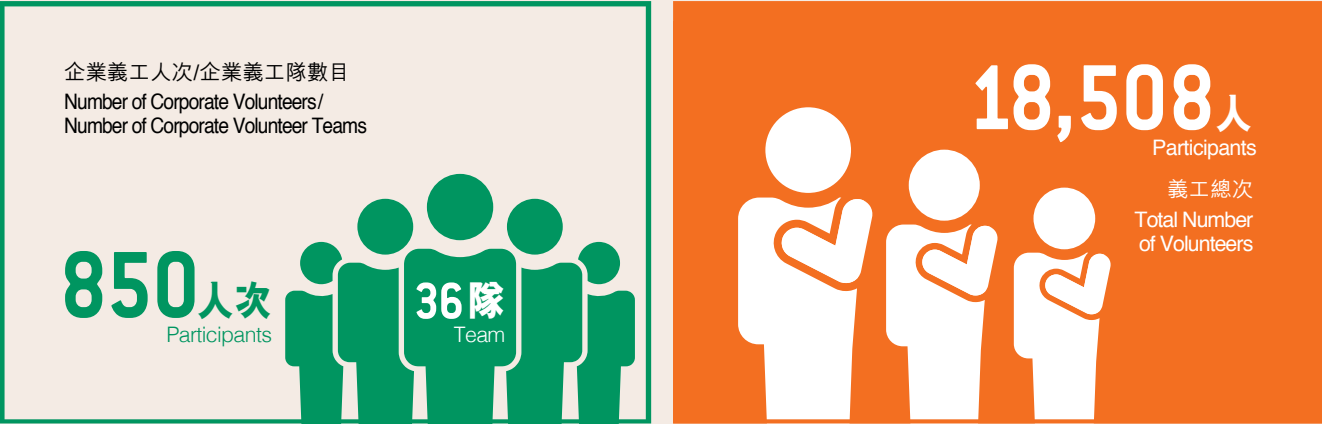
服務使用者家長/監護人的參與
Participation of Service Users' Parents/Guardians



家長/監護人參與扶康會董事局/委員會/區域小組委員會
Participation of Service Users' Parents/Guardians in Council/Committees/Sub-Committees



義工參與
Volunteer Participation



會長獻辭

PRESIDENT'S Message



葉恩明醫生 太平紳士
Dr IP Yan-ming JP

會長
President

—— 杯極被欣賞的珍貴紅酒誤潑倒在衣服上，立刻會成為被憎惡，並且要立刻清洗的東西；但藝術家卻又可能會覺得這酒漬的構圖十分美。似乎，任何才華，都視乎他人怎樣看待和被放在哪裡發揮。

只要我們對天生我「才」的涵義看闊一些，不難感受到本年報中的八位服務使用者親身演繹那天生我「才」的信念。如熱愛跳舞的金明、鍾情繪畫的世傑、愛好運動的阿振、勤奮工作的君榮、鑽研曲奇的翠琮等，只要得到適當的機會，每一位都可創出天地，一展所長，彰顯了自己獨特的才華。

遠在六、七十年代時，社會大眾普遍對智障人士和精神康復者的認識和接納程度頗低，令他們飽受歧視誤解，甚或排斥，總是被放在幽暗處，遑論甚麼才華！

而扶康會從1977年創會至今，一直本著「以愛同行、以求為導」的精神默默地守護著、服務著殘疾人士，亦不忘推廣社區教育及凝聚各方力量，務求令殘疾人士可以活得更好。由八十年代的反歧視視至九十年代提倡共融，我們一直致力讓他們發揮潛能，展現才華和創意。我們深信「天生我才必有用」，殘疾人士絕不應被視為社會的負累；他們其實像你和我一樣，有著自己的社會價值和才能。

愛因斯坦曾說：「我的內在與外在生活都是靠別人的勞力而來。」讓我們也努力回饋所得的一切，讓其他人享有平等的生活，有機會發展所長！

我們曾做的，不少；要一起幹的，還多著呢！

Much has been achieved;
more is yet to be done.
We need you.

我們曾做的，不少；
要一起幹的，還多著呢！

The admiration of a precious bottle of red wine in the glass, through the nose and via the palate, will soon turn to disgust when it is accidentally spilt on your white shirt. One might want to do away the red stain in dismay at once while an artist might appreciate such composition as romantically beautiful. The red wine is still the same red wine. It seems whether talent is talent or not will depend on where it is put and how people perceive.

If we are ready to open our mind, one can easily appreciate that the eight service users featured in this Annual Report are all born with special 'talent' in different forms. The dance enthusiast Kam-ming, the painting lover Sai-kit, the sports lover Ah-chun, the hardworking Kwan-wing, the cookie master Tsui-king, and so forth, all are displaying their talents and unleashing their potentials in their limited horizon.

Back in the 60s and 70s, the general public usually did not understand or accept persons with intellectual and psychiatric disabilities. Ignorance led to misconception and discrimination led to rejection. Such scenario would only cast our friends suffering in the cold. Being accepted or included were already a luxury far from reach whereas displaying of talent could not exist even in their dreams!

Since its establishment in 1977, Fu Hong Society has always been serving and guarding persons with disabilities in the spirits of 'Meet the Need, Take the Lead' and 'Walk together with Love'. The Society is also committed to advocating community education and consolidating support from all walks of life in the society to improve the living standard of persons with disabilities. From fighting against discrimination in the 80s to promoting inclusion in the 90s, we always strive to help persons with disabilities live better, explore their potentials and exhibit talents and creativity. We believe that every person is 'born with a talent' and no one should be regarded as social burden. We all have some form of handicap, just as they all possess special talents and values.

Albert Einstein once said, 'My internal and external life depend so much on the work of others that I must make an extreme effort to give as much as I receive.' Let us all strive to feedback to humanity as what humanity has provided us, so that all can live with fairness to express what we are endowed.

Much has been achieved; more is yet to be done. We need you.



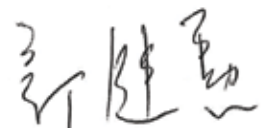
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機構管治

CORPORATE
Governance

董事局主席報告

COUNCIL CHAIRMAN'S Report



郭鍵勳博士 銅紫荊星章,太平紳士
KWOK Kin-fun Joseph, PhD, BBS, JP

董事局主席
Council Chairman



扶康會一直秉持關懷尊重的核心價值，恪守專業精神，為殘疾人士及其家人提供適切的服務。在2015/16年度，本會按照策略性計劃的範疇和通過實踐相關項目，得到持份者的積極參與；不論在促進社會共融、應對服務使用者老齡化，以至持續優化機構管治和服務質素、提升營運效率等方面，本會均取得顯著進步。

Fu Hong Society has always upheld its core values, Care and Respect, and abide by professionalism in providing pertinent services for persons with disabilities and their families. The Society implemented its 2015/16 strategic plan with active participation of stakeholders, made significant improvements in various aspects covering promotion of social inclusion, supporting ageing service users, refining corporate governance, and enhancing operational efficiency.

多元服務 回應社會需求

「以求為導」是本會一貫的服務精神。鑑於社會對學前特殊需要兒童服務的需求殷切，本會於2015/16年度增設「牽蝶康兒中心」。這是本會繼2009年在港島南區設立「牽蝶中心」後，第二所專為有特殊教育需要兒童而設立的服務單位，兩所中心均以自負盈虧的模式營運。牽蝶康兒中心位於九龍荔枝角，於2015年11月開始投入服務。透過由臨床心理學家、職業治療師、言語治療師和社工等同工提供的跨專業服務，並在家人與員工的協助和鼓勵下，該中心的服務使用者均展示不同程度的進步。牽蝶和牽蝶康兒中心的成功個案得到多個傳媒機構報導，對中心的服務品牌起了積極的作用。

Addressing Community Needs through Multi-faceted Services

'Meet the Need, Take the Lead' has long been the service spirit of the Society. In view of the imminent demand of pre-school services for children with special educational needs in the community, the Society set up its second self-financed service unit, 'Hin Dip Hong Yee Centre' in Lai Chi Kok, Kowloon in 2015/16, the first one being the 'Hin Dip Centre' in Southern District, Hong Kong in 2009. Since its commencement in November 2015, Hin Dip Hong Yee Centre has made significant positive changes to the lives of its service users, through multi-disciplinary efforts, including the intervention of Clinical Psychologists, Occupational Therapists, Speech Therapists and Social Workers, as well as the encouragement and assistance from their families and staff members. Successful cases of Hin Dip Centre and Hin Dip Hong Yee Centre were published by various media, which helped the service branding of the two Centres.

本會於2015年8月21日舉辦首屆「慈善籌款晚宴」，成功籌得八十萬元的善款，其中五十萬元用作支持牽蝶康兒中心開展服務。本會也獲慧妍雅集捐助港幣四十五萬三千六百元，以資助低收入家庭兒童接受中心服務。連同其他熱心善長的慷慨捐助，本會共籌到港幣二百萬元的善款用作支持和發展中心服務。

展能藝術 構建共融社區

我們相信每一位服務使用者都有與生俱來的天賦和不同的才能，而藝術是其中一種有效的媒介，讓他們展示潛能。嘉民慈善基金與本會分享共同的信念，並捐助港幣八十三萬八千元支持本會於深水埗總辦事處西翼開設「樂融展藝坊」，以進一步推廣展能藝術。樂融展藝坊自2015年8月投入服務至今，一直得到社區人士和服務使用者的大力支持。這個互動平台印證了共同參與藝術創作能拉近人與人之間的距離，過程中亦展現了殘疾人士的才華和創意，有助提升社會大眾對殘疾人士的認識和接納程度。

適切措施 應對老齡化挑戰

近年愈來愈備受社會關注的一個議題是智障人士的預期壽命有顯著增長，令他們有較高機會面對父母和朋友的離世。目前，本會有九百多名住宿服務使用者，當中七成已年過四十，屬高齡智障人士。為了令高齡服務使用者更積極面對人生，免於死亡的恐懼，本會得到「愛心聖誕大行動」(由香港電台及南華早報合辦的年度籌款活動)港幣九十八萬八千七百八十八元的贊助，於2016年4月至2018年3月期間推行「說死談生」教育計劃。透過一系列的工作坊、訓練小組、殯葬儀式導覽及哀傷輔導等活動，讓服務使用者及其家人正面認識死亡，並對生命持更積極的態度。完成為期兩年的生死教育計劃後，本會將把實務經驗結集成書，與社會各界分享。

The Society held a Charity Dinner on 21 August 2015 and raised HK\$800,000. Among the funds raised, HK\$500,000 was allocated for supporting Hin Dip Hong Yee Centre. The Society also received a donation of HK\$453,600 from Wai Yin Association to support children from low-income families to receive services at the Centre. With the generous contributions of all donors, a total of HK\$2 million were raised to support the service development and operations of Hin Dip Hong Yee Centre.

Building an Inclusive Society through Arts with the Disabled

We believe every service user is born with different endowments and talents, and art is a medium that can effectively develop their potentials. Sharing the same belief with the Society, Goodman Foundation donated a total of HK\$838,000 to support Joyful Art Gallery located at the Society's Head Office Annex in Sham Shui Po. Since its operation from August 2015, the Gallery has received enthusiastic support from community members and service users. This interactive platform has proven that persons with and without disabilities can better understand and communicate with one another through taking part in art activities hand in hand. Not only can the art creation process show the artistic talents and creativity of persons with disabilities, it can also enhance public understanding and acceptance towards persons with disabilities.

Coping with the Challenges of Ageing through Appropriate Measures

Associated with longer life expectancy, persons with intellectual disabilities have a higher chance of facing the passing away of their parents and friends. Currently, the Society has more than 900 service users with intellectual disabilities receiving residential services. Over 70% of them are aged 40 or above and are regarded as ageing persons. To help ageing service users develop a more positive attitude towards life and to ease their fear of death, the Society has successfully applied for a grant of HK\$988,788 from 'Operation Santa Claus' (established by Radio Television Hong Kong and South China Morning Post) to launch a project on life and death education during the period from April 2016 to March 2018. Through a series of activities including workshops, training, tours of cemeteries, bereavement counseling, etc., service users and their family members can understand death positively and live a more active life. The Society's practical experience in life and death education will be published and shared with all interested in 2018.

優化機構管治

本會已參照社會福利署制訂的《最佳執行指引》(2014年7月1日落實推行)、政府效率促進組於2015年6月出版的《受資助機構企業管治指引》(第二版)和香港會計師公會發布的相關準則，定期檢視及更新本會的《機構管治手冊》，供相關的管治委員和管理層職員使用。更新內容包括董事局與委員會和高級管理團隊之職責劃分、透明度和信息披露、風險管理和法規遵循等範疇。

欣獲嘉許 推動持續進步

本年度，本會分別獲勞工及福利局、社會福利署、政府資訊科技總監辦公室、平等機會委員會及香港社會服務聯會等部門/機構頒發獎項，以表揚本會在啟發殘疾人士潛能、推行家庭友善措施和促進數碼共融等方面的努力。有關獎項歸納如下：

- > 連續七年於「十八區關愛僱主」表揚計劃中獲得「關愛僱主」的殊榮，並獲頒「連續五年或以上關愛僱主」大獎；
- > 社會企業康融服務有限公司亦同樣獲得「關愛僱主」的殊榮，而旗下兩所社企餐廳「康姨咖啡室」和「香城茶室」更分別獲選為十大「快樂工作間」及獲頒「愛心社企」獎項；
- > 於共融機構嘉許計劃中獲頒發「共融機構創新獎」；
- > 連續兩年獲頒「無障礙網頁嘉許計劃」金獎；及
- > 於「第九屆香港展能節」中，毅誠工場服務使用者奪得曲奇製作的一等獎；石圍角工場和葵興職業發展中心的服務使用者分別奪得汽車美容(隊際賽)的一等及二等獎。

Refining Corporate Governance

By making reference to the 'Best Practice Manual' formulated by the Social Welfare Department (came into effect on 1 July 2014), the 'Guide to Corporate Governance for Subvented Organisations' (Second Edition) published by the Efficiency Unit of the HKSAR Government in June 2015 and related bulletins of the Hong Kong Institute of Certified Public Accountants, the Society has regularly reviewed and updated its 'Corporate Governance Manual' for Council Members, Committee Members and Management staff. Updated content includes segregation of responsibilities of Council, Committees and Senior Management, transparency and disclosure, risk management and compliance.

Awards encouraging continuous improvement

The Social Welfare Department, Labour and Welfare Bureau, Office of the Government Chief Information Officer, Equal Opportunities Commission Hong Kong, the Hong Kong Council of Social Service and other departments/organisations, have granted awards in recognition of the Society's efforts in supporting the potentials of persons with disabilities, putting family-friendly measures in place, and fostering digital inclusion. Major Awards received are:

- > Receiving the 'Caring Employers Award' for seven consecutive years, and the 'Five Years Plus – Caring Employers Awards' under the '18 Districts Caring Employers Award Scheme';
- > The Society's social enterprise, Hong Yung Services Limited, was recognised as a Caring Employer under the Scheme. Two of its cafes, Madam Hong Cafe and City Cafe, even received the 'Happy Work Place Award' and 'Caring Social Enterprise Award' respectively;
- > Receiving the 'Innovation Award for Inclusive Organisation' under Inclusive Organisations Recognition Scheme;
- > Receiving the Gold Award in 'Web Accessibility Recognition Scheme' for two consecutive years, and
- > In the 9th Hong Kong Abilympics, a service user of Ngai Shing Workshop won the Champion Award in the Cookies Making Competition, and service users from Shek Wai Kok Workshop and Kwai Hing Vocational Development Centre won both the Champion and 1st Runner-up Awards in the Car Beauty Competition (Team) respectively.

上述獎項及殊榮是策勵本會精益求精，竭力為殘疾人士提供優質服務的動力；也顯示殘疾人士只要有機會，就可發揮他們的能力。本會將繼續在各範疇加倍努力，持續提升服務水平，並為殘疾人士塑造更多空間和機會，讓他們發揮潛能和創意，以及在所屬社區中獨立自主地生活。

展望未來

預計智障人士老化的趨勢會更形嚴重，本會的智障服務將面對更多挑戰和衝擊。為扶康家庭「和諧軒」另覓新服務點亦成為本會其中一項重大挑戰。縱使前路難行，但我們相信集合各持份者的智慧和力量，難題總會迎刃而解，並為殘疾人士帶來更稱心的服務：

- > **老齡化**：智障服務使用者老齡化，甚至是兩極化，均為本會的服務帶來挑戰，當中尤以中度至嚴重智障人士宿舍和成人訓練中心的情況最為嚴峻。來年，本會將繼續關注高齡智障服務使用者的情況，提供適切服務，與他們一起應對老齡化的挑戰。其中包括：推行配合高齡服務使用者身體機能狀況的運動，以減慢身體機能退化的速度；為高齡服務使用者規劃合適並富有意義的閒暇活動，讓他們有一個充實和多姿多采的晚年生活。
- > **扶康家庭「和諧軒」搬遷**：本會設有四所扶康家庭，以自負盈虧的方式營運，為缺乏家庭支援的智障成人提供關愛家庭照顧。其中一所扶康家庭「和諧軒」現位於沙田威爾斯親王醫院員工宿舍大樓內。由於醫院大樓要進行改建，這所扶康家庭需於2017年3月前遷出。即使本會已積極尋找合適的物業作搬遷之用，礙於經費和法例要求等種種因素，在可見未來都難以成事。作為過渡安排，受影響的家庭成員將遷往另外兩所扶康家庭(婉明軒和超瑩軒)或本會其他院舍暫住。

The above mentioned Awards have demonstrated that with opportunities, persons with disabilities can bring their abilities into full play. These Awards also contributed to the driving force of the Society for further excellence in providing quality services, and in creating more opportunities for persons with disabilities to unleash their potentials and lead a meaningful independent living life in the community.

In the Years to Come

Foreseeing that the growing trend of ageing of persons with intellectual disabilities and associated service needs, the Society will encounter more challenges in the provision of related services. One of the main challenges is to seek a new premises for relocating Concordia Casa Famiglia. In spite of the difficulties ahead, the Society believes that with collective wisdom and strength from all stakeholders, problems will be finally handled and more appropriate services can in turn be provided to persons with disabilities.

- > **Ageing** : The Society is facing the challenges posed by ageing of service users with intellectual disabilities and even age polarisation. The situation is especially serious in hostels for persons with moderate to severe intellectual disabilities and adult training centres. In the coming year, the Society will continue to pay attention to the ageing situation and to face the challenges of ageing together with its service users through providing pertinent services. These include promoting exercises specially designed for meeting the needs and physical functions of ageing service users in order to slow down their pace of deterioration; and arranging appropriate and meaningful leisure activities for ageing service users to enrich their lives in the sunset years.
- > **Relocation of Concordia Casa Famiglia** : The Society has set up four self-financed Casa Famiglia (CF) units to provide family home care for adults with intellectual disabilities who lack support from their own families. Concordia, one of the CF units, is currently located at the staff quarters building of Prince of Wales Hospital, but this premises will not be available from March 2017 due to redevelopment of the Hospital. Although the Society has been actively seeking new premises to relocate Concordia CF, it is unlikely to find a solution in the foreseeable future due to factors like funding and regulatory requirements. As a transitional arrangement, affected family members will be placed in the other two CF units (Splendor and Radiance) or other hostels of the Society.

另外，本會將進一步把資訊科技應用於服務層面，藉此提升服務質素和工作效率。這包括更新現時的個案管理系統，讓各專業同工能掌握服務使用者的最新情況和需要，以便為他們提供更適時的服務介入及治療計劃。預計新系統於2019年局部投入服務。同時，本會已開始更換現有的財務及人力資源管理系統，預計於2017年內能全面推行。

2017是本會成立四十周年，亦標誌著本會與香港特區政府、殘疾人士及社會各界持份者同心同行四十載。適逢2017年是香港特區政府成立二十周年，本會將積極響應特區政府的慶祝活動，共同建設香港成為關愛共融的國際城市。

總結

我們很高興看到本會不斷成長，並逐步拓展服務的領域，為更多殘疾人士提供適切的支援，改變他們的生活和未來的發展。本會穩健、可信賴的機構管治和財務管理制度，亦讓我們有信心迎接未來的挑戰。

我很慶幸能夠與會長、副會長、神師、董事局及委員會委員一同共事，亦由衷感謝他們對本會的無私奉獻。

我謹代表董事局真誠感謝全體員工克盡己任，努力於各個崗位上發揮專業精神。

最後，我謹代表扶康會全人衷心感謝香港特區政府和各部門、香港獎券基金、香港賽馬會慈善信託基金、捐助本會個人及團體，以及所有義工。全賴他們的鼎力支持及慷慨解囊，本會才能有如此令人鼓舞的成績。本會將繼續以堅定不移的態度履行我們的使命，並聯同各持份者一起締造關愛共融、平等和諧的社會。

In addition, information technology will be further deployed at service level to improve service quality and work efficiency. These include the revamp of the Case Management System which keeps staff members abreast of the updated information and needs of service users so as to provide timely service intervention and treatment plans. The revamped system is expected to be partially operational in 2019. Meanwhile, the Society has started replacing the current Financial Management and Human Resources Information Systems which are expected to be fully operational in 2017.

The year of 2017 marks the 40th anniversary of the Society and signifies its 40-year partnership with the HKSAR Government, persons with disabilities and other stakeholders from different sectors. As it is also the 20th anniversary of the establishment of the HKSAR Government, we will actively participate in the celebration activities of the Government and jointly build Hong Kong as an international city filled with care, love and inclusion.

Conclusion

We are delighted to see the Society thriving and gradually exploring new service areas. We hope to better the life of persons with disabilities and help them build a brighter future by providing proper and timely support to them. Supported by stable, steady and reliable corporate governance and financial management systems, the Society is confident in meeting future challenges.

I am deeply honoured to have the opportunities to work with our President, Vice President, Spiritual Adviser, Members of the Council and Committees. I would like to express my sincere gratitude to them for their selfless dedication.

On behalf of the Council, I wish to express our heartfelt appreciation to all staff members for making the best efforts to fulfill their duties and displaying professionalism in every position.

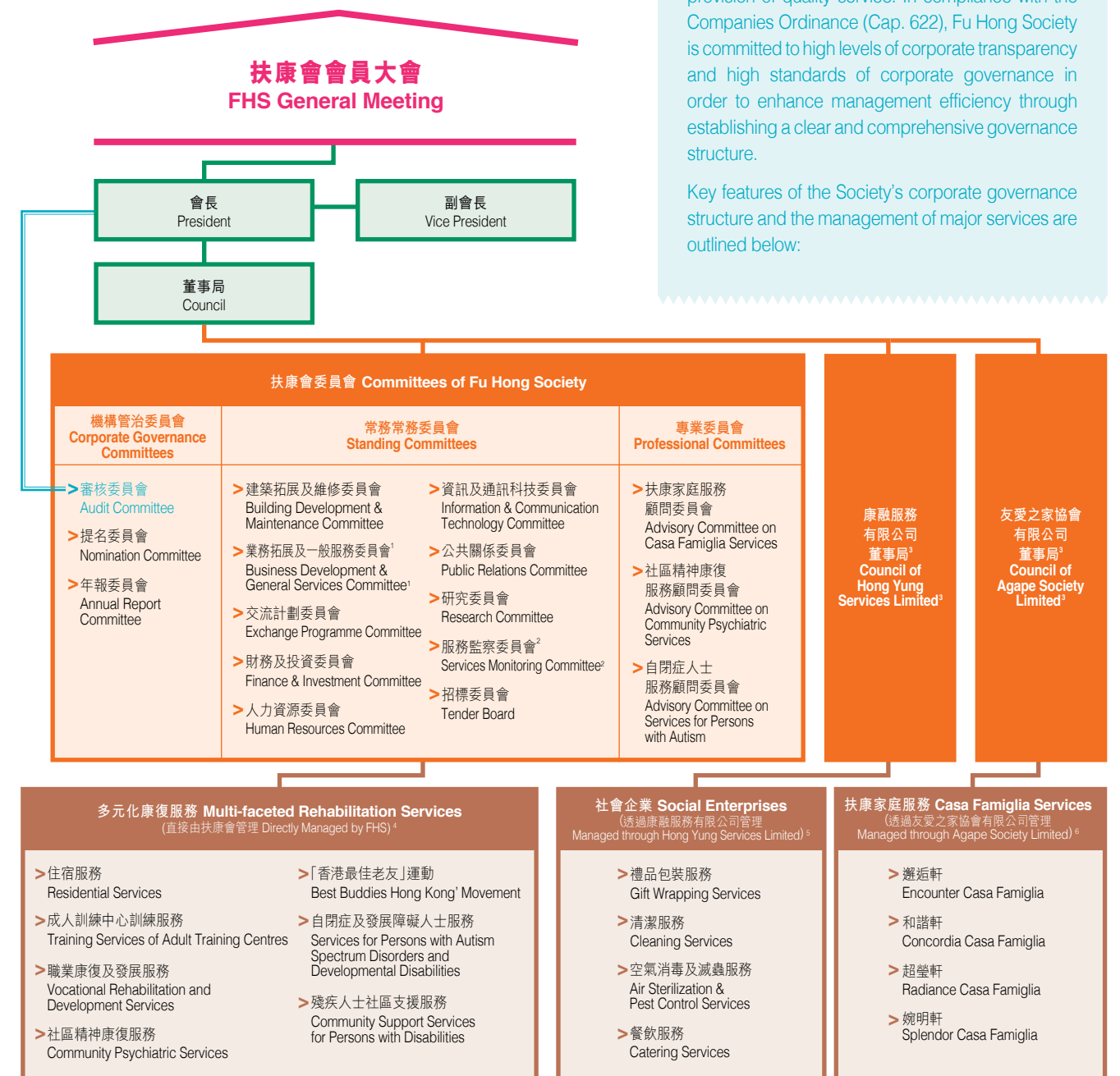
Last but not the least, on behalf of the Society, I would like to extend our sincere gratitude to the HKSAR Government and all government departments concerned, The Lotteries Fund, The Hong Kong Jockey Club Charities Trusts, donors including individuals and organisations, and volunteers. Without their generous support, the Society would not be able to make such encouraging achievements. The Society will continue to put our mission into practice unflinchingly and to build a caring, inclusive and equal society with concerted efforts of all stakeholders.

機構管治資訊及圖表

CORPORATE Governance Information and Graphs

機構管治架構

Corporate Governance Structure



良好的機構管治是提供優質服務的重要基石。扶康會遵從《公司條例》(第622章)，致力加強機構的透明度，以達到高水平的機構管治，並建立清晰及全面的管治架構，盡力提升管理效益。

下圖概述本會的機構管治架構及主要服務的管理要點：

Good corporate governance is the foundation for the provision of quality service. In compliance with the Companies Ordinance (Cap. 622), Fu Hong Society is committed to high levels of corporate transparency and high standards of corporate governance in order to enhance management efficiency through establishing a clear and comprehensive governance structure.

Key features of the Society's corporate governance structure and the management of major services are outlined below:

備註:1.業務拓展及一般服務委員會同時監督「香港最佳老友」運動理事會。2.服務監察委員會亦監督四個區域小組委員會。3.康融服務有限公司及友愛之家協會有限公司的董事局委員必須為扶康會董事局委員，全屬不受薪董事。4.扶康會於1978年註冊成為擔保有限公司，一直致力提供多元化康復服務，積極為殘疾人士及其家人的需要而努力。現時，本會大部分的服務均由社會福利署資助。服務詳情載於本年報第50至71頁。5.扶康會於2003年成立一所相關的擔保有限公司—康融服務有限公司(簡稱「康融」)，用作營運社會企業，為殘疾人士提供各種就業機會，讓他們發揮潛能，融入社會。康融是本會的其中一項自負盈虧服務。在各項服務中，現時透過康融管理的兩所餐廳均於開業首三年內獲社會福利署「創業展才能計劃」撥款資助部分經費。6.扶康會於2006年成立一所相關的擔保有限公司—友愛之家協會有限公司，主要代表本會管理扶康家庭服務。扶康家庭是本會的其中一項自負盈虧服務，現時獲香港賽馬會慈善信託基金資助部分經費。

Notes: 1. Business Development & General Services Committee also oversees 'Best Buddies Hong Kong' Movement Council. 2. Services Monitoring Committee also oversees four Regional Sub-Committees. 3. Council members of Hong Yung Services Limited and Agape Society Limited must be Council members of Fu Hong Society and they all serve without any remuneration. 4. Since 1978, Fu Hong Society, a company limited by guarantee, has begun to provide multi-faceted services for addressing the needs of persons with disabilities and their families. The majority of services are now funded by Social Welfare Department. Service details are shown on pages 50 to 71 of this Report. 5. In 2003, Fu Hong Society established a related company, i.e., Hong Yung Services Limited (Hong Yung), also a company limited by guarantee, to look after all social enterprise works for unleashing the potentials of persons with disabilities and to promote social inclusion through providing various employment opportunities. Hong Yung is one of the Society's self-financed projects. Among the various services, the two cafes currently managed by Hong Yung are partially funded by the 'Enhancing Employment of People with Disabilities through Small Enterprise' Project of Social Welfare Department for the first three years of operations. 6. In 2006, Fu Hong Society established another related company limited by guarantee, Agape Society Limited, with the main responsibility of managing the services of Casa Famiglia (small homes) on behalf of Fu Hong Society. The Casa Famiglia services are one of the Society's self-financed projects and are now partially funded by the Community Project Grant of The Hong Kong Jockey Club Charities Trust.

機構管治成員 Corporate Governance Members

贊助人
Patron

香港特別行政區行政長官
梁振英先生 大紫荊勳賢 GBS, JP
Chief Executive of HKSAR
The Hon C Y LEUNG GBM, GBS, JP



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01 會長
President
葉恩明醫生 JP
Dr IP Yan-ming JP

02 副會長
Vice President
王淦基醫生 JP
Dr WONG Kam-kee,
Simon JP

03 主席
Chairman
郭鍵勳博士 BBS, JP
Dr KWOK Kin-fun,
Joseph BBS, JP

04 副主席
Vice Chairman
施家殷先生
Mr SZE, Kyran

05 義務秘書
Hon Secretary
王林小玲女士 MH
Mrs WONG LAM
Siu-ling, Cecilia MH

06 義務司庫
Hon Treasurer
陳雪湄女士
Ms CHAN Suet-mei,
Jane

07 神師
Spiritual Advisor
方叔華神父
Fr Giosuè BONZI PIME

08 董事局委員
Council Members
李百瀨先生 MBE, JP
Mr LI Pak-ho, Simon MBE, JP

09 林振敏先生
SBS, QFSM, CPM
Mr LAM Chun-man,
Anthony SBS, QFSM, CPM

10 陳秀嫻博士 JP
Dr CHANG Sau-han,
Joyce JP

11 袁國榮先生
Mr YUEN Kwok-wing,
Kevin

12 許國賢神父
Fr Fernando CAGNIN
PIME

13 陳紹沅先生
Mr CHAN Siu-yuen,
Stephen

14 許盧萬珍博士
Dr HUI LO Man-chun,
Jenny

15 陳達文先生
Mr CHAN Tat-man,
Pele

16 冼權鋒教授
Prof SIN Kuen-fung,
Kenneth

17 李春霖先生
Mr LEE Chun-lam,
John

18 王明燦醫生
Dr WONG Ming-cheuk,
Michael

19 范德穎醫生
Dr FAN Tak-wing,
William

20 胡君仲先生
Mr WU Kwan-chung,
Derek

21 錢國強先生
Mr CHIEN Kwok-keung,
Kennedy

22 盧鴻業先生
Mr LO Hung-yip

23 梁媛雯女士
Ms LEUNG Wun-man,
Emba

榮譽顧問
Hon Advisors
羅友聖先生 MH
Mr Joseph SALAROLI MH

余柏銓先生
Mr YU Pak-chuen, Henry

榮譽法律顧問
Hon Legal Advisor
梁肇漢律師樓
Messrs S H Leung & Co

核數師
Auditor
謝盧會計師事務所
Tse Lo CPA Ltd,
Certified Public Accountants

委員會委員
Committee Members

Committee Members		扶康會委員會 Committees of Fu Hong Society															康融服務有限公司 董事局 Council of Hong Yung Services Limited	友愛之家協會有限公司 董事局 Council of Agape Society Limited	
		常務委員會 Standing Committees										專業委員會 Professional Committees			機構管治委員會 Corporate Governance Committees				
		BD&MC	BD&GSC	EPC	F&IC	HRC	I&CTC	PRC	RC	SMC	TB	ACCFS	ACCPS	ACSPA	ARC	NC			AC
董事局委員 Council Members	* 郭鍵勳博士 BBS, JP Dr KWOK Kin-fun, Joseph BBS, JP		●	●														●	
	施家殷先生 Mr SZE, Kyrán	●	●															●	
	王林小玲女士 MH Mrs WONG LAM Siu-ling, Cecilia MH		●						●				●						
	陳雪湄女士 Ms CHAN Suet-mei, Jane		●		●									●					
	^ 方叔華神父 Fr BONZI Giosuè G PIME				●						●								●
	李百灝先生 MBE, JP Mr LI Pak-ho, Simon MBE, JP				●			●										●	●
	林振敏先生 SBS, QFSM, CPM Mr LAM Chun-man Anthony SBS, QFSM, CPM					●				●									
	陳秀嫻博士 JP Dr CHANG Sau-han, Joyce JP				●														
	袁國榮先生 Mr YUEN Kwok-wing, Kevin		●		●											●	●	●	
	許國賢神父 Fr CAGNIN Fernando PIME				●														
	陳紹沅先生 Mr CHAN Siu-yuen, Stephen	●				●					●								
	許盧萬珍博士 Dr HUI LO Man-chun, Jenny				●	●			●	●									
	陳達文先生 Mr CHAN Tat-man, Pele	●						●											
	冼權鋒教授 Prof SIN Kuen-fung, Kenneth								●			●		●					●
	李春霖先生 Mr LEE Chun-lam, John				●			●						●	●				●
	王明燦醫生 Dr WONG Ming-cheuk, Michael					●							●						
	范德穎醫生 Dr FAN Tak-wing, William								●					●	●				
	胡君仲先生 Mr WU Kwan-chung, Derek					●					●								
	錢國強先生 Mr CHIEN Kwok-keung, Kenny						●	●								●		●	
	盧鴻業先生 Mr LO Hung-yip					●*				●*		●*	●*						
	梁媛雯女士 Ms LEUNG Wun-man, Emba		●																
	方志剛先生 Mr FONG Chi-Kong, Derry						●												
	王陳芝英女士 Mrs WONG CHEN Chi-ying									●*									
	何坤明先生 Mr HO Kwan-ming									●									
	呂明博士 Dr LUI Ming, Ann								●										
	李世昌先生 Mr LI Sai-cheong, Barry				●														
李常友醫生 Dr LI Seung-yau, Derek												●							
李萍英博士 Dr LI Ping-ying, Eria							●				●								
沈靜姿女士 Ms SHUM Ching-chi, Nancy					●														

備註 REMARKS

- 董事局主席 Council Chairman
- 委員會主席 Committee Chairman
- 委員會委員 Committee Member
- ^ 神師 Spiritual Adviser

- ★ 家屬代表 Family Representative
- ★ 新委員會委員 New Committee Member
- ★ 退出的委員會委員 Committee Member Withdraw

- BD&MC 建築拓展及維修委員會 Building Development & Maintenance Committee
- BD&GSC 業務拓展及一般服務委員會 Business Development & General Services Committee
- EPC 交流計劃委員會 Exchange Programme Committee
- F&IC 財務及投資委員會 Finance & Investment Committee

扶康會委員會 Committees of Fu Hong Society

姓名 Name	常務委員會 Standing Committees										專業委員會 Professional Committees			機構管治委員會 Corporate Governance Committees			康融服務 有限公司 董事局 Council of Hong Yung Services Limited	友愛之家協會 有限公司 董事局 Council of Agape Society Limited
	BD&MC	BD&GSC	EPC	F&IC	HRC	I&CTC	PRC	RC	SMC	TB	ACCFS	ACCPs	ACSPA	ARC	NC	AC		
林水祥先生 Mr LAM, Raymond	●																	
林柏榮神父 Fr FAVATA Fabio PIME			●															
林國偉先生 Mr LAM Kwok-wai, Denny													●					
林碧菁女士 Ms LIM Pek-ching, Dayna													●					
容美鳳女士 Ms YUNG Mei-fung									●*									
徐玉卿女士 Ms TSUI Yuk-hing									●									
徐慕菁醫生 Dr CHUI Mo-ching, Eileena												●						
梁郭淑燕女士 Mrs LEUNG KWOK Sok-yin									●*									
陳玉蘭女士 Ms CHAN Yuk-lan											●							
陳惠芳女士 Ms CHAN Wai-fong, Christina							●											
陳楊綺麗女士 Mrs CHAN, Lucia											●							
陳煒國先生 Mr CHAN Wai-kiwok, Kenneth						●												
陳曉峰先生 Mr CHAN Hiu-fung, Nicholas		●*																
陸亞芳女士 Ms LUK Ah-fong							●*		●*									
彭韻僖女士 MH,JP Ms PANG, Melissa MH,JP		●*																
曾憲文先生 Mr TSANG Hin-men, Terence																●		
馮布玉娟女士 Mrs FUNG PO Yuk-kuen							●*		●*									
黃光磊先生 Mr WONG Kwong-lui												●						
黃黃婉霞女士 Mrs WONG WONG Yuen-ha									●*									
楊全盛先生 Mr YEUNG Chuen-shing, Eric						●												
楊綺玲女士 Ms YEONG Yi-ling, Eileen												●						
葉慶林先生 Mr YIP Hing-lam, Peter				●											●			
劉志强博士 Dr LAU Chi-keung	●																	
劉詩韻測量師 JP Sr LAU, Serena JP	●																	
歐成沛先生 Mr AU Sing-pui				●										●				
蔡惠琴女士 Ms CHOI Wai-kam, Virginia					●													
鄭建中先生 Mr CHENG Kin-chung																●		
簡聚坤醫生 Dr KAN Chui-kwan												●						
蘇漢章先生 Mr SO Hon-cheung, Stephen																●		

- HRC 人力資源委員會 Human Resources Committee
- I&CTC 資訊及通訊科技委員會 Information & Communication Technology Committee
- PRC 公共關係委員會 Public Relations Committee
- RC 研究委員會 Research Committee

- SMC 服務監察委員會 Services Monitoring Committee
- TB 招標委員會 Tender Board
- ACCFS 扶康家庭服務顧問委員會 Advisory Committee on Casa Famiglia Services
- ACCPs 社區精神康復服務顧問委員會 Advisory Committee on Community Psychiatric Services

- ACSPA 自閉症人士服務顧問委員會 Advisory Committee on Services for Persons with Autism
- ARC 年報委員會 Annual Report Committee
- NC 提名委員會 Nomination Committee
- AC 審核委員會 Audit Committee

區域小組委員會委員芳名 Regional Sub-Committee Members

REGIONAL 1

中區及南區 Central & Southern

梁郭淑燕女士 主席 / 怡諾成人訓練中心家長代表
Mrs LEUNG KWOK Sok-yin
Chairman / Parent Representative of RCYLATC

陸亞芳女士 副主席 / 思諾成人訓練中心家長代表
Ms LUK Ah-fong
Vice Chairman / Parent Representative of RCSLATC

吳國忠先生 康晴天地會員代表
Mr NG Kwok-chung
Member Representative of SC

呂雪紅女士 悅群之家家屬代表
Ms LIU Suet-hung
Relative Representative of RCYKH

林婉芳女士 悅行之家家屬代表
Ms LAM Yuen-fong
Relative Representative of RCYHH

張淑賢女士 毅誠工場服務使用者代表
Ms CHEUNG Shuk-yin
Service User Representative of RCNSW

梁芷芳博士 社區義工
Dr LEUNG Tsz-fong, Terry
Community Volunteer

梁潔玉女士 思諾成人訓練中心家長代表
Ms LEUNG Kit-yuk
Parent Representative of RCSLATC

陳玉心女士 康晴天地會員代表
Ms CHAN Yuk-sum
Member Representative of SC

陸志娟女士 悅智之家家屬代表
Ms LUK Chi-kuen
Relative Representative of RCYCH

楊林薇娥女士 毅信之家 / 毅誠工場家長代表
Mrs YEUNG LAM Mae-ngor
Parent Representative of RCNSH / RCNSW

謝譚佩卿女士 社區義工
Mrs TSE TAM Pui-hing
Community Volunteer

李雪英女士 怡諾成人訓練中心家長代表
Ms LEE Suet-ying
Parent Representative of RCYLATC

REGIONAL 2

沙田、觀塘及 港島東區 Sha Tin, Kwun Tong & Hong Kong Island East

馮布玉娟女士 主席 / 順利成人訓練中心家長代表
Mrs FUNG PO Yuk-kuen
Chairman / Parent Representative of SLATC

王陳芝英女士 副主席 / 清蘭之家家長代表
Mrs WONG CHEN Chi-ying
Vice Chairman / Parent Representative of CLH

王國才先生 秦石成人訓練中心 / 禾輦成人訓練中心家長代表
Mr WONG Kwok-choi
Parent Representative of CSATC / WCATC

吳鮑金枝女士 樂華成人訓練中心家長代表
Mrs NG PAO Kam-chee
Parent Representative of LWATC

阮林瓊娜女士 露華之家家長代表
Mrs YUEN LAM King-na
Parent Representative of OWH

區美瓊女士 興華成人訓練中心家長代表
Ms AU Mei-king
Parent Representative of HWATC

張周惠芳女士 秦石成人訓練中心 / 禾輦成人訓練中心家長代表
Mrs CHEUNG CHOW Wai-fong
Parent Representative of CSATC / WCATC

麥佩英女士 健持之家家長代表
Ms MAK Pui-ying
Parent Representative of PH

楊珍女士 興華成人訓練中心家長代表
Ms YEUNG Chun
Parent Representative of HWATC

戴秀華女士 健持之家家長代表
Ms TAI Sau-wah
Parent Representative of PH

REGIONAL 3

荃葵青及九龍西區 Tuen Wan, Kwai Ching & Kowloon West

徐玉卿女士 主席 / 社區義工
Ms TSUI Yuk-hing
Chairman / Community Volunteer

黃黃婉霞女士 副主席 / 祖堯成人訓練中心家長代表
Mrs WONG WONG Yuen-ha
Vice Chairman / Parent Representative of CYATC

吳錫汶女士 麗瑤成人訓練中心家長代表
Ms NG Shik-man
Parent Representative of LYATC

李漢權先生 澤安成人訓練中心家長代表
Mr LEE, David
Parent Representative of COATC

林碧球女士 長沙灣成人訓練中心及友愛之家家長代表
Ms LAM Pik-kau
Parent Representative of CSWATC / FTH

戚幼玲女士 葵興職業發展中心家長代表
Ms CHIK Yau-ling
Parent Representative of KHVDC

陳麗英女士 長康之家家長代表
Ms CHAN Lai-ying
Parent Representative of CHH

黃瑞萍女士 長康之家家長代表
Ms WONG Shui-ping
Parent Representative of CHH

黃杏玲女士 葵興職業發展中心家長代表
Ms WONG Han-ling
Parent Representative of KHVDC

劉鹿先生 長沙灣成人訓練中心及友愛之家家長代表
Mr LAU Lok
Parent Representative of CSWATC / FTH

談寶釗先生 麗瑤之家家長代表
Mr TAM Po-chiu
Parent Representative of LYH

鄧婉華女士 澤安成人訓練中心家長代表
Ms TANG Yuen-wah
Parent Representative of COATC

韓周衛文女士 麗瑤之家家長代表
Mrs HON CHOW Wai-man
Parent Representative of LYH

鄭坤儀女士 麗瑤成人訓練中心家長代表
Ms KWONG Kwun-yea
Parent Representative of LYATC

羅王燕玲女士 上李屋成人訓練中心家長代表
Mrs LAW WONG Yin-ling
Parent Representative of SLUATC

譚黃麗卿女士 石圍角工場及輔助就業服務家長代表
Mrs TAM WONG Lai-hing
Parent Representative of SWKW / SE

REGIONAL 4

屯門及元朗區 Tuen Mun & Yuen Long

何坤明先生 主席 / 社區義工
Mr HO Kwan-ming
Chairman / Community Volunteer

容美鳳女士 副主席 / 天水圍地區支援中心家長代表
Ms YUNG Mei-fung
Vice Chairman / Parent Representative of TSWDSC

王玉嫦女士 良景成人訓練中心家長代表
Ms WONG Yuk-sheung
Parent Representative of LKATC

江瑞意女士 潔康之家家長代表
Ms KONG Shui-yea
Parent Representative of KHH

石楊小玲女士 社區義工
Mrs SHEK YEUNG Siu-ling
Community Volunteer

魏婉玲女士 柔莊之家家長代表
Ms NGAI Yuen-ling
Parent Representative of YCH

關陳金好女士 天耀之家家長代表
Mrs KWAN CHAN Kam-ho
Parent Representative of TYH

劉陳秀蘭女士 天水圍地區支援中心家長代表
Mrs LAU CHAN Sau-lan
Parent Representative of TSWDSC

吳炳珍女士 山景成人訓練中心家長代表
Ms NG Bing-chun
Parent Representative of SKATC

陳王美華女士 天耀之家家長代表
Mrs CHAN WONG Mei-wah
Parent Representative of TYH

黎惠英女士 友愛之家 / 長沙灣成人訓練中心家長代表
Ms LAI Wai-ying
Parent Representative of FTH / CSW

吳麗玉女士 潔康之家家長代表
Ms NG Lai-yuk
Parent Representative of KHH

黃銘德先生 潔康之家家長代表
Mr WONG Ming-tak
Parent Representative of KHH

機構管治工作

CORPORATE Governance Practices

本會遵照《公司條例》要求和實施社會福利署推行的《最佳執行指引》，致力達到高水平的機構管治，向各持份者負責。此部分總結了本會於2015/16年度的機構管治工作情況。

The Society has complied with the requirements of the Companies Ordinance and the Best Practice Manual formulated by the Social Welfare Department, in order to achieve high standards of corporate governance and to be accountable to stakeholders. This part summarises the corporate governance practices of the Society in 2015/16.

機構架構

按本會的組織章程細則，本會會員為主要持份者。如本會清盤時，各會員的有限法律責任不多於港幣五十元。會長、副會長及董事局委員均義務任職，並無領取任何酬金。本會的高級管理團隊由十一位成員組成，包括總幹事、助理總幹事、六位服務總監及三位中央行政部門主管，負責執行董事局的決定及監督本會的運作、服務提供及發展。管理層於2015/16年度的酬金合共港幣一千一百四十一萬元，在社會福利署的批准下，有關酬金是參照公務員總薪級表發放，並包括強制性公積金計劃供款及其他福利。

Corporate Structure

According to the Articles of Association, Society Members are the key stakeholders. In case of winding up of the Society, each Society Member's maximum liability is limited to HK\$50. The President, the Vice President and Council Members are all volunteers serving the Society without any form of remuneration. The Society's Senior Management team has 11 members and comprises Executive Director, Assistant Executive Director, 6 Service Directors and 3 Central Administration Department Heads; they are responsible for implementing the decisions of the Council and overseeing operations, service delivery and development. The total remuneration for the Senior Management team in 2015/16 was HK\$11.41 million which was paid out by reference to the Civil Service Pay Scales, including contributions to the mandatory provident fund schemes and other fringe benefits as endorsed by the Social Welfare Department.



董事局

> **職責：**按本會章程細則規定的方向和權力，董事局負責管理本會事務，並肩負整體及最終的責任。

> **董事局委員：**據章程細則准許的最多人數，董事局匯聚二十位來自不同專業界別的委員。董事局特意安排及邀請來自不同背景的專業人士處理事務，旨在以相關的知識及平衡的觀點，協助本會管理各種事務，同時保持決策過程的獨立客觀。

> **委任條款：**本會會員屬義務性質，通過周年大會監察本會，並授權董事局管理本會會務。董事局委員由會員於周年大會選出，而董事局之上設有會長及副會長，同樣於周年大會選舉產生，負責支援董事局帶領高級管理團隊實踐由本會會員確立的願景、使命和目標。

> **會議出席率：**董事局每年平均舉行五次會議。在2015/16年度（截至2016年6月30日），董事局委員的平均出席率為71.3%。董事局將繼續優化會議安排，會議日期及時間上會作更妥善的安排，務求方便各委員出席會議。

The Council

> **Role :** The Council has the overall, ultimate responsibility in managing the businesses of the Society in accordance with the adopted directions and authorities as stipulated in the Articles of Association.

> **Council members :** Being the maximum number of members permitted in the Articles of Association, the Council had 20 members with professions from various disciplines in 2015/16. The diversity in professions is deliberate so as to avail the Society of the various types of expertise to help manage the multifarious businesses of the Society in a fair, independent and balanced manner.

> **Terms of appointment :** The Society Members serve on a voluntary basis. Through General Meetings, the Society Members govern the Society, but delegate the authority to run the Society to a Council which resembles a board of directors. Members of Council are elected by Society Members at annual general meetings. Above the Council, there are President and Vice President(s), who are also elected at annual general meetings, and are tasked to support the Council in leading Senior Management to achieve the vision, mission and objectives of the Society as determined by the Society Members.

> **Meeting attendance :** On average, there are five Council meetings each year. The average attendance rate in 2015/16 (as at 30 June 2016) is 71.3%. To continue improving meeting arrangements, dates and times of meetings that are most convenient to Council Members will be arranged.

委員會

本會設立了十六個委員會專責處理事務，為董事局提供專業的意見及協助。委員會主要分為三類，須向董事局匯報：（一）當中十個常務委員會監督不同範疇的運作及職能；（二）三個專業委員會從專業角度，處理特別個案；及（三）三個機構管治委員會各自發揮相關機構管治職能。當中，為了維持機構管治的獨立性，審核委員會則直接向會長匯報。

除審核委員會外，各委員會委員均由董事局委任。董事局致力邀請相關的專業人士加入合適的委員會，以多元化的組合代表董事局監督其運作及職能。審核委員會委員則由會長任命，現時委員包括有兩名執業會計師及一名律師，另有一名董事局代表出席會議，以便有效溝通。而2015/16年度（截至2016年9月30日），超過八成委員會的會議出席率達七成或以上。

表一 TABLE 1

2015/16年度委員會平均會議出席率
(截至2016年6月30日)
Average Meeting Attendance Rate of Committees in 2015/16
(Up to 30 June 2016)

委員會	Committees	平均會議出席率 Average Meeting Attendance Rate
機構管治委員會	Corporate Governance Committees	
年報委員會	Annual Report Committee	91.8%
審核委員會	Audit Committee	62.5%
提名委員會	Nomination Committee	100%
常務委員會	Standing Committees	
建築拓展及維修委員會	Building Development & Maintenance Committee	77.8%
業務拓展及一般服務委員會	Business Development & General Services Committee	75%
交流計劃委員會	Exchange Programme Committee	100%
財務及投資委員會	Finance & Investment Committee	90%
人力資源委員會	Human Resources Committee	62.5%
資訊及通訊科技委員會	Information & Communication Technology Committee	75.3%
公共關係委員會	Public Relations Committee	60%
研究委員會	Research Committee	75%
服務監察委員會	Services Monitoring Committee	83.3%
招標委員會	Tender Board	100%
專業委員會	Professional Committees	
扶康家庭服務顧問委員會	Advisory Committee on Casa Famiglia Services	83.3%
社區精神康復服務顧問委員會	Advisory Committee on Community Psychiatric Services	95.3%
自閉症人士服務顧問委員會	Advisory Committee on Services for Persons with Autism	83.3%
委員會整體平均出席率 Overall Average Attendance Rate of Committees		82.1%

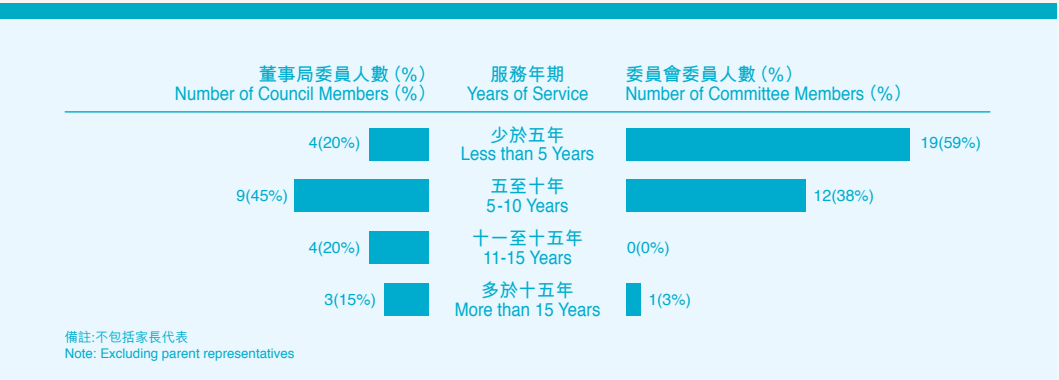
Committees

The Society forms 16 committees to look after specialised affairs and help the Council administer the businesses of the Society more effectively. Committees are mainly divided into three types, closely related but with different functions: (i) 10 Standing Committees overseeing various operations and functions; (ii) 3 Professional Committees looking after special cases from the professional perspectives; and (iii) 3 Corporate Governance Committees performing respective corporate governance duties. As a matter of independence for corporate governance, Audit Committee reports to the President directly.

Except Audit Committee, Members of Committees are appointed by the Council with a purpose towards installing diverse professionals in corresponding committees to oversee respective operations and functions on behalf of the Council. Members of Audit Committee, including two paractising accountants, and one solicitor are appointed by the President. To facilitate the communication between the Council and the Committee, a Council Representative will attend the meetings of the Committee. Over 80% of the Committees reached 70% or above meeting attendance rate in 2015/16 (as at 30 September 2016).

服務年資

2015/16年度共有五十二位義務委員服務董事局（二十名委員）和十六個委員會（三十二名委員）。所有董事局委員須擔任不少於一個委員會的委員，而85%的董事局委員加入多個委員會。在服務年資方面，四成半董事局委員已經於本會服務五至十年；而委員會委員約有四成服務超過五年或以上。這數據反映本會對新委員和現有委員的吸引力，印證了各董事局及委員會委員熱心支持本會為殘疾人士謀福利。



表二 TABLE 2

2015/16年度董事局及委員會委員服務年資
Length of Service of Council and Committee Members in 2015/16

內部監控

內部監控一直是本會管理及營運的重要一環。因此，本會設有完善而具制衡作用的內部監控機制，有利於維護本會資產、持份者利益，以及符合規則和條例、法律或其他方面的要求。本會因應運作及條例的轉變，持續檢視整個內部監控機制，其主要功能簡述如下：

> **管理利益衝突：**董事局委員須於獲委任時就其利益作出一般披露。董事局及委員會委員如在接受任命後發現有任何利益衝突，必須於新一屆任期開始時填寫書面利益申報表。在任內的所有會議上，如發現有利益衝突的情況，董事局委員需要立即通知董事局秘書。同時，本會於審批及招標程序中亦會加載相關提示，提醒本會員工及外間公司均需要申報利益。

Length of Service

In 2015/16, there were a total of 52 volunteers serving the Council (20 members) and 16 Committees (32 members). All Council Members were required to serve at least one committee; 85% of them sat in more than one. In terms of the length of service, 45% of the Council Members have been serving the Society between 5 and 10 years; and nearly 40% of Committee Members have been serving 5 years or above. These figures reflect the appeal of the Society to new and current Council/Committee Members, and also prove their enthusiasm for supporting the Society to fight for the benefits of persons with disabilities.

Internal Control

Internal control, being part and parcel of corporate governance practices, has long been an integral part of the Society's management and operations. The Society's well-established internal control system, with checks and balances, helps safeguard the assets of the Society, the interests of stakeholders, and compliance of rules and regulations, statutory and otherwise. The entire system is always under review to cope with changes in operations and regulations. Key features of the internal control system are described below:

> **Avoidance of conflicts of interest：**Council and Committee Members are required to declare their conflict of interests. They are required to declare their conflicts of interest, if any, at all meetings in addition to a formal written confirmation, and notify the Council Secretary promptly after appointment at the beginning of each term. A note of caution in this regard is also provided in the approval and tendering processes, for both internal and external parties.

> **審批權限機制**：本會自董事局/委員會至執行層面均訂立詳盡審批權限，並嚴格遵從。

> **政策及指引**：本會的政策及指引涵蓋範圍廣泛，以便順利、快捷及有效地完成事務及營運流程。

> **手冊**：手冊包含詳細的解釋，在適當情況下補充政策及指引的內容，涵蓋包括服務單位運作、行政、財務等範疇。這是協助員工以本會期望的方式履行職責的重要文件。

> **檢查**：各個部門特別是財務部，會進行常規、特殊和突擊檢查，確保運作能按照已確立的方式進行，以識別和檢測偏差及有意或無意的失誤，並及時修正，保障本會及員工。

> **匯報**：定期及不定期層層上達至董事局的報告，是內部監控的另一關鍵部分。精簡、準確而及時的報告，有助準確評估各種服務/職能的表現，以便在適當階段作出監控、規劃和發展，並在有需要時採取補救措施。

> **外部評估**：每年社會福利署(社署)對選定的服務單位進行定期評估探訪及突擊檢查，以及進行兩至三年一次的財務審計。在2015/16年度，本會兩所服務單位曾進行上述評估探訪，署方非常滿意本會各方面的表現。另外，本會於周年會員大會委任謝盧會計師事務所有限公司為年度內的外聘核數師，為本會及相關公司進行法定賬目審計。

> **內部評估**：為確保與社署設定的服務標準一致，本會設有內部評估探訪機制，以三年為一周期。每所服務單位於三年內，須由同區其他服務單位的代表進行一次內部評估及探訪。在2015/16年度，共有三所服務單位進行同類型訪問，整體結果令人滿意。

> **Schedule of delegated authorities** : A detailed schedule of delegated authorities for the entire Society from Council / Committee level to operational levels is adopted and tightly adhered to.

> **Policies and guidelines** : Policies and guidelines covering a wide spectrum of activities of the Society are prepared to facilitate smooth, efficient and effective completion of business and operational processes.

> **Handbooks** : Handbooks which contain detailed explanation to supplement policies and guidelines, where appropriate, are also available. They cover all areas, including operations of service units, administration, finance and so forth. These are important documentations intended to assist staff members in carrying out their duties in the manner as desired by the Society.

> **Inspections** : Regular, special and surprise inspections are conducted in various departments, particularly in the Finance Department, to ensure the compliance of the adopted practices and to help in the discovery of deviation and mistakes, intentionally or not, for prompt remedies. These would help protect the Society and its staff members.

> **Reporting** : Regular and ad hoc reporting level by level up to the Council is another important arm of internal control. Accurate and timely reports in concise format are prepared to help relate the performance of various services/functions to appropriate levels for control, for planning, for development, and for taking remedial actions when circumstances so warrant.

> **Reviews by external parties** : The Social Welfare Department (SWD) conducts scheduled as well as surprise review visits to selected service units annually. The SWD also conducts accounting inspection once in two to three years. In 2015/16, two service units of the Society underwent the above review visits. The SWD was highly satisfied with the Society's performance in various aspects. Tse Lo CPA Limited was appointed as our external auditor at the 2015/16 Annual General Meeting to carry out statutory audits of the accounts of the Society and its related companies.

> **Internal reviews** : An internal review visit every three years is in practice with the aim of ensuring delivery of services in line with the criteria set by the SWD. During the period, each service unit has to undergo one internal review visit, which is conducted by representatives of other internal service units within the same region. In 2015/16, a total of 3 service units underwent the said visits and the overall results were satisfactory.

風險和不明朗因素

本會與其他機構一樣，正面對著不同的風險和不明朗因素。為了讓各會員了解有關情況，現闡述如下：

> **老齡化**：老齡化的現象是無可避免的。然而，採取適切的措施有助紓緩其帶來的影響。本會與其他康復機構一樣，照顧高齡服務使用者的需要成為了本會工作上的主要挑戰。雙老化的情況亦日漸引起社會關注，即智障人士及其照顧者/父母/監護人也同時步入老齡化。因此，會方於2015/16年度成立了關注智障人士老齡化工作小組，(一)檢討於2011年推出的行動計劃，以識別需要改善的地方及在有限資源下確定計劃內行動的優先次序；(二)探討為服務使用者定期安排健康檢查的可行性，以記錄其健康/老齡化狀況；及(三)搜集服務使用者的人口數據，包括：年齡、殘障類別及家庭背景等，為長遠的服務規劃和資源分配作參考。在評估服務使用者老齡化的情況時，本會將根據上述工作小組的建議制定實際服務計劃，藉以加強服務使用者的能力以面對老齡化的狀況，並提高他們的生活質素。

> **員工繼任**：本會深明員工繼任的重要，尤其是中層至高層管理人員，並預計在未來幾年內達退休年齡的員工數目將不斷上升。有鑑於此，本會於2015/16年度展開繼任規劃，系統地確立對中層及高層管理人員的能力要求，並為員工提供專門培訓，以助填補他們尤其在企業管理方面的能力差距。本會致力發展完善的繼任規劃，期望其穩定性和可持續性讓本會萬一碰上過渡期，亦可將有關干擾降到最低。

Risks and Uncertainties

The Society faces a number of risks and uncertainties, similar to any other organisations, as enunciated below for Members' understanding:

> **Ageing** : Ageing is inevitable and yet its impact can be softened through adopting appropriate measures. Similar to other rehabilitation agencies, the needs of ageing service users with intellectual disabilities is becoming a major challenge to the Society. Double ageing, a socially concerned situation in which persons with intellectual disabilities and their carers / parents / guardians are becoming old, is an increasingly concern. A working group on ageing of persons with intellectual disabilities was set up by the Society in the year 2015/16 to (i) review the action plan launched in 2011 to identify improvement areas and to prioritise the actions in the midst of limited resources; (ii) explore the feasibility of carrying out health check-up for service users on a regular basis to record their health / ageing condition; and (iii) collect service users' demographic data in terms of age, types of disabilities, family background, etc. for long-term service planning and resources allocation. While reviewing the ageing situation of service users, the Society will formulate practical service plans based on recommendations from the said working group to strengthen service users' abilities to cope with ageing and to enhance their quality of life.

> **Staff succession** : Realising the importance of staff succession particularly for mid-level to senior management and foreseeing the increasing number of staff members reaching their retirement age in upcoming years, the Society started its succession planning in the year 2015/16 to systematically identify the competency requirements of senior and mid-level management, and to provide staff members with professional training in order to fill their competency gap particularly in corporate management. The Society will strive to develop a systematic succession plan that supports its stability and sustainability and brings little disruption to the Society in case of any transitions.

> **扶康家庭服務**：扶康家庭屬本會獨有的非政府資助服務，並獲香港賽馬會慈善信託基金資助營運。信託基金自2008起贊助四所扶康家庭的運作，而該贊助將於2017年3月屆滿。本會將繼續爭取信託基金的支持，亦會尋找不同的資助來源，以維持扶康家庭服務。

因需要配合沙田威爾斯親王醫院的改建工程，位於該醫院員工宿舍大樓的和諧軒將於2017年4月停止服務，而各院友將遷往本會其他的扶康家庭。因此，本會現正積極尋找合適的單位重置和諧軒，以免增加其他扶康家庭宿位的壓力。

> **風險管理**：基於本會多元化的服務及龐大組織架構，在日常營運和管理中難免存在風險，包括為服務使用者提供治療、安排培訓和膳食、售賣由職業訓練生產的貨品、執行社企業務、舉辦籌款及社區共融活動、管理財務及人力資源等。除了安排經驗豐富的員工來監督服務運作及管理，採取合適及足夠的措施作監控，本會亦有購買保險保障會方可能面對的潛在責任。

本會的審核委員會建議檢視於2007年開始採用的風險管理政策及指引，並有系統地建立一套完善的風險管理制度，範圍涵蓋機構及服務層面。會方現正優化風險管理制度，亦是本會2016至2019策略計劃中的項目。有關的檢視工作已開始進行。

> **Casa Famiglia Services**：Casa Famiglia (CF) (Family Care Homes) is a unique service in Hong Kong, supported by The Hong Kong Jockey Club Charities Trust (the Trust), and without government subvention. The Trust has been supporting the four family care homes since 2008, and the current grant will expire by March 2017. While the Trust's continuous support will be sought, the Society will seek diversified sources of donation for the service.

Due to redevelopment of Prince of Wales Hospital, Concordia CF located at the staff quarters building of the Hospital will cease to operate by April 2017. Members of Concordia CF are being placed in other CF family care homes. The Society has been actively seeking new premises to relocate Concordia CF, so that other CF family care homes will not be unduly pressed to increase its capacity.

> **Risk management**：With the Society's multifarious services and operations, it is inevitable that there are risks in all daily operations and administration, including but not limited to: providing treatments/trainings and supplying meals to service users, selling products of vocational trainings, carrying out social enterprise works, holding fund raising and social inclusion events, managing finance, administering human resources, etc. Besides deploying experienced staff to oversee all the operations and administration and adopting appropriate good practices with proper and adequate controls, insurance covers are also arranged to protect the Society for potential liabilities.

The Society's Audit Committee advised that the risk management policy and guidelines adopted since 2007 be critically reviewed, and a sound risk management system covering both corporate and service aspects be systematically developed. The Society has been developing a more refined risk management system, which has become one of the strategic items under the Society's strategic plan for 2016-2019. The work in this regard has already commenced.

> **政府康復政策及相關資助的改變**：在過往數年間，除了每年定期的整筆撥款外，社會福利署還會提供額外資助，以加強員工管理，如允許聘用更多員工以照顧高齡服務使用者，並透過提升員工福利減輕招聘困難等。得到政府持續的資助，加上本會的儲備及謹慎的財務管理，董事局深信本會在康復政策及相關資助方面均沒有重大風險。

遵從法定要求

本會一直遵照所有法定要求，亦因應法定程序的變化而進行更新，保持警惕。與本會相關的法例及條文包括：

> **機構管治**：本會恪守《公司條例》（第622章），審計年度財務報表、提交周年申報表、擬備業務審視、就董事局成員更迭作聲明，以及其他適用的公司秘書要求等。而且，《按防止賄賂條例》（第201章）確保全會上下在各方面，特別是在採購程序上，保持廉潔作風。

> **服務提供**：根據《殘疾人士院舍條例》（第613章）¹，本會採取必要的措施以符合由社會福利署署長管理的發牌制度，從而確保本會宿舍和護理家舍的服務使用者獲得的服務，能令他們在體格、情緒及社交方面均達到可接納的標準。

> **員工聘用**：按《僱傭（修訂）條例》規定，本會作為僱主，須與每位員工簽訂書面僱傭合約，並準時支付薪金、提供法定假日、有薪年假、產假、侍產保障及最低工資等。而本會在挑選和聘用員工的過程中，亦遵守平等機會的《性別歧視條例》、《殘疾歧視條例》、《家庭崗位歧視條例》及《種族歧視條例》。

> **Changes in Government's rehabilitation policies and funding**：In the past few years, besides the regular annual lump sum grants, the Social Welfare Department has provided additional funds to enhance staff management, such as allowing employment of more staff to serve the ageing service users and increasing staff benefits to help alleviate recruitment difficulty. With the on-going funding support from Government and the Society's own reserves, coupled with prudent financial management, Council strongly believes that there would be no major risk in this area.

Statutory Compliance

The Society is committed to carrying out all statutory requirements, and always vigilant to updates on and changes in statutory compliance. Major laws and ordinances that are relevant to the Society include:

> **Corporate governance**：The Society complies with Companies Ordinance (Cap.622) strictly by conducting annual audit of financial statements, submitting annual returns, preparing business review, making declarations for changes in members (directors) of the Council, and other applicable company secretarial requirements, etc. In addition, according to Prevention of Bribery Ordinance (Cap.201), the Society has ensured corruption-free practices, in particular procurement procedures.

> **Service provision**：According to Residential Care Homes (Persons with Disabilities) Ordinance (Cap.613)¹, the Society carries out necessary measures to conform to the licensing system administered by the Director of Social Welfare so as to ensure that service users of the Society's hostels and care & attention homes receive services of acceptable standards physically, emotionally and socially.

> **Staff employment**：Complying with the Employment (Amendment) Ordinance, written employment contracts are signed between the Society, as an employer, and each employee. The Society pays wages on time and employees are entitled to such benefits as statutory holidays, paid annual leave, maternity and paternity protection, minimum wages, etc. In addition, the Society selects and hires employees in compliance with the Sex Discrimination Ordinance, the Disability Discrimination Ordinance, the Family Status Discrimination Ordinance and the Race Discrimination Ordinance.

¹按社會福利署頒發之豁免證書規定，此條例生效前已存在但未能完全符合法例規定的殘疾人士院舍營辦人，可申請豁免證書，預留時間為原有的院舍進行改進，以滿足牌照的要求。

As stipulated in the Certificate of Exemption (CoE) issued by the Social Welfare Department, residential care homes for persons with disabilities (RCHDs) which exist before commencement of the Ordinance and yet are unable to fully comply with the legislative requirements, the operators may apply for a CoE in order to allow time for the existing RCHDs to make improvements for meeting the licensing requirements.

促進溝通

本會重視與持份者、政府及市民的溝通。本會對外透過網站及不同的途徑，包括新聞稿、按季出版《扶康通訊》、年報、小冊子及其他刊物、進行問卷調查、舉辦傳媒午宴等，向大眾發放本會最新消息和發展，以加深大眾及政府了解殘疾人士不斷變化的需求、本會服務發展及成果。

本會對內採取雙向溝通，透過董事局/委員會定期會議、各個員工會議、服務單位家長代表和扶康家長會代表，收集不同持份者包括服務使用者及其家人、員工及董事局/委員會委員的意見，與他們保持有效溝通。

問責性及透明度

本會設有明確的審批權限，有利於機構事務及營運。董事局監督本會的整體表現、策略方向及發展，以實踐願景、使命和目標。高級管理層代表董事局負責管理服務和支援運作，以及執行董事局批准的政策和項目。經過多年的經驗，各方在履行應盡義務及責任時，均對董事局/委員會和高級管理層的職責和權限分工表現充分理解及明白。

本會以公開及具透明度的方式發放相關資訊、財務狀況及其他資料。本會官方網站經常並定期更新有關營運及表現、企業合作夥伴和義工活動的資訊。本會通訊和年報亦廣泛派發予持份者及相關政府部門、機構及其他非政府團體。投訴會交由負責的管理人員及/或董事局/委員會委員作適時回應及徹查，並採取必要的補救措施及跟進工作。

Communication

The Society values communication with stakeholders, the Government and the public. The latest news and development of the Society are communicated to the public through the Society's website and various channels including press releases, the quarterly 'Fu Hong Newsletter', pamphlets and other publications, opinion surveys, media luncheons and so forth, to facilitate of the public and the Government towards the changing needs of persons with disabilities, service development and achievements of the Society.

Internally, the Society has adopted a two-way communication to collect views of different stakeholders including service users and their families, staff members and Council/Committee Members through regular Council/Committee meetings, different staff meetings and parent representatives from service units and/or Fu Hong Parents' Association.

Accountability and Transparency

The Society has clear delegation of authority which facilitates the conduct of businesses and operations. The Council oversees the Society's overall performance, strategic directions and developments in pursuit of the adopted vision, mission and objectives. Senior Management, on behalf of the Council, administers services and supporting operations to implement strategies and projects approved by the Council. Through years of experience, the segregation of duties and authorities between Council/Committees and Senior Management is clearly understood and appreciated by respective parties in the conduct of their obligations and duties.

The Society adopts an open and transparent approach in disclosing relevant information, financial status and otherwise. Information relating to the Society's operation and performance, corporate partnership and volunteer activities on its official website is frequently and regularly updated. Quarterly newsletters and annual reports are also widely distributed to stakeholders, relevant government departments, institutions and other non-governmental organisations. Prompt responses to complaints will be handled by responsible managerial staff and/or Council/Committee Members as appropriate, with proper, thorough investigation and necessary remedial actions for follow-ups.

營運效率

本會承諾持續改善營運效率，務求更有效地迎接服務有需要人士帶來的挑戰。在2015/16年度，本會繼續致力於不同的領域提高營運效率，如：職場管理及安全、工作流程、設施及員工培訓與發展。

在職業安全方面，為了提供一個安全及健康的工作環境，本會成立了安全管理工作小組，由高級職業治療師出任總安全主任。在2015/16年度，工作小組共進行了四次內部評估探訪，與單位員工交流意見，以促進及培育職業安全的文化，從而提高工作和營運效率。在回顧年度內，本會的工傷數字較去年度持續下降，同時因嚴重工傷(需取病假多於120日)而損失的總工作日數更有接近四成的跌幅。本會將繼續檢視工傷意外情況，適時就短、中、長期及恆常的措施提出優化建議，以達至零意外的最終目標。

在工作流程上，更換全新的財務管理及人力資源管理系統可支持重組的過程，亦減少投放不必要的人力資源，以達致較高的營運效率。第一階段的工作於2016年7月完成。此外，為了提高行政及營運上的效率和效能，本會持續改善資訊科技設施，提供可靠而穩定的電腦服務及提升工作效率。同時，本會考慮到敏感資料外洩的風險，已加強電腦網絡系統防毒軟件及檢視資訊保安政策和有關指引，以提升員工對電腦網絡保安的關注。

Operational Efficiency

Continuous improvement in operational efficiency is one of the commitments of the Society in order to cope with challenges more effectively for the delivery of services to the needy. During the year under review, the Society continued to strive for higher operational efficiency in different areas such as workplace management and occupational safety, work procedures, facilities, and staff training and development.

In term of occupational safety, a Working Group on Workplace Safety Management, led by the Senior Occupational Therapist performing as the Chief Safety Officer, has been set up to review service units' operation and safety measures in workplace. In 2015/16, a total of 4 internal safety visits were conducted by the Working Group to arouse staff members' awareness of preventing occupational accidents and maintaining workplace safety. Meanwhile, the number of staff accidents reduced steadily and the number of working days lost caused by serious staff accidents (incurring over 120 days of sick leave) dropped almost 40% comparing to previous year. The Society will continue to keep a close eye on staff accidents and make suggestions on refining short-term, medium-term and long-term measures to achieve the goal of zero accidents.

In term of work procedures, implementing the new financial management system and human resource information system can support the revamped processes and reduce unnecessary manual efforts in order to achieve higher operational efficiency. Phase one implementation of both systems will be completed before July 2016. In addition to achieve higher administrative and operational efficiency and effectiveness, the Society has been improving its IT infrastructure and facilities continuously to provide reliable IT services and enhance work productivity. Considering the risk of leaking sensitive information, the Society has strengthened its anti-virus protection and reviewed IT security policies and relevant guidelines to promote staff members' awareness of IT security.





3

服務

SERVICES

5月 MAY

出版特殊教育書籍《愛有方——自閉症人士復康之路》，為自閉症人士家長提供支援及指導¹

5月 MAY

社企餐廳康姨咖啡室及香城茶室，分別獲社會福利署頒發由公眾投票選出的十大我最喜愛「快樂工作間」及「愛心社企」獎項
Madam Hong Cafe and City Cafe, the Society's social enterprises, received the honour of being the top ten enterprises selected as 'My Favourite 3E Social Enterprises' under the Happy Work Place voting and 'Caring Social Enterprises' respectively

8月 AUG

舉辦第一屆「扶康慈善籌款晚宴」，善款用作發展特殊需要人士服務
The 1st FHS Charity Dinner was held to raise funds for developing services for persons with special needs

8月 AUG

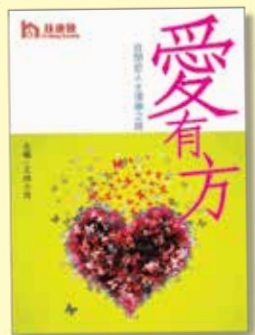
2013/14年度年報榮膺第二十九屆國際ARC年報比賽文字編撰金獎（非牟利機構組別）
Annual Report 2013/14 received the Gold Award (Written Text) at the 29th International ARC Awards in the category of non-profit organisations

8月 AUG

獲平等機會委員會贊助出版精神健康教育書籍《始於足下——復元路上故事彙編》
Supported by the Equal Opportunities Commission, a book compiling service users' recovery stories was published to promote mental health

11月 NOV

「牽蝶康兒中心」正式開展服務，是本會第二所專為有特殊教育需要兒童而設立的自負盈虧服務單位²
Hin Dip Hong Yee Centre, the second self-financed service unit providing services for children with special education needs, officially launched its services²



5月 MAY



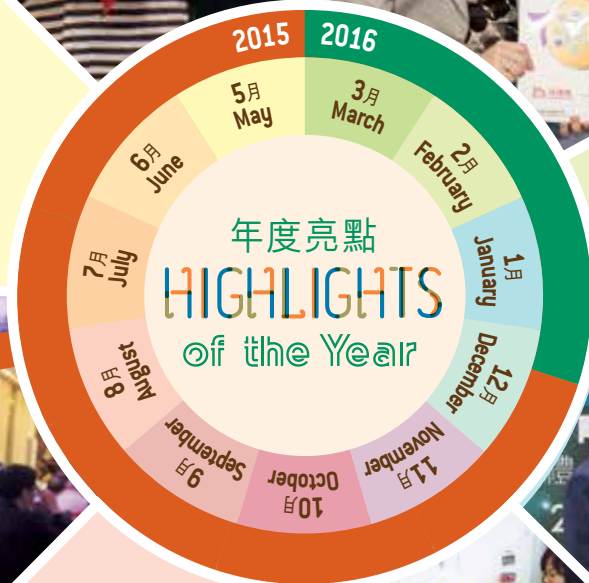
3月 MAR



2月 FEB



年度亮點 HIGHLIGHTS of the Year



8月 AUG



11月 NOV



12月 DEC

連續七年獲頒「十八區關愛僱主」殊榮，及第二年獲頒「連續五年或以上」特別大獎
The Society received the '18 Districts Caring Employers Award' for the 7th consecutive year and the 'Special Award for being awarded for 5 consecutive years or above' for the second time

1月 JAN

開設「樂融展藝坊」，通過推廣展能藝術促進社區共融
Joyful Art Gallery was set up to foster social inclusion through promoting arts with the disabled

1月 JAN

為香港警察學院的學員提供講座，以增加他們對智障人士及精神康復者的認識
Talks were provided to trainees of Hong Kong Police College to enhance their knowledge of persons with intellectual disabilities and psychiatric disabilities

2月 FEB

參與《有能者·聘之約章》計劃，並獲頒發「共融機構創新獎」
The Society joined the Talent-Wise Employment Charter and received the Innovation Award for Inclusive Organisation

3月 MAR

由服務使用者周善及李智光設計的作品於2016香港理工大學「展才設計」比賽中獲嘉許
The works designed by service users, Ms Chow Sin and Mr Li Chi-kwong, received awards at the Youreable Fashion Design Competition 2016 held by the Hong Kong Polytechnic University

3月 MAR

本會網站連續第二年獲政府資訊科技總監辦公室頒發「無障礙網頁嘉許計劃」金獎
The Society's website received the Gold Award in the Web Accessibility Recognition Scheme issued by the Office of the Government Chief Information Officer for the 2nd consecutive year

¹本會於2014年5月出版《愛得其法 閉門自閉——自閉症人士家長手冊》，獲讀者正面的評價。為回應社會需求，本會其後推出修訂版《愛有方——自閉症人士復康之路》。
The Society published the 'Handbook for Parents of Persons with Autism Spectrum Disorders (ASDs)' in May 2014 and it received positive feedback from readers. In response to the popular demand, the revised version 'Love in the Right Path - Rehabilitation Guidebook for Persons with ASDs' was published subsequently.

²牽蝶康兒中心於2015年11月7日舉行服務開展禮。
Service launching ceremony of Hin Dip Hong Yee Centre was held on 7 November 2015.

提供家居化的住宿環境，
並從多方面滿足服務使用者的需要

**Provide a homelike living
environment for persons with
disabilities and cater
for their needs
in various aspects**

住宿服務 Residential Services

本會竭力為殘疾人士提供家居化的住宿環境，並從多方面滿足服務使用者的需要，以提升他們的生活質素。現時本會共有二十二所宿舍（不包括扶康家庭），為不同程度的智障人士和精神康復者提供住宿服務。在2015/16年度，共有九百四十九名殘疾人士受惠於本會的住宿服務，工作重點歸納如下：

The Society has been endeavoring to provide a homelike living environment for persons with disabilities and to cater for their physical, mental, social and spiritual needs, in order to enhance their quality of life. The Society currently has 22 hostels (excluding Casa Famiglia units) serving persons with different degrees of intellectual disabilities and persons with psychiatric disabilities. In 2015/16, a total of 949 persons with disabilities benefited from our residential services. Highlights of work are summarised as follows:

01

此書獲伊利沙伯女皇弱智
人士基金資助出版
The book is financially
supported by Queen Elizabeth
Foundation for the Mentally
Handicapped

提供「家居化」的生活環境

本會鼓勵服務單位為服務使用者締造家居化的生活，並定期分享及交流經驗，除了利用舒適的環境設計和擺設增添家居氣氛外，員工與服務使用者之間亦建立了如家人般的互動和尊重，促進服務使用者的身心發展。

Providing a homelike living environment

The Society encourages service units to create a homelike living environment for service users by sharing and exchanging the experience regularly. Setting up a homelike living environment not only requires a comfortable design, but also the interaction and respect between staff members and service users. This family-like relationship is important for the enhancement of service users' physical and mental development.

出版《智障人士優質 住宿服務指南》

此書於2015年6月出版，匯聚本會專業同工多年來的實務工作經驗和智慧，詳盡介紹智障人士的需要、應有權利及住宿服務運作。期望透過與業界同工分享，一起探討智障人士住宿服務的發展方向，激發新意念。

Publication of 'A Guide to the Quality Residential Services for Persons with Intellectual Disabilities'

The captioned book, which compiled the practical work experience and wisdom of our professional staff, was published in June 2015. In the book, needs of persons with intellectual disabilities (PWIDs), their rights and daily operations of residential service units were discussed in detail. Through sharing the book with agencies in the sector, it is expected that development direction for residential services for PWIDs and innovative concepts can be explored with joint efforts.



02

殘疾人士院舍牌照

澤安成人訓練中心完成翻新工程後，率先於2016年3月成為本會首所獲發殘疾人士院舍牌照的服務單位。六所位於香港仔康復中心內的宿舍亦將完成建築和消防改善工程，可望於2016/17年度獲發正式牌照。

Licence for Residential Care Homes for Persons with Disabilities (RCHDs)

After completing the renovation work, Chak On Adult Training Centre (COATC) becomes the Society's first service unit obtaining the licence for RCHDs in March 2016. Six hostels situated in our Rehabilitation Centre in Aberdeen will soon complete their building and fire safety improvement work. It is expected that all the six hostels will be granted the captioned licence in 2016/17.

02

家居化的住宿環境可為服務
使用者營造「家」的氣氛

The homelike living
environment helps inspire
an ambience of 'home' for
service users

03

澤安成人訓練中心的服務使
用者對中心獲發殘疾人士院
舍牌照感高興

Service users of COATC are
pleased that their centre
has been granted the licence
for RCHDs

外聘陪診服務

本會於2015/16年度以「共同承擔」原則引入外聘陪診服務。接受這項服務的服務使用者達1,129人次，大約佔此服務37%，有效紓緩服務單位人手緊張的情況。服務使用者家屬普遍滿意陪診服務安排，各單位會持續評估和監察外聘陪診服務，以確保服務質素。

Medical appointment escorting service

Medical appointment escorting service under the concept of shared responsibilities was introduced in 2015/16 and significant contributions were made. A total of 1,129 service users used this service, around 37% of people served by this service, and it greatly alleviated the situation of manpower shortage in hostels. Family members of service users were generally satisfied with the escorting service arrangement and service units will continue to evaluate and monitor the service to assure its quality.

03



為服務使用者提供多元化的
訓練項目，豐富他們的生活體驗

Provide diversified training
services for service
users to enrich their
life experience

日間訓練服務 Day Training Services

本會共有十三所成人訓練中心，透過為服務使用者提供多元化的日間訓練服務，豐富他們的生活體驗。在2015/16年度，共有五百九十名嚴重至低中度智障人士接受上述服務。近年成人訓練中心面對服務使用者年齡兩極化帶來的挑戰：高齡智障服務使用者與新接收的年輕智障兼有較多需關注行為的服務使用者。回應以上的情況，本年度的工作重點歸納如下：

The Society operates 13 adult training centres providing diversified day training services for service users to enrich their life experience. In 2015/16, a total of 590 persons with severe to low moderate intellectual disabilities benefited from the services. The recent challenge that the adult training centres have been facing is the 'age polarisation' between ageing service users and those new and young service users with intellectual disabilities and challenging behaviour. In view of the above situation, respective actions were taken in 2015/16. Highlights of work are summarised below:

01 服務使用者練習「快樂椅子舞」
Service users are practising
'Chair-based Dance'

02 學習社交禮儀有助服務
使用者融入社區生活
Learning social manner helps
service users integrate into
community

03 服務使用者參與
手工藝活動
Service users participate in
handicraft activities

修訂「智障人士訓練手冊」

配合服務使用者不斷轉變的需要和以人為本的服務理念，相關工作小組為手冊持續更新資料，本年度更全面更新手冊的內容，以促進員工掌握訓練的知識和技巧。

Augmenting the Manual for Training Persons with Disabilities

In response to the changing needs of service users and the people-oriented service concept, relevant working group keeps updating the Manual. In 2015/16, a full-scale augmentation of the Manual was conducted with a view to enhancing staff members' knowledge and skills in this regard.



04



05



06

回應服務使用者 老齡化的需要

截至2016年3月31日，成人訓練中心有近六成的服務使用者已年過四十歲。對智障人士而言，這歲數等同步入了老齡階段。因應智障人士老齡化的情況，社會福利署已於本年度推行「延展照顧計劃」。本會共有十二所成人訓練中心參與其中，為符合條件的高齡智障人士重整生活流程、訓練活動、環境和設施等。本會同時進行服務評估和檢討，以了解服務內容對高齡智障人士的適切性；亦推出了運動餐單的DVD範本，藉富趣味的運動延緩服務使用者身體機能退化的速度。

建立有效的溝通訓練方法

與嚴重智障兼自閉症服務使用者有效地進行溝通和建立社交互動行為是業界的一個重要課題。本會多個服務單位積極嘗試應用密集互動訓練和圖卡交換溝通系統，並進行數據收集和成效研究，以累積及整合經驗，為嚴重智障兼自閉症服務使用者建立更有效的溝通訓練方法。

Responding to the needs of ageing service users

As of 31 March 2016, around 60% of the service users of our adult training centres are aged over 40, which means that they have proceeded to the ageing stage. In view of this ageing situation, 12 of our adult training centres participated in the 'Extended Care Programme' launched by the Social Welfare Department in 2015/16 to restructure the daily routines, training activities, environment, facilities, etc. for eligible service users. The Society will review the Programme and its suitability for ageing service users. Meanwhile, the DVD version of the 'Sports and Anti-ageing — Interactive Menu' was launched to slow down service users' pace of deterioration of physical functioning through interesting sports activities.

Developing effective communication training

In the rehabilitation field, engaging in communication and social interaction with service users with severe intellectual disabilities and autism spectrum disorders has always been a crucial issue. Various units under the Society tried to apply Intensive Interaction and Picture Exchange Communication System in training. Relevant data will be collected to study their effectiveness and to consolidate practical experience for developing a more effective training to enhance the communication of autistic service users with severe intellectual disabilities.

04 服務使用者學習
製作環保酵素
Service users learn how
to make eco enzyme

05 秦石成人訓練中心開設
跳舞組，既增加服務
使用者的運動量，亦加強
他們的合作性
Chun Shek Adult Training
Centre sets up a dancing group
to encourage service users to
do exercise and strengthen
their cooperation

06 草地滾球訓練可強化
服務使用者的肌能
Training of lawn bowls can
strengthen the muscle energy
of service users

職業康復及發展服務 Vocational Rehabilitation and Development Services

本會透過提供工場、輔助就業、在職培訓計劃和職業康復延展計劃等多元化服務，發展殘疾人士的潛能，讓他們展現才能及增加他們的就業選擇。在2015/16年度，共有六百名殘疾人士接受本會的職業康復及發展服務，重點歸納如下：

Through providing diversified services including workshops, supported employment, on-the-job training and work extension programmes, etc., persons with disabilities are able to develop their abilities, unleash their potentials and widen their career choices. In 2015/16, a total of 600 persons with disabilities received the said services. Highlights of our work are summarised as follows:

凝聚工商力量 創造就業機會

01

在2016年3月，康姨餅房與領展轄下的利楊投資有限公司合作，於秀茂坪街市進行曲奇義賣及展銷活動。得到市民及領展的大力支持，展銷會內的曲奇全數售出。

In March 2016, in collaboration with Goldrise Investment Limited under Link REIT, Madam Hong's Bakery conducted a charity sale of cookies in Sau Mau Ping Market. The activity was well supported by Link REIT and the public with all the cookies sold.

本會的職業康復及發展服務一直走在前線，並結合工商元素，以創造更多就業及培訓機會予殘疾人士。本會不但為殘疾人士提供一站式的職業康復服務，而且致力為有潛質及願意公開就業的殘疾人士提供職前培訓、就業選配、在職督導及持續支援。

Mobilising resources of industrial and commercial sector for creating more employment opportunities

The Society has always been on the forefront of vocational rehabilitation and development services, working together with the industrial and commercial sector to create more training and employment opportunities for persons with disabilities. The Society not only provides one-stop vocational rehabilitation services to persons with disabilities, but also strives to offer pre-employment training, job-matching service, on-the-job supervision and continuous support to those who are prepared and have the potential for open employment.



01



服務深受社會人士支持

本會營運兩所工場及一所綜合職業發展中心，為殘疾人士提供多元化的職業技能訓練，包括曲奇製作、多媒體攝製、水耕種植、汽車美容、洗衣、包裝、產品加工、印刷、零售及清潔等。在各方的努力及支持下，2015/16年度工場服務使用者的總訓練津貼共錄得超過港幣四百五十萬元收入，較去年提升了百分之十三，並為超過一百一十個工商客戶提供服務，成績令人鼓舞。此外，本會輔助就業及在職培訓計劃獲七十位僱主支持，成功協助一百零七名服務使用者公開就業（較上年度增加約45%）。



02

Well-supported by members of the community

The two workshops and one integrated vocational development centre under the Society provide diversified vocational training to persons with disabilities, including cookies baking, multimedia production, hydroponic cultivation, car grooming, laundry, packaging, product processing, printing, retail, cleaning, etc. With the efforts and support of all, an encouraging result was achieved in 2015/16. The total training allowances of service users reached over HK\$4.5 million, an increase of 13% over the last year. The workshops and integrated vocational development centre also provided services to over 110 clients from the commercial and industrial sector. In addition, support from 70 employers was gained and 107 services users (about 45% over the last year) were able to be successfully employed in the open market through supported employment and on-the-job training programme.



02

服務使用者於康姨餅房用心地製造每一塊曲奇。
Service users bake each piece of cookie sincerely at Madam Hong's Bakery.





01

01

服務使用者勞翠琼於第九屆香港展能節中奪得曲奇製作「一等獎」

Ms LO Tsui-king, service user, was awarded the 1st prize in Cookies Making Competition at the 9th Hong Kong Abilympics

02

本會董事局主席郭鍵勳博士(右一)到場為參加香港展能節的服務使用者打氣

Dr KWOK Kin-fun, Joseph BBS, JP, our Council Chairman (first from right), cheers for service users at the Hong Kong Abilympics.

在香港展能節獲得殊榮

為展現服務使用者的才能及本會的訓練成果，本會鼓勵多位服務使用者參加了由香港復康聯會及香港社會服務聯會主辦的第九屆「香港展能節暨法國波爾多國際展能節」香港區選拔賽。毅誠工場服務使用者勞翠琼奪得曲奇製作的一等獎，而石圍角工場服務使用者李志偉、盧可為、戴振源和葵興職業發展中心服務使用者孔慶坤、鍾海洋、劉維雅則分別奪得汽車美容(隊際賽)的一等與二等獎。這些獎項不但增添了服務使用者的自信心，更進一步確立他們的服務/產品是具質量和信心保證。

榮獲「室內空氣質素檢定證書」(卓越級)

葵興職業發展中心於2015/16年度再度獲環境保護署頒發最高級別的「室內空氣質素檢定證書」(卓越級)。本會將繼續締造良好的服務和工作環境，確保室內空氣清新，讓工場內的服務使用者能更安全及愉快地工作。

Honour gained at the Hong Kong Abilympics

To show the talents of our service users and the achievements of our training services, the Society encouraged a number of service users to participate in the Hong Kong trial of the 9th Hong Kong Abilympics hosted by The Hong Kong Joint Council for People with Disabilities and The Hong Kong Council of Social Service. LO Tsui-king, a service user of Ngai Shing Workshop, was awarded the 1st prize in the Cookies Making Competition, while service users LEE Chi-wai, LO Ho-wai and TAI Chun-yuen from Shek Wai Kok Workshop as well as HUNG Hing-kwan, CHUNG Hoi-yeung and LAU Wai-nga from Kwai Hing Vocational Development Centre were awarded the 1st prize and the 2nd prize in the Car Grooming Competition (Team) respectively. These awards have not just boosted the self-confidence of our service users, but also certified their the quality of service/products.

Awarded 'Indoor Air Quality Certificate' (Excellent Class)

In 2015/16, the Environmental Protection Department once again awarded the highest-ranked 'Indoor Air Quality Certificate' (Excellent Class) to Kwai Hing Vocational Development Centre. The Society will keep striving for quality services and an excellent working environment to ensure clean indoor air for service users to work safely and happily in our centres.



03

讓智障人士享有家庭及社區生活

Enable persons with intellectual disabilities to enjoy family and community life

香港賽馬會社區資助計劃「扶康家庭」 The Hong Kong Jockey Club Community Project Grant 'Casa Famiglia'

現時，本會設有四所扶康家庭，分別是「邂逅軒」、「和諧軒」、「婉明軒」及「超瑩軒」。四所扶康家庭均以自負盈虧的模式為缺乏家庭支援的智障人士提供關愛家庭照顧。承蒙香港賽馬會慈善信託基金透過「香港賽馬會社區資助計劃」資助部份經費，讓這項富社會意義的服務得以持續發展。雖然扶康家庭成員沒有血緣關係，但基於彼此接納及互相欣賞，他們皆如親人般互相關心、互相扶持。在2015/16年度，共有廿九位智障人士接受扶康家庭服務，重點歸納如下：

The Society has set up four self-financed Casa Famiglia units, namely Encounter, Concordia, Splendor and Radiance. They provide family care for persons with intellectual disabilities who lack support from their own families. Having been partially funded by the Community Project Grant of The Hong Kong Jockey Club Charities Trust, this socially significant service is able to continue its development. Although members of Casa Famiglia are not blood-related, they care, appreciate, accept and support one another just like family members do. In 2015/16, a total of 29 persons with intellectual disabilities received Casa Famiglia Services. Highlights of work are summarised as below:

提供關愛家庭照顧

在扶康家庭，家姆負責照顧家庭成員的身心健康及日常起居生活；兄長則負責輔導及培育家庭成員的靈性及德行發展¹。部份智障家庭成員則會分擔家務或照顧其他有需要的成員；也有公開就業、接受職業訓練或展能中心服務的機會。智障家庭成員、家姆及兄長之間的關愛正是扶康家庭服務的精神所在。

Providing family care

In Casa Famiglia units, housemothers look after the daily lives as well as the physical and mental well-being of family members, whilst the elder brothers provide support to family members' spiritual and moral development¹. Some family members with intellectual disabilities help with the housework and take care of other family members that are in need; some also have the opportunities to receive vocational training services, day training services or have open employment. The care and love jointly built by the family members with intellectual disabilities, housemothers and elder brothers is exactly the spirit of Casa Famiglia Services.

03

超瑩軒的成員與家姆及兄長一同慶祝生日

Family members of Radiance celebrate birthday with housemothers and elder brothers



02

¹在2015/16年度，扶康家庭共有十八位家姆(屬受薪員工)及九位兄長(屬社區義工)。

In 2015/16, there were 18 housemothers (paid staff) and 9 elder brothers (community volunteers) in Casa Famiglia.



01

01

扶康家庭舉辦不同的外出活動，如參觀博物館、欣賞畫展等，鼓勵智障家庭成員參與社區

Various outing activities such as visiting museums and art exhibitions are held to encourage family members to participate in the community

02

扶康家庭成員與固定朋友同遊意大利

Family members and their regular friends travel to Italy together

03

扶康家庭成員參與不同的閒暇活動

Family members participate in different leisure activities

04

呂鶴鳴伉儷禧宿基金會於2015/16年度捐出三十餘萬支持扶康家庭服務

Lui Family Providence Foundation donated over HK\$300,000 to Casa Famiglia Services in 2015/16

實踐結交朋友的權利

除了工作和家庭生活，智障人士亦應享有結交朋友的權利。這理念得到很多社區人士的認同和支持，他們以「固定朋友」的身份經常探訪扶康家庭成員及參與他們的家庭活動。在2015/16年度，扶康家庭共有九十位固定朋友。

參與社區共融活動

扶康家庭服務的其中一個目標是增加社區人士與智障家庭成員的接觸。透過定期舉辦不同類型的共融活動，例如參與聖堂彌撒或其他宗教活動、節慶活動、本地和海外探訪等，讓社區人士認識智障人士友善及可愛的特質，促進他們接納智障人士為社區的一份子。

獲不同團體探訪

扶康家庭服務漸漸得到各界人士的支持，於2015/16年度有多個本地和國外團體探訪，其中包括：香港獅子山獅子會、聖本篤堂聖雲先會、聖博德堂、加拿大和意大利等地的朋友。

02



04



Actualising the right to make friends

Apart from work and family life, persons with intellectual disabilities are also entitled to the right to make friends. This is agreed and supported by lots of community members, who frequently visit members of Casa Famiglia as 'regular friends' and join their family activities. In 2015/16, Casa Famiglia had 90 regular friends.

Participating in social inclusion activities

One of the objectives of Casa Famiglia Services is to increase interactions between family members with intellectual disabilities and community members. Through regularly organising various inclusive activities, such as participation in mass or other religious activities, festive celebration activities, local and overseas visits, the public can understand the friendliness and loveliness of persons with intellectual disabilities, thereby fostering social acceptance.

Visits from various organisations

Casa Famiglia Services have been receiving much attention and support from the community. In 2015/16, local and overseas organisations including Lions Club of Lion Rock Hong Kong, Society of St Vincent de Paul of St Benedict's Church, St Patrick's Parish, and friends from Canada and Italy, etc. paid visits to Casa Famiglia.

03



提供跨專業團隊服務及積極推動社區精神健康教育

Provide multi-disciplinary services and actively promote mental health education in the community

社區精神健康服務 Community Psychiatric Services

本會的社區精神康復服務包括三所中途宿舍和一所精神健康綜合社區中心「康晴天地」，為有需要的社區人士提供服務。中途宿舍為精神康復者提供一個支持性的住宿服務，協助他們重新融入社區；康晴天地主要服務港島中區及南區的居民，除了提供一站式精神健康及社區支援服務，還積極推行公眾教育，加強居民對精神健康的關注。在2015/16年度，中途宿舍服務共有一百零一名服務使用者；康晴天地則有八百八十三名會員。本年度的服務以「結伴同行、互助關愛」為主題，重點歸納如下：

The Society provides community psychiatric services to persons in need through three halfway houses and one Integrated Community Centre for Mental Wellness – Sunrise Centre. Halfway houses provide supportive residential service for ex-mentally ill persons to prepare them for returning to the community, while Sunrise Centre mainly serves residents of Hong Kong Island South and Central Districts through providing one-stop psychiatric and district support services. The Centre also actively promotes community education to increase public awareness of mental health. In 2015/16, halfway houses provided services for 125 service users while the Sunrise Centre provided services to 883 members under the theme of 'Walk Hand in Hand with Love and Care'. Highlight of work are summarised as follows:

深化「復元導向介入方式」的應用和推行朋輩支援員計劃

為配合本年度的服務主題，在服務中深化三個「復元」元素：希望、責任及優勢導向，同時亦鼓勵康復者參與、家人參與及朋輩支援，並安排全體社區精神健康服務的員工有系統地參與兩天培訓課程，加強他們對「復元導向介入方式」的認識和應用。

為更全面地推行「復元導向介入方式」，本會於本年度初開始籌備加入朋輩支援服務，適時配合社會福利署的服務發展政策，並獲社署資助。因此，本會聘請了一位全職和兩位半職朋輩支援員，讓他們以「過來人」的身份與其他康復者和社區人士分享復元經驗。

進行「復元」小組活動

透過運動、藝術、職前訓練、支援及治療性小組，配合身、心、社、靈的全人發展，協助康復者依據個人的選擇，發揮潛能，在社群中過一個有意義的人生。這些活動包括：各類運動、興趣和綜合藝術小組、互助社、心靈加油站及藥物訓練小組等。

Deepening the application of 'Recovery-oriented Practice' and launching the Peer Support Programme

Echoing the theme of this year, three recovery elements: Hope, Responsibility and Strength-based, were applied in-depth to the services. The Society also encouraged participation from service users and their families as well as peer support, and arranged a two-day training for all staff members of community psychiatric services to reinforce their understanding and application of the 'Recovery-based Practice'.

To implement the 'Recovery-oriented Practice' more comprehensively, preparation for peer support service commenced at the beginning of 2015/16. This service was subvented by the Social Welfare Department as it duly fitted the service development policies of the Department. With the subventions, the Society was able to hire one full-time and two part-time peer supporters with lived experiences, to share with service users and community members their recovery stories.

Organizing 'Recovery' group activities

With the help of sports, art, pre-vocational training, support and therapeutic groups, in addition to holistic development on the physical, psychological, social and spiritual aspects, service users are supported to make personal choices, exploit their potentials and live a meaningful life in the community. These activities include: various sports, interest and integrated arts groups, mutual support groups, life enhancing groups, the medication compliance training groups, etc.

01

康晴天地的「連友Club」主要分為三個小組，包括義工及聯誼事務小組、寵愛動物特工隊、自決及充權事務小組

Link Club of Sunrise Centre comprises three small groups: volunteers and social group, animal care special force, self-determination and empowerment affairs group

02

透過參與「Teen使行動」，中途宿舍服務使用者與香港真光書院學生一起進行燒烤活動

In the 'Health in Mind' programme, Service users of halfway houses have barbecue with students from Hong Kong True Light College

03

由專業舞蹈導師及義工帶領中途宿舍服務使用者跳Funky Dance，動作輕鬆簡單，更可加強他們的心肺功能

Leading by a professional dance instructor and volunteers, service users of halfway houses participate in Funky Dance to strengthen their cardiopulmonary function through exercising

04

聯合福音團契每月到中途宿舍與服務使用者交流心靈加油訊息

Union Gospel Fellowship pays visits to halfway houses every month, sharing life-enhancing messages with our service users

05

服務使用者透過「悅智是我家」活動，一起翻新宿舍

Through the activity 'My Yuet Chi Home', service users have revamped the hostel together

推動參與自務活動

中途宿舍的互助社「TEEN使行動」和康晴天地的「連友CLUB」，持續推動康復者積極參與互助及自務活動，亦同時鼓勵和協助他們參與社區事務。「老友三缺一」是康晴天地自2012年開始推行的會員自務活動，目的是透過組織興趣相投的會員自組活動，帶動較被動的會員，鼓勵他們參與，從而增加他們的積極性。在過去的三年內，有超過七十位會員參與此活動。



01

Advocating participation in self-help activities

The 'Health in Mind' mutual support group of halfway houses and the 'Link Club' of Sunrise Centre continuously advocate service users' participation in mutual support and self-determined activities, they are also encouraged to participate in community affairs with assistance from the Centre. Furthermore, 'Buddy, we need you' is a self-help activity launched by Sunrise Centre since 2012, aiming to encourage participation of inactive members through self-organising activities that they are interested. Over the past three years, more than 70 members participated in this activity.



02

與社區保持緊密聯繫

中途宿舍和康晴天地一直與社區保持緊密聯繫，與區內長者服務單位、青少年中心、學校、居民組織等協作，並向不同階層人士推廣精神健康等訊息。

獲社會福利署中西南及離島區福利辦事處2015-2016年度「地區夥伴協作計劃」的撥款資助下，康晴天地與救世軍華富長者中心協辦「結伴同行·家友站」計劃，透過交流小組、講座、日營及聯歡活動等，增加長者與精神康復人士的接觸及合作機會，並藉此推廣精神健康訊息。整項計劃參與人數有超過三百人。

03



04



05



Maintaining close contact with the community

Halfway houses and Sunrise Centre have always been maintaining close contact with the community by working with service units for the elderly, youth centres, schools, resident groups, etc. and promoting mental health messages to people from all walks of life.

Funded by the Community Partnership Programme 2015/16 of the Central, Western, Southern and Island Districts Social Welfare Office, Sunrise Centre and the Salvation Army Wah Fu Centre for Senior Citizens co-organised the 'Walk Hand in Hand — Families and Friends' programme to promote mental health. Through sharing groups, seminars, day camps, gatherings, etc., the elderly had more chances to interact and cooperate with persons with psychiatric disabilities. Over 300 participants took part in the programme.



06

鼓勵服務使用者參與運動

運動對個人的身心健康有正面的幫助，而在復元的路途上，運動對精神康復者更為重要。本會中途宿舍於2006年獲余兆麒殘疾人士醫療基金的資助，成立了「綜合運動小組」，積極推動精神康復者建立做運動的習慣，促進他們的身心健康。過去數年曾舉辦多項體育活動，包括：遠足、健步、健康舞、保齡球、攀石及單車等。

中途宿舍在2015年8月進行調查，邀請服務使用者以不記名方式自行填寫問卷，以了解他們對運動益處的個人經驗。是次調查共發出一百二十份問卷，成功收回六十六份有效問卷。結果顯示「步行」是超過一半（53%）康復者經常進行的運動，其次是「伸展運動」（24%）及「行山或遠足」（20%）。結果同時顯示：約九成服務使用者同意做運動後令他們的身體有多方面得益，同意程度的平均得分由4.66至5.24。



07

Engaging service users to participate in sports activities

Doing sports activities has a positive impact on one's physical and mental health. It plays an even more crucial role to persons with psychiatric disabilities on the road to recovery. Subsidised by the S. K. Yee Fund for the Disabled, the Society's halfway houses set up the Integrated Sports Group in 2006 to promote the habit of exercising and to help maintain service users' physical and mental health. Examples of sports activities organised in the past few years were hiking, jogging, aerobic dance, bowling, rock climbing, cycling, etc.

In August 2015, halfway houses conducted a survey on an anonymous basis to understand service users' personal experience on the benefits of sports. Out of the 120 questionnaires distributed, 66 were duly completed and returned. Survey results revealed that 'walking' is the exercise that over half (53%) of the service users usually do, followed by 'stretching' (24%) and 'hiking or outing' (20%). The results also showed that approximately 90% of the service users agreed that exercising was beneficial to their health, with the level of satisfactory scoring from 4.66 to 5.24.

06

康晴天地會員參加南區堆沙大賽，並獲得季軍
Members of Sunrise Centre received the 2nd runner-up prize at the Southern District Sand Sculpture Competition

07

由本會精神康服者組成的「海闊天空」足球隊勇奪「香港足球復康杯2015」冠軍，成為三年冠

The Society's football team, which comprises service users with psychiatric disabilities, has been the champion of 'Rehabilitation Soccer Champion of Hong Kong' for the 3rd consecutive year

表一 TABLE 1

服務使用者對運動益處的個人經驗調查結果

Survey Results on Service Users' Personal Experience in Benefiting from Sports

調查結果 Survey Result	
平均得分 1 (十分不同意) - 6 (十分同意) Average Score 1 (Definitely disagree) - 6 (Definitely agree)	
做運動能使我更健康 Exercising makes me healthier	5.24
做運動能有助我處理壓力 Exercising helps me handle stress	4.78
做運動能有助我改善情緒 Exercising helps improve my emotions	4.82
做運動能讓我提升個人自信 Exercising increases my self-confidence	4.70
做運動能使我感覺自己強壯 Exercising makes me feel strong	4.88
做運動能助我舒緩病徵 Exercising helps ease my symptoms	4.61
做運動能助我減輕體重 Exercising helps me lose weight	4.67
我會睡得更好 I can sleep better	4.82
我看起來更好 I look better	4.80
我可以擴闊社交圈子 I can expand my social circle	4.66
我會得到樂趣 I can have fun	4.89

讓智障人士與社區人士建立
一對一的友誼，從而促進社區共融

Promote one-to-one
friendship between persons
with and without intellectual
disabilities to enhance
social inclusion

「香港最佳老友」運動 ‘Best Buddies Hong Kong’ Movement

「最佳老友」是一項非牟利的國際性友誼運動，於1989年由美國甘迺迪家族成員Mr Anthony Kennedy SHRIVER發起並成立，目的是讓智障人士與社區人士建立一對一的友誼，加強社會人士對智障人士的認識，從而促進社區共融。現時，全球共有五十多個國家和地區參與推廣此項極具意義的運動，並有一千九百所初中、高中和大學參加，累積參加人數高達九十萬人。

在2004年，本會獲國際最佳老友(Best Buddies International)總部邀請及授權本會成立「香港最佳老友」運動(簡稱「BBHK」)，成為本港唯一獲認可推動此項運動的機構。BBHK自2012年10月起，獲香港賽馬會慈善信託基金撥款贊助行政及活動開支至今，以大力推動「最佳老友」的共融精神。2015/16年度的服務重點歸納如下：

‘Best Buddies’ is a non-profit making international friendship movement, founded in 1989 by Mr Anthony Kennedy SHRIVER, a member of the American Kennedy family. The movement promotes one-to-one friendship between persons with and without intellectual disabilities in the community, enables the public to have a better understanding of persons with intellectual disabilities, thereby fostering social inclusion. At present, there are more than 50 countries and regions participating in this meaningful movement. About 1,900 secondary schools and universities have joined the movement and its total number of participants has reached 900,000.

In 2004, upon the invitation and authorisation from Best Buddies International, the ‘Best Buddies Hong Kong’ (BBHK) Movement was established. The Society is the only authorised organisation to promote the movement in Hong Kong up till now. Since October 2012, The Hong Kong Jockey Club Charities Trust has sponsored the administrative and activity expenses of BBHK for the promotion of social inclusion. Highlights of work in 2015/16 are summarised as follows:

再次獲得香港賽馬會慈善信託基金撥款支持

本會於2015年10月再次得到香港賽馬會慈善信託基金支持，獲撥款港幣三百五十八萬元贊助BBHK未來三年經費，以推行優化計劃，為BBHK注入新元素，包括開展「家庭老友」、培訓智障老友大使、發展老友畢業生同學會及進行BBHK實證為本的研究計劃。

Receiving funding support from The Hong Kong Jockey Club Charities Trust again

In October 2015, the Society obtained funding support from the Charities Trust again. A total of HK\$3.58 million was granted to expand the project under BBHK – the Enhanced Model in the following three years. New elements include developing Family Buddies, carrying out Ambassador and Alumni Programmes, and conducting evidence-based research on BBHK.

舉行第一屆「老友鬼鬼 共融故事演講比賽」

本會於2016年3月至4月期間舉辦上述故事演講比賽，是全港首個以推廣「平等友誼」及「智障人士融入社會」為主題的故事演講比賽。是次比賽吸引超過三百名學生及社區人士參加，從初賽挑選三十個參加單位進入決賽。比賽組別除設有幼兒組及小學組外，更特設有展能組及共融組，讓智障人士也可親身演繹，向大眾分享他們對平等友誼的想法，展現傷健共融的精神。

首名BBHK大使於美國 參加領袖會議

在2015年4月，BBHK邀請了「國際最佳老友」全球計劃副總監戴安娜女士，親臨本會及提供BBHK大使訓練予六名智障老友。其中一名老友大使霍志豪更於受訓後，連同兩位學生老友，於2015年7月代表香港參加於美國舉行的領袖會議，是首名BBHK大使出席領袖會議。志豪在領袖會議中分享自己參加BBHK的感受和轉變，獲不同國家的代表熱烈歡迎。

Organising the first ‘Inclusion Storytelling Competition’

The Society organised the captioned Competition between March and April 2016. This was the first storytelling competition in Hong Kong with the theme of promoting equal friendship and integrating persons with intellectual disabilities into society. Over 300 students and community members participated in the competition, and 30 entries were selected from the first round to enter the final. Apart from having the children group and primary students group, two special groups were created to enable persons with intellectual disabilities to participate in the competition. This allowed them to share with the public their views on equal friendship, manifesting the spirit of social inclusion.

The first BBHK ambassador participating in the Leadership Conference in the U.S.A.

In April 2015, BBHK invited Ms Diana PENNIMAN, Deputy Director of Best Buddies International, to visit the Society and provide ambassador training to six BBHK buddies with intellectual disabilities. After the training, FOK Chi-ho, one of our buddy ambassadors, represented the Society attending the Leadership Conference held in the U.S.A. in July 2015 with two student ambassadors. He was the first BBHK ambassador attending this Conference. At the Conference, he shared his feeling and transformation after taking part in the BBHK programme. His sharing was well received by representatives from countries around the world.

01

智障人士透過故事演講比賽向大眾表達自己的想法，同時打破大眾對他們的負面形象

Through participating in the storytelling competition, persons with intellectual disabilities can express their views while correcting the wrong impression from the public

02

故事演講比賽吸引了不少青少年參加，讓他們親身與智障人士進行交流，體會共融社會的精神

The storytelling competition attracts many teenage participants, allowing them to interact with persons with intellectual disabilities and experiencing the spirit of social inclusion

03

Golden Gate 國際幼稚園幼兒園創辦人楊婉儀女士及故事演講比賽專家Auntie Van Van獲邀擔任「故事演講技巧」工作坊的講者

Ms Winnie YOUNG, the founder of Golden Gate International Kindergarten and Nursery, and Auntie Van Van, a storytelling expert, are the speakers of the Workshop on Storytelling Skills

04

BBHK開展「家庭老友」計劃，讓共融的概念滲透社會不同的層面

Development of ‘Family Buddies’ disseminates the message of inclusion to different sectors of the community

01



02



03



04



01

01

影視紅星鄧萃雯小姐與
BBHK成立首個影迷分社，
名為「雯雯脆米之家」
BBHK and Ms Sheren TANG,
a renowned artist, set up the
first Fan Club Chapter

增設老友分社

在2015/16年度，BBHK成功配對了二十五對「家對家」老友（家庭老友）及二百五十四對「一對一」老友，並有二十個老友分社，分社數目是全亞洲之冠。當中除了有大專院校及中學參與之外，BBHK更成立全球首個企業老友分社（2012年9月）及影迷會分社（於2015年8月由鄧萃雯影迷會成立）。

Increasing the number of BBHK chapters

In 2015/16, BBHK successfully formed 25 pairs of 'family-to-family' buddies (family buddies) and 254 pairs of 'one-to-one' buddies, together with 20 BBHK chapters, the number of which was the highest in Asia. Among them, apart from the involvement of tertiary institutions and secondary schools, BBHK also set up the world's first best buddies Corporate Chapter (September 2012) and Fan Club Chapter (formed by the Fan Club of Ms Sheren TANG in August 2015).

表二 TABLE 2

BBHK的參與人數
Number of BBHK
Participants



表三 TABLE 3

BBHK分社數目
Number of BBHK
Chapters

	學校 (高中、大專及大學) School (Post-secondary, College & University)	公司 Corporate	社區 Community	總計 Total
2015/16	16	3	1	20
2014/15	15	3	1	19
2013/14	14	3	1	17
2012/13	11	3	1	14
2011/12	10	N.A.	1	11

發揮自閉症服務使用者的潛能，
增加他們融入社區的機會

Develop the potentials of
autistic service users and
enhance their ability
of participate
in the community

自閉症及發展障礙人士服務 Services for Persons with Autism Spectrum Disorders and Developmental Disabilities

本會自閉症服務使用者的數目日益增加，而家長對相關服務的需求亦不斷提升。為此，本會積極在不同範疇努力研究及加強訓練和服務質素，務求發揮自閉症服務使用者的潛能，增加他們融入社區的機會。在2015/16年度工作重點歸納如下：

To cope with the rising number of service users with autism spectrum disorders (ASDs) and parents' demand for related services, efforts have been made actively to improve the quality of training and services, and to help service users with ASDs develop their potentials and integrate into society. Highlights of work in 2015/16 are summarised below:

開設「牽蝶康兒中心」

本會關注到幼兒自閉症服務的迫切需要，為此增設「牽蝶康兒中心」，為有特殊教育需要的兒童提供適切的治療和訓練。這是本會自2009年設立「牽蝶中心」後，另一個專為有特殊需要兒童服務的單位。兩所中心均以自負盈虧的方式營運。

Setting up 'Hin Dip Hong Yee Centre'

To address the urgent needs of children with ASDs, the Society set up Hin Dip Hong Yee Centre to provide appropriate treatment and training for them. This Centre is the second service unit established after the opening of Hin Dip Centre in 2009. Both of them provide self-financed services specifically for children with special educational needs.

02



03



02

家長與孩子在牽蝶康兒中心
參與親子音樂治療活動
Parents and their children
participate in music therapy at
Hin Dip Hong Yee Centre

03

牽蝶康兒中心位於九龍
荔枝角
Hin Dip Hong Yee Centre
is located in Lai Chi Kok,
Kowloon



01

01

服務使用者參與不同的
視覺藝術活動

Service users participate in
various art activities

02

舉行有關PECS的講座及
自閉症個案分享會，加強
員工的知識

Organising a talk on PECS
and sharing session on
autism cases to strengthen
staff members' knowledge

03

透過簡單的球類活動引起服
務使用者對運動的興趣

Simple ball games are provided
to enhance service users'
interest in sports

應用結構化教學和圖片 交換溝通系統

現階段本會各訓練中心使用公認有效之結構化教學(TEACCH)，讓自閉症服務使用者更有效地學習新技能，並提升他們的學習動機，減少因焦慮而引起的挑戰性行為。其中五所訓練中心亦嘗試運用圖片交換溝通系統(PECS)作訓練手法，並進行成效評估。本會亦鼓勵其他中心運用PECS來增強自閉症服務使用者的主動溝通能力。

強化職員培訓

本年度自閉症服務工作小組舉辦了自閉症個案分享會，讓相關員工可參考不同成功案例，從而將合適的介入手法應用於日常工作中。

改善新收納自閉症服務 使用者指引

自閉症人士普遍對適應新環境有一定的困難。為了讓自閉症服務使用者更容易由學校過渡往工場或宿舍，工作小組於本年度檢視工作指引，並因應情況作出微調，務求令自閉症人士能暢順地適應新環境。

發掘興趣及潛能

本會認同每名服務使用者都有個人的興趣，卻往往缺乏機會加以發展。因此，本會一直為服務使用者提供不同的機會作新嘗試，如踏單車、繪畫和進行手工藝創作等，並配合適當的訓練，鼓勵他們積極參與活動，釋放潛能。



02

Applying TEACCH and PECS

Currently, all training centres of the Society are adopting the globally recognised 'Treatment and Education of Autistic and Related Communication Handicapped Children' (TEACCH) to help service users with ASDs learn new skills more effectively. This approach can also motivate them to learn and reduce their challenging behaviours caused by anxiety. Moreover, five of our training centres are applying the 'Picture Exchange Communication System' (PECS) in their training.

Assessment of the effectiveness of PECS will be conducted and other training centres are also encouraged to strengthen autistic service users' ability to actively communicate through applying PECS.

Strengthening staff training

The Working Group on Services for persons with ASDs organised case sharing sessions on autism which allowed staff members to learn from the successful cases and be able to apply appropriate intervention approaches in their work.

Improving the guidelines on admitting service users with ASDs

Persons with ASDs generally encounter difficulties when adjusting to a new environment. In order to help them achieve a smooth transition from school to training centre or hostel, relevant working group reviewed and made moderate amendments to the guidelines to help service users with ASDs adapt to new environment easily.

Discovering interests and potentials

The Society believes that every service user has his/her particular interests, which might not be further developed due to a lack of opportunity. Therefore, the Society keeps providing them with new experiences such as cycling, drawing, making handicrafts, etc. Together with proper training, service users are encouraged to actively participate in activities so as to unleash their potentials.



03

殘疾人士社區支援服務 Community Support Services for Persons with Disabilities

為了讓居於社區內的殘疾人士得到適切的日間照顧及社區支援服務，本會致力提供「以人為本」的訓練和照顧服務，並以完善的支援網絡，鼓勵殘疾人士全面融入社會，增強對他們及其照顧者的支援，創造和諧共融的社區。

本會的殘疾人士社區支援服務一直貫徹「地區為本」的方針，再配合「點、線、面」的概念，以點牽線、以線帶面的方法，凝聚社區內不同的持份者。在2015/16年度，本會為四百零四名服務使用者提供地區支援中心服務、住宿暫顧服務及嚴重殘疾人士日間照顧服務等。2015/16年度重點歸納如下：

To ensure persons with disabilities (PWDs) in the community receive appropriate day care and district support services, the Society is committed to providing 'people-oriented' training and care services. Through a sound social network, PWDs are encouraged to fully participate in the community and support to PWDs and their carers is strengthened, in order to create a harmonious and socially inclusive community.

With the 'district-based' approach as the guiding principle, the Society applies the concept of 'point, line and plane', to the provision of district support services for PWDs. Stakeholders of the neighbourhood are united together through the application of this concept, i.e. lines are connected by points and planes are joined by lines. In 2015/16, the Society provided 404 service users with district support centre services, residential respite service, day care service for persons with severe disabilities, etc. Highlights of work are summarised as follows:



04

天水圍地區支援中心

天水圍地區支援中心於2015/16年度共有二百九十三名會員。中心作為一個「一站式」的服務平台，以跨專業的服務方式為殘疾人士提供適切的支援服務，如提供情緒支援、輔助醫療、照顧服務等。每年使用嚴重殘疾人士日間照顧服務的人次達一千人，包括日間護理、個人照顧及小組復康訓練、物理治療及職業治療等。中心亦提供課餘照顧服務，以紓緩殘疾人士家庭的照顧壓力，同時讓會員可與不同的社區人士接觸，擴闊社交圈子。每年有超過四千人使用此服務。

Tin Shui Wai District Support Centre (TSWDSC)

In 2015/16, there were 293 members in the TSWDSC. Being a 'one-stop' service platform, the Centre provided members with appropriate support services through the multi-disciplinary approach. These included emotional support, paramedical services, care services, etc. Every year, there are almost 1,000 attendances receiving day care services for persons with severe disabilities, including day care, personal care and group rehabilitation training, physiotherapy, occupational therapy, etc. Moreover, to relieve the pressure on families of PWDs, the Centre provides after school care services, allowing members to interact with community members and broadening their social circles. There are over 4,000 attendances to the said services every year.

04

中心提供課餘照顧服務、
假期照顧服務及學校長假期
照顧服務

TSWDSC provides after school
care service, holiday care
service and long school holiday
care service



01

01

《屯元一家》以主角小奧士、小屯屯和小元元的故事，宣揚共融社區的重要

Tuen Mun and Yuen Long Newsletter uses the stories of cartoon characters to promote the importance of social inclusion

02

服務總監歐偉民先生頒發嘉許狀予義工周達權先生，以表揚他的義工服務

Mr AU Wai-man, Joseph, Service Director, presenting a certificate of appreciation to our volunteer, Mr CHAU Tat-kuen, in recognition of his effort in providing volunteer services

03

作為社區一份子，服務使用者在接受服務的時，亦會探訪安老院，關心社區

As members of the community, service users receive services while paying visits to the elderly homes to care for the community

出版《屯元一家》刊物

為加強與社區人士的聯繫，本會於2015年12月出版第一期《屯元一家》，通訊以半年刊形式出版。內容包括服務特色介紹、專訪、遊戲、四格漫畫等。四格漫畫描繪智障人士日常社區生活逸事，讓社區人士對他們有更深的認識。

Publishing Tuen Mun and Yuen Long newsletter

In order to strengthen the connection with the community, the Society published the first biannual 'Tuen Mun and Yuen Long Newsletter' in December 2015. The newsletter includes service introduction, interviews, games, four-cell comic, etc. The comic depicts the daily life of persons with intellectual disabilities in order to enhance community members' understanding of them.

02



03



「屯元之友」義工團

「屯元之友」成立於2003年，是一個由屯門及元朗區社區人士組成的義工隊伍，專為本會屯門及元朗區六所服務單位提供義工服務，以促進服務使用者與社區的連繫。在2015/16年度，義工人數有接近一百五十人，服務時數達六千五百小時之多。本會每年亦會舉辦「義工嘉許禮」活動，以表揚及認同義工一直積極協助單位籌劃活動的努力。

'Friends of Tuen Yuen' Volunteer Group

Established in 2003, 'Friends of Tuen Yuen' is a volunteer group made up of community members in Tuen Mun and Yuen Long. They specifically provide volunteer services to six service units of the Society within the two districts, which help strengthen the connection between service users and the community. In 2015/16, there were about 150 volunteers and their total service hours reached 6,500 hours. Every year, the Society holds the 'Volunteer Award Ceremony' to show appreciation and recognition for the efforts of the volunteers in serving the community.

愛心「屯」隊義工團

愛心「屯」隊讓服務使用者有機會回饋社會和聯繫社區，學習及體會互相關懷的重要性。透過舉辦不同的活動和探訪，加深大眾對智障人士的認識，建立正面形象，在2015/16年度，義工團已有一百一十四名成員，服務時數達一千二百一十五小時，共有二十四所受惠機構。

'Joint of Love' Volunteer Group

'Joint of Love' Volunteer Group aims to provide chances for service users to contribute to and interact with the community, and to learn and experience the importance of mutual caring. A variety of activities and visits, which enabled the public to understand persons with intellectual disabilities better, were organized. They help build a positive image of persons with intellectual disabilities and improve their quality of life. In 2015/16, the Group has a total of 114 volunteers with 1,215 total service hours benefiting 24 organisations.

促進殘疾人士公開就業，協助他們全面融入社會

Promote employment opportunities for persons with disabilities and facilitate their full integration into society

社會企業 Social Enterprises

「凝聚工商力量，創造就業機會」除了是職業康復及發展服務的方向外，也是成立社會企業——「康融服務有限公司」（康融）的目的。康融秉承扶康會的服務使命，積極促進殘疾人士公開就業機會，讓他們融入社群、自力更新。康融業務廣泛，包括零售、餐飲、集體採購、清潔、空氣消毒及滅蟲等，為工場、輔助就業及在職培訓計劃的服務使用者提供多元化及真實的訓練、實習和就業機會。在2015/16年度，康融聘用了五十名殘疾人士，佔總僱員人數70%；總營業額接近港幣七百五十萬元，較去年大幅提升了50%。此外，康融為殘疾人士提供了接近一千八百小時的訓練，增幅接近125%，成績令人振奮。本年度的服務重點歸納如下：

'To enlist support from the industrial and commercial sector for creating employment opportunities' is not only the direction of the Society's vocational rehabilitation and development services, but also the aim of setting up our social enterprise – Hong Yung Services Limited (Hong Yung). Pursuing the mission of the Society, Hong Yung actively fosters the employment of persons with disabilities (PWDs) in the open job market, so as to help them integrate into the community and become self-reliant. Hong Yung has a broad range of businesses, such as retailing, catering, group purchase, cleaning, air sterilisation and pest control, etc., offering diversified and authentic training, internship and employment opportunities to service users in workshops, supported employment or on-the-job training. In 2015/16, Hong Yung had 50 employees with disabilities, making up 70% of its staff members; its total turnover reached HK\$7.5 million, which was a 50% increase over the previous year. Moreover, it was encouraging that Hong Yung provided almost 1,800 training hours to PWDs, an increase of almost 125% over the last year. Highlights of work are summarised as follows:

「香城茶室」獲頒「社企認證」

康融於香港歷史博物館營運的餐廳「香城茶室」獲頒「社企認證」標誌（SEE Mark）——「創啟級認證」。「社企認證」由香港社會企業總會主辦，並由香港城市大學審核，藉此提升社企質素，增加公眾對社企的信心及肯定。

'Social Enterprise Endorsement' for 'City Cafe'

'City Cafe', a light refreshment restaurant under Hong Yung located at the Hong Kong Museum of History, was awarded the 'Social Enterprise Endorsement' (SEE Mark) as 'Incubating Member'. The Social Enterprise Endorsement System is run by the Hong Kong General Chamber of Social Enterprises and verified by the City University of Hong Kong. It aims to improve the quality of social enterprises and strengthen the public's confidence and recognition towards social enterprises.

04

康融榮獲「社企認證」標誌，表揚對社會的貢獻

Hong Yung receives the 'SEE Mark', recognising its contribution to society



04

01

「香城茶室」及「康姨咖啡室」提供一個共融的平台，讓社區人士與殘疾人士互相認識

'City Cafe' and 'Madam Hong Cafe' provide an inclusive platform for persons with disabilities and community members to understand one another

02

在2015年12月，康融再度獲頒「十八區關愛僱主獎」

Hong Yung was again awarded the 18 Districts Caring Employers in December 2015

為大華銀行提供餐飲服務

得到大華銀行香港分行(大華)的支持，康融2015年6月開始於每個工作天的早餐時段內，為其位於中環花園道辦事處的員工用膳區提供服務，而膳食由康融營運的康姨咖啡室每日新鮮供應。由於反應非常良好，於2015年9月21日起，大華進一步邀請康融延長服務時段至中午，可見康姨的服務得到大華員工的歡迎。此協作模式既可支持殘疾人士就業，亦促進銀行員工與殘疾人士的接觸，更可讓員工享用美味的膳食，實屬三贏之協作模式。這項先後為四名殘疾人士提供就業機會和穩定的工作訓練環境，為日後公開就業打好基礎。

Providing catering services to the United Overseas Bank

With support from the United Overseas Bank (UOB), Madam Hong Café under Hong Yung has started providing breakfast at the staff canteen of the UOB's Hong Kong branch office at Garden Road, Central since June 2015. As the service has been well received by the staff of UOB, the Bank invited Hong Yung to extend the service hours to lunch time starting from 21 September 2015. This arrangement not only supports the employment of PWDs, but also enables the staff of UOB to interact with PWDs while enjoying delicious food. This 'win-win-win' mode of collaboration has created employment opportunities for four PWDs and a stable working environment for them to get well prepared for having open employment in the future.



01



02

連續十一年為大學宿舍提供清潔服務

康融於2015年透過公開競投，再次成功取得香港大學賽馬會第二舍堂村的服務合約，連續十一年為該宿舍提供清潔服務。這不但是對康融服務質素的肯定及認同，亦鼓勵殘疾員工就業。

Providing cleaning service in university dormitory for eleven consecutive years

In 2015, Hong Yung again successfully obtained the service contract of Jockey Club Student Village II of the University of Hong Kong through open bidding, meaning that this would be the 11th year for Hong Yung to provide cleaning service to this dormitory. Not only did it recognise the service quality of Hong Yung, it also encouraged employees with disabilities to have employment.

表四 TABLE 4

康融於2015/16年度獲頒發的獎項

Awards Received by Hong Yung in 2015/16

獎項 Awards	主辦機構 Organizers
「十八區關愛僱主」獎項 18 Districts Caring Employers Award	香港社會服務聯會 The Hong Kong Council of Social Service 香港復康聯會 The Hong Kong Joint Council for People with Disabilities
「香港社企優秀員工嘉許禮2015」之「香港社企優秀員工」獎項 Hong Kong Social Enterprise Outstanding Employee Recognition Ceremony 2015 – SE Outstanding Employees Award	香港社會企業總會 Hong Kong General Chamber of Social Enterprises Limited

表五 TABLE 5

受惠於社會企業的殘疾人士人數

Number of Persons with Disabilities Benefited in Social Enterprises

	訓練 Training	受聘 Employment
清潔/空氣消毒及滅蟲服務 Cleaning / Air Sterilisation & Pest Control Services	3	35
餐飲服務 Catering Services		
- 康姨咖啡室 香港海防博物館 Madam Hong Cafe Hong Kong Museum of Coastal Defence	3	5
- 香城茶室 香港歷史博物館 City Cafe Hong Kong Museum of History	25	18
總人數 Total	31	58

A hand is shown whisking a thick, white, creamy mixture in a silver metal bowl. The bowl is placed on a dark purple cloth. In the background, there are several brown eggs, some whole and some cracked, on a wooden surface. The overall scene is set on a light-colored wooden table.

4

專題故事 — 「天生我才」

FEATURE

Stories

“Born with a Talent”

就業
EMPLOYMENT

Taste 1

旅途再出發

take to

The 'Road' Again

黎偉信 LAI Wai-shun ●● 康晴天地朋輩支援工作員
Peer Supporter at Sunrise Centre

60g 勇敢
Bravery

250ml 分享、鼓勵他人
Share and encourage others

100°C 了解自己
Know yourself

常說人生如一段漫長的旅程

旅途上會有快樂的事情，亦會遇上難以估計的障礙。偉信對自己的旅途亦有深刻的感受和體會。

People always say life is like a very long journey

On the journey of life, one finds happiness but also encounters unexpected obstacles. Wai-shun has very memorable experience and profound feelings towards the 'road' that he has travelled so far.

偉信是一位二十多歲的年青人。身為家中獨子的他，理所當然成為父母的寵兒，所有專注力都投放在他的身上。可是，久而久之，父母的期望卻變成一種無形的壓力，令他凡事都要做到最好。最終他亦達成完成大學課程的目標。這對偉信及他的父母都是一件引以為傲的事情。

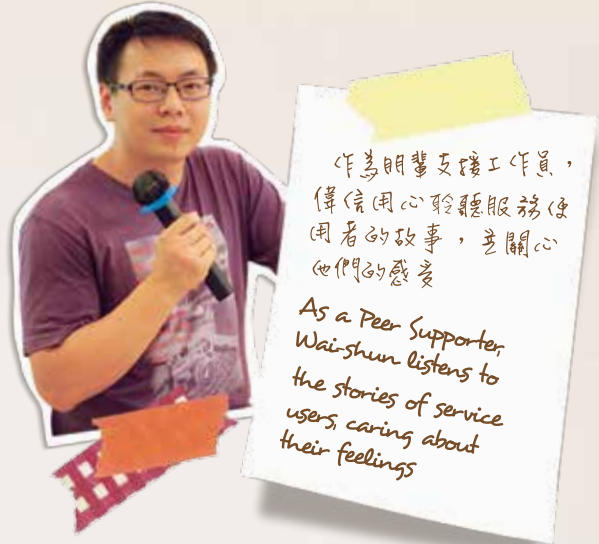
畢業後，拿著這張「社會入場券」，偉信進入不同的公司，甚至大企業裡工作。無奈這一切的光環，沒有為偉信減輕壓力；相反地，他因過大的工作壓力而又無法排解，結果患上了精神分裂症，需要入院治療八個多月。雖然偉信的病情慢慢穩定下來，但每當想到日後如何重投社會的問題，難免有種種擔憂。



Wai-shun shares his personal experience with service users, encouraging them to rejoin the society

離開醫院之後，偉信轉介至中途宿舍接受康復訓練，沒想到這正是他人生旅途上的轉捩點。在宿舍期間，偉信除了接受康復訓練外，還認識了不少「同路人」，經常分享彼此的故事。他漸漸發覺自己很喜歡與人交往，不單走出以往自我封閉的日子，而且對重投社會多了一份自信心。

其後，在中途宿舍職員的鼓勵下，偉信嘗試擔任「朋輩支援員」一職，以過來人的身份鼓勵「同路人」重新出發，融入社會，再次尋找人生目標。作為扶康會康晴天地的朋輩支援工作員。偉信期望藉著自己的復元經驗幫助更多有需要的「同路人」，協助他們在康復路途上脫離孤獨。



作為朋輩支援工作員，偉信用心聆聽服務使用者的故事，並關心他們的感受。

As a Peer Supporter, Wai-shun listens to the stories of service users, caring about their feelings

Wai-shun is a twenty-year-old young man. As the only child in his family, he was the apple of his parents' eyes and they paid all their attention to him. This had become unspeakable pressure that pushed him to attain the best in every aspect. Finally, he completed university and obtained a degree, which made his parents and himself very proud.

With the graduate certificate, an 'admission ticket to society', Wai-shun worked in various companies, including big corporations. However, this kind of glory and splendour did not help Wai-shun relieve his stress. The pressure from work simply got growing. Consequently, Wai-shun was diagnosed with schizophrenia and had to be hospitalised for eight months. Even though his condition had gradually been stable and better, whenever Wai-shun thought about his return to the society, he could not help feeling anxious.

Upon discharge from the hospital, Wai-shun was referred to a halfway house for rehabilitation training, which became an unexpected turning point in his life journey. Apart from receiving rehabilitation training, Wai-shun made friends with some peers with similar experience on the road to recovery. They shared their own stories with each other, which gradually made Wai-shun realise that he actually enjoyed being with other people. Wai-shun was able to step away from his days of seclusion and became more confident about rejoining the society.

Later, under the encouragement from the staff of the halfway house, Wai-shun took the challenge of becoming a Peer Supporter. With his own story, he has encouraged persons with similar experience to rejoin the society, seek and strive for their life goals. As a Peer Supporter of Sunrise Centre, Wai-shun looks forward to helping more persons with similar experience through sharing his recovery experience with them and assisting them in breaking away from the solitude of the recovery.



Taste 2 理想成真 A dream COME TRUE

何潔瑩 HO Kit-ying ●● 康融服務有限公司職員
Staff Member of Hong Yung Services Limited

熱心參與社區活動
30g Enthusiastic participation
in community activities

5ml 積極
Proactiveness

100g 自信開朗
Confidence & cheerfulness

何潔瑩，今年二十八歲

潔瑩，今年二十八歲，智力程度屬於邊緣水平。她一直與祖母及姑姐同住，可是祖母離世後，潔瑩便需要自行照顧自己及煮食。

Ho Kit-ying twenty eight year old

Kit-ying, aged 28, was diagnosed with borderline intellectual functioning. She grew up and lived with her grandmother and aunt. However, after her grandmother had passed away, she had to take care of and cook for herself.

潔瑩每天均盡心盡力，
為大華銀行的職員提供餐飲服務

Kit-ying is always dedicated
to her work, providing catering
services to staff members of
United Overseas Bank



雖然潔瑩一直於主流學校就讀，但成績欠佳，畢業後只可從事包裝散工或餐飲兼職工作，收入微薄，僅能應付個人開支及交通費，加上缺乏祖母的零用錢補貼，需要節衣縮食。因此，她一直希望擁有一份全職的工作，不斷地努力耕耘。

即使生活窮困及不如意，潔瑩仍然熱心參與社區活動。某次參與本會活動時，本會職員鼓勵她嘗試到本會社企康姨咖啡室工作。因潔瑩從主流學校畢業後，一直未曾接受正規的就業訓練，所以職員亦向她介紹在職培訓服務；再經評估後，加入了在職培訓服務，全面地跟進她的職業復康需要。

實現理想的過程總會遇到一些阻礙。潔瑩自加入康姨咖啡室工作後，雖然態度積極，但工作習慣及技巧仍有待改善。因此她會因經常忘記重要工序而感到緊張及壓力。幸好得到在職培訓服務及社企職員的支持下，潔瑩的工作技能漸漸提升。

轉眼間，潔瑩已加入本會社企近一年，工作技能上的進步及穩定收入令她比從前更自信開朗。只要有適當的支援網絡和大眾的支持作為後盾，不單止是潔瑩，人人均可在適合的位置上展現所長。

Although Kit-ying received education at mainstream schools, her grades were never good. After graduation, the only jobs she could find were packaging work or part-time jobs at restaurants. She earned a meagre income that could barely cover her personal expenses and transportation fares. With no more pocket money from her grandmother, she had to live on a very tight budget.

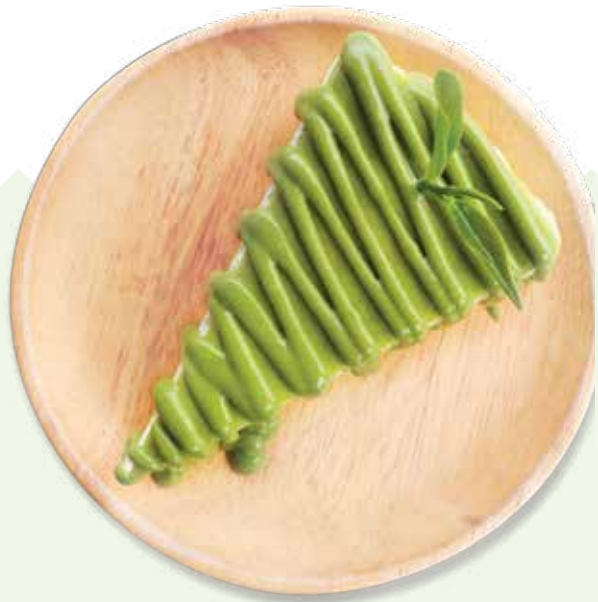
Although life was hard, Kit-ying was very active in participating in community activities. In an activity organised by the Society, a staff member recommended her for a job at Madam Hong Cafe, one of the Society's social enterprise. Because she never received official vocational training, staff members also introduce the on-the-job training services to her. Upon the assessment, Kit-ying was enrolled in on-the-job training and given support thoroughly on vocational rehabilitation.



在康融服務有限公司與大華銀行的合作計劃下，
潔瑩有機會找到一份穩定的工作，亦令生活得到改善
Under the collaboration of Hong Yung Services Limited and
United Overseas Bank, Kit-ying is able to secure a stable
employment and improve her living standard

It is necessary and inevitable in encountering obstacles when pursuing a dream. After joining Madam Hong Cafe, Kit-ying had shown great enthusiasm towards work. However, she sometimes forgot about important work procedures, which caused her anxiety and pressure. Her work habits and abilities still have had a room of improvement. Fortunately, receiving the great support from the staff members and on-the-job training services, Kit-ying's work abilities have improved gradually.

Time flies, Kit-ying has joined Madam Hong Cafe for almost a year. The improved work abilities and stable income have made her become more confident and cheerful. With a suitable support network and support from the public, not only Kit-ying, everyone can show a talent in a right position.

培訓
TRAINING

Taste 3

舞動夢想

CHASE THE

Dancing Dream

黎金明 LAI Kam-ming ●● 秦石成人訓練中心及禾輦成人訓練中心服務使用者
Service User of Chun Shek Adult Training Centre and
Wo Che Adult Training Centre

70g 熱愛學習
Passion on learning

5ml 勤奮
Diligentness

100g 誠懇
Sincerity

黎金明今年四十四歲

不少人都收藏著一個夢想，金明也不例外。自2008年起便分別在扶康會秦石成人訓練中心接受日間訓練及禾輦成人訓練中心接受住宿服務。他圓嘟嘟的臉上戴著厚厚的眼鏡，經常流露純真的笑容，所以深受職員及舍友歡迎。

Lai Kam-ming is 44 years old

Many people have an untold dream in their heart. So does Kam-ming. He has been receiving day training from Chun Shek Adult Training Centre and residential service from Wo Che Adult Training Centre since 2008. With a pair of thick glasses on his chubby face, he always wears an innocent smile and is popular with staff members and other service users.

在每天早上，金明都會拿著禾輦成人訓練中心的手提行李箱，協助送遞文件及藥物等到秦石成人訓練中心。當到達中心後，他會拿起紙巾，一絲不苟地鋪在櫃面上，再放上行李箱。週末時分，他更會協助宿舍做家務，其認真程度毫不遜色於任何一位職員。

憑著金明對學習的熱誠及認真的態度，秦石成人訓練中心便安排他參加由香港展能藝術會舉辦的「創藝自強」活動，讓他一嘗學習舞蹈的樂趣。經過數月來的排練；金明的技巧亦漸趨純熟，更獲得導師的賞識，推薦他參加進階課程；但對服務單位而言，出外參加進階課程卻是一項挑戰。首先這不再是一個集體參與的課程，所以服務單位需要每星期派出一位職員，以一對一的形式帶金明出外上課，並於課程完畢後帶他返回宿舍；而且，這個課程需要收費，所以社工需要聯絡家人，希望他們同意為金明繳付學費，讓他繼續學習。



追夢之路總會遇上一些困難，幸運的是金明得到家人、義工和職員們的支持，令他每星期能有一個晚上出外上課。在數個月的定期訓練下，金明每次聽到音樂，就會隨音樂節拍擺動身體。他能獨立地在舞台上把練習好的舞步表演出來，不再只單純地模仿其他人的動作，更創造出自己的風格，於舞台上展現獨有的光芒。

每次看著金明逐漸的進步和轉變，尤其是那個發自內心的享受表情，便深深體會到協助他追夢絕對是值得的。金明只是單純地希望擁有自己的夢想，即使他遇上困難，仍認真練習舞蹈，活在當下的態度令他總帶著笑容，更感染身邊每一個人。這份難能可貴的堅持，亦正是每位追夢者需要的成功元素。

Every morning, Kam-ming carries a hand luggage from Wo Che Adult Training Centre and helps deliver documents and medication to Chun Shek Adult Training Centre. On arrival to the Centre, he then places a sheet of tissue on the cabinet meticulously and put the hand luggage on top. On weekends, he also helps with the housework at the hostel. He is serious about work just like any other staff members.

In view of Kam-ming's genuine and enthusiastic attitude towards learning, Chun Shek Adult Training Centre arranged him to participate in the 'Creativity to Independence' project organised by the Arts with the Disabled Association Hong Kong, letting him to find joy through learning dancing. After months of training and practice, Kam-ming not only demonstrated progressive improvement in dance skills, but he was also recommended by his dance teacher to enroll in an advanced class. However, taking Kam-ming out for the advanced class was a challenge to the service unit. First, this was not a class for collective participation, meaning that the service unit had to assign a staff member to particularly travel back and forth with Kam-ming between the classroom and the service unit. Moreover, as it was a paid course, social workers had to contact Kam-ming's family, hoping that they would be willing to pay the tuition fee, so that Kam-ming could continue to learn dancing.

在舞蹈課期間，與導師和同學們的互動提升了金明的協調性和溝通能力

The interaction with the teacher and classmates in the dance class enhances Kam-ming's coordination and communication abilities

It is inevitable to encounter difficulties in the pursuit of dreams. Fortunately, Kam-ming received much support from his family as well as volunteers and the staff members at the service unit. He was able to leave the service unit and attend the class for one night every week. After regular training for a few months, Kam-ming is now able to move his body with the beat whenever he hears music. No longer just copying others' dance moves, he is now able to independently perform the dance that he has practised in his own style and shines on the stage.

Looking at Kam-ming's gradual improvement and transformation, especially that look of enjoyment from the bottom of his heart, everyone at the service unit feels that it is totally worth helping him chase his dream. Kam-ming follows his dream simply. Even facing difficulties, he insists in practising dancing with sincere manner. His seize-the-day attitude enables him to wear a smile all the time and inspire people around him. This precious perseverant personality is exactly the key to success for every dream-chaser.

經過不斷的訓練，金明不但可以揮灑自如地在台上表演自己的部分，更與舞隊友配合，完成舞蹈匯演

Having continuous training and practice, Kam-ming is able to perform his own part of dance effortlessly and coordinate with teammates in the dance show



培訓
TRAINING

Taste 4

踏出新天地

adult

Training

張家振 CHEUNG Ka-chun ● 祖堯成人訓練中心服務使用者
Service User of Cho Yiu Adult Training Centre

200ml 主動參與運動
Active participation
in sports

44g 堅毅
Persistence

50ml 自信心
Self-confidence

看似沉默寡言，但也有好動的一面

亞振是一名自閉症人士，有著高大個子的他平常看似沉默寡言，但原來也有好動的一面。為了培養亞振在不同領域的興趣，中心也特別讓他嘗試參與體育活動，發掘出他鮮為人知的潛能。

He looks taciturn but he also has his energetic side

Ah-chun is a service user with autism spectrum disorders (ASDs). He is tall and might look taciturn, but he has his energetic side. In an attempt to develop and discover Ah-chun's interest and talent in various aspects, Cho Yiu Adult Training Centre arranged him to participate in sports activities.

中心安排亞振學習踏單車。在中心職員陪同下，亞振到達單車場，戴上安全帽、護膝及護肘等保護物品後，便初次參與踏單車活動。對於第一次接觸踏單車這項運動，亞振亦需要一些時間才學懂掌握技巧。在職員的鼓勵及協助下，他屢敗屢試，坐上單車不久，最終他也能控制自如地騎著單車馳騁。亞振亦十分享受踏單車的樂趣。雖然他看似冷靜，臉上依然沒有絲毫興奮的表情，也沒有用說話表達內心喜悅，但他的雙腿卻不停地踏單車，直至身體疲倦為止。亞振的行為明顯地表達出他已迷上踏單車了。活動時，職員與亞振利用圖片交換溝通系統交談有關踏單車的話題，他亦表示喜歡，更想繼續參與。當看見亞振踏單車時那一臉悠然自得及無拘無束的樣子，便更相信他已找到箇中樂趣。

有些自閉症人士於視覺藝術或音樂領域上表現出色，亦有些則能在體育方面發揮所長。從踏單車中，除了培訓亞振的耐性及控制力，他還有機會參加踏單車的比賽，發展其潛能，提升自信心，讓他繼續享受這片「新天地」。



亞振的平衡力十分良好，
他一坐上單車，便能熟練地駕駛單車。
Ah-chun has a very good sense of balance.
After getting on a bicycle, he can
ride skillfully.

With the arrangement and accompanying by staff members, Ah-chun started learning cycling. Upon arriving at the cycling ground, Ah-chun put on protective gears, such as safety helmets, knee pads and elbow pads, and then started cycling. As a beginner, Ah-chun, took some time to master the skills. Having the assistance and encouragement of our staff members, he was finally able to ride a bicycle after trial and error. Ah-chun might look calm and quiet, not showing much on his face, but his great interest in this sport was shown as he would never stop cycling until he was exhausted. During cycling, our staff members communicated with Ah-chun using Picture Exchange Communication System, and Ah-chun expressed that he enjoyed cycling a lot and would like to keep practising. When we saw the carefree and contented look on Ah-chun's face while cycling, we knew that he had found enjoyment in it.

Persons with ASDs have potential and interests on diversified aspects. Some of them are particularly good at art or music, while some have a lot of potential in sport. Cycling not only trained Ah-chun to become more patient and have a better sense of control, but it also helped develop his talent and boost his confidence. He also has chances to participate in cycling competitions, and further explore and enjoy this new world.



踏單車幫助亞振發展運動潛能，提升自信心，
讓他繼續享受這片「新天地」。

Cycling helps Ah-chun unleash his potential
in sports and boost his confidence to let
him further explore this new world.



Taste 5

一輩子的好友
BUDDIES — OF A
Lifetime

霍志豪 FOK Chi-ho ● 柔莊之家服務使用者
Service User of Yau Chong Home

300ml 體貼
Considerateness

10g 友善
Kindness

50g 友誼
Friendship

「香港最佳老友」大使的霍志豪現年四十歲

居於扶康會的輔助家舍柔莊之家，日間於商場做全職清潔工人。雖然他經常身處於熙來攘往的商場中工作，而且亦與一群舍友在家舍一同生活，但是他自言自己的生活圈子很狹窄。除了工作外，他甚少與社會和其他人接觸，令他感到生活有一點孤單。

Best Buddies Hong Kong BBHK ambassador FOK Chi ho aged 40

He resides in Yau Chong Home, a supported hostel under the Society. During the day, Chi-ho has a full-time cleaning job in a shopping mall. Though he works in a busy shopping mall always full of people and lives together with other service users in the hostel, he used to say that he had a very small social circle. Apart from work, he rarely had interaction with other community members and felt a bit lonely.

在2012年，志豪透過家舍職員參與了「香港最佳老友」運動，機緣下認識了一位社區老友—馮伯堅，更配對成為了「最佳老友」。自此之後，志豪的生活就產生了極大的轉變。他們一起到過伯堅的菜田收割蔬菜、一起到黃金海岸的遊艇會開放日參觀、一起參加「香港最佳老友」運動的電能烹飪比賽、一起參加跑步比賽等等。最令二人深刻的事件就是於2013年參加「香港最佳老友」運動舉辦的澳門交流團。這是他們第一次一起外遊及同住，令彼此了解加深及有更多話題。

「香港最佳老友」運動除了為志豪擴闊生活圈子，互流的機會亦令他增廣見聞

The 'Best Buddies Hong Kong' Movement not only widens Chi-ho's social circle, but also offers him exchange opportunities to see more of the world

因伯堅居住在志豪的家舍附近，所以他亦會抽空到家舍探望志豪。在志豪的眼中，伯堅很隨和及願意抽空與自己相處，令他十分重視伯堅這位好朋友。在得到這份友誼後，擴闊了志豪的眼界和生活圈子，亦學習到如何關心和考慮別人。好像有一次，志豪因考慮到伯堅獨自吃早餐或會感到孤單，所以即使自己在家舍享用過一次早餐，亦不介意陪伴伯堅在餐廳裡吃多一次。伯堅認為志豪是個有信心、樂觀、愛關心別人及能率直講心底話的人，又認為「香港最佳老友」運動讓他明白及重新思考真摯友誼的意義。

在2015年間，志豪參加了「香港最佳老友」大使訓練計劃，更學習公開演講技巧，成為首名「香港最佳老友」大使到美國參加領袖會議。在會議上，志豪分享自己參加「香港最佳老友」運動的感受和轉變，加上健談及樂於助人的性格，令他得到多個國家代表的熱烈歡迎和歡呼。

過去幾年間，志豪由一位生活和工作單調的老友，變成伯堅的朋友，獲得這份真摯的友誼；更於國際的平台與不同的人進行交流及分享個人的感受。朋友與社會的認同成為了他最強的支持，令他能帶著笑容，自信地向未來邁進。

In 2012, with the help from the staff members at the hostel, Chi-ho joined the 'Best Buddies Hong Kong' Movement and met a community buddy FUNG Pak-kin. Since then, Chi-ho's life has been greatly changed as he gained a lot of new life experience. Together they went to Pak-kin's farm to harvest vegetables, attended the open day of the Gold Coast Yacht & Country Club, took part in the BBHK Electric Cooking Competition, and participated in running races, etc. The most memorable activity they had together was joining the Macau Exchange Tour organised by BBHK in 2013. That was the first time they travelled and stayed together, which allowed them to know each other better and talk on a variety of topics.



As Pak-kin lives near the hostel where Chi-ho is residing, he visits Chi-ho when he has time. To Chi-ho, Pak-kin is very amiable and is willing to spend time with him, so he treasures their friendship very much. This friendship has broadened Chi-ho's horizons and social circle, and also taught him to be more caring and considerate. For example, Chi-ho did not want Pak-kin to feel lonely having breakfast alone, he accompanied Pak-kin to have breakfast at a restaurant even though he had had one already. To Pak-kin, Chi-ho is confident, optimistic and caring and a friend he can share his personal thoughts with. He thinks that the 'Best Buddies Hong Kong' Movement let him understand and rethink the meaning of true friendship.

In 2015, Chi-ho joined the BBHK ambassador training programme. He learnt public speaking skills and became the first BBHK ambassador to attend the Leadership Conference in the USA. At the Conference, Chi-ho shared his experience of joining BBHK and his transformation. His chatty, friendly and helpful characters let him earn much acclaim from representatives of many other countries.

Within a few years, Chi-ho have transformed from someone with a monotonous job and a quiet life, to an active buddy in a true friendship with Pak-kin, and a speaker who shared personal experience and feelings on an international platform. Recognition from friends and the society is his strongest support, encouraging him to move forward confidently with a smile.

志豪(左)與伯堅成為「最佳老友」後，首次一同往澳門旅遊，藉此加深彼此友誼

Chi-ho (left) and Pak-kin became 'Best Buddies' and travelled to Macau together, which strengthened their friendship



Taste 6 「家」中的大哥哥 the big BROTHER at 'HOME'

廖君榮 LIU Kwan-wing ● 超瑩軒家庭成員
Family Member of Radiance (Casa Famiglia)

20g 樂於助人
Helpful

10ml 重視工作
Attach importance
to the work

70g 毅力和勇氣
Perseverance and courage

給人一種樂天知命的印象

個子高大、臉圓圓的君榮臉上總掛著一副孩子臉。從少與他相依為命的母親於2010年逝世後，十九歲的君榮便在社工的協助下接受扶康家庭服務，於同年11月正式入住扶康家庭——超瑩軒。

He gives people a carefree and optimistic impression

Kwan-wing is a tall fellow with a chubby and innocent face. His mother, also his only companion in life, passed away in 2010. When he was 19 years old, he started receiving services from Casa Famiglia with the assistance from social workers. He officially moved into Radiance in November of the same year.

活於社區
LIVING WITH
COMMUNITY



君榮喜歡與超瑩軒的
家庭成員一同參與
藝術活動

Kwan-wing likes
participating in
art activities with
family members of
Radiance

縱使至親離世，但得到扶康家庭成員的悉心照料和支持，君榮慢慢適應生活上的轉變，一步一步畫出生命的彩虹。君榮曾於觀塘展亮技能發展中心學習不同技能，並在導師的安排下於社企餐廳做清潔實習生。由於表現理想，君榮於2013年6月開始在香港迪士尼樂園餐廳擔任為期九個月的清潔實習生。憑著一份毅力和勇氣，君榮順利面對工作中的各種挑戰，而且寓工作於娛樂。至2015年初，君榮身為樂園餐廳的「大哥哥」，成功獲美心集團旗下的餐廳聘用，證明智障人士也如普通人一樣，有能力及渴望尋覓心儀的工作，為社會作出貢獻。

其實在超瑩軒生活的君榮亦成為扶康家庭成員心中的「大哥哥」。他除了重視工作，亦十分享受扶康家庭的生活。即使下班後感到疲倦，君榮仍樂於分擔家姆的工作，照顧身邊的弟妹。本身是童軍的君榮，更會帶領扶康家庭成員和固定朋友一起參與社區活動如賣旗及義工探訪等，實踐日行一善的精神。每星期與兄長、家姆和家庭成員出席彌撒時，君榮也會做好「大哥哥」的本份，照料身旁的家庭成員。

若得到社會人士的接納和企業的大力支持，我們相信將有更多智障人士能成為如君榮一樣的「大哥哥」，在生活中展現才能，活出多姿多彩的人生！

Although his parents had passed away, with the care and support from family members of Casa Famiglia, Kwan-wing was able to adapt to the new environment and made the best of what life had given him gradually. Kwan-wing learnt a variety of skills at the Kwun Tong Shine Skills Centre and was enrolled as a cleaning intern in a social enterprise through the arrangement by his instructor. Since his performance was satisfactory, he was offered a 9-month cleaning internship at a restaurant in the Hong Kong Disneyland. With perseverance and courage, he overcame different challenges at work and found joy in it. In 2015, as the 'big brother' of the Disneyland restaurant, Kwan-wing was hired by a restaurant under the Maxim's Group. This proves that people with intellectual disabilities are just like any abled people, having desires and abilities to look for preferable jobs and contribute to society.

Indeed, Kwan-wing is also the 'big brother' of the family members at Radiance. Apart from working, he also values and enjoys his life at Casa Famiglia. Though he might be tired after work, he is always happy to share the workload of the housemothers and help take care of other weaker family members. As a boy scout with a charitable spirit, he also leads family members and regular friends to participate in social activities, such as Flag Day, volunteer visits, etc. Every week, when he attends the mass at the church with elder brothers, housemothers and other family members, Kwan-wing also takes on his 'big brother' role and helps take care of family members.

We believe that with the support from enterprises and the acceptance by community members, more persons with intellectual disabilities can become 'big brothers' like Kwan-wing to show their talents and have a brighter life.



Taste 7 鐵湯匙與我 a Tablespoon and Me

黃世傑 WONG Sai-kit ●● 良景成人訓練中心服務使用者
Service User of Leung King Adult Training Centre

22^g 藝術的熱情
An enthusiasm
towards visual art

30^{ml} 享受
Enjoyment

180^c 專注認真
Concentration &
Seriousness

世傑喜歡吃餐蛋麵，亦對「鐵湯匙」著迷不已

即使跟他相處只短短一段時間，不難發現他這獨特的喜好，總喜歡向著燈光，舉起鐵湯匙，細心觀賞燈光反射的變化。

Sai kit likes eating noodles with canned pork and pan fried eggs and enjoys appreciating tablespoons made of stainless steel

Anyone spending a bit of time with him would notice his unique interest. He likes holding the tablespoon against the light, attracting by the changes of the light reflection.

活動 ACTIVITIES



世傑在創作時非常投入及認真，
專心地把自己的創意注入作品之中
Sai-kit is very focused and serious with his creation,
putting creativity into his work without being distracted

Sai-kit is a person with moderate intellectual disabilities. He has been receiving services at Leung King Adult Training Centre since 1994 and has basic self-care and work abilities. Sai-kit enjoys appreciating tablespoons made of stainless steel. He likes holding the tablespoon against the light, attracting by the changes of the light reflection.

Until Sai-kit had participated in the art workshop, other people gradually understood his special interest. Sai-kit is particularly sensitive to light, hence he masters the chiaroscuro especially well. From the creation process to the composition of his work, Sai-kit has a unique understanding and interpretation of visual elements. His art creation is definitely one of a kind. With an enthusiasm towards visual arts, Sai-kit was very focused on creation when attending the workshop, which temporarily distracted him from the obsession of tablespoons. When the creation was completed, he would use a tablespoon to reflect rays of light onto the work, generating some big and small rings of light and adding some characteristics to the piece.

Sai-kit enjoys creating art pieces a lot. After learning about Sai-kit's situation, instructors at the workshop tried to infuse tablespoons into art and allowed him to use the tablespoon, his favourite tool, as his 'painting brush' to create art pieces. Besides being used for eating and reflecting light, a tablespoon can also be utilized to create unique and innovative art pieces. An ordinary tablespoon might not look any special but can be full of potential and possibilities, just like Sai-kit.

世傑對鐵湯匙有著特別的鍾愛，
不時拿著它專注地玩
Sai-kit is especially fond of tablespoons and
often plays the tablespoon when he has time



世傑非常享受每一次創作的時間，而工作坊的導師了解過世傑的情況後，嘗試將鐵湯匙融入藝術，讓世傑以鐵湯匙作畫筆，用他最鍾愛的工具創作。鐵湯匙除了可以用來煮食、折射光線外，現在更可以用來繪製一幅又一幅獨特而富創意的作品。這一支看似平平無奇的鐵湯匙，就恰如世傑本人一樣，充滿無限的才華與可能性。

藝術彷彿打開了世傑的一扇窗，
不但發掘了他不多人知的藝術才華，亦讓
他的作品有機會向大眾展覽，令他感到自豪

Art is like a newly opened window to Sai-kit.
It not only helps unleash his artistic talents,
but also allows him to exhibit his works to the
public and be proud



Taste 8

細味甲等滋味

..... taste of

First-class

勞翠琮 LO Tsui-king • 毅誠工場服務使用者
Service User of Ngai Shing Workshop

30ml 信心
Confidence

180°C 不放棄
Never give-up

22g 創意
Creativity

積極行動就是面對逆境的最好方法

在2015年6月，毅誠工場的參賽工友、職員和打氣隊伍一共七人，抱著志在參與及開闊視野的心情，參加四年一度被譽為「殘疾人士技能奧運會」的香港展能節。而其中一位毅誠工場的參賽工友勞翠琮卻懷著一點緊張的心情，踏上比賽的舞台。

The best way to overcome adversity is to take action.

In June 2015, a team which was comprised of seven members, including service users, staff members and a cheering team who aimed to widen their horizons by taking part in the Hong Kong Abilympics. It is a quadrennial event regarded as the 'Olympics of Abilities' for persons with disabilities. Tsui-king, a service user of Ngai Shing Workshop, was a bit nervous, as she was going to compete on stage.



翠琮回想起當初決定參賽時，她確實有些擔心，她心中不禁產生疑問，人們會喜歡她造的曲奇嗎？能否在限定時間完成呢？經導師從旁鼓勵後，並與翠琮一同面對，使她的信心建立起來。翠琮漸漸產生出自己的想法及期望，亦與工場導師一起研究討論，經過不斷的嘗試，翠琮終於把設計意念實現出來，烘焙出參賽的秘密武器——「甲蟲曲奇」。

比賽當日競爭相當激烈，每位參加者都竭盡所能投入比賽。幸好，翠琮終能放下緊張的心情，淡定地一步一步將所有預先準備的材料混合，完美地焗出理想中的製成品。當宣佈得獎者時，翠琮不負眾望，獨創的甲蟲曲奇在曲奇製作項目中勇奪一等獎，她臉上流露出自信和滿足的笑容，自己的努力終於得到成果！

在整個過程中，翠琮明白積極行動就是面對逆境的最好方法。她最後摒除別人對自己的看法，重新專注於自己的作品。當你品嚐這塊甲蟲曲奇的時候，同時也嘗試細味翠琮的心意，欣賞她的能力及積極的態度。

為了預備比賽，
翠琮（中間）不但親自設計曲奇，
亦努力練習，務求爭取佳績

To get prepared for the competition and achieve the best result, Tsui King (middle) does not just design the cookies herself, but also spend a lot of time and efforts on practising

Looking back when she first decided to join the Cookies Making Competition, Tsui-king was a bit worried. She could not help doubting about whether people would like her cookies or whether she could finish making them in the limited time. With the encouragement from her instructor, she became confident and was able to come up with her own ideas. After discussing with her instructor and attempting to execute the ideas continuously, Tsui-king finally realised her design concept and successfully created 'a secret weapon' for the competition, 'Beetle-shaped Cookies'.

On the day of the contest, the competition was fierce as all the contestants spared no effort in making cookies. Fortunately, Tsui-king was able to put her mind at ease. She calmly mixed the prepared ingredients together step by step, and finally baked her ideal cookies to perfection. When the result was announced, Tsui-king did not let anyone disappointed and won the first prize with her special 'Beetle-shaped Cookies'. She smiled confidently and contently as her hard work and efforts finally paid off.

In the whole process of preparation for and participation in the completion, Tsui-king has learnt that the best way to overcome adversity is to take action. She was finally able to brush away what others might think about her and focus on her creation. When you taste these first-class cookies, you may try to feel Tsui-king's efforts and appreciate her outstanding ability and positive attitude.

「甲蟲曲奇」是翠琮
首次設計的作品
'Beetle-shaped cookies'
are Tsui King's first product



Last Taste 品嚐成就 Cake Party

俾信期望藉著自己的
復元經驗幫助更多有需要的
「同路人」，協助他們在
康復路途上脫離孤獨。

Wai-shun looks forward to helping
more persons with similar experience
through sharing his recovery
experience with them and assisting
them in breaking away from the
solitude of the recovery.

黎偉信
LAI Wai-shun

朋友與社會的認同
成為了志豪最強的支持，
令他帶著笑容，
自信地向未來邁進。

Recognition from friends
and the society is Chi-ho's
strongest support,
encouraging him to move
forward confidently
with a smile.

霍志豪
FOK Chi-ho

只要有適當的支持
網絡和公眾的支持
作為後盾，不單只

是潔瑩，各人均可在
適合的位置展現所長。

With a suitable support network
and support from the public,
not only Kit-ying, everyone can
show a talent in a right position

何潔瑩
HO Kit-ying

因得到社會的接
納及支持，
讓君榮能在生活
中展現才能，
活出精彩人生。

With the acceptance and
support from society,
Kwan-wing enables
to show his talents and
have a brighter life.

廖君榮
LIU Kwan-wing

金明只是單純地
希望擁有自己夢想，
即使他遇上困難，
仍認真練習舞蹈。

Kam-ming follows his
dream simply. Even
facing difficulties, he
insists in practising
dancing with sincere
manner.

黎金明
LAI Kam-ming

黃世傑
WONG Sai-kit

這一支看似平平
無奇的鐵湯匙，
就恰如世傑本人一樣，
充滿無限的才華與可能性。

An ordinary tablespoon might
not look any special but can be full of
potential and possibilities, just like Sai-kit.

踏單車幫助亞振發展運動潛
能，提升自信心，讓他繼續
享受這片「新天地」。

Cycling helps Ah-chun
unlash his potential in
sports and boost his
confidence to
let him further
explore this
new world.

張家振
CHEUNG Ka-chun

勞翠琼
LO Tsui-king

翠琼明白積極行動
就是面對逆境的
最好方法。

Tsui-king has learnt that
the best way to overcome
adversity is to take action.



5

企業社會責任

CORPORATE
Social Responsibility

社區參與 COMMUNITY Involvement



01

本會致力實踐企業社會責任，為香港建設可持續發展的未來。在2015/16年度，本會積極於社區參與、倡導、僱員關係和環境保護等範疇履行對社會的責任。

The Society is committed to fulfilling its corporate social responsibility in order to build a sustainable future of Hong Kong. In 2015/16, the Society actively carried out its corporate social responsibility through various aspects, including community involvement, advocacy, employee relations, environmental protection, etc.

義工服務的機會

本會積極招募個人及企業義工，提供不同渠道讓社區人士有參與義工服務的機會，從而推動社區共融。在2015/16年度，義工參與服務的次數多達一萬八千五百零八人次，較去年度上升近25%。當中義工張婉玲女士的服務時數更超過七百八十小時。另外，共有三十六隊企業義工參與服務，企業義工人次多達八百五十人。有關企業義工的活動詳情，請參閱本年報第六章企業傳訊(P.122-131)。

服務合作計劃

本會與一百三十九個外間團體建立了服務合作網絡，包括地區組織、非政府機構及教育機構等。透過與不同團體進行協作計劃，能促進外界對康復服務的認識，亦可融和彼此的專長，提升康復服務的質素。在2015/16年度，本會與多個外間機構進行服務合作計劃，部分協作計劃歸納於右表。

Opportunity for Volunteer Services

The Society has been proactively recruiting individual and corporate volunteers, providing community members with volunteer service opportunities through various channels and thereby fostering social inclusion. In 2015/16, the number of volunteer attendance in services reached 18,508, an increase of nearly 25% over the previous year. Among the volunteers, the service hours of Ms CHEUNG Yuen-ling even exceeded 780 hours. In addition, there are 36 corporate volunteer teams involving over 850 corporate volunteers. For more information regarding the participation of corporate volunteers, please refer to Part 6 Corporate Communication (p.122-131) of this Annual Report.

Service Collaboration Projects

The Society has established service collaboration network with 139 organisations including district organisations, NGOs and educational institutes. Through collaborating with different organisations, the community has gained understanding of rehabilitation services and made use the strength of one another for improvement of service quality. The Society's service collaboration projects with various organisations in 2015/16 are summarised in the table on next page.

服務合作計劃撮要

Summary of Service Collaboration Projects

服務合作計劃 Service Collaboration Projects	合作伙伴 Collaboration Parties	內容 Contents
快樂椅子舞 Chair-based Dance	尊賢會 Jade Club	本會共有十四位高齡服務使用者參與「快樂椅子舞」課程，藉此舒展筋骨 14 ageing service users were participated in the programme of 'Chair-based Dance' to stretch out and exercise
讚美操 Praise Dance	讚美操協會 — 彩虹小組 Praise Dance Association (Hong Kong) Ltd. – Rainbow Team	十五位服務使用者參與讚美操活動，享受運動的樂趣 15 service users participated in Praise Dance to enjoy the fun of sports
好老友鼓班 Chinese Drum Class	香港仔聖伯多祿堂 St. Peter's Church in Aberdeen	透過與義工一起學習中國鼓，增加服務使用與社區人士的接觸和溝通 Learning Chinese drum together with volunteers enhanced service users' interaction and communication with community members
香港警察學院學員 培訓講座 Regular training workshops for Police College	香港警察學院 Police College	定期為警察學院學員提供培訓講座，讓他們有機會接觸智障和精神康復人士，加深對他們的認識 Training workshops for police trainees were held regularly to provide a chance for them to interact with persons with intellectual and psychiatric disabilities, thereby deepening their understanding of these community members
感恩愛「深」大匯演暨 相片集嘉許禮 Sham Shui Po District 'Love and Care' Show cum the Ceremony of the Photo Album	深水埗社會福利署及深水埗區內十 所社會服務機構 Sham Shui Po District Social Welfare Office and 10 social service organisations in Sham Shui Po	接近一百三十位服務使用者出席並參與台上表演，宣揚共融的訊息 Nearly 130 service users attended and performed on the stage to promote the message of social inclusion
「2015精神健康月」之 微電影製作比賽 The Competition of Micro-movie Production in Mental Health Month 2015	香港女童群益會—賽馬會海怡青少 年綜合服務中心 The Boys' and Girls' Clubs Association of Hong Kong-Jockey Club South Horizons Children and Youth Integrated Services Centre	本會製作微電影《愛很難》，以喚起社區人士對青少年精神健康的關注。該電影更獲頒發「最具感染力獎」 The Society produced the micro-movie, 'Difficult to love', in order to raise the awareness of the public towards the mental health of the youth. The micro-movie was also awarded the Most Inspiring Prize
2015精神健康月 Mental Health Month 2015	勞工及福利局、政府新聞處及社會 服務機構 Labour and Welfare Bureau, Information Services Department and other social service agencies	本會透過參與「智Fit精神健康計劃」，於學校、社區、商界等不同群體推動青少年精神健康 The Society joined the 'Adolescent Mental Wellness' Project, promoting the importance of adolescent mental health to schools, the community, commercial sector, etc.
「結伴同行·家友站」計劃 'Walking with the Community' Project	救世軍華富長者中心 The Salvation Army Wah Fu Centre for Senior Citizens	獲社會福利署中西南及離島區福利辦事處2015/16年度「地區夥伴協作計劃」撥款資助，透過交流小組、講座和日營等活動增加長者與精神康復者的接觸及合作的機會，藉此推廣精神健康訊息 Funded by the 2015/16 District Partnership Programme of the Central, Western, Southern and Islands District Social Welfare Office, elderly people were provided chances to communicate and cooperate with persons with psychiatric disabilities through workshops, seminars, day camps, etc., promoting the importance of mental health
「傷健義行顯關懷」共融計劃 'Community Caring' Inclusion Project	明愛樂協會 Caritas Lok Heep Club 禮賢會萬隸甫夫人長者鄰舍中心 Mrs Mann Tai Po Rhenish Neighbourhood Elderly Centre 香港仔街坊福利會 - 漁光網絡互助社 Aberdeen Kai-fong Welfare Association Social Service Centre - Yue Kwong Mutual Help Network	社區義工與本會中途宿舍服務使用者參加送暖活動，為獨居長者進行家居清潔 Community volunteers and service users of halfway houses joined the caring project to help the elderly tidy up their homes

01
快樂椅子舞
Chair-based Dance

02
本會的微電影《愛很難》獲
頒發「最具感染力獎」
The Society's Micro-movie
'Difficult to love' receives the
Most Inspiring Prize

03
好老友鼓班
Chinese drum class

04
「傷健義行顯關懷」共融計劃
'Community Caring' Inclusion
Project

05
「結伴同行·家友站」計劃
'Walking with the Community'
Project

02



03



04



05



「緊Art 你手」共融計劃

本會憑著「生而平等，人人皆擁有無限生命力與創造力」的信念，於2015年獲嘉民慈善基金資助，開展為期兩年的「緊Art你手」共融計劃。透過開設「樂融展藝坊」作為一個藝術平台，定期舉辦活動及訓練，包括季度藝術展覽、藝術培訓工作坊、藝術義工培訓工作坊及社會共融教育計劃等，讓殘疾人士能運用創意和潛能，展現天賦及才華；更希望透過共同協作，增進殘疾與非殘疾藝術同好者之間的認識、溝通與交流，從而促進社區共融。自「樂融展藝坊」成立以來，舉辦的活動皆引起外界的熱烈迴響，亦讓大眾從全新的角度了解殘疾人士的才能。

'Let's Art Together' Inclusion Project

With the belief 'everyone is born equal, and everyone possesses infinite vitality and creativity' in mind, the Society has been launching the two-year 'Let's Art Together' Inclusion Project, subsidised by the Goodman Foundation in 2015. Through setting up the 'Joyful Art Gallery' as a platform, activities and training such as quarterly art exhibitions, art training workshops, art volunteer training workshops, social inclusion education programme, etc., are regularly organised to allow persons with disabilities to unleash their creativity and potentials, as well as exploit their natural but hidden talents. The Project also aims to facilitate the communication and interaction among art lovers with and without disabilities through collaboration so as to promote social inclusion. Ever since its establishment, Joyful Art Gallery has been receiving positive feedback from the community for its activities. These activities have enabled the public to understand the talents and abilities of persons with disabilities from a new angle.

表一 TABLE 1

樂融展藝坊活動
參與人次
Attendance of the
activities organised
by Joyful Art Gallery

活動 Activities	人次 Attendance
參觀樂融展藝坊及展覽 Visit to Joyful Art Gallery and its exhibitions	1,218
藝術義工培訓工作坊 Art Volunteer Training Workshops	168
藝術及表演培訓工作坊 Art and Performance Training Workshops	351
社會共融教育計劃 Social Inclusion Education Programme	484
總數 Total	2,221

> 季度藝術展覽

自2015年8月開始，樂融展藝坊定期展出殘疾人士的藝術作品，更以「紙藝創繽紛」及「創出外太空」為題作常設展覽，讓服務使用者及其家人、服務單位職員以及所有社區人士參觀，令大眾更關注和認識殘疾人士的創作潛能。從構思至創作方法，逾二百件的展品也各有特色。在2016年1月22日舉行的樂融展藝坊開幕典禮，成功吸引近一百位嘉賓前來觀賞。參與者對當天出售的「I-CREATE」短袖襯衣反應熱烈，紛紛挑選心愛款式，以行動支持服務使用者的創作。

> Quarterly Art Exhibitions

Starting from August 2015, Joyful Art Gallery has been regularly exhibiting art pieces works created by persons with disabilities. These exhibitions, including permanent exhibitions 'Create a Colourful World with Paper Art' and 'Create an Outer Space', allow service users and their families, staff members of service units and community members to appreciate the art pieces created by persons with disabilities, and enable the public to learn more about their creative potentials. From concepts to productions, each of the over 200 exhibits is a unique piece of art in itself. On 22 January 2016, almost 100 guests attended the Opening Ceremony of the Joyful Art Gallery. Apart from appreciating the art pieces and creativity of service users, the guests also showed their support by purchasing the 'I-CREATE' short-sleeved T-shirts which were designed and handmade by our service users.

01 服務使用者天馬行空的作品
The extraordinarily creative
works of service users





01

01

嘉民慈善基金支持本會成立樂融展藝坊，讓服務使用者以藝術發揚「自主・創藝・I-CREATE」的精神

With support from the Goodman Foundation, Joyful Art Gallery is set up in order to enable service users to spread the 'Independent, Innovative, I-CREATE' spirit through art

02

為了讓服務使用者和義工互相認識，工作坊亦有小遊戲，以打破雙方的隔閡

Playing games at the workshops breaks the barrier between service users and volunteers, letting them get to know one another

03

服務使用者家長於樂融展藝坊體驗創作的樂趣

Parents of service users experience the joy of art creation at Joyful Art Gallery

> 義工參與

藝術義工培訓工作坊於2015/16年度舉辦了三期，逾五十名義工及服務使用者參與，完成作品包括雕塑、彩印布袋及錫紙畫創作等。服務使用者與義工以「一對一」的模式共同創作，並跨越言語溝通的障礙，以藝術作交流，促進共融。義工們對服務使用者及工作坊均有正面的評價，並表示對殘疾人士的藝術才華有更進一步的認識；對於樂融展藝坊作為促進社會共融的平台，亦予以肯定（詳見表二）。



02



03

> Volunteer Participation

Three art volunteer training workshops were organised in 2015/16 and over 50 volunteers and service users participated. Works created include: sculptures, colour-print bags, aluminum foil paintings, etc. On a 'one-to-one' basis, service users and volunteers could interact and exchange views through creating art pieces together, overcoming the language barrier and fostering inclusion. The volunteers gave positive feedback on the workshops. They expressed that the workshops allowed them to learn more about the artistic talents of persons with disabilities. They also recognised the role of Joyful Art Gallery as a platform to promote social inclusion (see Table 2).



04



> 社區共融教育計劃

社區共融教育計劃提供機會讓學生與智障人士及精神康復者接觸，從不同的藝術媒介中，例如舞蹈及視覺藝術，讓服務使用者與各大、中學生進行互動。樂融展藝坊藉此計劃於校內推動共融的概念，讓學生成為社區共融的宣傳大使。

有賴各服務單位及社區人士的配合與支持，令「緊Art你手」共融計劃有一個好開始。樂融展藝坊將會繼續舉辦各項工作坊及義工培訓，並計劃於2017年舉辦大型藝術展覽，展出計劃的藝術成果，與大眾一起分享創作的喜悅。

> Social Inclusion Education Programme

The Social Inclusion Education Programme has given students opportunities to engage in contact with persons with intellectual and psychiatric disabilities. Through a variety of arts as media, such as dance and visual art, service users were allowed to interact with university and secondary school students. Through the Programme, Joyful Art Gallery promoted the concept of social inclusion in schools and guided students to become social inclusion ambassadors.

With the cooperation and support from our service units and the community, the 'Let's Art Together' Inclusion Project had a good start. Joyful Art Gallery will continue to organise all kinds of workshops and volunteer training, and plans to hold a large-scale art exhibition in 2017, showcasing all the artistic works created during the project period while sharing the joy of art creation with the public.

04

服務使用者透過創作，表達自己的想法，亦增強他們的自信心

Through artistic creation, service users can express their thoughts and boost their self-confidence

05

創作由服務使用者主導，義工則擔當協作者的角色，幫助他發揮創意

Service user has a leading role in artistic creation, while the volunteer is the facilitator assisting him in unleashing his creativity

表二 TABLE 2

藝術義工在參與工作坊前後對服務使用者及工作坊的看法和轉變*

Art volunteers' views and change of attitude on service users and workshops before and after participating in workshops*

*由2015年10月至2016年2月期間，共有三十位曾參與工作坊的義工接受訪問。

*From October 2015 to February 2016, a total of 30 volunteers who participated in the workshops were interviewed.

9是非常正面，1是非常負面 9 as Very Positive, 1 as Very Negative	工作坊前平均值 Average Score Before Workshops	工作坊後平均值 Average Score After Workshops	平均值的轉變(%) Change in Average Score (%)
對服務使用者的觀感及態度 Impression of and Attitude towards Service Users	6.97	7.63	+9.43%
認識服務使用者的藝術潛能 Understanding on Service Users' Artistic Potentials	5.65	7.38	+30.64%
相信服務使用者的藝術潛能 Faith in Service Users' Artistic Potentials	6.87	7.96	+15.83%
樂融展藝坊是一個增加社會共融的平台 Joyful Art Gallery is a platform that enhances social inclusion	7.61	8.54	+12.20%



05



倡導 ADVOCACY



本會藉著社區教育、服務使用者及家屬賦權等倡導工作，加深社會大眾對殘疾人士的認識和接納，並鼓勵殘疾人士及其家屬爭取應有權益，實踐公民權利。

The Society deepens public understanding of persons with disabilities, and encourages persons with disabilities and their family members to strive for their rights and interests and exercise their civil rights through community education and empowerment of service users and family members.

社區教育

本會藉著社區教育提升社會人士對殘疾人士的認識及接納，一起構建共融社會。

> 推行朋輩支援計劃

朋輩支援是本會社區精神康復服務的發展項目之一。朋輩支援員透過個人復元經驗，以「過來人」的角色與服務使用者同行，從經驗分享中促進彼此復元。因應社會福利署推行為期兩年的朋輩支援先導計劃，本會獲資助聘請三名朋輩支援員，於中途宿舍和康晴天地推行有關計劃。

> 推廣精神健康訊息

為了喚醒社區人士對精神康復者的關注，本會於2016年3月舉行「第三屆行出健康遠足比賽」，鼓勵社區人士與精神康復者一同參與比賽，給予精神康復者鼓勵和關懷，並向大眾宣揚共融訊息。

Community Education

The Society is committed to reinforcing the understanding and acceptance of persons with disabilities by the public through community education to create an inclusive society together.

> Carrying out Peer Support Project

Peer Support has been one of the development programmes of the Society's Community Psychiatric Services. Through Peer Supporters' personal recovery experience, they provide support to service users and help with their recovery. To tie in with the two-year 'Pilot Project on Peer Support Service in Community Psychiatric Service Units' launched by the Social Welfare Department, the Society was subsidised to hire three Peer Supporters for launching the Project in halfway houses and Sunrise Centre.

> Promoting the message of mental health

To raise the public awareness of persons with psychiatric disabilities, the Society organised the '3rd Hike for Health Competition' in March 2016. The hiking activity aimed at encouraging joint participation of persons with psychiatric disabilities and members of the community, showing care for persons with psychiatric disabilities, as well as spreading the message of social inclusion to the public.

> 推行說死談生教育計劃

本會獲愛心聖誕大行動撥款港幣九十八萬元推行為期兩年名的「說死談生」教育計劃。此計劃將於2016年4月全面展開，藉以協助服務使用者及其照顧者以正面的態度面對死亡。

> 推行「香港最佳老友」運動優化計劃

在2015/16年度，「香港最佳老友」運動(BBHK)獲香港賽馬會慈善信託基金撥款港幣三百五十多萬元，支持本會於2015年至2018年期間推展優化計劃，包括舉行「老友鬼鬼共融故事演講比賽」、增設家庭老友和老友大使、開展畢業生計劃及進行實證為本研究計劃。這是BBHK繼2012年後第二次得到香港賽馬會慈善信託基金的撥款支持。此外，BBHK於拔萃女書院及香港賽馬會舉行簡介會和活動，加深他們對BBHK的認識，以推動成立BBHK分社。同時，BBHK於本年度接受了商業二台的訪問，並獲SMARK B TV邀請合作拍攝宣傳片，藉此進一步向大眾推廣BBHK的共融精神。



01

> Launching the Dialogue between Life and Death Education Project

The Society received a grant of HK\$980,000 from the Operation Santa Claus to launch the two-year project on life and death education, titled 'Dialogue between Life and Death'. The Project will start in April 2016 with the aim of helping service users and their carers face death with a positive attitude.

> Launching the enhanced practice model of 'Best Buddies Hong Kong' Movement

In 2015/16, 'Best Buddies Hong Kong' Movement (BBHK) obtained continued support from The Hong Kong Jockey Club Charities Trust and a grant of HK \$3.58 million was approved to expand the project under BBHK - The Enhanced Practice Model in the next three years starting from 2015 to 2018. New elements include the Inclusion Storytelling Competition, Family Buddies, Ambassadors, Graduate Programme and the 'Evidence-based' Research Project. In addition, BBHK organised briefings and activities at Diocesan Girls' School and The Hong Kong Jockey Club, allowing participants to learn more about BBHK and promoting the setting up of BBHK chapters. Moreover, BBHK was interviewed by Commercial Radio 2 and invited by SMARK B TV to take part and collaborate in a promotional video for further promoting the spirits of BBHK to the public.



02

01

本會向拔萃女書院共八百名學生簡介「香港最佳老友」運動，並獲正面的反應

The Society introduces the BBHK Movement to 800 students of Diocesan Girls' School with a positive response

02

八十位香港賽馬會職員與毅誠工場的服務使用者參加簡介會及共融活動，了解成立「香港最佳老友」分社之事宜

80 staff of The Hong Kong Jockey Club join the introduction session and inclusion activity together with service users of Ngai Shing Workshop to learn more about the establishment of a new BBHK Chapter





01

01

「小奧士平等之旅」計劃培養學生以正面的態度與殘疾人士相處

The 'Education Project for Primary Students' teaches students how to interact and get along with persons with disabilities with a positive attitude

02

小奧士「平等・共融」填色比賽吸引了區內的小朋友參加，從小教育他們共融平的訊息

The 'Equality and Inclusion' Colouring Competition attracts participation from children in the district and delivers the themed message to them

03

舉行「小奧士分享會暨頒獎典禮」

Organising the 'Education Project for Primary Students' Sharing Session cum Award Ceremony

04

小奧士計劃定期舉行社區活動，宣揚傷健共融的精神

'Education Project for Primary Students' organises regular community activities to promote the spirit of social inclusion

> 推行「小奧士平等之旅」

屯門及元朗區社工團隊於本年度繼續推展「小奧士平等之旅」社區教育計劃。小學生透過與殘疾人士共同參與不同的活動，建立對殘疾人士的正面價值觀，提高他們對殘疾人士的接納程度。天水圍潮陽百欣小學及元朗光明學校均對活動有良好的評價，表示學生在參與計劃後對殘疾人士的態度及觀感有正面的改變。



02

服務使用者及家屬充權

本會深信任何人士皆有表達言論及參與社區生活的權利。為此，本會致力倡導服務使用者認識及實踐應有權利，提升他們參與會內及社區事務的機會。本會亦倡導家屬在殘疾人士權益、社會政策及機構服務質素監察等方面的參與。

> Promoting the 'Education Project for Primary Students'

In 2015/16, Tuen Mun and Yuen Long social worker teams continued to carry out the 'Education Project for Primary Students'. Through a variety of activities, the Project enabled primary school students to have a positive impression of persons with disabilities and enhance their acceptance of persons with disabilities. Both Chiu Yang Por Yen Primary School in Tin Shui Wai and Kwong Ming School in Yuen Long gave favourable responses to the Project, expressing that their students showed positive changes in the impression and attitude towards persons with disabilities after participating in the Project.



03



04

Empowerment of Service Users and Their Family Members

The Society believes that every human being has the right of expression and participation in community life. In this regard, the Society advocates service users' awareness of their rights and the exercise of such rights. Service users are given the opportunity for involvement in the affairs of the Society and that of the community. The Society also advocates the participation of family members in the rights for persons with disabilities, social policies and the monitoring of quality of services provided by the Society.



05

> 屯元區服務使用者會議

屯門、元朗區區域服務使用者會議於2007年成立，於2009年重點強化賦權概念，成立服務使用者委員會，鼓勵服務使用者關心社區事務及明白他們擁有為自己發聲的權利。服務使用者在單位通過互選確立代表，再由代表出席服務使用者會議。在2015/16年度，共舉行了五次服務使用者會議；由2009年至今，累積參與人次超過四百人。

> 扶康家長會

扶康家長會（簡稱「家長會」）於2000年成立，由扶康會轄下各服務單位的服務使用者家屬組成的自務組織，以關注殘疾人士及其家人的服務需要和權益為宗旨，並透過舉辦多元化的活動，促進家屬之間的認識及互助精神。家長會擁有會章及幹事選舉制度，由會員選出兩年一任的幹事會成員。在2015/16年度，家長會共有四百三十二名會員。

經過多年的發展，家長會已成為本會一個重要及緊密的合作伙伴。本會適時向家長會提供支援，支持家長會持續發展。家長會於2015/16年度主要就以下兩個方向開展會務：



06

> Tuen Yuen Districts Service Users Meeting

Tuen Yuen District Service Users Meeting started in 2007. In 2009, the concept of empowerment was strengthened and a committee consisting of service users was set up to encourage them to care for community affairs and understand their rights of expression. Service users elect their representatives in respective service units to attend the Service Users Meetings. In 2015/16, five meetings were held and the accumulated number of attendance since 2009 was over 400.

> Fu Hong Parents' Association

Established in 2000, Fu Hong Parents Association (FHPA) is a self-help group formed by family members of service users in various service units and it aims at catering for the needs and rights of persons with disabilities and their families. Through organising diversified activities, FHPA advocates the understanding among family members and promotes mutual support. FHPA has its own constitution and electoral system of Executive Committee. Members of FHPA would elect the Committee members for a term of two years. FHPA had 432 members in 2015/16.

After years of development, FHPA has become an important and close partner of the Society. The Society has always provided timely assistance to FHPA to support its continuous development. Two main approaches were adopted for the business of FHPA in 2015/16:

05

服務使用者於會議上有機會發表自己的想法，讓他們在生活上變得更積極主動

Service users at the meetings are given the opportunities to express their thoughts, letting them become more proactive in life

06

服務使用者會議提供一個溝通和表達訴求的平台，讓服務使用者體驗平等和獲得尊重

Service Users Meeting provides a platform of communication and expression, enabling service users to experience equality and be respected

> 增加會員凝聚力

成立「薪火相傳」同行照顧者小組：「薪火相傳」同行者小組於2015年9月開始，並舉辦了兩次聚會及一次探訪活動。小組成立的目的是鼓勵智障服務使用者的兄弟姐妹或較年輕一輩的家長打破隔閡，互相分享與智障家人相處的經歷，彼此支持和鼓勵。小組共有十七位成員，分別來自十一個服務單位，年齡平均為四十多歲，大部份是在職人士或家庭主婦。小組成員不但可以透過互相分享得到心靈慰藉，亦可以認識服務使用者的權益及深入了解照顧者的角色。

> Strengthening the cohesion of members

Establishing Carer-supporting Group : The Carer-supporting Group started in September 2015 and held two gatherings and one visit. The objectives of the Group are to encourage siblings of service users and younger parents to break the barrier through sharing their experience of getting along with intellectually disabled family members, thereby fostering mutual support and encouragement. The Group is composed of 17 members from 11 service units, who are aged 40 in average and most of them are housewives or currently employed. Not only can group members give psychological support to one another through sharing, they also have opportunities to learn about the rights of service users and better understand the role of being a carer.

積極關注殘疾人士的需要和權益

> 關注虐待智障服務使用者事件：

在2016年1月，本港接連有康復機構發生涉嫌有職員虐待智障服務使用者事件。為此，家長會於1月21日發出公開聲明，呼籲有關政府部門深入檢討現時的服務質素和監察制度，並加以改善。在同年2月4日，家長會接獲社會福利署回函，表示署方會跟進事件，並簡介社署現時監管殘疾人士院舍及提升康復服務質素的措施。

Showing Deep Concern on the Needs and Rights of Persons with Disabilities

> Concerning the issues of mistreating service users :

In January 2016, there were cases of alleged maltreatment of service users with intellectual disabilities by staff members of rehabilitation organisations in Hong Kong. Subsequent to the incidences, FHPA issued a statement on 21 January, urging related government departments to review the current service quality and monitoring system of rehabilitation organisations thoroughly and make improvements. On 4 February 2016, FHPA received a reply from the Social Welfare Department saying that the Department was seriously dealing with and following up on the incidences. In the reply, the Department also briefly introduced the current mechanism for monitoring hostels for persons with disabilities and measures for enhancing the quality of rehabilitation services.

01

「薪火相傳」同行者小組成員互相分享經驗，彼此鼓勵
Members of the Carer-supporting Group share experience and support one another



01

舉辦聯誼活動：為了增進會員間的聯誼和互動，家長會舉辦了一連串活動，當中包括「排排舞」班、中醫保健講座、「大笑瑜珈」活動、「親子才藝SHOW」、秋季旅行及以「正向心理」為題的日營活動等。家長會亦舉行服務交流團，前往深圳及順德，既促進兩地之間的交流，亦增進家長對國內之康復服務的認識。

Organising social activities : To increase the interaction and strengthen the cohesion among members, FHPA organised a series of activities, including dancing, talks about Chinese medicine and health, laughter yoga, parent-child talent show, autumn picnic, day camps themed on positive psychology. FHPA also organised service exchange visits to Shenzhen and Shunde to facilitate communication between rehabilitation organisations in Hong Kong and Mainland, and to let Hong Kong parents learn more about the rehabilitation services in China.

> 持續關注智障人士老齡化問題：

因應服務使用者老齡化的情況愈趨嚴重，家長會邀請了社會福利署助理署長(康復及醫務社會服務)方啟良先生於「第十六次周年會員大會暨聚餐」上，就智障人士老齡化問題闡述社署的回應和立場，並即場回答家長的提問，以增加家長會員對議題的認識。

> Concerning the ageing of persons with intellectual disabilities:

As ageing of service users became increasingly serious, FHPA invited Mr FONG Kai-leung, Assistant Director of Social Welfare (Rehabilitation and Medical Social Services), to share with members the responses and stance of the Social Welfare Department and answered the questions raised by parents at its '16th Annual General Meeting cum Dinner', in order to let its members have a clearer picture of the issue.

02

家長代表在「第十六次周年會員大會暨聚餐」上表演舞蹈，積極支持扶康家長會活動

Parent representatives perform dancing in the '16th Annual General Meeting cum Dinner', actively supporting the activities of FHPA



02

僱員關係及發展

EMPLOYEE Relations and Development

扶康會的人力資源政策一直堅守關懷尊重員工的理念。本會能夠為服務使用者提供專業及優質的服務，全賴員工專業的服務精神和高水平的工作效能，故此員工是機構珍貴的資本。

在2015/16年度，共有一千一百二十九人（包括扶康會一千零三十八人、友愛之家協會有限公司二十二人及康融服務有限公司六十九人），當中包括七十一位殘疾人士。本會支持共融就業，希望透過提供就業機會予殘疾人士，讓他們能在工作間發揮所長，藉以促進殘疾人士平等就業。本年度本會獲得多項相關的嘉許：

Care and respect for staff members have always been important elements in the Society's human resources policies. The provision of professional and quality services cannot be achieved without the professionalism and high efficiency of our staff members. Staff members have always been an invaluable asset to the Society.

In 2015/16, the total number of staff members of the Society was 1,129 (including 1,038 staff members from Fu Hong Society, 22 staff members from Agape Society Limited, and 69 staff members from Hong Yung Services Limited). 71 of them were persons with disabilities. The Society has supported equal employment opportunity through creating and offering job opportunities to persons with disabilities, striving to enable them to utilise and develop their abilities at work. In recognition of our efforts in this aspect, the Society received the following awards this year:



年內工作重點

> 更新人力資源管理系統工程

第一期更新系統工程已於2016年7月完成，第二期工程預計於2016年底開展。期望新系統能提供更精確的管理數據，協助高級管理團隊進行分析，從而提升機構的管理效率。

> 提高職業安全意識

本會一直對職業及工作環境安全十分重視，服務監察委員會亦就相關措施作出定期討論。同時，本會已成立工作安全管理小組，就服務單位運作及環境安全措施等方面進行檢討，並針對高危的環境進行個案分析，以確保職業安全，讓員工能在安全的工作環境下服務。

> 薪酬與福利

本會一直秉持家庭友善的理念，為員工設立不同的家庭友善措施。期望透過相關的政策及措施，協助員工平衡工作與家庭的責任，體現本會關懷尊重的核心價值。

> 改善員工薪酬和福利

本會之薪酬是以政府公務員薪酬機制及市場水平作借鑒，以保持人力資源的競爭力。在2015/16年度，本會對員工薪酬及福利作出以下改善：

- 提升部份職級薪酬幅度以配合市場水平
- 提供夜班津貼予慣常需要輪值夜班的員工
- 提供強積金一筆過僱主自願性供款注資

Focus of Our Work in the Year

> Updating human resources information system

The first phase of the system update was completed in July 2016 and the second phase is expected to start in late 2016. With the new system, the Society expects to collect more accurate data and statistics for Senior Management to make analysis to enhance management efficiency.

> Increasing the awareness of occupational safety

The Society places great importance on occupational and workplace safety. This subject is a regular agenda item in the meetings of the Services Monitoring Committee. A Working Group on Workplace Safety Management has been set up to review service units' operation and safety measures in workplace. The special attention is focused on high-risk working environment where it will be examined by the Working Group to ensure occupational safety in order to provide a danger-free working environment for staff members.

> Remuneration and Benefits

Family-friendliness is an important objective of the Society and relevant measures have been implemented for this. It is expected that staff members should be benefited from such a policy and measures and be able to strike a balance between their responsibility towards their families and work, embodying the Society's core value of care and respect.

> Improving staff members' remuneration and benefits

The remuneration of staff members has drawn reference from that of the civil servants and the open market in order to maintain its competitiveness for recruitment. The following improvements to remuneration and benefits of staff members were introduced in 2015/16:

- Salaries of certain ranks were uplifted to keep pace with the open market
- Night-shift allowance was given to regular night-shift staff members
- One-off injection into the employees' MPF accounts was made

員工溝通

> 建立雙向溝通

為加強員工的凝聚力及團隊精神，本會設立多元化的渠道，鼓勵員工及管理層建立雙向溝通，收集員工意見，並讓他們了解本會服務策略、發展計劃及期望。

> 設立多元化溝通渠道

員工能透過不同渠道，包括內聯網、扶康會刊物、全體員工分享大會、員工諮詢機制、員工活動及扶康講場等等，瞭解會方最新的資訊及提出意見。

Staff Communication

> Developing two-way communication

To strengthen the cohesion of staff members and team spirit, the Society has set up diversified channels for two-way communication between the staff and the Management. Through different channels, views of staff members can be collected and the Society's business strategies, development plans and expectations can be conveyed to staff members.

> Setting up diversified channels of communication

Various channels, such as intranet, publications, all staff meetings, staff consultative mechanism, staff activities and Fu Hong Focus Group are made available to staff members for conveying the latest news of the Society and expressing their views.



01

01

不同職級的員工積極地參與扶康講場
Staff members of different ranks participate in 'Fu Hong Focus Groups' actively

> 與總幹事對話

總幹事陸慧妍女士以開放、持平的態度聆聽員工心聲，與各階層員工建立和保持良好的溝通。在2015/16年度，總幹事先後舉辦四次全體員工分享大會，三次職員事務諮詢及發展委員會會議，及十次「扶康講場」，讓不同職級的員工可直接與總幹事對話，就改善服務質素、員工福利及員工發展等事宜提出意見。

> Having dialogues with the Executive Director

Executive Director, Ms LUK Wai-yin, Becky, who adopts an attitude of open-mindedness and impartiality when listening to staff members, maintains effective communication with staff members of different positions. In 2015/16, four all staff meetings, three staff consultative and development meetings and ten 'Fu Hong Focus Groups' were held. Staff members of different ranks were able to have dialogues with Executive Director on various topics such as service quality, staff benefits and staff development.

> 關懷與獎勵

在2015/2016年度，本會共有八十八位員工獲頒長期服務獎，當中為本會服務二十年或以上的資深員工共有五十二人，其中包括三位已服務三十年之員工。

透過職級制定，本會為員工提供事業發展路徑，表現突出及有能力的員工有機會獲晉升。此外，本會亦會讓員工在工作崗位上作出調動，以擴闊工作視野及經驗。在2015/2016年度，本會共有三十一位員工晉升及二十一員工調職。

> Care and reward

In 2015/16, 88 staff members received the Long Service Awards, 52 of whom with seniority over twenty years, and amongst them, three have served for thirty years.

Through the establishment of job hierarchy, the Society provides employees with a path of career development, enabling the capable and outstanding ones to be promoted. Additionally, transfer of position is available for widening the staff members' exposures. 31 staff members were promoted and 21 were transferred.

02

蛋糕製作班深受員工歡迎
Cake-baking course is popular among staff members

03

方叔華神父與員工代表在春茗表演助慶
Fr. BONZI and staff representatives are performing at the Annual Dinner

04

定期舉辦的郊遊活動可讓員工放鬆心情，享受大自然美景
Regular outing activities can let staff members relax and enjoy the beauty of the nature

02



04



03

三十年服務獎得獎員工感想 Sharing of Awardees of 30-Year Long Service Award



梁大偉先生 (服務總監 — 沙田及觀塘區)
Mr LEUNG Tai-wai, David [Service Director – Sha Tin and Kwun Tong]

我很高興能夠為扶康會服務超過三十年，見證會方的騰飛歲月，能夠看到服務使用者的成長、生活質素得到改善，便是我最大的回報。

I am very glad to have served the Society for over 30 years and witnessed its rapid development and progress. Seeing the growth of service users and the improvement of their quality of life are my biggest rewards.

吳建華先生 (石圍角工場服務經理)
Mr NG Kin-wah [Service Manager of Shek Wai Kok Workshop]

本人有幸達成志願，為殘疾人士服務及於扶康會服務三十年，同時亦能由任職福利工作員開始，晉升至服務經理，實在要感謝扶康會的栽培和給予機會。

I feel very lucky to have fulfilled my dream, serving persons with disabilities in the Society for 30 years. I have to thank the Society for nurturing and providing me with opportunities, allowing me to be promoted and transformed from Welfare Worker to Service Manager.



嚴秀容女士 (天耀之家服務經理)
Ms YIM Sau-yung, Sharon [Service Manager of Tin Yiu Home]

剛於年初從董事局主席手上接過服務30年獎座，心中滿載感恩！

在這裡，我遇上了樂意接納包容、給予員工發展、成長空間的機構、上司、工作伙伴、服務使用者及其家人。在這裡，成就了我的事業與家庭(外子是前扶康會員工，我們的相遇、相知、相戀，全都在扶康會發生)！我心中滿載感恩！

神若許，我期待得到三十五年服務獎！

I am very thankful to have received the 30-Year Long Service Award from Council Chairman.

Here, I came across superiors, colleagues, service users as well as their family members, whom are willing to give me acceptance and allowance. Here is an organisation that allows staff members to grow and develop. Here also completes my career and family! (My husband was a former employee of the Society. We met, got to know each other, and fell in love in the Society!)

My heart is full of gratefulness! May God allow, I look forward to receiving the 35-Year Long Service Award!

「扶康人對核心價值的認同及實踐程度」追蹤調查 Longitudinal Survey on Fu Hong Staff's Recognition Practice of Core Value

因應扶康會五大核心價值：關懷尊重、專業精神、協同效應、熱誠主動和持續改善，本會每年以不記名方式進行一次「扶康人對核心價值的認同及實踐程度」追蹤調查，以推動各持份者共同實踐本會的使命。

在2015/16年度，上述調查共收回九百二十二份問卷，佔全體員工88.8%，而社工及其他前線服務員工的回收率更高達九成以上，反映員工重視核心價值實踐。調查結果歸納如下：

According to the five core values: Care and Respect, Professional Spirit, Synergy, Pro-activeness, and Continuous Improvement, 'Longitudinal Survey on Fu Hong Staff's Recognition Practice of Core Value' is carried out anonymously once every year to motivate all stakeholders to jointly achieve the mission of the Society.

In 2015/16, the said survey received a total of 922 sets of completed questionnaires, accounting for 88.8% of the total number of staff. The response rate of frontline staff was more than 90%, which indicates that staff members take the core values seriously and engage themselves in the activities of core values. The results of the survey are summarized below:

	2014/15 年度調查 Survey	2015/16 年度調查 Survey
員工個人認同程度 Degree of recognition by individual staff	7.62 - 7.84	7.64 - 7.88
員工個人實踐的程度 Degree of practice by individual staff	7.44 - 7.61	7.54 - 7.70
員工認為自己服務單位實踐的程度 Degree of practice by service units	7.25 - 7.39	7.31 - 7.49
員工認為全會實踐的程度 Degree of practice by the Society	7.18 - 7.34	7.30 - 7.47

表三 TABLE 3

五項核心價值的
平均得分(1-10)
Average Score (1-10)
of the five core values

與2014/15年度比較，五個核心價值在以上四個範疇的平均得分均有輕微上升，亦是以往多次調查中的最高平均得分。當中有55.2%員工認同自己對「個人認同感和實踐程度」較去年有所增加，結果令人滿意。本會和服務單位持續落實核心價值，加強各員工的凝聚力及提升服務質素，從而締造理想的工作環境。

Comparing with the survey results of 2014/15, the average scores of five core values in the four aspects have slightly increased. There is an encouraging result that 55.2% of staff members considered their recognition and practice of the core values had been improved. The Society and all service units will continue to live up to the core values, and will strive to provide quality services for service users as well as desirable working environment for staff members.

職員培訓及發展

> 多元化內部培訓活動

在2015/16年度，培訓部舉行不同主題的培訓活動或課程合共六十二項，出席培訓員工達二千零七十七人次。員工對培訓活動有正面評價，滿意度達84%（詳見表一）。

Staff Training and Development

> Diversified staff training

In 2015/16, the Training Department organised 62 training activities or courses of different topics and there were a total of 2,077 staff participants. They all showed positive feedback on the activities or courses held and 84% of them considered the training satisfactory (See Table 1 for details).

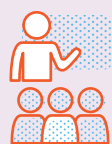
表四 TABLE 4

培訓部舉辦之
內部培訓活動概
況綜合表

Summary of internal
training activities
organised by the
Training Development

62

項 events



培訓課程、講座、
工作坊及分享會

Training courses,
talks, workshops
and sharing
sessions

2,077

人 staff participants

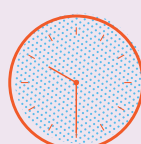


員工參與培訓活動
總人次

Total number
of staff participants

8,491

小時 hours



員工參與培訓活動
總時數

Total training hours

5.07

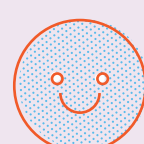
分 marks



培訓活動評估
平均得分(最高為6分)

Average course
evaluation score for
training activities
(The highest score is 6)

84.4%



對課程之滿意度

Degree of
satisfaction on
training activities

> 恆常培訓

去年共舉辦二十七項恆常培訓，共五百五十人次參與。培訓內容包括認識智障的基本知識及相關課題、訓練模式及技巧、挑戰性行為的處理、智障人士老化的常見疾病及照顧等處理、自閉症、急救及職安健知識等培訓，確保和裝備員工具備服務所需的知識、技巧及灌輸正確的工作態度，加強員工處理日常工作及突發事件的能力。另外，亦舉辦了三次新入職員工導向工作坊，為一百零八名新入職員工提供入職培訓。

> Regular training

Last year, 27 regular training courses were organised and 550 staff participants joined in total. The courses were related to basic knowledge of rehabilitation services of intellectual disabilities, training models and techniques, handling of challenging behaviours, handling and caring of ageing persons with intellectual disabilities suffered from common diseases, and the knowledge of autism spectrum disorders, first-aid, and occupational safety and health. These courses aimed to ensure and equip staff members with necessary knowledge, skills and proper attitude to carry out their work, and to strengthen their abilities to cope with daily work and contingencies. In addition, three Orientation and Introduction Training Sessions were arranged for 108 new staff members.

服務發展和專業培訓撮要

Summary of Staff Training Related to Services and Professional Development

展能藝術

舉行了兩節展能藝術工作坊，以提升員工參與展能藝術活動的知識及技巧，並學習有關參與活動的應有態度。

Arts with the Disabled

Two workshops on arts with the disabled were organised, aiming to enhance staff members' knowledge and skills in this aspect and learn the positive attitude on joining the activities.



精神復康服務之復元導向介入方式

舉辦兩天復元導向介入方式的初階及進階培訓，以配合精神復康服務持續發展。

Recovery-oriented Practice on Services of Psychiatric Rehabilitation

Two-day elementary and advanced training on Recovery-oriented Practice was organised for the sustainable development of psychiatric rehabilitation services.

表達藝術

為配合會方推行有關「表達藝術」的研究，舉辦了為期三天的「表達藝術」工作坊，以裝備員工舉辦「表達藝術」活動的知識及技巧。

Expressive Arts

To dovetail with the Society's research on 'Expressive Arts', a three-day workshop on this topic was organised to equip staff members with necessary knowledge and skills in organising related activities.

服務評估

配合會方推動「實證為本」工作，舉辦了兩天「服務評估工作坊」和提供服務評估的諮詢服務，讓員工學習有關知識及實踐服務評估。

Programme Evaluation

To match with the Society's work in launching evidence-based practice, a two-day workshop was organised and consultation services were provided for staff members to learn related knowledge and apply programme evaluation.



管理發展課程

為管理職級員工舉辦兩天的管理發展課程及項目管理的初階及進階課程，以加強員工的管理知識及技巧。

Executive Development Programme

A two-day programme on Executive Development and elementary and advanced courses on project management were organised for management staff to improve their knowledge and management skills.

> 鼓勵員工出席外間培訓

除了內部培訓，本會亦鼓勵和資助員工參加外間課程、講座、研討會、工作坊、交流探訪及分享會等。在2015/16年度，本會共有二百九十二名員工出席相關的外間培訓活動，參與多達一百七十三項不同的外間培訓活動（詳見表二）。為配合智障人士老齡化的趨勢，本會安排十三名員工修讀有關哀傷輔導及生死教育等講座及課程。另外，本會派了十二位員工修讀有關感染控制的課程，以加強單位應對傳染病的控制能力。為了汲取海外經驗和加強與業界的交流，本會亦派了六位專業職級員工前往日本參加海外會議。

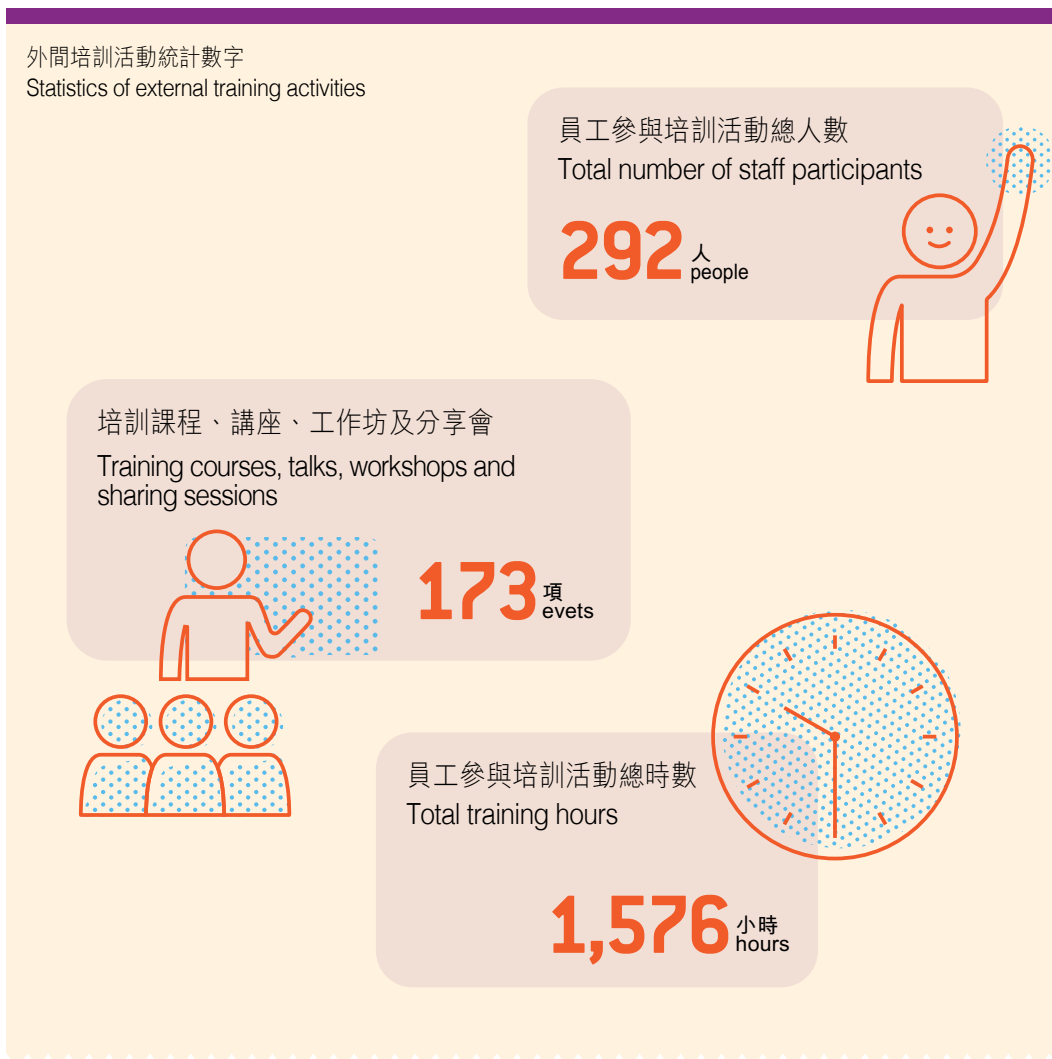
> Encouragement of staff participation in external training

Apart from internal training, the Society encourages and subsidises staff members to attend external training courses, talks, seminars, workshops, exchange programmes, visits and sharing sessions, etc. In 2015/16, 292 staff members attended 173 relevant training activities held by external parties (See Table 2 for details). For knowing better about the ageing issue of persons with intellectual disabilities, 13 staff members attended seminars and courses about bereavement counselling and Life and Death Education. 12 staff members studied courses about infection control to strengthen service units' ability to cope with infectious diseases. To learn from overseas experience and exchange with counterparts in the field, 6 professional staff participated in an overseas conference in Japan.

表五 TABLE 5

員工參加外間培訓
活動概況綜合表

Summary of external
training activities
joined by staff
members



01



01

提供圖片交換溝通系統的應用培訓，提升員工訓練自閉症服務使用者的技巧
Providing training on the application of Picture Exchange Communication System to enhance staff members' skills in training autistic service users

02



02

管理發展課程有助管理職級員工加強管理上的知識
The Executive Development Programme helps Management staff strengthen their managerial knowledge

03



03

員工在「表達藝術」工作坊中學習以藝術作為媒介去表達情緒
Staff members learn to use art as a media to express their emotion in the workshop on expressive arts

交流計劃及顧問服務

EXCHANGE Programmes and Consultancy Services

在2015/16年度，本會本著服務分享的信念，接待來自南京、西安、廣州、深圳、順德及澳門的服務機構員工和家長，熱切地分享在工作上的挑戰和成果。通過交流心得，互相取長補短，藉以提升服務質素。工作重點歸納如下：

The Society values sharing with other organisations. In 2015/16, the Society received staff members and parents of service users from organisations in various cities of China, including Nanjing, Xi'an, Guangzhou, Shenzhen, Shunde and Macau earnestly exchanging the challenges and achievements at work. Through the exchange programmes, mutual learning in improving service quality was reported. Highlights of work in 2015/16 are summarised below:

國內及澳門康復機構到訪本會

01
本會員工與外地機構進行服務交流，互相分享經驗
Staff members of the Society exchange experience with organisations outside Hong Kong

多個康復機構到訪本會及進行交流活動，包括順德區容桂街道人力資源和社會保障局、西安慧靈、西安市碑林區拉拉手特殊教育中心等。另於2016年3月，分別來自澳門、深圳及順德等九個康復機構，派出共十八位專業同工來港參加本會屯門及元朗區的服務退修日，共同探討如何在團隊中建立積極的工作態度，及加強團結和互信的精神。

Visits by Rehabilitation Organisations from Mainland China and Macau

A number of rehabilitation organisations visited and exchanged experiences with the Society. These organisations include Ronggui Residential District Human Resources and Social Security Bureau in Shunde, Xi'an Hui Ling Services for People with Learning Disability, Lalashou Special Education Center in the Beilin District in Xi'an, etc. Moreover, in March 2016, a total of eighteen professional staff members from nine rehabilitation organisations from Macau, Shenzhen and Shunde participated in the Society's Regional Service Retreat Day (Tuen Mun and Yuen Long District). Exploring the ways to develop a proactive working attitude and to cultivate trust and team spirit were discussed among the participants.



01

拜訪外地機構及提供顧問服務

本會的職員及家長曾前往澳門扶康會及順德復康機構參觀及交流。在2015年11月及2016年2月，本會董事局成員及職員代表前往參觀香港賽馬會深圳復康會頤康院（頤康院）。除了解頤康院的日常運作外，代表團亦有機會與院方就「跨境復康服務之機遇和挑戰」這議題進行交流，讓他們深入了解跨境復康服務的成效和難處，獲益良多。同時，本會亦持續為澳門扶康會提供顧問服務，協助提升當地的智障人士和精神康復服務的質素。

Visits to Organisations Outside Hong Kong and Provision of Consultancy Service

Staff members of the Society and parents of service users visited Fuhong Society of Macau and rehabilitation organisations in Shunde. In November 2015 and February 2016, the Society's delegates including Council Members and Staff Members visited the Hong Kong Jockey Club Shenzhen Society for Rehabilitation Yee Hong Heights (Yee Hong Heights). Apart from learning about its daily operations y, the delegates also exchanged views with Yee Hong Heights' staff members on the topic 'Opportunities and Challenges of Cross-border Rehabilitation Services'. The discussion allowed the delegates to have a deeper understanding of the difficulties as well as effectiveness of cross-border rehabilitation services. In addition to the said visits, the Society continued to provide consultancy services to Fuhong Society of Macau, assisting in enhancing the quality of services for persons with intellectual disabilities and psychiatric disabilities.

02

本會家長前往澳門扶康會參觀

Parents of service users visit Fuhong Society of Macau

03

本會代表團參觀位於深圳的頤康院，了解跨境復康服務的成效和挑戰

The Society's delegation pays visit to Yee Hong Heights in Shenzhen to understand more about the challenges and progresses of providing cross-border services

04

本會持續向澳門扶康會提供顧問服務，協助提升專業服務的質素

The Society has continued its consultancy services for Fuhong Society of Macau to help enhance the quality of professional services

02



04



03

環境保護

ENVIRONMENTAL Protection

為實現香港社會可持續發展的願景，本會積極履行保護環境的責任，與各員工共同實踐綠色生活。本會於2015/16年度的環境保護工作歸納如下：

To realise the vision of promoting sustainable development in Hong Kong, the Society is committed to fulfilling its corporate responsibility of protecting the environment, engaging its staff members to practise green living together. The Society's environmental efforts in 2015/16 are summarised below:

環境保護政策

本會為全面地推行環保工作，各服務單位均需落實執行本會的環境保護措施，內容包括七大範疇：節約能源、節約用紙、節約用水、空氣質素、減廢及廢物循環再用、環保採購及環保教育。

揉合環保元素於策略性計劃

在2015/16年度，本會於策略性計劃中加入環保項目，當中包括鼓勵殘疾人士參與製作環保產品，藉此展示他們的工作能力及提升他們對環保活動的參與。同時，本會亦制訂了環保方面的主要服務指標，量度環保工作成效。有關結果將於下年度之年報匯報。

環境保護活動

本會舉行多項環保活動，以提升員工及持份者的環保意識，當中包括：

Environmental Protection Policy

To carry out environmental protection comprehensively, all service units are required to implement the Society's protection measures in seven aspects: energy conservation, paper conservation, water conservation, air quality, waste reduction and recycling, environmental procurement and environmental education.

Incorporating Green Elements into Strategic Plan

In the year under review, the Society incorporated green elements into its strategic plan, including but not limited to the production of green products as a strategy to enhance the work abilities of persons with disabilities as well as their participation in environmental protection. In addition, the Society formulated its environmental Key Performance Indicators (KPIs) to measure the effectiveness of its work on environmental protection. The first results of the KPIs will be reported next year.

Environmental Protection Activities

The Society has organised various environmental protection activities to increase the environmental awareness of staff members and stakeholders. These include:

環境保護活動/計劃 Environmental Protection Activity/Programmes

1

康復中心推行社區農圃計劃
Carrying out community gardening in Rehabilitation Centre

善用康復中心天台的空间設置社區農圃，讓服務使用者體會種植蔬菜的樂趣，並以此作為促進共融的平台，鼓勵社區人士與殘疾人士透過耕種增進彼此認識。

Optimising the rooftop areas of the Rehabilitation Centre to launch community gardening enables service users experience the fun of farming. This can also serve as an inclusive platform to enhance mutual understanding between community members and persons with disabilities through farming together.

3

製作綠色產品¹
Production of green products

- 製作盆栽
Making potted plants
- 參與紮染活動
Participating in tie-dye activity
- 製作再造紙
Making recycled paper

水耕種植訓練豐富工場服務使用者的生活體驗，得到他們的正面評價。

Training in hydroponics enriches the life experience of service users in the workshop and receives positive feedback from them.

2

石圍角工場水耕種植訓練計劃
Hydroponics Training Project in Shek Wai Kok Workshop

01

康復中心天台耕種協作計劃
Rooftop Farming Collaboration Programme

02

石圍角工場水耕種植訓練計劃
Hydroponics Training Project in Shek Wai Kok Workshop

03

員工參與紮染活動後，興奮地展示自己的製成品
Staff members are excited in showing their creations after joining the tie-dye activity

04

員工於園藝培訓班中，製作屬於自己的盆栽放於辦公室裡，共同實踐綠色生活
In the horticulture training class, staff members make their own potted plants for their workplaces, leading a green life together

05

員工利用廢紙製作紙漿，再用網篩製造再造紙，了解造紙的過程
Staff members make paper pulp out of waste paper, and then make recycled paper with a sieve net. The process lets them understand more about paper-making

01



03



02



04

¹本會於2016年3月成立環保工作小組，負責推動本會員工及服務使用者參與製作綠色產品。工作小組於本年度舉行了三個相關活動，服務單位派出員工代表參加，把學到的技術帶回服務單位，讓服務使用者一起製作綠色產品。
In March 2016, the Society set up the Environmental Protection Working Group to promote the participation of service users and staff members in producing green productions. Three related activities were held in 2015/16. Staff representatives of service units were sent to join the activities and they would guide service users to produce the green products in turn.



6

企業傳訊

CORPORATE
Communication

籌款 FUNDRAISING

在2015/16年度，本會得到社區人士、企業及團體的鼎力支持，共籌得四百五十五萬港元，讓本會繼續拓展殘疾人士需要的服務，並支持本會自負盈虧服務的運作。本會於2015/16年度舉辦及參與多個籌款活動，其中包括：

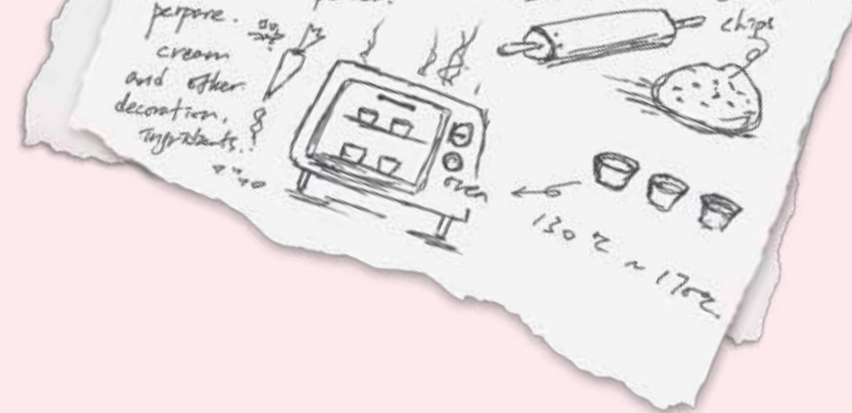
In 2015/16, with concerted support from community members, corporations and organisations, a total of HK\$4,550,000 was raised. Such donations enabled the Society to continuously develop appropriate services for persons with disabilities, and supported the operation of our self-financed services. In 2015/16, the Society organised and participated in various fundraising activities, including:

全港賣旗日

2015年10月24日（星期六）舉辦的全港賣旗日成功吸引超過四千名義工參與，其中包括五百多位服務使用者及家屬，合力籌得一百五十多萬港元善款。

Territory-wide Flag Day

Over 4,000 volunteers, including more than 500 service users and their family members, participated in the Territory-wide Flag Day held on 24 October 2015 (Saturday). With joint efforts of all participants, the Flag Day raised over HK\$1,500,000.



第十二屆「甜蜜心連心」步行籌款

本年度步行籌款移師白石角海濱長廊舉行，以容納更多市民一同共襄善舉。是次活動有接近一千位傷健人士參與，共籌得款項超過三十四萬港元。參加者包括商業機構、團體、學校、社區義工、本會服務使用者及其家屬。

The 12th FHS Charity Walkathon

The Charity Walkathon was held at Pak Shek Kok Promenade this year, allowing more citizens to participate. With support from close to 1,000 non-disabled and disabled participants, including corporations, organisations, schools, community volunteers, service users and their family members, the event raised over HK\$340,000.



伙伴合作 PARTNERSHIP



「商界展關懷」計劃 'Caring Company' Scheme

本會的服務理念得到商界支持，並透過合辦不同的義工和社區項目，一起實踐共融社會。在2015/16年度，本會成功提名一百一十三個企業及專業團體，獲得由香港社會服務聯會頒發的「商界展關懷」及「同心展關懷」標誌。

The Society's service vision is well supported by the commercial sector. Through co-organising different volunteer and community programmes, the Society and its corporate partners make joint efforts in building an inclusive society. In 2015/16, the Society successfully nominated 113 corporations and professional bodies to receive the logo of 'Caring Company' and 'Caring Organisation' awarded by the Hong Kong Council of Social Service.

01
UPS

02
香港會議展覽中心(管理)有限公司
Hong Kong Convention and Exhibition Centre (Management) Limited

03
中銀信用卡(國際)有限公司
BOC Credit Card (International) Limited

04
大同機械企業有限公司
Cosmos Machinery Enterprises Limited

05
東亞銀行
Bank of East Asia

06
港基物業管理有限公司
Citybase Property Management Limited



協作計劃 Partnership Projects

本會積極與不同的企業及專業團體開展多元化的協作計劃，並與他們建立良好的夥伴關係，攜手推動社區共融及實踐企業社會責任。2015/16年度協作計劃如下：

The Society actively establishes partnership with corporations and professional bodies for promoting social inclusion and putting corporate social responsibility into practice by launching diversified partnership projects. Examples in 2015/16 include:

「香港最佳老友」運動電能烹飪比賽

中華電力有限公司連續十二年支持本會舉辦「香港最佳老友」運動電能烹飪比賽，透過協辦及贊助此活動，推動傷健共融的精神。

'Best Buddies Hong Kong' Movement Electric Cooking Competition

CLP Power Hong Kong Limited supported the 'Best Buddies Hong Kong' Movement Electric Cooking Competition for twelve consecutive years by sponsoring and co-organising the contest to promote the spirit of social inclusion.



國際廚師日

香港廚師協會邀請本會參與其舉辦的「國際廚師日」慈善自助午餐，讓本會四百多位服務使用者及其家屬享用多款美食佳餚，藉此傳遞他們對殘疾人士的愛與關懷。

International Chefs Day

Hong Kong Chefs Association invited the Society to participate in 'International Chefs Day' Charity Buffet Lunch. Over 400 service users and their family members enjoyed different tasty dishes, feeling the love and care from the chefs.





康姨餅房擴展計劃

UPS FOUNDATION於2016年3月再次撥款，支持毅誠工場的康姨餅房添置新設備及用具，擴展業務發展。

Expansion Project of Madam Hong's Bakery

In March 2016, Madam Hong's Bakery of Ngai Shing Workshop once again received the sponsorship from UPS Foundation for purchasing new equipment and tools for business expansion.

「幸福的黃色小票」活動

永旺(香港)百貨有限公司舉辦「幸福的黃色小票」活動，並連續八期邀請本會成為活動受惠機構之一，捐贈電器等物品予本會多個服務單位。

Yellow Receipt Campaign

The Society has been one of the beneficiaries of the 'Yellow Receipt Campaign' launched by AEON Stores (Hong Kong) Co., Limited for eight consecutive phases. AEON also donated electrical appliances to the Society's service units.



擺放扶康會捐款箱

於永旺(香港)百貨有限公司的門市、中國石油化工有限公司的油站、一粥麵及米線陣的分店放置本會捐款箱收集善款，以支持本會的服務發展。

Placing Fu Hong Society's Donation Boxes

To support the service development of the Society, AEON Stores (Hong Kong) Co., Limited, China Petroleum & Chemical Corporation, Super Super Congee & Noodles and Mixian Sense placed the Society's donation boxes at their stores, petrol stations and branches respectively for collecting donations.



愛心賣物會

港基物業管理有限公司於2015年7月舉辦「港基30周年暨義工10載愛心賣物會」，邀請本會成為受惠機構之一，並派義工為本會設置義賣攤位。

Charity Sale

At the 'Citybase 30th Anniversary cum Volunteer Team 10th Anniversary Charity Sale' held in July 2016, Citybase Property Management Limited invited the Society to be one of the beneficiaries and sent volunteers to help us set up the charity sale booth.



企業展銷

康姨餅房獲邀於多個企業進行曲奇展銷，當中包括香港會議展覽中心(管理)有限公司、帝京酒店、九龍建業有限公司、禰氏律師行、AUTOBEAUTY、港基物業管理有限公司、高華集團、香港保險中介人商會、一般保險代理協會及香港保險中介行業協會。

Corporate Trade Fair

Madam Hong's Bakery was invited to trade fairs in a number of corporations, including Hong Kong Convention and Exhibition Centre (Management) Ltd., Royal Plaza Hotel, Kowloon Development Company Limited, Huen & Partners Solicitors, AutoBeauty, Citybase Property Management Limited, Clover Group International Limited, Hong Kong Chamber of Insurance Intermediaries, the Hong Kong General Insurance Agents Association Ltd., and Hong Kong Insurance Intermediaries Association.



企業義工活動 Corporate Volunteer Activities

2015/16年度共有三十六隊企業義工隊參與本會活動，企業義工人次超過八百人，較去年上升14%。藉著不同的義工活動，服務使用者有機會與社區人士合作及交流，有助擴闊眼界，亦可感受社區人士對他們的關懷，為他們的生活帶來豐富的體驗。義工活動撮要如下：

In 2015/16, a total of 36 corporate volunteer teams participated in the Society's activities. Over 800 corporate volunteers participated, which was an increase of 14% over the previous year. Through participating in a variety of volunteer activities, service users were provided with the chances to interact with community members and to feel their care. Life experience of service user was also enriched. Volunteer activities held in 2015/16 are summarised below:

01

雅詩蘭黛集團義工與服務使用者一起遊覽山頂香港杜莎夫人蠟像館

Volunteers of Estee Lauder and service users visited Madame Tussauds Hong Kong

02

艾睿電子亞太有限公司義工與服務使用者一同參觀有機農場

Volunteers of Arrow Asia Pac Limited and service users visited an organic farm

03

中國銀行及中銀信用卡義工與服務使用者一同參加堆沙比賽

Volunteers of Bank of China and BOC Credit Card joined the sand sculpture competition with service users together

04

港鐵義工與服務使用者結伴遊覽香港文化博物館

Volunteers of MTR Corporation Limited and service users visited Hong Kong Heritage Museum

01



01



02



02



03



04



03



05 06



07



07 08



07 08



05

Otto International (Hong Kong) Ltd. 義工與服務使用者籌備時裝表演活動

Volunteers of Otto International (Hong Kong) Ltd. and service users prepared for the Fashion Show together

06

高華集團國際有限公司義工探訪本會服務單位

Volunteers of Clover Group International Ltd. visited our service units

07

NEC義工與服務使用者一起參觀香港歷史博物館，並到本會的社企餐廳「香城茶室」午膳

Volunteers of NEC and service users visited Hong Kong Museum of History and had lunch at City Cafe, the Society's social enterprise cafe

08

永旺(香港)百貨有限公司義工與服務使用者一起製作曲奇

Volunteers of AEON Stores (Hong Kong) Co., Limited and service users made cookies together

傳媒是宣傳本會服務的密切伙伴。媒體報道既可增加本會的知名度，亦可讓大眾從多角度理解殘疾人士的能力，消除偏見，為構建共融社會向前邁進一步。為此，本會於2015年9月舉辦第三次「傳媒午宴」，席間公布了「自閉症成人表現行為與父母的態度、應對策略及壓力之間的關係」的調查結果，並獲九份中英文報章報道，引起社會廣泛關注。不少照顧者及後更加入本會成立的「同行智者支援小組」，交流照顧心得和分擔彼此的壓力。

Media is always a close partner helping the Society to promote its services. Media reports not only enhance the Society's reputation, but also enable the public to learn more about the abilities of persons with disabilities from various perspectives, thereby removing prejudice and moving one step forward towards the building of an inclusive society. To this end, in September 2015, the Society organised the third Media Lunch and announced the results on the study of 'Relationship between the behaviours of adults with autism spectrum disorders and their parents' attitude, coping strategies and stress. They were then reported in nine Chinese and English newspapers and drew wide attention in the community. Consequently, a number of carers joined the 'Support Group for Parents/Carers of Persons with Autism Spectrum Disorders and Intellectual Disabilities', through which they could exchange experience and relieve their pressure.

本會同時十分關注智障服務使用者老齡化的趨勢，亦明白他們有接受生死教育的需要。為此，本會將於2016年4月開始推行為期兩年的生死教育計劃，讓智障服務使用者能夠以正面的態度面對死亡。上述服務計劃既彰顯了本會「以求為導」的精神，亦成功吸引多個媒體報導，其中包括新城電台、文匯報、香港01及亞洲電視。本會將繼續與傳媒伙伴保持緊密聯繫，合力把更多有關智障人士、精神康復者及自閉症人士的正面訊息傳遞給社會大眾，感染更多社區人士支持，共建和諧、平等的關愛社會。

Concerning about the situation of ageing service users and understanding their needs to receive life and death education, the Society has been launching a two-year project on this topic to help service users develop a positive attitude towards death. The said service project has embodied the 'Meet the Need, Take the Lead' spirit of the Society, and successfully attracted different media reports, including Metro Radio, Wen Wei Po, HK01 and ATV. The Society will continue to maintain a close partnership with the media and jointly deliver positive messages on persons with intellectual disabilities, psychiatric disabilities and Autism Spectrum Disorders to the public, in order to enlist more community support and create a harmonious, equal and caring society together.



7

附錄

APPENDICES

機構組織圖表
ORGANISATION Chart



高級管理團隊
Senior Management

總幹事
Executive Director

陸慧妍女士
Ms LUK Wai-yin, Becky

助理總幹事
Assistant Executive Director

徐群燕女士
Ms TSUI Kwan-yin, Frankie

服務總監
Service Directors

梁大偉先生(沙田及觀塘區)
Mr LEUNG Tai-wai, David (Sha Tin & Kwun Tong)

王健安先生(中區及南區)
Mr WONG Kin-on, Leo (Central & Southern)

卜福晨先生(九龍西區)
Mr POK Fook-sun (Kowloon West)

歐偉民先生(屯門及元朗區)
Mr AU Wai-man, Joseph (Tuen Mun & Yuen Long)

關志生先生(港島東區)
Mr KWAN Chi-sang, Aldous (Hong Kong East)

麥潤芸女士(荃灣及葵青區)
Ms MAK Yun-wan, Silvia (Tsuen Wan & Kwai Tsing)

財務總監
Financial Controller

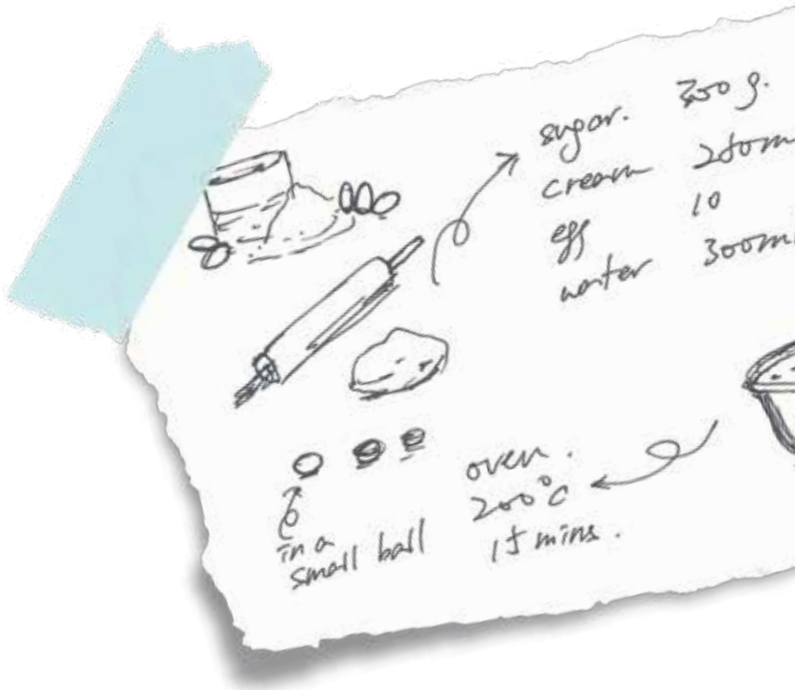
陳燕華女士
Ms CHAN Yin-wah, Eva

行政及資訊科技經理
Administration & IT Manager

黎兆芬女士
Ms LAI Siu-fun, April

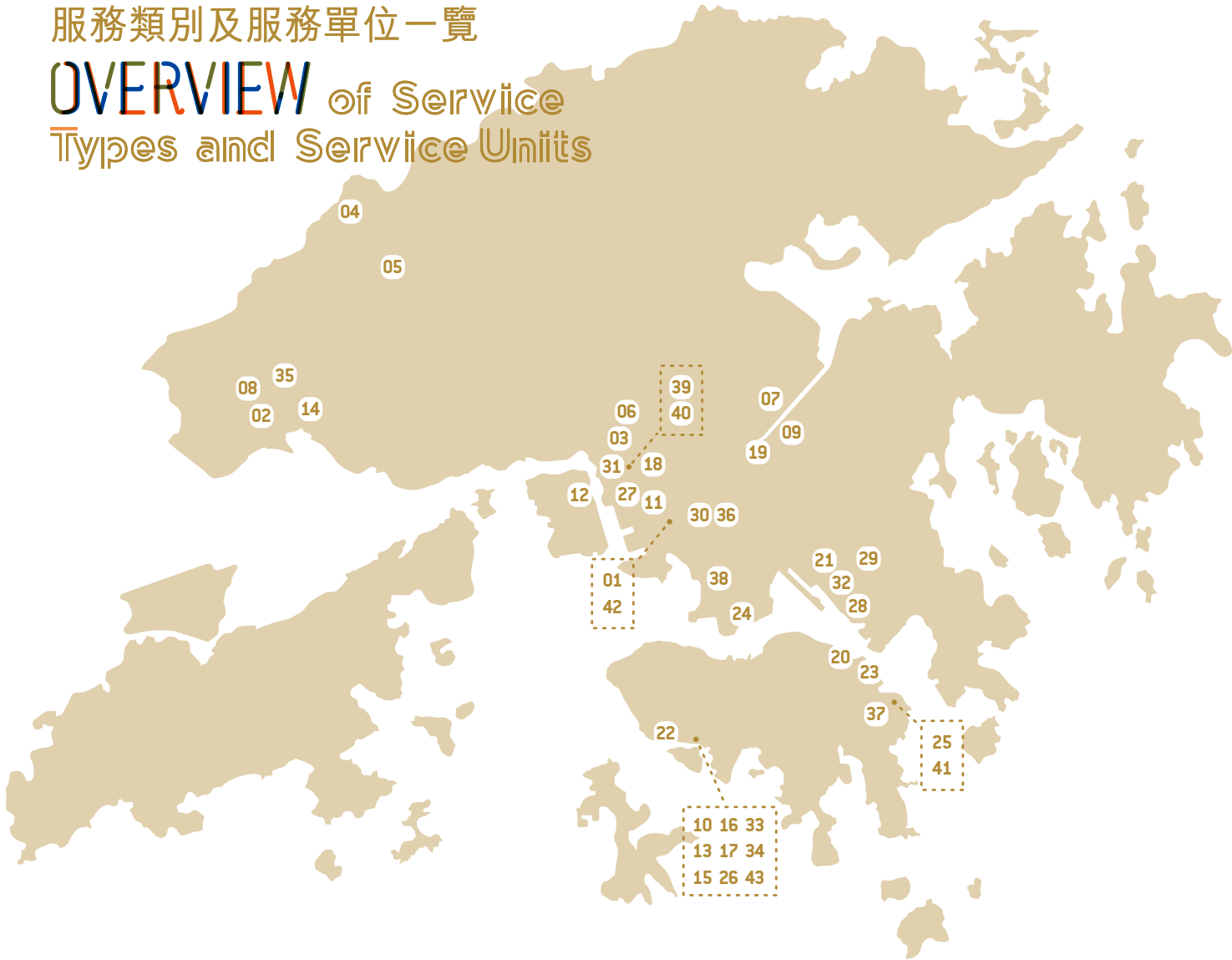
人力資源經理
Human Resources Manager

梁佩蓮女士
Ms LEUNG Pui-lin, Angela



服務類別及服務單位一覽

OVERVIEW of Service Types and Service Units



- 01 上李屋成人訓練中心
Sheung Li Uk Adult Training Centre
- 02 山景成人訓練中心
Shan King Adult Training Centre
- 03 友愛之家
Father Tapella Home
- 04 天水圍地區支援中心
Tin Shui Wai District Support Centre
- 05 天耀之家
Tin Yiu Home
- 06 石圍角工場
Shek Wai Kok Workshop
- 07 禾輦成人訓練中心
Wo Che Adult Training Centre
- 08 良景成人訓練中心
Leung King Adult Training Centre
- 09 和諧軒
Concordia Casa Famiglia
- 10 怡諾成人訓練中心
Yi Lok Adult Training Centre
- 11 長沙灣成人訓練中心
Cheung Sha Wan Adult Training Centre

- 12 長康之家
Cheung Hong Home
- 13 思諾成人訓練中心
Si Lok Adult Training Centre
- 14 柔莊之家
Yau Chong Home
- 15 悅行之家
Yuet Hang Home
- 16 悅智之家
Yuet Chi Home
- 17 悅群之家
Yuet Kwan Home
- 18 祖堯成人訓練中心
Cho Yiu Adult Training Centre
- 19 秦石成人訓練中心
Chun Shek Adult Training Centre
- 20 健持之家
Priscilla's Home
- 21 婉明軒
Splendor Casa Famiglia
- 22 康晴天地
Sunrise Centre

- 23 康姨咖啡室(位於香港海防博物館)
Madam Hong Cafe (Hong Kong Museum of Coastal Defence)
- 24 香城茶室(位於香港歷史博物館)
City Cafe (Hong Kong Museum of History)
- 25 清蘭之家
Ching Lan Home
- 26 牽蝶中心
Hin Dip Centre
- 27 牽蝶康兒中心
Hin Dip Hong Yee Centre
- 28 超瑩軒
Radiance Casa Famiglia
- 29 順利成人訓練中心
Shun Lee Adult Training Centre
- 30 感覺統合治療中心
Sensory Integration Therapy Centre
- 31 葵興職業發展中心
Kwai Hing Vocational Development Centre
- 32 樂華成人訓練中心
Lok Wah Adult Training Centre

- 33 毅信之家
Ngai Shun Home
- 34 毅誠工場
Ngai Shing Workshop
- 35 潔康之家
Kit Hong Home
- 36 澤安成人訓練中心
Chak On Adult Training Centre
- 37 興華成人訓練中心
Hing Wah Adult Training Centre
- 38 邂逅軒
Encounter Casa Famiglia
- 39 麗瑤之家
Lai Yiu Home
- 40 麗瑤成人訓練中心
Lai Yiu Adult Training Centre
- 41 靄華之家
Oi Wah Home
- 42 總辦事處
Head Office
- 43 康復中心管業處
Rehabilitation Centre Management Office



服務單位地址及聯絡資料
Addresses and contact details of Service Units

(截至2016年9月 As at September 2016)

服務類別 Service Types		香港島 Hong Kong Island	九龍 Kowloon	新界 New Territories
日間訓練服務 Day Training Services	成人訓練中心 Adult Training Centre	10 13 20 37	01 11 29 32	02 08 18 19
	展能中心延展照顧計劃 Extended Care Programme		36	08 19
住宿服務 Residential Services	護理家舍 Care and Attention Home	25 41		05 35 39
	家舍 (中度智障人士) Hostel (Persons with Moderate Intellectual Disabilities)	33		12
	家舍 (嚴重智障人士) Hostel (Persons with Severe Intellectual Disabilities)	20 37	29 32 36	03 07 08 40
	家舍 (嚴重殘疾及智障人士) Hostel (Persons with Severe Physical Disabilities and Intellectual Disabilities)	10 13		
	中途宿舍 Halfway House	15 16 17		
	輔助家舍 Supported Hostel			14
社區支援服務 Community-based Support Services	扶康家庭 Casa Famiglia		21 28 38	09
	社區支援服務 District Support Service			04
	住宿暫顧服務 Residential Respite Service		29 32 36	
	嚴重殘疾人士日間照顧服務 Day Care Service for Persons with Severe Disabilities	41		
	精神健康綜合社區中心 Integrated Community Centre For Mental Wellness	22		
職業康復及發展服務 Vocational Rehabilitation and Development Services	綜合職業康復服務中心 Integrated Vocational Rehabilitation Services Centre			31
	殘疾人士在職培訓計劃 On The Job Training Programmes for Persons with Disabilities			06 31
	輔助就業服務 Supported Employment Services	34		06
	工場 Workshops	34		06
	職業康復延展計劃 Work Extension Programme	34		
自閉症及發展障礙人士服務 Services for Persons with Autism Spectrum Disorders and Developmental Disabilities	牽蝶中心 Hin Dip Centre	26		
	牽蝶康兒中心 Hin Dip Hong Yee Centre			27
	感覺統合治療中心 Sensory Integration Therapy Centre			30
機構輔助醫療服務 Agency-based Paramedical Services	臨床心理服務 Clinical Psychological Service		42	
	物理治療服務 Physiotherapy Service		42	
	職業治療服務 Occupational Therapy Service		42	
	言語治療服務 Speech Therapy Service		42	
社會企業 ¹ Social Enterprises ¹	餐飲服務 Catering Services	23	24	
	清潔服務 Cleaning Services		42	
	產品包裝 Gift Wrapping Services		42	
	空氣消毒及滅蟲服務 Air Sterilization & Pest Control Services		42	
	「香港最佳老友」運動 'Best Buddies Hong Kong' Movement		42	
其他服務 Other Services	顧問服務 Consultancy Services		42	
	「繫Art 你手」共融計劃 Inclusion Project – Let's Art Together		42	
	「說生談死」教育計劃 'Dialogue between Life and Death' Education Project		42	

¹ 本會透過「康融服務有限公司」管理社企業務。如對社企服務有任何查詢，請致電2215-6305或電郵hys@fuhong.org與職員聯絡。
The Society's social enterprises are managed through Hong Yung Services Limited. For any questions regarding the services, please contact our staff at 2215-6305 or hys@fuhong.org.

鳴謝

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我們衷心感謝各捐款人士、義工、企業及機構在過去一年(2015年4月1日至2016年3月31)對本會的捐助及支持。由於篇幅所限，致謝名單不能盡錄。如有遺漏，謹此致歉。

We would like to extend our gratitude to all donors, volunteers, corporations and organisations for the generous donation and support to our services last year (from 1 April 2015 to 31 March 2016). Owing to limited space, the Society regrets not being able to include the names of all volunteers and contributors individually here.

企業
Corporations

AEON Stores (Hong Kong) Co. Limited
Affirm Glory Limited
Agnes b. HK Limited
Ambrose Lift Equipment Limited
Amoy Food Limited
Amtek Limited
Arrow Asia Pacific Limited
Artware Limited
Asia Pacific Catering Corporation Limited
A-Tech M&E Engineering Limited
ATP Swimming Centre Limited
AutoBeauty
Autodesk Far East Ltd.
Bank of China (Hong Kong) Limited
Bling Dishware Cleaning Services Co. Ltd.
BOC Credit Card (International) Limited
Bright Mate Holdings Limited
Cabela's HK Limited
Café de Coral Holdings Limited
Capital Lake Property Limited
Casablanca Group Limited
Cayee Design Limited
Central Insurance Management Limited
Chan's Trading Company
Cherrypicks
Chiaphua Industries Limited
China United Insurance Brokers Ltd.
Chinalink Express Holdings Limited
Chong Hing Bank Limited
Christo Pharmaceuticals Limited
Chun Wo Construction and Engineering Co. Ltd.
Citibank Hong Kong
CITIC Capital Holdings Limited
Citybase Property Management Limited

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Clover Group International Limited
CLP Power Hong Kong Limited
Computer and Technologies Holdings Limited
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Cosway (HK) Limited
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Estee Lauder Hong Kong Limited
Face Worldwide Limited
FactSet Hong Kong Limited
Fidelity Systems Limited
Fook Hing Enterprises Development Limited
Fu Cheong Estate Office
GCS Engineering Limited
Giant Manor Investment Limited
Glory Sky Group Limited
Goldrise Investment Limited
Gooddale Limited
Goodman Asia Limited
GR8 Leisure Concept Limited
H.K. Pet's Hospice Care Service
Hang Lee Digital Limited
Hang Yick Properties Management Limited
Henderson Sunlight Property Management Limited
Hewlett-Packard HK SAR Limited
Hong Kong Ad Service Company Limited

Hong Kong Apps Service Limited
Hong Kong Chamber of Insurance Intermediaries
Hong Kong Convention and Exhibition Centre (Management) Limited
Hong Kong Cyberport Management Co. Ltd.
Hong Kong Disneyland Resort
Hong Kong Galaxy Global Sourcing Limited
Hong Kong General Insurance Agents Association Ltd.
Hong Kong Group Advertising Service Holding Ltd.
Hong Kong Insurance Intermediaries Association
Hong Kong Marketing Service Limited
Hong Kong Royal Insurance Services Co. Ltd.
Hong Kong Tramways Limited
Hong Kong Tungsten Co. Ltd.
Hong Lok Yuen Property Management Co. Ltd.
Hongkong Post
Hos Printing Company Limited
HT Paper and Stationery Co.
Huen & Partners Solicitors
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ICS-Insurance, Inc
iMusicTech Limited
Iwaki Pumps Co. Ltd.
J&Y Cleaning Equipment Ltd.
Jardine Lloyd Thompson Limited
Jetime Tours Ltd.
JM Insurance Brokers Ltd.
John HY Yip Surveyors Limited
Johnson Electric
JP Advisory Limited
Junior Chamber International Hong Kong Limited
K1 Security and Property Management Limited
Kamyin Consultants Limited
KHR Glory Ltd.

King Wah Company Limited
Knight Holdings Limited
Koon Kwan Air-Conditioning Eng. Limited
Kowloon Development Company Limited
Kwong Hing Meat Co.
Lak Sang Metal Shop
Look Design Limited
Loyal Insurance Advisers Limited
M A Interior Design & Contracting Co.
M.S. Enterprises Ltd.
Man Fook Jewellery Holdings Limited
Melco Industrial Supplies Co Ltd.
Millock Ltd.
Mixian Sense
Morgan Stanley Asia International Limited
MTR Corporation Limited
NCR Insurance Agency
NEC Hong Kong Limited
New Media Group Holdings Limited
New Rich (Asia) Service Limited
New World Department Store China Limited
New World Development Company Limited
Nigerian Women's Association
Onning Ceramic Dental Laboratory
Otto International (Hong Kong) Ltd.
Panda-a-Panda
Park Hotel Property Management Limited
Pollution & Protection Services Limited
Polywell Printing & Supplies Ltd.
Poplar International Trading Co. Ltd.
Postworld Co. Ltd.
Practical Wing Chun (Asia) Company Limited
Pro-Fit Industrial Co. Ltd.
Quiksilver Asia Sourcing Limited
Quko Int'l Development Limited
Radica Systems Limited
Real Time Express Company
Regain Insurance Group Limited
Regal Holdings Corporation
Renley Watch Manufacturing Co. Ltd.
Ricoh Hong Kong Limited
Royal Plaza Hotel
Seven Three One Ltd.
Shui On Properties Management Limited
Shun Sing Construction & Engineering Company
Shun Tak-China Travel Ship Management Limited
Sincerely (Asia Pacific) Engineering Limited
Sino Estate Management Limited

Sinopec (Hong Kong) Petrol Filling Station Company Limited
Stars Talents (HK) Limited
State Street Asia Limited
Swire Beverages Limited
Target Consultant Limited
The Star Ferry Company, Limited
The Bank of East Asia, Limited
The Bees Group
The Glad Products Company
The Life Underwriters Association of Hong Kong
The Luxe Manor
Town Build Co. Ltd.
Towngas Telecommunications Company Limited
Trio Best International Limited
Tse Lo CPA Ltd.
United Italian Corp. (HK) Ltd.
United Overseas Bank
United Parcel Service of America, Inc
UPS
Vicka Limited
Viva China Holdings Limited
VV Insurance Consultants Service Limited
Wah Fung Computer Services Ltd.
Wellington Management Company LLP
Welltec Machinery Limited
Wider Link Enterprise Investment Ltd.
Winever Credit Limited
Wing Wui Finance Limited
Winsome & Co.
Wong's Diamond & Pearl Co. Ltd.
Yuen Hing Joss Stick Shop
一粥麵
九龍道德會龍慶堂有限公司
上海商業銀行有限公司
大同機械企業有限公司
中正藥房有限公司
中石化（香港）有限公司
中信資本控股有限公司
中國銀行（香港）有限公司
中國銀行信用卡（國際）有限公司
六福集團（國際）有限公司
友營堂有限公司
天水圍聯邦皇宮
九龍道德會龍慶堂有限公司
日暉貿易公司
冉陽集團控股有限公司

永義（香港）有限公司
永耀集團控股有限公司
安強凍肉有限公司
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香港杜莎夫人蠟像館
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九龍道德會龍慶堂有限公司
家居布藝窗簾
海天堂有限公司
高華集團國際有限公司
國際戶外用品發展公司
清水灣鄉村俱樂部
荷里活廣場
雀巢香港有限公司
創興銀行
新香港隧道有限公司
置地文華東方酒店
義務工作發展局
維他奶國際集團有限公司
銀禧國際旅遊有限公司
樂歌時裝有限公司
樓東俊安資源（中國）控股有限公司
鴻星集團
禮來藥廠
麗絲迪系統有限公司

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政府部門/團體/義工團隊 Government Departments / Organisations / Volunteer Groups

Best Buddies International Evangelization Family Holy Family Parish Hong Kong Chefs Association Hong Kong Chiu Chow Student Association Hong Kong Housing Authority Hong Kong Housing Society Evangelization Family Missionary Sisters of St. Columban Rotary Club of Shouson Hill St. Joseph's Church St. Teresa's Filipino Catholic Community The Catholic Diocese of Hong Kong The Hong Kong Jockey Club Charities Trust Tung Wah College Community Service Team 中華基督教禮賢會萬隸甫夫人長者鄰舍中心 中華無原罪聖母女修會 中華傳道會柴灣堂 仁安醫院 公益青年服務團 天主教柴灣海星堂區 天主教聖老楞佐堂美孚9:30聖詠團 天神之后堂 屯元之友 屯門育智中心有限公司 屯門區議會 屯門贖世主堂 屯門體育會義工組 心靈關懷協會 以利亞使團 立法會議員張超雄議員辦事處 扶康家長會幹事會 沙田婦女會 亞洲動物基金狗醫生 昀心薈萃義工隊 明愛鄭承峰長者社區中心（深水埗） 明愛賽馬會黃大仙青少年綜合服務 狗醫生 社會福利署東柴灣綜合家庭服務中心 社會福利署社會服務令計劃義工 社會福利署婦女義工隊歡顏婦女互助小組 花旗銀行義工隊	青雲社義工服務團隊 信和光 南區民政事務處 南區區議會 南區獅子會 建造業議會 星藝樂團 春暉社 珀麗灣義工團 美國海軍 耶穌基督後期聖徒教會 耶穌復活堂 香港中樂團義工 香港天水圍婦女聯合會 香港仔坊會 香港仔聖伯多祿堂 香港外展訓練學校 香港佛教聯合會青少年中心 香港房屋協會祖堯邨松齡舍義工隊 香港房屋協會觀塘花園大廈義工隊 香港青年協會賽馬會天耀青年空間 香港青年獅子會（主會） 香港南區婦女會 香港宣教會恩溢堂 香港科技大學扶青團 香港弱智人士家長聯會 香港基督教女青年會長青松柏中心 香港基督教女青年會樂華綜合社會服務處 香港基督教宣道會北角堂 香港專業美容美髮協會 香港善導會 香港港安醫院健康生活促進中心 香港聖約翰救護機構 香港廣西賀州同鄉聯誼會 香港樹仁大學社工系 香港警察學院 耆康會香港西北區扶輪社長者鄰舍中心 荃灣扶輪社 荃灣區議會 動物醫生 啟坪IFSC義工隊
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國際獅子會總會中國港澳303區香港炮台山獅子會 國際獅子會總會中國港澳303區紫荊獅子會有限公司 基督教協基會元朗社會服務中心 動物醫生 啟坪IFSC義工隊 國際獅子會總會中國港澳303區香港炮台山獅子會 國際獅子會總會中國港澳303區紫荊獅子會有限公司 基督教協基會元朗社會服務中心 康樂及文化事務署 康護協會有限公司 救世軍柴灣青少年綜合服務 教區傷殘人士牧民中心 香港港安醫院健康生活促進中心 深水埗區議會 勞工及福利局 尊賢會 晴天計劃 曾子文化協會 童心樂園計劃 童軍知友社賽馬會啟業青少年服務中心 進教之佑堂區 愛理剪髮隊
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學校 Schools

Choi Jun School Ho Dao College (Sponsored by Sik Sik Yuen) Hong Kong Institute of Vocational Education (Tsing Yi) Hong Kong Institute of Vocational Education (Tuen Mun) Li Po Chun United World College of Hong Kong NLSI Lui Kwok Pat Fong College Po Kok Secondary School The Hong Kong Polytechnic University 九龍工業學校 仁濟醫院羅陳楚思中學 天水圍官立小學 天主教培聖中學 光明學校 佛教黃鳳翎中學 庇理羅士女子中學 明愛元朗陳震夏中學 東華三院黃朱惠芬幼稚園 宣道會陳李詠貞紀念幼稚園 香港中文大學逸夫書院

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黃子雯
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