

以愛同行

Walk together
with
Love

目錄 CONTENTS



自 1977 年提供服務以來，扶康會與殘疾人士一直在康復路上並肩同行。對殘疾人士的愛和關懷，不僅是本會服務的基石，而且連繫著各持份者的心，致力讓殘疾人士得到適切的服務及實踐參與社區活動的權利。為此，本年報以心形的幾何圖案配上不同持份者（包括服務使用者及其家人、員工、社區人士）的相片，象徵「愛」是集結各持份者共同為殘疾人士謀求福祉的力量，而貫穿心形圖案的線條則代表各持份者在康復路上秉持本會的核心價值。這正正與本年報的主題「以愛同行」互相呼應。

為了讓大眾具體地了解本會的服務，本年報特別增設專題故事的章節，分享九位持份者「以愛同行」的經歷。期望這份年報能感染更多社區人士關懷殘疾人士，與本會攜手締造一個關愛共融的社會！

Fu Hong Society has provided services to persons with disabilities since 1977 and has always been their companion on the road to recovery. The services are founded on the Society's cornerstone, i.e. care and love for persons with disabilities, which also connects the hearts of all stakeholders. On this basis, we strive to provide appropriate services for persons with disabilities and respect their rights of participation in community activities. With this in mind, the design of the cover of this Annual Report features a heart-shaped geometric pattern overlaid with photographs of different stakeholders including service users and their family members, staff and community members. The design symbolizes 'love' with which the strength of all stakeholders is connected for the benefits of persons with disabilities. The lines across the heart-shaped pattern represent the commitment to the Society's core values by all stakeholders traveling on the journey of recovery. The design has best illustrated the theme of this Annual Report: 'Walk together with Love'.

To better introduce our services, this Annual Report has added a sub-section on feature stories which share the real life experiences of nine stakeholders. It is our hope that this Annual Report will touch the hearts of more community members who will join us to build an inclusive community together with more love and care.

1 關於我們 About Us

- 06 簡介
Who We Are
- 08 我們的工作
What We Do
- 10 會長獻辭
President's Message

2 服務回顧 Service Review

- 14 年度亮點
Highlights of the Year
- 16 董事局主席報告
Council Chairman's Report
- 21 機構管治
Corporate Governance
- 36 服務報告
Service Reports
- 55 專題故事 — 以愛同行
Feature Stories – Walk together with Love
 - 路上有「你」
'You' Are by My Side
 - 無償的愛
Unconditional Love
 - 「友」心人
'Friends' with Heart
 - 牽手同行康復路
Hand in Hand on the Road to Recovery

3 企業社會責任 Corporate Social Responsibility

- 72 社區參與
Community Involvement
- 74 倡導
Advocacy
- 80 僱員關係及發展
Employee Relations and Development
- 90 環境保護
Environmental Protection
- 93 交流計劃與顧問服務
Exchange Programmes and Consultancy Services

4 企業傳訊 Corporate Communication

- 96 籌款
Fundraising
- 97 伙伴合作
Partnership
- 102 媒體報導
Media Reports

5 財務資訊 Financial Information

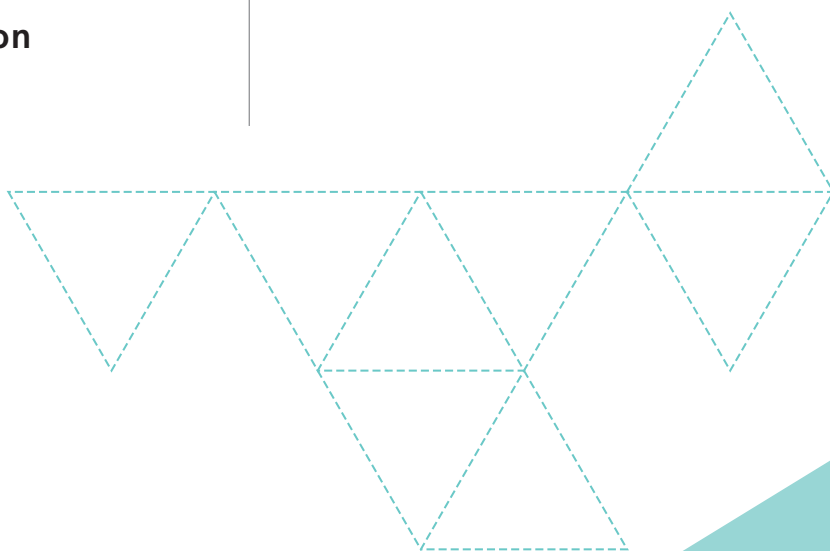
- 106 財務總結
Financial Summary
- 113 財務分析
Financial Analysis

6 統計資料 Statistics

- 116 主要表現指標
Key Performance Indicators
- 118 一般資訊
General Information
- 122 服務資料統計
Service Statistics

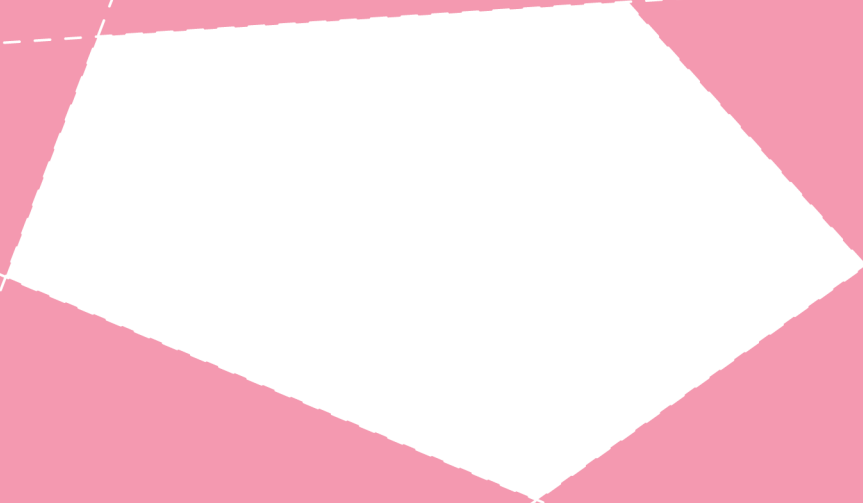
7 附錄 Appendices

- 128 機構組織圖表
Organization Chart
- 130 服務類別及服務單位一覽
Overview of Service Types and Service Units
- 134 鳴謝
Acknowledgements



1

關於我們
ABOUT US



扶康會的創立源於服務啟蒙者達碑立神父 (Father Enea Tapella, PIME) 關懷弱小、無私奉獻的精神。達碑立神父跨越種族、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 年開始提供康復服務，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、精神康復者及肢體殘障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，本會大部分的服務均由社會福利署資助；自負盈虧服務則由香港賽馬會慈善信託基金（資助扶康家庭服務及「香港最佳老友」運動）、社會福利署「創業展才能計劃」（資助社企餐廳）等基金撥款資助。

服務啟蒙者達碑立神父服務弱小的精神不但促成本會的誕生，而且對本會的服務理念、使命、目標及核心價值均有深遠的影響。

Inspired by the spirit of Father Enea Tapella, PIME who had offered his caring and selfless contribution to the underprivileged, Fu Hong Society was established. Driven by the love of Father Tapella which has crossed the boundaries of ethnic groups, culture, religion and intelligence, a group of enthusiastic people holding on to his unfulfilled wish have founded the Society serving the puniest group of the society.

The Society has started providing rehabilitation services since 1977. It was incorporated under the 'Hong Kong Companies Ordinance' as a company limited by guarantee the following year and has become a member of The Hong Kong Council of Social Service in 1980. For all these years, the Society has strived to be progressive and worked continuously and closely with the community, providing services pertinent to the changing needs of persons with intellectual, physical and psychiatric disabilities and autism. Persons with disabilities would be able to develop their abilities and to be fully integrated with the community. The majority of the services provided by the Society have now received subvention from the Social Welfare Department. Self-financed services are subsidized by The Hong Kong Jockey Club Charities Trust (Casa Famiglia services and 'Best Buddies Hong Kong' Movement), the 'Enhancing Employment of People with Disabilities through Small Enterprise' Project of the Social Welfare Department (social enterprise cafes), and other funding sources.

Service pioneer Father Tapella's spirit of serving the underprivileged has not only inspired the founding of the Society but also had a lasting imprint on the vision, mission, objectives and core values of the Society.

理念 Vision

殘疾人士享有一切基本的人權，其中最重要的是受到認許及尊重。他們亦有權利接受各種必需的援助，令他們身心方面都得到充分的發展。本會竭盡所能，確保這些權利得到尊重。

Persons with disabilities are individuals with all human rights, above all the right to be recognized and respected, the right to receive whatever help is necessary 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.

目標 Objectives

在社區中籌辦適切服務及「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。

To establish appropriate services and family units (Casa Famiglia) in the community to provide holistic care and a homelike environment for persons with disabilities.

提供各類評估及培訓，啟發殘疾人士的潛能。

To provide assessment and training for the development of the potential of persons with disabilities.

與殘疾人士的家人合作提供適切的優質服務。

To work together with families of service users in the provision of quality services.

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。

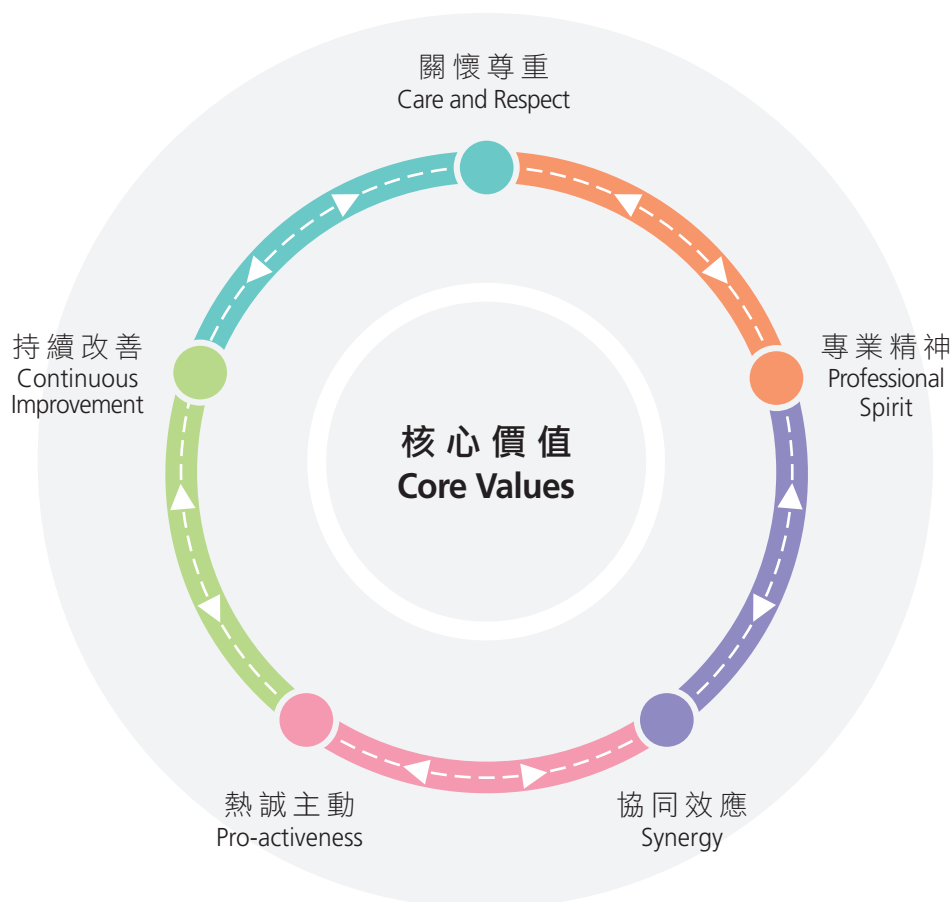
To provide vocational assessment and training for persons with disabilities and enhance employment opportunities for those who have the potential to work in the community.

為殘疾人士及其家人提供輔導及社會工作服務。

To provide counselling and social work services to persons with disabilities and their family members.

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

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



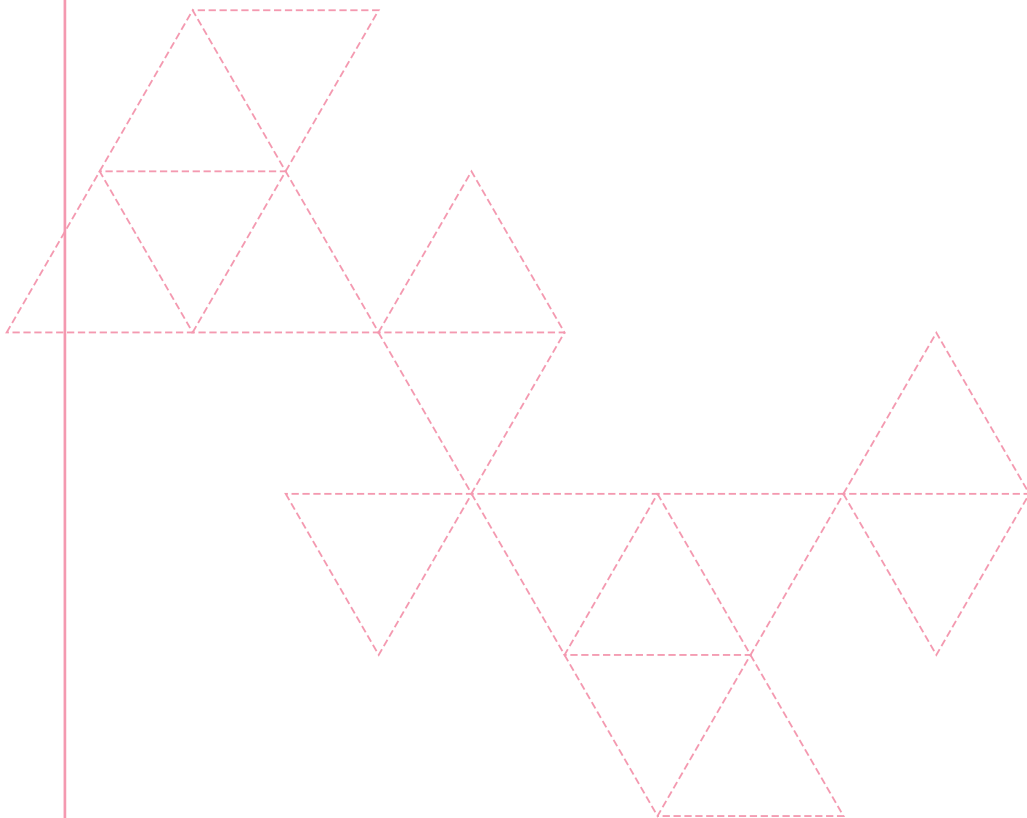
WHAT WE DO 我們的工作

本會自 1977 年成立第一所小型家舍「友愛之家」提供臨時住宿服務，至今在香港服務近四十載。現時，本會共有四十三個服務點，約有三千七百名服務使用者，其中包括智障人士（55.6%）、精神康復者（35.9%）、自閉症人士（2.7%）及肢體殘障人士（1.6%）等。有關本會服務使用者的統計數字，請參閱本年報第六章統計資料（第 122 頁）。

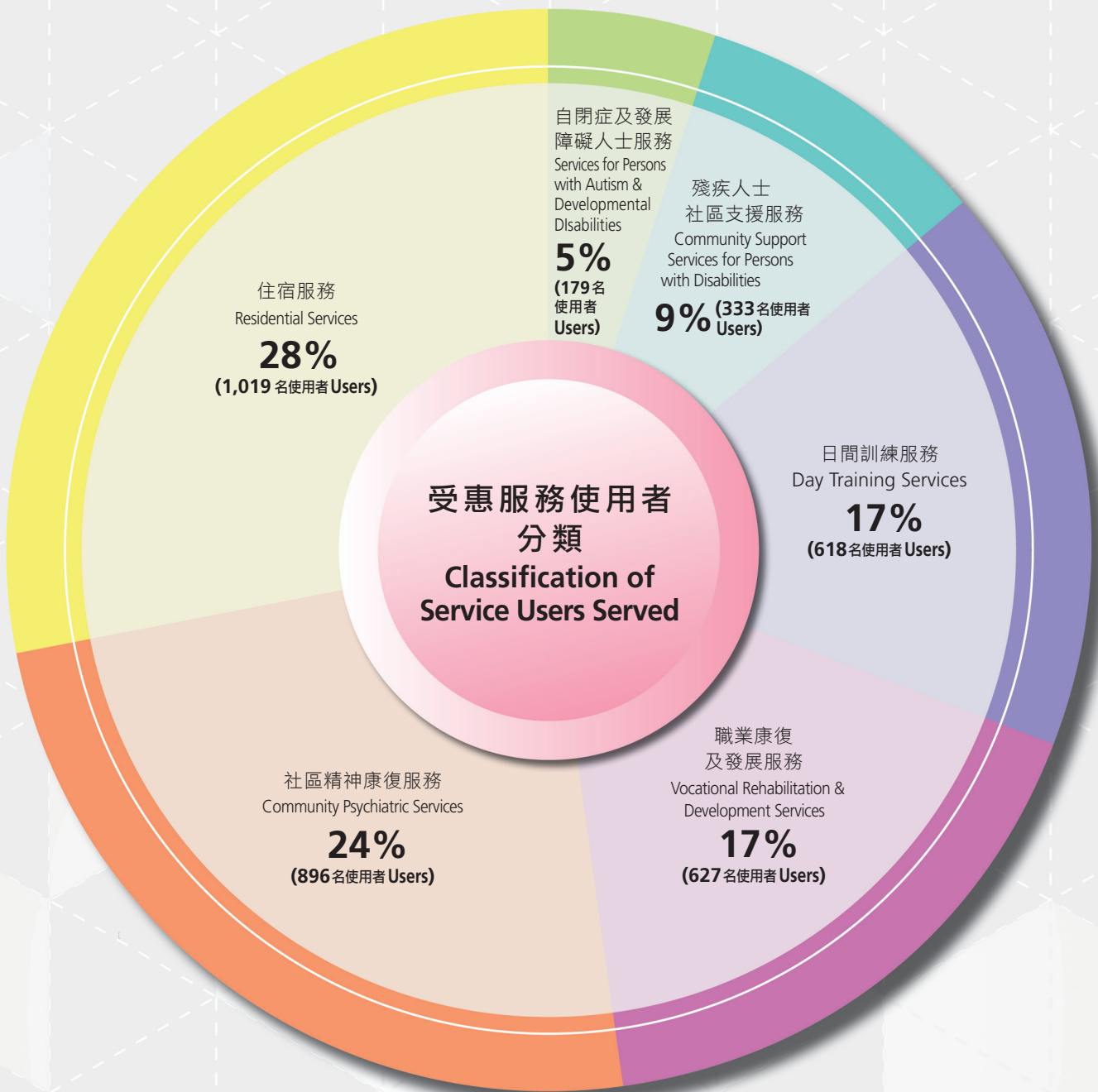
本會致力發展多元化康復服務，為殘疾人士及其家人的需要而不斷努力，實踐「以求為導」的精神。本會的核心服務包括：住宿服務、日間訓練服務、職業康復及發展服務、社區精神康復服務、自閉症及發展障礙人士服務、殘疾人士社區支援服務。另外，本會著力推動社會共融，並於 2004 年獲「國際最佳老友」美國總部邀請及授權本會在香港獨家推行「最佳老友」運動，每年為數以百計的社區人士與智障人士建立一對一友誼。

Since the setting up of the first 'Father Tapella Home' in 1977 where temporary residential service was available, the Society has been serving Hong Kong for nearly 40 years. Currently, the Society has operated 43 service points providing services for about 3,700 service users. Among them there are persons with intellectual disabilities (55.6 %), persons with psychiatric disabilities (35.9%), persons with autism (2.7%) and persons with physical disabilities (1.6%), etc. For further details of statistics on service users, please refer to Part 6 Statistics (p.122) of this Annual Report.

The Society is committed to developing multi-faceted rehabilitation services for the needs of persons with disabilities and their family members, with the spirit of 'Meet the Need, Take the Lead' in mind. Core services provided by the Society include: Residential Services, Day Training Services, Vocational Rehabilitation and Development Services, Community Psychiatric Services, Services for Persons with Autism and Developmental Disabilities, and Community Support Services for Persons with Disabilities. In addition, the Society puts emphasis on the promotion of social inclusion. In 2004, the Society was invited by the headquarters of 'Best Buddies International' in the U.S. and was authorized to be the sole organization for setting up the 'Best Buddies' movement in Hong Kong. Hundreds of 'Best Buddies' have been paired up every year, making one-to-one friendship between members of the community and persons with intellectual disabilities possible.



受惠服務使用者
分類
Classification of
Service Users Served





葉恩明醫生 JP
Dr IP Yan Ming JP

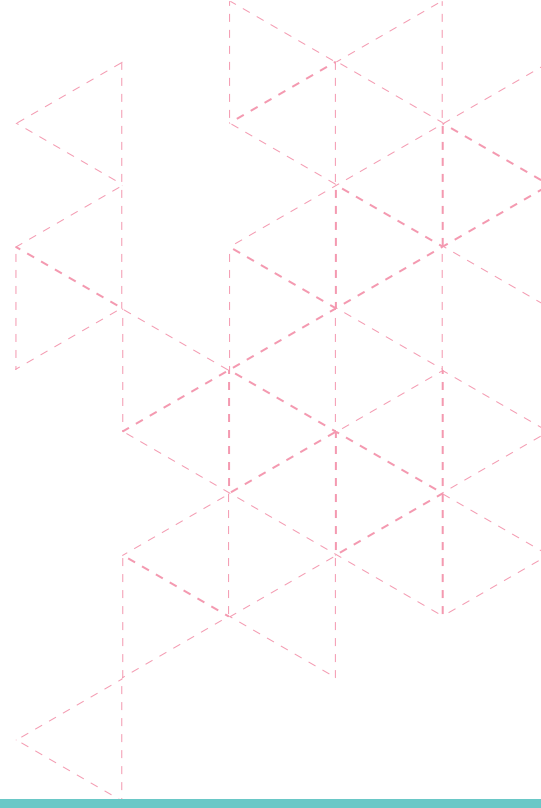
加入扶康會已三十多年了，不難體會到，倘若不是那些微妙的「愛」，「扶康會」這個家根本就不會成立，也難延展。在這裡，我看見家人和服務使用者那不離不棄的親愛、職員不辭勞累的關愛、義工朋友的仁愛，還有家屬和社會人士與本會的互信互愛……也就是這些暖人的愛意，一路伴著本會前行，從未稍感孤單！

衷心感謝各位家屬，你們長年累月無微不至的照顧和支持，讓服務使用者得以在艱難中學習、成長和復元。那份對親屬的堅忍疼愛，已令人感動，有些家屬的愛更催化為大愛行動，積極參與本會的工作，攜手並肩為殘疾人士爭取權益。

感謝每位職員，以關愛的心和身體力行，專業地服務服務使用者，細心了解他們的需要，悉心設計適合的方案，耐心引導他們學習新知識，衝破那極受規限的潛能，讓他們可在生活和工作中獲得自信和成長，走出灰暗。

也感謝各義工朋友，在繁忙生活中，以愛心與服務使用者相知相交，建立可貴友誼，豐富彼此生命。當然要衷心感謝，許多熱心人士，無私奉獻自己的知識和技能，參與董事局及各委員會事務，或出錢出力，付出了愛心美意，致令本會的服務順利進行。

雖然我們的服務使用者可能不善表達，但他們的半點真摯微笑、片句簡短語言，已將一份強烈的純樸真誠表露無遺，感動人心。從他們身上，我們可以學懂簡單純真的愛，無須造作，只靠真心去活，已很美。但願，在繁囂浮華之中，我們一生都能以愛心美意與這群可愛朋友相伴同行。不難發現，以愛同行，已踏上心靈淨土。



Without 'LOVE', there is no Fu Hong Society. And it is love that makes us what we were, what we are and what we will be. In this Fu Hong family, I can find earnest love between service users and their families, caring love from the staff, friendly love between volunteers and service users, as well as collaborative love between family members, community members and the Society. Having been able to 'walk together with love' for more than 30 years is our blessing.

My sincere gratitude goes to all family members for their unfailing care and support, motivating and making ways for our service users in the process of learning, growing up and recovering. Not only is their steadfast love touching, some also sublime their love into action of helping other families, taking active parts in activities and affairs of the Society, even fighting closely with us for the rights of persons with disabilities.

My gratitude also goes to every staff member for their love and actions towards service users. They serve professionally, cater the needs meticulously, tailor-make plans for each service user and guide them patiently, unleashing their potentials to let them develop and live confidently towards a brighter future.

I thank our friends for volunteering with love in the midst of their tight schedule, taking their valuable time to build friendship with service users, sharing interests and enriching the lives of one another. I must not forget to thank a group of selfless people, coming from various walks of life, who have kindly contributed their knowledge and skills through serving on the Council and/or various Committees, giving away their strength, resources and, most of all, their beautiful mind, to make our Society running smoothly.

Although our service users are not good at complex communications, this should never undermine their ability to share their feelings or their power to touch people's heart. Genuine smiles, sincere utterings, or simply a shyly gaze..... all convey a sense of beauty and truth in life. Let us hope that, being inspired and blessed by our adorable friends of what we truly need, we shall 'walk together with love' with persons with disabilities through our journey in life. With love we'll find, our heart is purified!

2

服務回顧
SERVICE REVIEW

HIGHLIGHTS OF THE YEAR
年度亮點



2014
5月
.....
MAY

出版特殊教育書籍 為自閉症人士家長提供支援及指導
《愛得其法 閉門自閉》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》。

Publication on special education to provide support and guidance for parents of persons with autism spectrum disorder
The publication had received very positive review by readers. In response to the popular demand, the Society subsequently published the revised version – 'Love in the Right Path – Rehabilitation Guidebook for Persons with Autism Spectrum Disorder'.



2014
6月及9月
.....
JUN & SEP

獲家庭議會及勞工及福利局分別頒發「傑出家庭友善僱主」及「至尊共融機構」獎項

這兩個獎項肯定本會在推動家庭友善措施及殘疾人士就業的努力，亦策勵本會精益求精，積極宣揚共融文化。

Recipient of 'Distinguished Family-Friendly Employer' and 'Supreme Inclusive Organization' Awards presented by Family Council and Labour and Welfare Bureau respectively
The Society's efforts in promoting family-friendly policy and employment of persons with disabilities have been recognized by these awards. They are also the driving force behind the Society's endeavour for continuous improvement and promotion of the culture of social inclusion.



2014
9月
.....
SEP

獲職業安全健康局頒發「職安健常識問答比賽」亞軍及季軍兩個獎項

本會將繼續參與此類比賽，努力加強員工的職業安全意識，向「零意外」的目標進發。

Recipient of the first and second runners-up at the 'Safety Quiz' organized by Occupational Safety and Health Council
The Society will continue to participate in this kind of contest to strengthen the awareness of occupational safety among staff members. The ultimate target is to achieve 'zero accident'.



2014
9月
.....
SEP

榮獲中電綠倍動力「環保節能機構」嘉許計劃「星級獎項——銅獎」

本會獲中電頒發社福機構組別的銅獎，嘉許本會為節能所作的努力及成果。

Recipient of 'Bronze Star Award' at the CLP 'Green Plus' Award

In recognition of our efforts and result on energy saving, the Society has been awarded Bronze Star Award in the Social Welfare Organization Category by CLP.

2014
9月
.....
SEP

於賽馬會創意藝術中心舉辦「紙藝創繽紛」展覽

此活動承蒙香港藝術發展局資助，透過展示智障人士的藝術作品，展現他們的創造力，推動傷健人士互相欣賞及接納。

Exhibition of 'Colorful Paper Art' at Jockey Club Creative Arts Centre

Sponsored by the Hong Kong Arts Development Council, artworks created by persons with intellectual disabilities were displayed. The exhibition showcased the creativity of persons with disabilities through which members of the public have better appreciation of their talent.



2014

9月

SEP

在本會樂融坊舉辦公開講座「拆解壓力我有法」

不同界別的專業人士及家長代表分享照顧智障兼自閉症人士的專業知識和經驗，為近百位出席者在照顧路上帶來正能量。

'Turn Stressed into Desserts' Seminar has been arranged for caregivers of persons with disabilities at the Society's Joyful Corner

Professionals from various disciplines and representatives of parents have shared their professional skills and experience in taking care of persons with intellectual disabilities and autism, giving positive energy to nearly 100 participants who would continue on the journey of caretaking.



2014 2015
9月 2月及3月
SEP FEB & MAR

舉行澳洲、新加坡及美國考察團

到外國考察有助員工擴闊視野，學習和吸收海外經驗，並應用到本會服務發展上。

Visits to Australia, Singapore and the U.S.

Overseas visits provide learning opportunities for staff members who have widened their horizons and would apply what they have learnt for the Society's service development.

2014

12月

DEC

第六年獲「十八區關愛僱主」殊榮

本會有幸成為全港三十九間獲頒「連續五年或以上大獎」的機構之一，多年來在促進殘疾人士平等就業的努力得到肯定。

Recipient of '18 Districts Caring Employers' Award for six years

The Society was honoured to be one of the 39 organizations in Hong Kong to receive the 'Special Award for being awarded for 5 consecutive years or above'. The Society's efforts to promote equal employment opportunity for persons with disabilities for the past years have been firmly recognized.



2015

1月

JAN

社企餐廳「香城茶室」開幕禮

位於香港歷史博物館的「香城茶室」，是本會第二所社企餐廳。它不但為殘疾人士帶來工作機會，更是促進社區共融的重要平台。

The opening ceremony of 'City Cafe'

Located in the Hong Kong Museum of History, City Cafe is the Society's second social enterprise cafe. It has not only provided employment opportunities for persons with disabilities but also an important platform for promotion of social inclusion.

2015

2月及3月

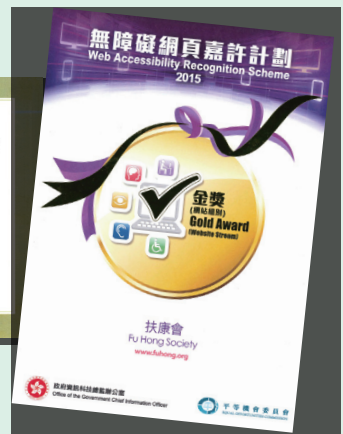
FEB & MAR

本會網站獲 Interactive Media Council, Inc.、政府資訊科技總監辦公室和平等機會委員會分別頒發「國際互動媒體傑出成就獎」及「無障礙網頁嘉許計劃」金獎

本會積極建立無障礙網站，方便有特別需要人士瀏覽和使用，大力推動數碼共融。

The Society's website received the 'IMA Outstanding Achievement Award' and the 'Web Accessibility Recognition Scheme Gold Award' from Interactive Media Council, Inc., and the Office of the Government Chief Information Officer and the Equal Opportunities Commission respectively

The barrier-free website set up by the Society has facilitated browsing and usage of the site by persons with special needs and has promoted digital inclusion.





袁國榮先生
Mr YUEN Kwok Wing, Kevin



新編制

各位會察覺今屆的年報採用了新的編制來傳達更多的資訊。為了提高透明度及加強與會員、服務使用者及其他持分者之溝通，管理層優化年報的內容，加入更多題材，集資訊與趣味於一身。

同時，為符合去年3月開始生效的新《公司條例》，本年報首次依據新條例的規定編制內容，特別加入了更全面的服務檢討部分。整份年報，包括董事局主席報告在內，涵蓋本會去年截至2015年3月31日期間的服務檢討及未來發展。根據法例規定，董事局主席報告已於2015年6月18日獲本會董事局批核。

年度回顧

一如過往，本會主要為智障人士及精神康復者提供康復服務，當中包括：住宿服務、日間訓練服務、社區支援服務、社區精神康復服務、職業康復及發展服務。上述服務主要由政府資助，於2014/15年度約有三千七百位殘疾人士受惠。

此外，本會亦透過不同的收入來源營運非政府資助的服務，包括社會企業（康融服務有限公司）、小型家舍（扶康家庭）、自閉症及發展障礙人士服務（牽蝶中心）、全民義工及一對一友誼計劃，參加者包括社區人士、

A new approach

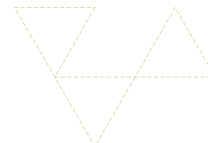
Members of the Society will find that this year's Annual Report has taken a new approach with more information. Management has refined the Annual Report to include numerous subjects to enhance transparency and communication with Members, service users and all stakeholders. A wide range of topics has been summarized and presented in this Annual Report in an informative and interesting manner.

The refined Annual Report is also prepared with the aim to comply with the new Companies Ordinance which took effect in March last year. This is the first attempt to present an annual report to accord with the new statutory requirements, in particular the inclusion of a more comprehensive business review. This entire Annual Report including the Council Chairman's Report constitutes the Society's business review for the year ended 31 March 2015 and the way forward. The Council Chairman's Report has been duly approved by the Society's Council on 18 June 2015, as statutorily required.

The year under review

The core rehabilitation services for people with intellectual and psychiatric disabilities continued in 2014/15 as in previous years, including Residential Services, Day Training Services, Community Support Services, Community Psychiatric Services, Vocational Rehabilitation and Development Services. These services were mainly funded by Government. Close to 3,700 persons with disabilities were served under these various services during the year.

Separately, the Society maintained other services by using various sources of income, including social enterprise (Hong Yung Services Ltd), small homes (Casa Famiglia), services for people with autism and developmental disabilities (Hin Dip Centre), a community-wide volunteer and one-to-one friendship programme for individuals, schools and



學校及企業（「香港最佳老友」運動是美國義工計劃的海外分社），以及交流計劃（主要為國內康復機構）。以上服務由香港賽馬會慈善信託基金、獎券基金、服務收費，以及本地與海外的善款支持。

本年報第 2.4 章的服務報告提供核心服務的回顧及分析。在財務方面，本會與往年一樣，以社會福利署的經常性及非經常性資助金作為主要收入，超過 84%，其餘則來自服務收費、利息收入及捐款。

在可見的將來，目前的情況預計會持續。因應現時的社會情況及政府政策，本會將繼續為殘疾人士提供康復服務。鑑於現時的政治局勢，本會預期香港的康復服務在短期內將不會出現重大變化。

除了管理上述服務外，管理層亦積極採取適當行動，以回應新法例的要求，以及配合社會福利署推行的新政策及措施。

在物業方面，本會以一千二百六十四萬二千元（港元，下同）購入位於九龍長沙灣瓊林街 111 號擎天廣場 20 樓 A，面積一千九百八十三平方呎的商業單位，於今年夏天用作發展新服務（詳述如後）。另外，於 2015 年 3 月底，本會以五百八十萬元出售位於新界荃灣眾安街 87 號 4 樓的葆定居，該物業原為已故葉保定先生於 1978 年捐贈本會用作提供康復服務。由於其地理位置及設施上的不便，近年已甚少使用。出售上述物業所得的款項將用作資助購買扶康家庭「和諧軒」新址（詳述如後）。

在財務表現方面，截至 2015 年 3 月 31 日，本會繼續保持健康的財務狀況。本會於 2014/15 年度的綜合收益增加至三億五千二百四十六萬元，較 2013/14 年度增加二千九百八十四萬元，增幅達 9.25%，增長主要來自政府各項額外資助及於上文提及出售葆定居的收益。在支出方面，本會的綜合支出增加至三億四千零九十二萬元，比去年同期增加一千八百四十七萬元，增幅達 5.73%，主要由於員工薪酬及其他營運開支增加所致。故此，本會於 2014/15 年度有一千一百五十四萬元盈餘，其中五百四十八萬元已轉入社會福利儲備和六百零六萬元轉入本會的儲備基金。截至 2015 年 3 月 31 日，本會的總基金達到二億零六百一十萬元。本會 2014/15 年度財務總結詳列於本年報第 106 頁至 112 頁。

corporates ('Best Buddies Hong Kong' Movement, an overseas chapter of a US volunteer programme), and exchange programmes (mainly with counterparts in China). All these activities were supported by The Hong Kong Jockey Club Charities Trust, Lotteries Fund, fees and charges collected, plus donations raised locally and from overseas.

Reviews and analyses of core services are given in this Annual Report in Chapter 2.4 Service Reports. On the finance side, as in past years, the Society chiefly depended on subventions, recurrent and non-recurrent, from Social Welfare Department, representing over 84 per cent of the consolidated income. The remaining income came from fees and charges collected, interest earned and donations received.

The current situation is expected to continue in the near foreseeable future, as the Society will maintain its core rehabilitation services for people with disabilities under the prevalent social situation and government policies. It is not anticipated that there will be major changes in the rehabilitation field in Hong Kong in the short term, in view of the present political situation.

Besides administering all the above said services, Management was also busily engaged in taking appropriate actions to update policies and practices promulgated by Social Welfare Department and carrying out new measures to cope with new legislation.

For the property portfolio, a commercial flat of 1,983 square feet at Office A, 20th Floor, Kings Tower, 111 King Lam Street, Cheung Sha Wan, Kowloon was acquired at a total cost of HK\$12.642 million for the purpose of providing new services this summer (explained more below). By the end of March this year, Management sold Buddies Lodge at 4/F, 87 Chung On Street, Tsuen Wan, New Territories at HK\$5.8 million. This flat was donated by the late Mr IP Po Ting in 1978 for providing rehabilitation services; however, the flat had been rarely used for services in recent years due to its location and lack of access facilities. The sales proceeds would be used to fund the purchase of a new flat for Concordia Casa Famiglia (explained more below).

As for financial performance, the Society has continued to stay on a healthy financial position during the financial year ended 31 March 2015. In 2014/15, the consolidated income increased by HK\$29.84 million (9.25%) to HK\$352.46 million as compared with 2013/14. This increase was mainly attributable to additional subvention from Government for various purposes and sales proceeds of the Buddies Lodge as mentioned in the above paragraph. On the expenditure side, it increased by HK\$18.47 million (5.73%) to HK\$340.92 million as compared with the previous year, mainly due to higher staff costs and other operating expenses. As a result, there was a total surplus of HK\$11.54 million for the year 2014/15, including HK\$5.48 million transferred to various Social Welfare reserves and HK\$6.06 million to our Society's own reserve funds. The total funds employed as at 31 March 2015 reached HK\$206.10 million. The 2014/15 Financial Summary is shown on pages 106 to 112 of this Report.

展望未來

會員須留意之事項

2015年施政報告 - 施政報告提及，政府將盡力改善目前提供的康復服務，當中特別注重對以下人士的支援：(一) 精神康復者：增加精神健康綜合服務中心社工人手，及開展全港公眾教育運動等；(二) 有特殊需要的兒童及其家庭：加強及早識別和早期介入服務，並加強對家長的支援以提升其照顧和訓練有特殊需要子女的能力；(三) 殘疾人士：向殘疾人士院舍，特別是中度智障人士宿舍，增撥資源並採取其他適當措施，從而加強照顧高齡服務使用者。一如以往，本會將在可行範圍內積極把握一切合適的機會，透過增加和擴展服務，回應新增或未被滿足的服務需求。

購入新物業拓展新服務 - 本會已於2015年3月接收新購入位於擎天廣場的商業單位，用作開辦特殊需要人士及家長支援服務。管理層現就新服務的具體執行方案進行審視，預計於2015年下半年逐步開展服務，嘗試以自負盈虧模式營運上述新服務。這是一個令人振奮的項目，不但填補社會對特殊需要人士及家長支援服務的空隙，更為管理層和相關專業員工帶來新挑戰。

扶康家庭「和諧軒」遷址 - 和諧軒現位於沙田威爾斯親王醫院員工宿舍大樓內。由於醫院將要改建該大樓，這所小型家舍需於2017年年初遷出。為了使上述服務得以延續及穩定長遠發展，本會決定仿效會內一所位於九龍窩打老道的小型家舍邂逅軒，透過購置私人物業為和諧軒提供新的服務地點。目前，管理層正積極尋找合適的物業，將從售賣葆定居所得的收入及籌款活動的善款用作購置新物業，在需要時亦會動用本會的儲備基金。尋找合適的物業無疑是一大挑戰，如各會友有任何相關資訊，歡迎與管理層聯絡，不勝感激。

檢視為殘疾人士建立信託基金的可行性 - 面對老齡化的問題，服務使用者的家長 / 監護人非常關注在他們離世後，服務使用者在經濟上能否得到延續的照顧。在得知社會福利署對上述議題有正面回應後，本會以郭鍵勳博士 BBS, JP 為首，成立了一個專責小組，透過參考海外經驗及相關司法制度，研究在港設立信託基金的可行性，藉以回應服務使用者家長 / 監護人的需求。初步研究經已展開，董事局期待專責小組提交建議方案。

In the years to come

Events that Members should take note of

Policy Address 2015 - As put forward in the Policy Address, Government will make strenuous efforts to refine current rehabilitation services with special focus on the support for (i) persons with psychiatric disabilities by increasing the manpower of social workers in all Integrated Community Centres for Mental Wellness, and launching territory-wide public education campaigns, and so forth; (ii) children with special needs and their families by stepping up early identification and early intervention services, and enhancing parental support to improve parents' ability to take care of their children with special needs, with other relevant activities; and (iii) persons with disabilities by allocating more resources in particular to hostels for persons with moderate intellectual disabilities to reinforce the care for ageing service users and other appropriate actions. The Society will, as always, take proactive actions in making use of all opportunities appropriate for developing services through expansion and extension in meeting new or unmet needs within our ambit.

New premises acquired for initiating new services - In March 2015, the Society took over the new premises at Kings Tower. Management is now finalizing the detailed implementation plan for running new services for people with special needs and their families. It is planned to start the services gradually from the later part of this year, attempting to be on a self-financing basis. This will be an exciting project which, in addition to filling a needy service gap in the community, will provide new challenges for Management and respective professional staff.

Relocation of Concordia Casa Famiglia - This small home, which is currently located at the staff quarters building of Prince of Wales Hospital in Sha Tin, will have to be relocated in early 2017 due to redevelopment of the premises by the Hospital. In order to continue with the service on a permanent basis, it has been decided to accommodate Concordia in the Society's own property, similar to Encounter Casa Famiglia at Waterloo Road, Kowloon. Management is now actively looking for suitable premises which will be funded by the sales proceeds of the Buddies Lodge, donations to be raised and the Society's reserve if so required. The search for suitable premises is indeed a challenge. If Members have any information in this regard, they are encouraged to contact Management. Their help will be much appreciated.

Review on the feasibility of establishing a trust for people with disabilities - Due to the ageing problem, there is always a great concern of parents/guardians of service users who would be available to take care of service users on the financial side when the service users survive their parents/guardians. In learning the positive attitude of Social Welfare Department on this matter, a task force has been set up and headed by Dr Joseph KWOK, BBS, JP to review the feasibility of establishing a trust, like other jurisdictions overseas, to serve this particular need. Preliminary reviews have been carried out and Council looks forward to receiving recommendations from the task force.

採用新的財務和人力資源管理系統 - 另一項將於 2016 年完成的重點工作是更換現有的財務及人力資源管理系統。預計新系統將會提高生產力及工作效率，並可避免現有系統因已使用超過十年及極少進行改善升級而引發的潛在故障風險。此外，財務及人力資源部的業務流程亦將同時進行重整。

資金管理 - 董事局、各委員會和管理層將繼續在資金管理方面以高警覺性和審慎的態度，通過低風險方式提高投資回報。另一方面，本會會按照相關規定，妥善及謹慎地運用持有的資金，例如遵照社會福利署訂明的規例，增加員工獎勵以吸引、激勵及挽留人才，並且在合適情況下利用本會的資金購置物業。雖然本會的收入主要來自社會福利署，但其他非政府資助的服務仍需透過籌款活動來籌集資金。

風險和不明朗因素

與其他機構一樣，本會也面對不同的風險和不明朗因素。為了使各會員了解有關情況，現闡述如下：

老齡化 - 服務使用者、其家長 / 監護人、提供服務的員工，以至本會的物業及設施，均同樣面對老齡化。經歷超過三十八年的運作，本會現時約有一千五百位服務使用者在本會接受超過十年以上的服務；截至 2015 年 3 月底，逾二千一百位服務使用者更超過四十歲以上。現時其他康復機構亦面對老齡化問題。本會員工有同樣的情況，因在本會服務了許多年，這除了展示他們對工作的忠誠外，年紀的增長亦成為他們在工作上的挑戰。解決老齡化問題的其中一個方法是遷往空間更大的物業，以容納更多現代化的設備，使員工在更安全的環境下，服務高齡服務使用者。遺憾的是，鑑於香港當前的環境，管理層很難在這方面取得任何實質進展。不過，管理層和前線員工仍然努力去尋求緩解老齡化的方案。

四所扶康家庭(小型家舍) - 香港賽馬會慈善信託基金現時給予四所扶康家庭的贊助將於 2017 年 3 月屆滿。扶康家庭作為試點項目，多年來一直獲上述信託基金支持，但暫未能確定能否繼續獲得贊助。管理層將繼續與該信託基金協商，爭取他們繼續支持這項極富意義的服務。否則管理層需尋求其他基金支持，以維持這項在社會上不可缺少的小型家舍服務。

Implementation of new financial management and human resources information systems - Another major task to be done in 2016 will be the replacement of the current financial management and human resources information systems with new ones. It is expected that the new systems would raise productivity, enhance efficiency and avoid the latent breakdown risk inherent in the current systems which have been used for over 10 years with very few upgrades and could not meet the latest work requirements. Process reengineering will also be done simultaneously.

Fund management - Council, respective Committees and Management will continue with a vigilant and prudent approach in fund management, by enhancing the investment returns under a low risk approach. On the other hand, funds in hand will be utilized in a meaningful and discreet manner in accordance with the respective stipulations, for instance complying with Social Welfare Department requirements to raise staff incentives for attracting, motivating and retaining talents and also using the Society's own funds to acquire properties when justified. Although the main source of income of the Society comes from Social Welfare Department, numerous activities will continue to be held to raise funds for those services not funded by Government.

Risks and uncertainties

Like any organization, the Society is faced with a number of risks and uncertainties as enunciated below for Members' understanding:

Ageing - This comprises service users, their parents/guardians and staff who support service users, premises and facilities. With over 38 years of operation, there are about 1,500 service users who have been in our service for over 10 years, and more than 2,100 service users are aged over 40 at the end of March 2015. The same ageing problem is also now widely faced by other agencies in the rehabilitation field. This situation applies to staff members who have been working in the Society for many years. Long service shows their dedication to their work but it is a challenge as they are getting older as well. One way to tackle the ageing problem is to move into bigger premises which can accommodate more modern equipment so as to enable the staff to serve the ageing service users in a safer environment. Regrettably, in view of the current situation in Hong Kong, Management finds it extremely difficult to make any positive progress in this regard. Nevertheless, Management and the front-line staff are still working hard to find means to alleviate the intensity of the problem.

Four Casa Famiglia (small homes) - By March 2017, the current sponsorship from The Hong Kong Jockey Club Charities Trust towards the four small homes will expire. It is not certain if the Charities Trust would continue, as they have funded the project on a pilot basis for quite a number of years. Management will continue to liaise with the Charities Trust with the aim that they would continue to support this meaningful service. Failing this, Management would have to resort to other sources of funding, as it is essential to carry on the small home services in the community.



風險管理 - 本會提供多元化的服務，僱用超過一千名員工，每年服務近三千七百名服務使用者，並有超過一萬七千六百名義工。本會擁有龐大的組織架構，在日常營運和管理中難免存有風險，包括為服務使用者提供生活照顧、治療、培訓和膳食安排、售賣由職業訓練生產的貨品、推廣社企業務、舉辦籌款及社區共融活動、財務及人力資源管理等。除了安排經驗豐富的員工來監督服務運作和管理，以及採取恰當和充足的監控措施外，本會購買的保險亦能保障會方面對的潛在責任。董事局認為，本會在中短期內將不會出現巨大的潛在風險。然而，為審慎起見，管理層已按審核委員會的建議，開始對目前的風險管理政策和方針進行檢討。

政府康復政策及相關資助的改變 - 從目前的社會及政治環境可見，政府的康復服務政策將不會作出任何顯著及重大的改變。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。

總結

我相信透過採用新編制手法，本年報既能簡明扼要地概述本會的表現及狀況，亦能加深會員對本會事務的了解。我很高興總結，2014/15 年度是本會豐碩成果之一年，兼備穩健的財務實力，可欣然接受未來的挑戰。

我在此感謝所有董事局及委員會委員在各專業領域上對本會的支持及無私奉獻。同時，我謹代表董事局真誠感謝管理層和全體員工的勤奮和忠誠。最後，本會衷心感謝各政府部門，特別是社會福利署、獎券基金、香港賽馬會慈善信託基金、個人及團體捐助人士，以及所有義工。沒有他們的鼎力支持及慷慨解囊，本會並不會有如此令人鼓舞的成績。

Risk management - The Society with its multifarious services and operations is a large organization, serving close to 3,700 regular service users every year, employing over 1,000 employees and having a pool of more than 17,600 volunteers. It is therefore inevitable that there are risks in all daily operations and administration, including but not limited to: providing daily care, treatments / trainings and supplying meals to service users, selling products of vocational trainings, carrying out social enterprise works, holding fundraising 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. Council believes that there is no potential huge risk that would occur in the short and medium terms. Nevertheless as a matter of prudence, as recommended by the Audit Committee, Management has begun to carry out a review on the current risk management policy and guidelines.

Changes in Government's rehabilitation policies and funding - Judging from the current social and political situations, the chance of facing significant and fundamental changes in government policies on rehabilitation services is indeed very remote. 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.

Conclusion

The new approach adopted in this Annual Report has covered the Society's performance and situation in a nutshell. I am confident that this Annual Report would enable Members of the Society to understand the Society's affairs much better. I am pleased to conclude that the Society had a fruitful year in 2014/15 with sound financial strength, and is readily prepared to face and tackle challenges ahead.

I wish to thank all Council and Committee Members for their professional support and dedication in administering the Society. On behalf of Council, I also wish to express our sincere appreciation to Management and all staff members for their diligence and loyalty. Last but not the least, our heartfelt thanks to Government departments in particular Social Welfare Department, The Lotteries Fund, The Hong Kong Jockey Club Charities Trust, donors including individuals and organizations, and volunteers. Without their enthusiastic support, financial and otherwise, the Society would not be able to make such encouraging achievements.

機構管治架構

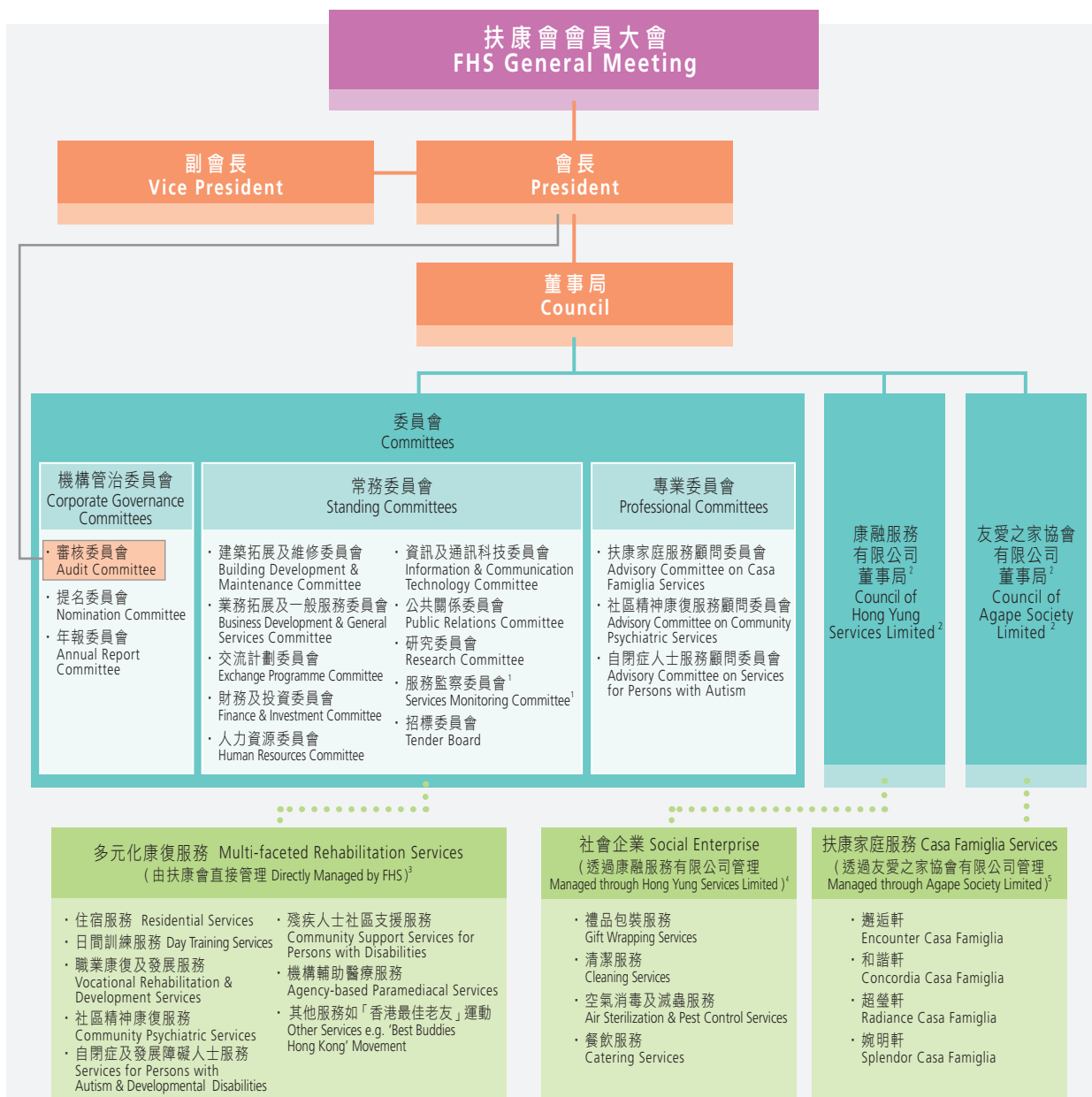
扶康會相信良好機構管治是提供優質服務的重要基石。為此，本會致力達到高水平的機構管治，建立清晰及全面的管治架構，竭力提升管理效益。

下圖概述本會的機構管治架構及主要服務的管理要點：

Corporate Governance Structure

On the belief that good corporate governance is the foundation for the provision of quality service, Fu Hong Society is committed to high standards of corporate governance and strives to achieve this commitment and 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 described below:



備註：■ 1. 服務監察委員會亦監督四個區域小組委員會。■ 2. 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，全屬非受薪董事。■ 3. 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36至54頁。■ 4. 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」），用作管理社會企業，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。■ 5. 扶康會於2006年成立另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贊助部分經費。

Notes: ■ 1. Services Monitoring Committee also oversees four Regional Sub-Committees. ■ 2. 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. ■ 3. 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 the Social Welfare Department (SWD). Service details are shown on pages 36 to 54 of this Report. ■ 4. 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 the SWD for the first three years of operations. ■ 5. 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.

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機構管治成員芳名 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

會長
President

1. 葉恩明醫生 JP

Dr IP Yan Ming JP

副會長
Vice President

2. 王淦基醫生 JP

Dr WONG Kam Kee, Simon JP

董事局主席
Council Chairman

3. 袁國榮先生

Mr YUEN Kwok Wing, Kevin

董事局副主席
Council Vice Chairman

4. 王林小玲女士 MH

Mrs WONG LAM Siu Ling, Cecilia MH

義務秘書
Hon Secretary

5. 郭鍵勳博士 BBS, JP

Dr KWOK Kin Fun, Joseph BBS, JP

義務司庫
Hon Treasurer

6. 施家殷先生

Mr SZE, Kyran

神師
Spiritual Adviser

7. 方叔華神父

Fr Giosuè BONZI PIME



董事局委員
Council Members

8. 李百瀨先生 MBE, JP
9. 林振敏先生 SBS, QFSM, CPM
10. 戚碧玉博士
11. 陳秀嫻博士 JP
12. 許國賢神父
13. 陳紹沅先生
14. 許盧萬珍博士
15. 陳達文先生
16. 冼權鋒教授
17. 李春霖先生
18. 王明燦醫生
19. 范德穎醫生
20. 胡君仲先生
21. 陳雪湄女士
22. 錢國強先生
23. 盧鴻業先生

- Mr LI Pak Ho, Simon MBE, JP
Mr LAM Chun Man, Anthony SBS, QFSM, CPM
Dr CHIK Pik Yuk, Maria
Dr CHANG Sau Han, Joyce JP
Fr Fernando CAGNIN PIME
Mr CHAN Siu Yuen, Stephen
Dr HUI LO Man Chun, Jenny
Mr CHAN Tat Man, Pele
Prof SIN Kuen Fung, Kenneth
Mr LEE Chun Lam, John
Dr WONG Ming Cheuk, Michael
Dr FAN Tak Wing, William
Mr WU Kwan Chung, Derek
Ms CHAN Suet Mei, Jane
Mr CHIEN Kwok Keung, Kenny
Mr LO Hung Yip

榮譽顧問
Hon Advisers

羅友聖先生 MH
余柏銓先生

Mr Joseph SALAROLI MH
Mr YU Pak Chuen, Henry

榮譽法律顧問
Hon Legal Adviser

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

委員會委員芳名 Committee Members

姓名 Name	董事局 Council	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		
袁國榮先生 Mr YUEN Kwok Wing, Kevin	●		●		●											●	●	
王林小玲女士 MH Mrs WONG LAM Siu Ling, Cecilia MH	●		●						●				●					
郭鍵勳博士 BBS, JP Dr KWOK Kin Fun, Joseph BBS, JP	●		●	●					●	●					●		●	
施家殷先生 Mr SZE, Kyran	●	●			●												●	
方叔華神父 Fr Giosuè BONZI PIME	△		●	●								●						●
李百瀨先生 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	●				●						●							
戚碧玉博士 Dr CHIK Pik Yuk, Maria	●*		●*						●*									●*
陳秀嫻博士 JP Dr CHANG Sau Han, Joyce JP	●								●									
許國賢神父 Fr Fernando CAGNIN 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	●				●										●			
陳雪涓女士 Ms CHAN Suet Mei, Jane	●		●											●				
錢國強先生 Mr CHIEN Kwok Keung, Kenny	●					●	●											
盧鴻業先生 Mr LO Hung Yip	●*				●*				●*		●*	●*						
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									●									
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							●					●						
李鄧全妹女士 Mrs LEE TANG Chuen Mui									●*									
沈李以慧博士 Dr SUM LEE Yee Wai, Eva													●					
沈靜姿女士 Ms SHUM Ching Chi, Nancy					●													

備註 NOTES:

- 董事局主席 Council Chairman
- 董事局委員 Council Member
- 主席 Chairman
- 委員 Member

- △ 神師 Spiritual Adviser
- * 家屬代表 Family Representative

- 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
- 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

委員會委員芳名 Committee Members

姓名 Name	董事局 Council	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											
林水祥先生 Mr LAM, Raymond		●																												
林國偉先生 Mr LAM Kwok Wai, Denny																	●													
林碧菁女士 Ms LIM Pek Ching, Dayna																●														
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																●*														
梁媛雯女士 Ms LEUNG Wun Man, Emba				●																							●			
陳煒國先生 Mr CHAN Wai Kwok, Kenneth								●																						
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																	●													
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 Man, 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							●																							
劉余寶堃女士 JP Mrs LAU YU Po Kwan JP																		●												
劉志強博士 Dr LAU Chi Keung		●																												
劉詩韻測量師 JP Sr LAU, Serena JP		●																												
歐成沛先生 Mr AU Sing Pui							●																				●			
鄭建中先生 Mr CHENG Kin Chung																												●		
簡聚坤醫生 Dr KAN Chui Kwan																	●													
羅錦榮先生 Mr LO Kam Wing, Albert							●																							
蘇漢章先生 Mr SO Hon Cheung, Stephen																											●			

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

港島南區

梁郭淑燕女士（主席 / 怡諾成人訓練中心家長代表）
陸亞芳女士（副主席 / 思諾成人訓練中心家長代表）
吳國忠先生（康晴天地會員代表）
呂雪紅女士（悅群之家家屬代表）
林婉芳女士（悅行之家家屬代表）
張淑賢女士（毅誠工場服務使用者）
梁芷芳博士（社區義工）
梁潔玉女士（思諾成人訓練中心家長代表）
陳玉心女士（康晴天地會員代表）
陸志娟女士（悅智之家家屬代表）
楊林薇娥女士（毅信之家 / 毅誠工場家長代表）
謝譚佩卿女士（怡諾成人訓練中心家長代表）

Hong Kong Island South

Mrs LEUNG KWOK Sok Yin (Chairman / Parent Representative of RCYLATC)
Ms LUK Ah Fong (Vice Chairman / Parent Representative of RCSLATC)
Mr NG Kwok Chung (Member Representative of SC)
Ms LIU Suet Hung (Relative Representative of RCYKH)
Ms LAM Yuen Fong (Relative Representative of RCYHH)
Ms CHEUNG Shuk Yin (Service User of RCNSW)
Dr LEUNG Tsz Fong, Terry (Community Volunteer)
Ms LEUNG Kit Yuk (Parent Representative of RCSLATC)
Ms CHAN Yuk Sum (Member Representative of SC)
Ms LUK Chi Kuen (Relative Representative of RCYCH)
Mrs YEUNG LAM Mae Ngor (Parent Representative of RCNSH / RCNSW)
Mrs TSE TAM Pui Hing (Parent Representative of RCYLATC)

沙田、觀塘及港島東區

馮布玉娟女士（主席 / 順利成人訓練中心家長代表）
王陳芝英女士（副主席 / 清蘭之家家長代表）
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）
吳鮑金枝女士（樂華成人訓練中心家長代表）
阮林瓊娜女士（靄華之家家長代表）
區美瓊女士（興華成人訓練中心家長代表）
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）
麥佩英女士（健持之家家長代表）
楊珍女士（興華成人訓練中心家長代表）
戴秀華女士（健持之家家長代表）

Sha Tin, Kwun Tong & Hong Kong Island East

Mrs FUNG PO Yuk Kuen (Chairman / Parent Representative of SLATC)
Mrs WONG CHEN Chi Ying (Vice Chairman / Parent Representative of CLH)
Mr WONG Kwok Choi (Parent Representative of CSATC / WCATC)
Mrs NG PAO Kam Chee (Parent Representative of LWATC)
Mrs YUEN LAM King Na (Parent Representative of OWH)
Ms AU Mei King (Parent Representative of HWATC)
Mrs CHEUNG CHOW Wai Fong (Parent Representative of CSATC / WCATC)
Ms MAK Pui Ying (Parent Representative of PH)
Ms YEUNG Chun (Parent Representative of HWATC)
Ms TAI Sau Wah (Parent Representative of PH)

荃葵青及深水埗區

Tsuen Kwai Tsing & Sham Shui Po

徐玉卿女士（主席 / 社區義工）
黃黃婉霞女士（副主席 / 祖堯成人訓練中心家長代表）
吳錫汶女士（麗瑤成人訓練中心家長代表）
李漢權先生（澤安成人訓練中心家長代表）
林碧球女士（長沙灣成人訓練中心 / 友愛之家家長代表）
戚幼玲女士（葵興職業發展中心家長代表）
陳麗英女士（長康之家家長代表）
黃瑞萍女士（長康之家家長代表）
黃杏玲女士（葵興職業發展中心家長代表）
劉鹿先生（長沙灣成人訓練中心 / 友愛之家家長代表）
談寶釗先生（麗瑤之家家長代表）
鄧婉華女士（澤安成人訓練中心家長代表）
韓周衛文女士（麗瑤之家家長代表）
鄭坤儀女士（麗瑤成人訓練中心家長代表）
羅王燕玲女士（上李屋成人訓練中心家長代表）
譚黃麗卿女士（石圍角工場 / 輔助就業服務家長代表）

Ms TSUI Yuk Hing (Chairman / Community Volunteer)
Mrs WONG WONG Yuen Ha (Vice Chairman / Parent Representative of CYATC)
Ms NG Shek Man (Parent Representative of LYATC)
Mr LEE, David (Parent Representative of COATC)
Ms LAM Pik Kau (Parent Representative of CSWATC / FTH)
Ms CHIK Yau Ling (Parent Representative of KHVDC)
Ms CHAN Lai Ying (Parent Representative of CHH)
Ms WONG Shui Ping (Parent Representative of CHH)
Ms WONG Han Ling (Parent Representative of KHVDC)
Mr LAU Lok (Parent Representative of CSWATC / FTH)
Mr TAM Po Chiu (Parent Representative of LYH)
Ms TANG Yuen Wah (Parent Representative of COATC)
Mrs HON CHOW Wai Man (Parent Representative of LYH)
Ms KWONG Kwun Yee (Parent Representative of LYATC)
Mrs LAW WONG Yin Ling (Parent Representative of SLUATC)
Mrs TAM WONG Lai Hing (Parent Representative of SWKW / SE)

屯門及元朗區

Tuen Mun & Yuen Long

何坤明先生（主席 / 社區義工）
李鄧全妹女士（副主席 / 天耀之家家長代表）
王玉嫦女士（良景成人訓練中心家長代表）
江瑞意女士（潔康之家家長代表）
容美鳳女士（天水圍地區支援中心家長代表）
楊小玲女士（社區義工）
溫玉儀女士（山景成人訓練中心家長代表）
魏婉玲女士（柔莊之家家長代表）
關陳金好女士（天耀之家家長代表）

Mr HO Kwan Ming (Chairman / Community Volunteer)
Mrs LEE TANG Chuen Mui (Vice Chairman / Parent Representative of TYH)
Ms WONG Yuk Sheung (Parent Representative of LKATC)
Ms KONG Shui Yee (Parent Representative of KHH)
Ms YUNG Mei Fung (Parent Representative of TSWDSC)
Ms YEUNG Siu Ling (Community Volunteer)
Ms WAN Yuk Yi (Parent Representative of SKATC)
Ms NGAI Yuen Ling (Parent Representative of YCH)
Mrs KWAN CHAN Kam Ho (Parent Representative of TYH)

機構管治工作 Corporate Governance Practices

隨著本會的拓展，機構管治¹對本會的福祉和發展，以至實現本會的願景和使命，均變得日益重要。目的是令本會可持續為殘疾人士提供優質服務。多年來，本會已在各相關發展範疇加強機構管治工作，如在 2014/15 年度，本會遵照 2014 年生效的新《公司條例》要求和實施社會福利署推行的《最佳執行指引》，更新了相關措施。此部份總結了本會目前的機構管治工作情況。

As the Society grows, corporate governance¹ has become more and more important to the well-being and development of the Society for the purpose of accomplishing its vision and mission. The purpose is for the provision of quality services on a sustainable basis for the benefits of persons with disabilities. Over the years, the Society has enhanced its corporate governance practices in line with the respective developments in this regard. For example, in the year under review, the Society has taken measures to update the relevant practices to accord with the new Companies Ordinance requirements and the Best Practice Manual of the Social Welfare Department, both of which took effect in 2014. This chapter summarizes the current position of corporate governance practices of the Society.

機構架構

本會的架構載列於本年報第 21 頁。按本會的組織章程細則，本會會員為主要持份者，與商業機構股東相類似。如本會清盤時，各會員的有限法律責任不多於港幣五十元。本會會員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管理層實踐由本會會員確立的願景、使命和目標。

Corporate Structure

The corporate structure of the Society is shown on page 21 of this Annual Report. It reflects that, according to the Articles of Association, the Society Members are the key stakeholders, like shareholders of a commercial enterprise. In case of winding up of the Society, each Society Member's maximum liability is limited to HK\$50. Through General Meetings, the Society Members govern the Society, but delegate the duty 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) of the Society, who are also elected at annual general meetings, and are tasked to support the Council in leading Management to achieve the vision, mission and objectives of the Society as determined by the Society Members.

會長、副會長、董事局及委員會委員均義務任職，並無領取任何酬金。本會的管理層由十一位成員組成，包括總幹事、助理總幹事、六位區域經理及三位部門主管，負責執行董事局的決定及管理本會的運作、提供及發展服務。管理層於 2014/15 年度的酬金合共港幣九百七十二萬四千三百多元，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。

The President, the Vice President(s), Council and Committee Members are all volunteers serving the Society without any form of remuneration. The Society's Management team has 11 members and comprises Executive Director, Assistant Executive Director, 6 Regional Managers and 3 Department Heads; they are responsible for implementing the decisions of the Council and overseeing operations, service delivery and development. The total remuneration for the Management team in 2014/15 was HK\$9,724,345 which was paid out by reference to the Civil Service Pay Scales, including contributions to the mandatory provident fund and other fringe benefits as endorsed by the Social Welfare Department.

¹ 機構管治是指由董事局設立的政策和制度，以指導和監管本會的行為及表現，促進本會的長期成效。

Corporate governance refers to the system of policies and procedures established by the Council to direct and control the Society's behaviour and performance in order to foster the Society's long-term success.

董事局

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，並有整體及最終的責任。

回顧本年度，據章程准許的最多人數，董事局匯聚二十位來自不同專業界別的成員。董事局特意安排及邀請不同專業人士處理事務，旨在以相關的專業知識及平衡的觀點，協助本會管理各種事務。表一顯示本年度董事局的多元化組合。

董事局每年平均舉行五次會議。在 2014/15 年度（截至 2015 年 8 月 31 日），董事局委員的平均出席率為 72.6%（2013/14 年度為 75.8%）。感謝董事局委員抽空出席會議，雖然各成員事務繁重，難以全部出席所有會議，但董事局仍將繼續致力就此作出改善，包括在會議日期及時間作更妥善安排，盡力方便各委員。

The Council

The Council has the overall, ultimate responsibility in managing the business of the Society in accordance with the adopted directions and authorities as stipulated in the Articles of Association.

In the year under review, the Council had 20 members, being the maximum number of members permitted in the Articles of Association, with professions from various disciplines. The diversity in professions is deliberate so as to avail the Society of the various expertises to help manage the multifarious businesses of the Society on balanced views. Table 1 shows the diversity in composition in the current year.

On average there are 5 Council meetings in each year. The average attendance rate in 2014/15 (as at 31 August 2015) is 72.6% (2013/14 - 75.8%). Understandably, it is not easy to achieve a full attendance rate in view of the commitments of Council Members. However, the Council will continue to find ways to improve this, including setting dates and times of meetings convenient to most, if not all, members.



委員

為協助董事局更有效地管理本會事務，本會成立了十六個委員會專責處理事務，主要分為三類委員會向董事局匯報（為維持機構管治獨立性，審核委員會直接向會長作出匯報），彼此密切相關，又各司其職：十個常務委員會監督不同範疇的運作及職能；三個專業委員會從專業角度，處理特別個案；及三個機構管治委員會各自發揮相關機構管治職能。

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，並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。下表顯示了委員會（不包括審核委員會）的多元化組合。

Committees

To help the Council administer the business of the Society more effectively, 16 committees are formed to look after specialized affairs. There are three main types of Committees which report to the Council (except the Audit Committee which reports directly to the President as a matter of independence for corporate governance). Each of them is closely related but with different functions: 10 Standing Committees overseeing various operations and functions; 3 Professional Committees looking after special cases from the professional perspectives; and 3 Corporate Governance Committees performing respective corporate governance duties.

Committee Members, except those of Audit Committee, are appointed by the Council with an aim towards installing professionals in corresponding committees to oversee respective operations and functions on behalf of the Council. Unlike other Committee Members, Audit Committee Members, currently including two practicing accountants and one lawyer, are appointed by the President, but with a representative from the Council to form a bridge between the two sides for better communication. The diversity in the composition of Committees (except Audit Committee) is shown in the following table.

表二 2014/15 年度委員會多元化組合
Table 2 Diversity in the Composition of Committees in 2014/15

專業	Professions	委員會委員人數 No. of Committee Members
建築專業人士	Building Professional	 3 (10%)
商人	Businessman	 4 (13.4%)
註冊會計師	Certified Public Accountant	 4 (13.4%)
神職人員	Clergy	 1 (3.3%)
臨床 / 教育心理學家	Clinical/Educational Psychologist	 2 (6.7%)
人力資源專業人士	HR Professional	 1 (3.3%)
資訊科技專業人士	IT Professional	 3 (10%)
醫療專業人士	Medical Professional	 6 (20%)
註冊社工	Registered Social Worker	 1 (3.3%)
律師	Solicitor	 3 (10%)
教育專業人士	Teaching Professional	 1 (3.3%)
其他	Others	 1 (3.3%)

總計 Total: 30

備註：不包括家長代表 Note: Excluding parent representatives

2014/15 年度（截至 2015 年 8 月 31 日），超過八成委員會的會議出席率達七成或以上。為提高出席率，本會將設法鼓勵委員會委員積極參與會議。表三詳列各委員會的平均會議出席率。

Over 80% of the Committees reached 70% or above meeting attendance rate in 2014/15 (as at 31 August 2015). To achieve a higher attendance rate, the Society would strive to further enhance Committee Members' participation in meetings. Table 3 shows the average meeting attendance rate of different Committees.

表三 2014/15 年度委員會平均會議出席率 (截至 2015 年 8 月 31 日)
Table 3 Average Meeting Attendance Rate of Committees in 2014/15 (Up to 31 August 2015)

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	100%
審核委員會	Audit Committee	87.5%
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	86.6%
業務拓展及一般服務委員會	Business Development & General Services Committee	63.9%
交流計劃委員會	Exchange Programme Committee	66.7%
財務及投資委員會	Finance & Investment Committee	91.7%
人力資源委員會	Human Resources Committee	57.1%
資訊及通訊科技委員會	Information & Communication Technology Committee	87.5%
公共關係委員會	Public Relations Committee	78%
研究委員會	Research Committee	100%
服務監察委員會	Services Monitoring Committee	73.4%
招標委員會	Tender Board	83.3%
專業委員會	Professional Committees	
扶康家庭服務顧問委員會	Advisory Committee on Casa Famiglia Services	75%
社區精神康復服務顧問委員會	Advisory Committee on Community Psychiatric Services	90.6%
自閉症人士服務顧問委員會	Advisory Committee on Services for Persons with Autism	71.4%
委員會整體平均出席率 Overall Average Attendance Rate of Committees		82% (2013/14: 78%)

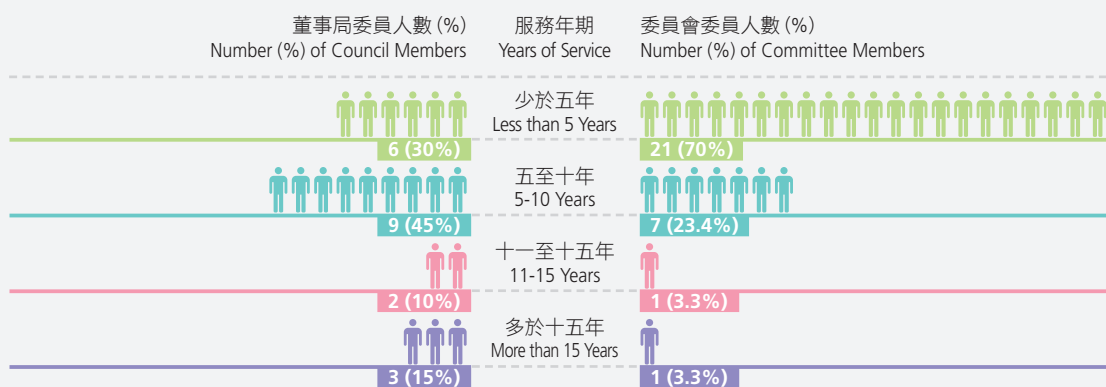
服務年資

2014/15 年度共有五十位義務委員服務董事局 (二十名委員) 和十六個委員會 (三十名委員)。所有董事局委員需擔任不少於一個委員會委員；90% 的董事局委員加入多個委員會。在服務年資方面，董事局和委員會委員主要可分為兩大類：(一) 五年以下；及 (二) 五年至十年之間。表四的數據反映了本會對新委員及現有委員的吸引力；同時，委員服務年資也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。

Length of Service

In 2014/15, there were a total of 50 volunteers serving the Council (20 members) and 16 Committees (30 members). All Council Members were required to serve at least one committee; 90% of them sat in more than one. In terms of the length of service, the Council and Committee Members can be separated into two main groups: (i) below 5 years and (ii) between 5 and 10 years. The figures in Table 4 reflect the Society's appeal to new members and existing members; on the other hand, their length of service proves that the Council and Committee Members are enthusiastic about supporting the Society for the benefits of persons with disabilities.

表四 2014/15 年度董事局及委員會委員服務年資
Table 4 Length of Service of Council and Committee Members in 2014/15



備註：不包括家長代表 Note: Excluding parent representatives

內部監控

作為機構管治的重要部分，內部監控一直是本會管理及營運的重要一環。本會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：

- **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。
- **報告：**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 2014/15 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探訪。在 2014/15 年度，共有四所服

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, help 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:

- **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 both the staff and the Society.
- **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 formats 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 financial audits once in two to three years. In 2014/15, two service units of the Society underwent the above review visits. The SWD was highly satisfied with the Society's performance in various aspects. External auditors are also appointed at annual general meetings 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.

務單位進行同類型訪問，整體結果令人滿意。

- **避免利益衝突：**本會致力避免任何利益衝突發生。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，亦須立刻申報。此外，本會於審批及招標程序中也會加載相關提示，提醒本會員工及外間公司均需申報利益。

遵從法規

本會致力遵照所有法定要求，隨時因應法定程序的變化進行更新，保持警惕。與本會相關的法例及條文包括：

- **有關機構管治：**
 - **新《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、就董事局委員更迭作聲明，以及其他適用的公司秘書要求等。
 - **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。
- **有關服務提供：**
 - **殘疾人士院舍條例(第613章)：**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院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。²
- **有關員工聘用：**
 - **僱傭(修訂)條例：**按條例規定，本會(僱主)與每位員工簽訂書面僱傭合約、準時支付薪金、享受法定假日、有薪年假、產假和侍產保障、最低工資等。
 - **平等機會法例：**挑選和聘用員工過程中遵守《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》。

In 2014/15, a total of 4 service units underwent the said visits and the overall results were satisfactory.

- **Avoidance of conflicts of interest:** The emphasis on avoidance of conflicts of interest has always been placed. Council and Committee Members are required to declare their conflicts of interest, if any, at all meetings in addition to a formal written confirmation immediately after appointment at the beginning of each term. A note of caution in this regard is also given in the approval and tendering processes, for both internal and external parties.

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:

- **Relating to corporate governance：**
 - **Companies Ordinance (Cap. 622)：**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.
 - **Prevention of Bribery Ordinance (Cap. 201)：**Ensuring corruption-free practices, in particular procurement procedures, across the entire Society in all aspects.
- **Relating to service provision:**
 - **Residential Care Homes (Persons with Disabilities) Ordinance (Cap. 613)：**Carrying 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.²
- **Relating to staff employment:**
 - **Employment (Amendment) Ordinance:** Complying with the Ordinance through signing written employment contracts between the Society (employer) and each employee, paying wages on time, enjoying statutory holidays, paid annual leave, maternity and paternity protection, minimum wages, etc.
 - **Equal Opportunities Legislation:** Selecting and employing employees in compliance with the Sex Discrimination Ordinance, the Disability Discrimination Ordinance and the Family Status Discrimination Ordinance and the Race Discrimination Ordinance.

² 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。在2014/15年度，本會所有宿舍、護理院舍均已申請豁免證書，並致力作相關改善以符合發牌要求。

As stipulated in the Certificate of Exemption (CoE) issued by 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. In 2014/15, all the Society's hostels and care & attention homes applied for CoEs and strove to make necessary improvements for fulfilling the licensing requirements.

溝通

本會重視與持份者、政府及市民的溝通。本會對內採取了雙向溝通，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。縱向溝通由董事局 / 委員會至管理層，管理層到執行員工，反之亦然；橫向溝通則涵蓋不同職能的部門及服務單位。本會亦讓所有持份者知悉相關投訴程序，以便適時溝通及跟進。

本會對外會派出合適的員工代表參加由社會福利署、區議會、教育機構及其他社福組織舉辦的各類研討會和會議；也會透過不同途徑，包括恆常更新官方網站、出版季度通訊和年報、進行問卷調查、舉辦傳媒午宴等，讓公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。

問責及透明度

本會深明問責和透明度是實踐良好機構管治的兩個先決條件。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。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。管理層已進行相關審視，以進一步改善所撰寫及發放予相關人士的管理資訊，此年報內新增的資訊正是本會持續檢視公開管理資訊的例子。

Communication

The Society values communication with stakeholders, Government and the public. 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. Vertically, it is from Council/Committees down to Management, Management to operational staff, and vice versa; horizontally, it is across different functional departments and service units. Complaint procedures are also made known to all stakeholders. Actions will be taken, if situations require.

Externally, the Society delegates appropriate staff representatives to join different seminars and meetings held by the Social Welfare Department, District Councils, educational institutions and other welfare organizations. Numerous channels are also employed, including frequent updates of the Society's official website, issues of quarterly newsletters and annual reports, opinion surveys, media lunches and so forth. The main purpose is to keep Government and the general public abreast of the changing needs of persons with disabilities, service development and achievements of the Society.

Accountability and Transparency

The Society understands that accountability and transparency are the two pre-requisites to good corporate governance practice. The Society has clear delegation of authority which facilitates the conduct of business and operations. The Council oversees the Society's overall performance, strategic directions and developments in pursuit of the adopted vision, mission and objectives. Management on behalf of the Council administers services and supporting operations as well as implementation of strategies and projects approved by the Council. Through years of experience, the segregation of duties and authorities between Council/Committees and Management is clearly understood and appreciated by respective parties in the conduct of their obligations and duties.

The Society also adopts an open, transparent approach in disclosing relevant formation, financial 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 and counterparts in Government, institutions and other non-governmental organizations. Management has embarked on a review to further improve the compilation and distribution of management information to appropriate recipients. Additional information in this Annual Report is an example of this continuous review.

本會同時向持份者、員工及公眾發佈其機制和程序，例如：通過官方網站、服務單位通告、內部政策文件、指引及手冊等。投訴會交由負責的管理人員及 / 或董事局 / 委員會委員適時回應及徹查，並採取必要的補救措施及跟進工作。

The Society also publishes its mechanisms and procedures to its stakeholders, staff members and the public, for examples, through the official website, notices in service units, internal documentation of policies, guidelines and handbooks, etc. 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

Operational Efficiency

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 2014/15 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、工作流程、設施及員工培訓與發展。

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

在職場管理方面，本會一直推廣「5-S 管理守則」，持續鼓勵服務單位推行相關管理原則³，目標是讓管理層以至前線每一位員工都能參與，共同改善工作環境，減低及避免工傷，從而提高工作和營運效率。本會將繼續促進及培育這種工作文化。

In terms of workplace management, the Society has kept promoting '5-S Management Practices' and continued to encourage service units to carry out the five principles³ for the purpose of engaging every staff member, from the top level to front-line, to jointly improve the working environment and to minimize and avoid workplace injuries, which in turn would contribute to higher work productivity and operational efficiency. The Society will continue to promote and cultivate this work culture.

在工作流程上，本會將藉更換財務管理及人力資源管理系統的機會，同時進行流程重組，預計於 2016 年完成。進行上述工作是為了改善與財務及人力資源相關的工作流程，以提高在行政和營運上的效率及效能。改革管理將同步進行，以確保新項目成功推行。除了指定的項目，本會將持續透過改善資訊科技設施提高工作效率。同時，員工得到大量機會參加與工作相關的培訓，其中包括最新的資訊科技及相關知識，以協助員工迅速及流暢地執行其職務。

In terms of work procedures, the Society will take the opportunity to do process revamping when upgrading its financial management system and human resources information system, which are scheduled for completion in 2016. The aim is to enhance respective work flows in achieving higher administrative and operational efficiency and effectiveness. Change management will also be carried out simultaneously to ensure successful implementation of the new projects. Besides specific projects, improving information technology facilities is an on-going task to help improve work efficiency. Staff is also provided with ample opportunities to attend necessary training in relation to their work, including but not limited to latest information technology and relevant knowledge which would facilitate them to carry out their duties in an expeditious and a smooth manner.

³ 「5-S 管理守則」代表「架構化」、「系統化」、「衛生化」、「標準化」及「自律」。
'5-S Management Practices' represents 'structure', 'systematise', 'sanitise', 'standardise' and 'self-discipline'.



01



02

- 01 健持之家是「家居化」的好例子。適逢 2014 年是健持之家成立三十周年，家舍舉辦社區教育展覽，讓社會人士親身感受家舍家居化的特色和演變
Priscilla's Home is a good example of 'home life'. To celebrate its 30th anniversary of establishment, a community education exhibition was held for the public to feel and understand the evolution and characteristics of Priscilla's Home in 2014
- 02 家舍的服務使用者閒時愛打麻雀消遣
Service users of Priscilla's Home like playing mahjour at their free time

03 服務使用者獲香港賽馬會贈送「奇幻特技馬術匯演 CAVALIA」門票，結伴欣賞精彩絕倫的表演
Service users enjoy the exciting and thrilling performance of Cavalia. Tickets of the show are donated by The Hong Kong Jockey Club

04 各宿舍單位十分注重服務使用者在社區的參與，並透過不同的活動，提升他們的生活質素
All service units put emphasis on community participation of service users. The living quality of service users would be enhanced through various activities



住宿服務

本會的住宿服務堅守「以人為本」的理念為基礎，並透過跨專業同工的緊密協作，為殘疾人士提供全面的住宿照顧、康復及發展服務，改善他們獨立生活的能力及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），為不同類別的殘疾人士提供住宿服務。在 2014/15 年度，約有一千名殘疾人士受惠於本會的住宿服務，工作重點歸納如下：

引入智障人士生活質素量表

為貫徹「以人為本」的服務理念，本會於 2015 年初首度引入智障人士生活質素量表（香港版），藉以全面檢視服務使用者的生活質素概況，作為未來規劃及完善住宿服務的參考資料。

塑造家居化生活環境

除了重視服務質素外，各宿舍亦著重服務使用者的生活感受，並致力塑造家居化的生活環境。在宿舍內，職員與服務使用者相處融洽，如家人或朋友般的相處為他們帶來「家」的溫暖。在環境設施方面，舒適、美觀的家居化佈置有效營造「家」的氣氛。

引入外聘陪診服務

近年宿舍面對人手不足的挑戰，加上服務使用者老齡化增加專科覆診的需求，令宿舍人手安排更為緊張。在得到服務使用者家屬的理解和同意下，本會以「共同承擔」的方式引入外聘陪診服務，以紓緩人手緊張的情況。

申領殘疾人士院舍牌照

目前，本會的康復中心及澤安成人訓練中心已順利完成屋宇及消防安全改善工程，部分宿舍的改善工程亦準備開展，預計來年有多間宿舍可正式申領殘疾人士院舍牌照。

Residential Services

Provision of residential services by the Society has always adhered to the principle of 'people-oriented' approach. Through close co-ordination of multi-disciplinary professionals, the Society provides comprehensive residential care, rehabilitation and development services for persons with disabilities. Such services aim to improve their ability for independent living and enhancement of living quality. At present, there are 22 residential hostels (excluding Casa Famiglia) managed by the Society to provide residential services for persons with various disabilities. In 2014/15, around 1,000 persons with disabilities benefited from our residential services. Highlights of work are summarized as follows:

Introduction of Personal Outcomes Scale for persons with intellectual disabilities

To carry through the 'people-oriented' approach, the Society has first introduced the Personal Outcomes Scale (Hong Kong version) for persons with disabilities in 2015. The scale will provide comprehensive assessment on service users' quality of life and will be used as a reference for planning and improvement of residential services.

Creation of homelike environment

Apart from service quality, the Society has also put emphasis on the feeling of service users about their lives, and has striven to create a homelike setting where staff members and service users live together harmoniously just like family members or friends, enabling them to enjoy the warmth of 'home'. The comfortable and beautiful setting also help inspire an ambiance of 'home'.

Introduction of medical appointment escorting service

Faced with the challenge of understaffing in recent years and increasing demand of medical appointment due to ageing of service users, the situation of manpower shortage in hostels is aggravated. With the understanding and agreement of families of service users, the Society has introduced the concept of shared responsibilities to handle the cost of medical appointment escorting service.

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

The building and fire safety improvement work for the Society's Rehabilitation Centre and Chak On Adult Training Centre has completed. Improvement work for other hostels will soon commence. In this regard, several hostels would be ready for applying for the licence for RCHDs in the coming year.

成人訓練中心服務

本會共有十三所成人訓練中心，於2014/15年度服務六百多位嚴重至低中度智障成人，為他們提供多樣化的生活體驗，滿足其身心、社、靈的需要，從而提升生活質素。2014/15年度工作重點歸納如下：

以藝術促進社區共融

舉辦「五顏六色工作坊」及「形形色色工作坊」，提升員工運用顏色的技巧，以便他們能更有效地協助服務使用者運用顏色概念於藝術活動上。

獲香港藝術發展局資助，本會荃葵深及沙觀區共八個服務單位合力推行「紙藝創繽紛」計劃，於2014年5月至8月期間舉辦近四十多場藝術共融工作坊，由專業藝術導師指導，有過百名智障人士、長者及學生參與。及後於同年9月在石硤尾賽馬會創意藝術中心舉辦為期四天的展覽，展出過百件紙糊藝術作品，吸引超過六百名參觀人士。



01 「形形色色工作坊」
'Shapes & Colours Workshop'

02 藝術共融工作坊深受家長和小朋友的歡迎
Art Inclusion Workshops are welcomed by children and their parents

03 展覽吸引超過六百名社區人士前來參觀，包括智障人士、長者及藝術工作者等
Over 600 members of the community visit the exhibition, including persons with intellectual disabilities, elderly and artists, etc.

04 展覽以「不倒娃娃」為主題，透過藝術作品展現智障人士的生命力和創造力
The theme of the exhibition is 'Humpty Dumpty'. The vitality and creativity of persons with intellectual disabilities shine through the art pieces

Services of Adult Training Centres

The Society operates 13 adult training centres to provide various living experience for over 600 adults with severe to low moderate intellectual disabilities to promote their quality of life through satisfying their physical, mental, social and spiritual needs. Highlights of work for 2014/15 are summarized as follows:

Enhancing social inclusion through arts

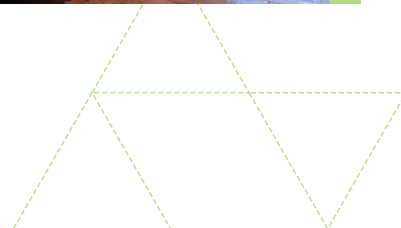
'Colourful Workshop' and 'Shapes & Colours Workshop' were held to improve the skills of staff members so that they could more effectively assist service users in applying the concept of color to art activities.

Sponsored by Hong Kong Arts Development Council, 8 service units from Tsuen Wan, Kwai Tsing, Sham Shui Po, Sha Tin and Kwun Tong Districts co-organized the 'Colourful Paper Art' project from May to August 2014. About 40 art inclusion workshops were held with professional art instructors. Over 100 persons with intellectual disabilities, elderly and students participated in the workshops. In September the same year, a 4-day exhibition was held in the Jockey Club Creative Arts Centre in Shek Kip Mei. Over 100 paper art pieces were exhibited and more than 600 persons were attracted to the exhibition.



05 服務使用者練習「快樂椅子舞」
Service users practise 'Chair-based Dance'

06 服務使用者於專醫會舉辦的「耆舞派對」中載歌載舞
Service users are dancing and singing in the 'Oldies Dance Party' organized by Jade Club





05



06



D4

以音樂強化身心、改善情緒

本會共有六間成人訓練中心的服務使用者參加由尊賢會舉辦的「快樂椅子舞」課程，利用音樂作為媒介，讓被動的服務使用者透過音樂積極運動，並達致改善情緒的效果。

Enhancing physical and mental strength and improve emotion with music

Service users from six of our Adult Training Centres joined 'Chair-based Dance' courses organized by Jade Club. Using music as a medium, passive service users become active in exercise and their emotions can be improved.

協辦「密集互動」研討會及工作坊

本會與香港心理衛生會臻和學校合作，於2014年12月舉辦「密集互動」研討會及工作坊，由經驗豐富的英國學者 Mr Jules McKim 主講，吸引過百名業界人士及特殊學校教師出席。本會會持續應用此訓練，以改善嚴重智障及自閉症成人的溝通和社交互動行為。

Co-organizing 'Intensive Interaction' Seminar and Workshop

The Society and the Mental Health Association of Hong Kong - Cornwall School jointly organized the 'Intensive Interaction' Seminar and Workshop in December 2014. The experienced British scholar Mr Jules McKim was the keynote speaker and attracted over 100 members of the industry and teachers from special schools to attend the event. The Society will continuously apply this training for the improvement of communication and social interaction for adults with severe intellectual disabilities and autism.

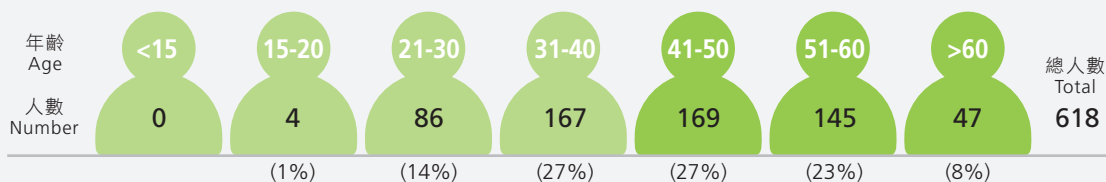
因應服務使用者老齡化提供所需服務

截至2015年3月31日，本會成人訓練中心有接近六成的服務使用者已年過四十歲，步入智障人士老齡階段。為此，本會於2015年3月舉行「訓練服務分享會」，檢視現時各項訓練工具和手法的應用情況，並計劃修訂「訓練服務手冊」，以配合服務使用者不斷轉變的需要。

Responding to the service demand of ageing service users

As of 31 March 2015, about 60% of the service users of adult training centres aged over 40, proceeding to the ageing stage. At the 'Training Service Sharing Session' in March 2015, the Society has examined the current application of various training tools and practices. The 'Training Handbook' will be revised to meet the changing needs of service users.

圖表一 成人訓練中心服務使用者年齡分佈
Table 1 Age Distribution of Service Users of Adult Training Centres



職業康復及發展服務

本會透過提供多元化職業康復及發展服務，包括工場、輔助就業、在職培訓計劃和職業康復延展計劃等，讓殘疾人士持續發展，展現才能及擴闊選擇。在2014/15年度，共有超過六百位殘疾人士接受本會的職業康復及發展服務（詳見表一），重點歸納如下：

凝聚工商力量 創造就業機會

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。我們不但為殘疾人士提供一站式的職業康復服務，並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。在2014/15年度，本會輔助就業及在職培訓計劃成功協助七十四名服務使用者公開就業，並與五十間工商團體或服務機構建立了服務網絡。



「康姨餅房」於「康復服務機構社會企業博覽會」再度蟬聯「最受歡迎展銷攤位獎」冠軍
'Madam Hong's Bakery' again receives the 'Most popular Booth' award at the the Expo for Social Enterprises

工場服務深受社會人士支持

本會屬下三所工場分別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、物流、印刷、零售及清潔等（詳見表二）。在各方努力及支持下，2014/15年度工場服務使用者的總訓練津貼共錄得超過港幣四百萬元，較去年提升了百分之十五，成績令人鼓舞。

位於本會毅誠工場內的「康姨餅房」連續六年於社會福利署中西南及離島區康復服務協調委員會主辦的「康復服務機構社會企業博覽會」中獲獎，不但增添餅房工友的信心，而且進一步確立本會殘疾人士的出品具質量及信心保證。

Vocational Rehabilitation and Development Services

Through multi-dimensional vocational rehabilitation and development services including workshops, supported employment, on-the-job training and work extension programmes, etc., persons with disabilities are able to develop their skills and to widen their choice. In 2014/15, over 600 persons with disabilities have received our vocational rehabilitation and development services (See Table 1). Highlights of the services are summarized as below:

Mobilizing the resources of the commercial sector for creating more employment opportunities

The Society has always been on the forefront of vocational rehabilitation and development services, and has worked together with the commercial sector to provide more training and employment opportunities for persons with disabilities. The Society not only provides one-stop vocational rehabilitation services for service users, but also strives to offer pre-employment training, job matching, on-the-job supervision and continuous support to those who are potential and prepared for open employment. In 2014/15, through supported employment and on-the-job training programme, seventy-four service users have been successfully employed in the open market, and a service network with 50 companies in the commercial sector and service institutions has been established.



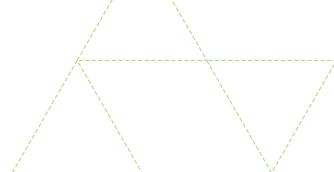
01 「資深工友俱樂部」成員
Members of 'Senior Workmates Club'

02 工場提供水耕種植、洗衣、食品包裝及汽車美容等多元化訓練服務
Multi-faceted training services such as hydroponic cultivation, laundry, food packaging and car grooming are provided by workshops

Workshops supported by members of the community

The three workshops under the Society have provided various vocational training programmes for persons with disabilities, including cookies baking, multi-media production, hydroponic cultivation, car grooming, laundry, packaging, logistics, printing, retail and cleaning, etc (See Table 2). With the efforts and supports of all, an encouraging result was achieved during the year of 2014/15. The total training allowances of service users at the workshops reached over HK\$4 million, an increase of 15% over the last year.

The Madam Hong's Bakery located in the Society's Ngai Shing Workshop has been awarded for six years consecutively at the Expo for Social Enterprises of Subvented Rehabilitation Agencies organized by the Central Western, Southern & Islands District Co-ordinating Committee on Rehabilitation Service of the Social Welfare Department. It is not only a confidence boost to the workmates, but also a quality endorsement of the products by our service users.



職業康復延展計劃

老齡化對職業康復及發展服務是一項重大挑戰。為配合服務使用者老齡化的需要，本會毅誠工場自2006年起獲社會福利署資助營辦「職業康復延展計劃」(WEP)，成立「資深工友俱樂部」。此計劃為因年老或工作能力衰退而無法繼續日常工作訓練的工場服務使用者提供服務，內容包括維持工作能力的活動、社康及發展性節目、滿足服務使用者健康及身體需要的照顧服務。

在2014/15年度，WEP合共為十八名五十歲以上並符合上述要求的服務使用者提供半退休形式的工作訓練和活動安排，既可維持他們的工作能力，亦可配合「資深工友」的身心需要。

Work Extension Programme

The problem of ageing has become a big challenge for vocational rehabilitation and development services. To respond to the needs of ageing service users, the Society's Ngai Shing Workshop, with subvention from the Social Welfare Development, has launched the Work Extension Programme (WEP) through setting up a 'Senior Workmates Club' since 2006. The aim of the WEP is to specifically serve those who can no longer perform normal work tasks due to old age or deterioration in work abilities. Services provided by the WEP include daily work activities for sustaining work abilities; social, recreational and developmental programmes; and caring activities for meeting the health and physical needs of service users.

In 2014/15, a total of 18 service users, aged 50 or above and satisfying the said requirements, received semi-retirement style training and activities arrangement. It maintained the work abilities of our senior workmates whilst balancing their physical and psychological needs.

表一 Table 1		職業康復及發展服務受惠人數 Number of Service Users Benefited in Vocational Rehabilitation and Development Services					
		2014/15	2013/14	2012/13	2011/12	2010/11	總人數 Total
綜合職業康復服務中心 Integrated Vocational Rehabilitation Services Centre		174	170	176	174	178	872 (28%)
在職培訓計劃 On the Job Training Programme		42	41	37	41	38	199 (6%)
輔助就業服務 Supported Employment Service		75	75	77	74	71	372 (12%)
工場 Workshop		318	316	336	330	314	1,614 (51%)
職業康復延展計劃 Work Extension Programme		18	17	20	15	15	85 (3%)
小計 Sub-total		627	619	646	634	616	3,142

表二 Table 2		服務使用者於主要職業訓練項目的參與人數 Number of Service Users Participating in Major Vocational Training Programmes					
主要職業訓練項目 Major Vocational Training Programmes		2014/15	2013/14	2012/13	2011/12	2010/11	總人數 Total
1. 康姨餅房 Madam Hong's Bakery		15	14	13	10	8	60 (3%)
2. 水耕種植 Hydroponic Cultivation		10	5	/	/	/	15 (0.7%)
3. 汽車美容 Car Beauty		24	23	25	24	25	121 (5%)
4. 產品包裝 Product Packaging		384	395	402	398	398	1,977 (87%)
5. 洗衣服務 Laundry Service		13	10	10	8	6	47 (2%)
6. 多媒體製作 Multi-media Production		1	1	2	3	3	10 (0.4%)
7. 其他 Others		2	2	2	/	/	6 (0.3%)
零售培訓 Retail Training		5	5	5	5	5	25 (1%)
物流 Logistics		3	3	3	3	3	15 (0.6%)
辦公室助理 Office Assistant							
小計 Sub-total		457	458	462	451	448	2,276

香港賽馬會社區資助計劃： 扶康家庭

扶康家庭屬本會的自負盈虧服務，承蒙香港賽馬會慈善信託基金資助部份經費。現時本會共有四所扶康家庭，分別是「邂逅軒」、「和諧軒」、「婉明軒」及「超瑩軒」。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 2014/15 年度，共有廿九位智障成人接受扶康家庭服務，重點歸納如下：

提供「以人為本」的家庭式照顧

每所扶康家庭均有家姆和兄長，為智障家庭成員提供「以人為本」的照顧服務。家姆負責照顧家庭成員的身心健康及起居生活；兄長則負責輔導及培育家庭成員的靈性及德行發展。¹

實踐結交朋友的權利

除了家庭生活，智障人士亦應享有結交朋友的權利。這理念得到社區義工的認同，他們以「固定朋友」的身份經常探訪家庭成員和協助扶康家庭舉辦共融活動。在 2014/15 年度，扶康家庭共有八十三位固定朋友。

參與社區共融活動

為了增加社區人士與智障家庭成員的接觸，扶康家庭舉辦不同類型的共融活動，當中包括：參觀花卉展、參與聖堂彌撒或其他宗教活動、參與海洋公園復康日及迪欣湖公園一天遊等。這些活動有助社區人士認識智障人士單純及可愛的特質，有效促進他們對智障人士的接納。

獲不同團體探訪

扶康家庭服務漸得到各界人士的關注和支持，於 2014/15 年度獲本地及國外團體探訪，其中包括：香港獅子山獅子會、香港一般保險代理協會、聖本篤堂聖雲先會、聖博德堂及柬埔寨 New Humanity 等等。

The Hong Kong Jockey Club Community Project Grant: Casa Famiglia

'Casa Famiglia' is a self-financed service provided by the Society and has been partially funded by The Hong Kong Jockey Club Charities Trust. At present, there are four units of Casa Famiglia, namely Encounter, Concordia, Splendor and Radiance. Although family members of Casa Famiglia are not blood-related, they care for, support and accept one another as close as family members could be. In the year of 2014/15, a total of 29 adults with intellectual disabilities enjoyed the services of Casa Famiglia. Highlights of work are summarized as below:

Providing 'People-oriented' family care

There are housemothers and elder brother in every Casa Famiglia providing 'people-oriented' caring services to family members with intellectual disabilities. The housemothers look after the daily life as well as physical and mental wellbeing of family members. The elder brothers, as their mentors, provide support to their spiritual and moral development.¹

Actualizing the right to make friends

Persons with intellectual disabilities are also entitled to the right of making friends apart from family life. This vision is realized by volunteers from the community who visit family members as 'regular friends' and help organize activities for Casa Famiglia. During the year of 2014/15, Casa Famiglia had 83 regular friends.

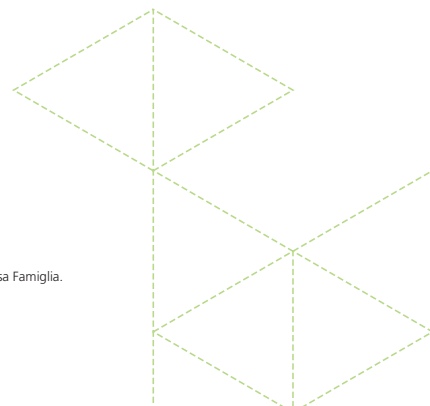
Participating in social inclusion activities

To enhance the link between the members of Casa Famiglia and those of the community, various inclusion activities were organized e.g. watching the flower show, joining mass in church and other religious activities, participating in Ocean Park Rehabilitation Day and visiting Inspiration Lake, etc. These activities enable members of the community to understand the simple and lovely disposition of persons with intellectual disabilities so as to foster social acceptance.

Visits from various organizations

The services of Casa Famiglia are supported by the community. In 2014/15, visits from local and overseas organizations included Lions Club of Lion Rock Hong Kong, the Hong Kong General Insurance Agents Association Ltd, Society of St Vincent de Paul of St Benedicts Church, St Patrick's Parish and New Humanity from Cambodia, etc.

¹ 在 2014/15 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 2014/15, there were 18 housemothers (paid staff) and 9 elder brothers (community volunteers) in Casa Famiglia.





01 聖本篤堂的固定朋友於聖誕期間探訪和諧軒
Regular friends from St Benedict Church visit Concordia during Christmas

02 身兼本會神師及遊遜軒兄長的方叔華神父與智障家庭成員結伴參與社區活動
Fr Giosue BONZI, the Society's spiritual adviser and elder brother of Encounter, accompanies members of Casa Famiglia to join community activity

03 扶康家庭舉行中秋聯歡會
Mid-Autumn Festival party at Casa Famiglia

04 香港獅子山獅子會會員探訪遊遜軒
Members of Lions Club of Lion Rock Hong Kong visit Encounter

05 遊遜軒及和諧軒的成員暢遊海洋公園
Family members of Encounter and Concordia visit Ocean Park

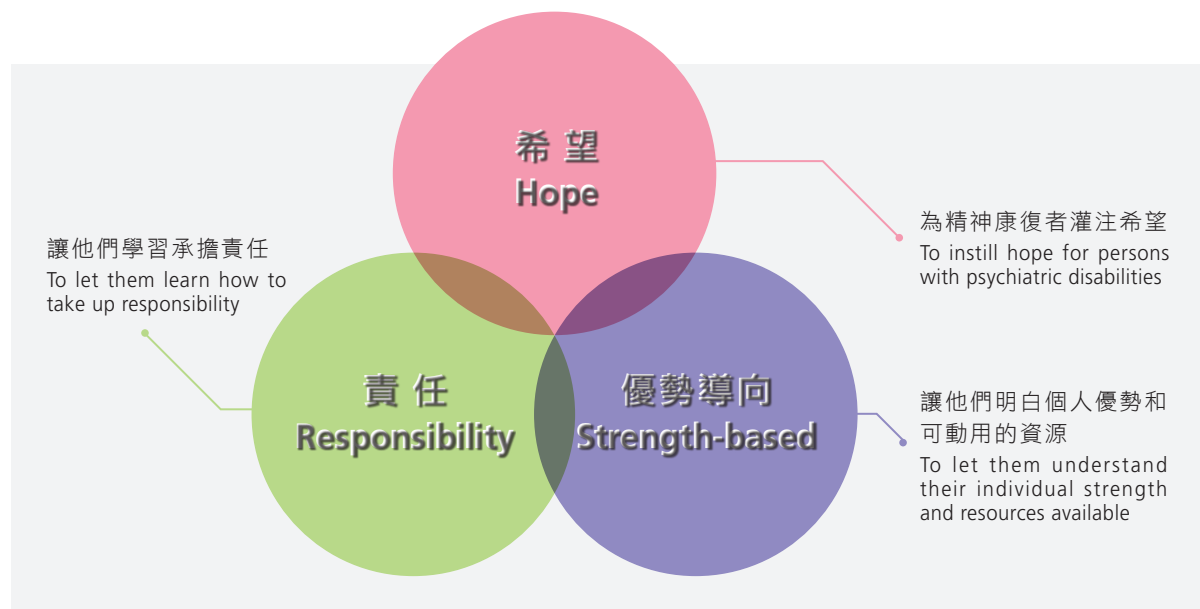
06 四所扶康家庭的成員一同遊覽迪欣湖公園
Members of the 4 units of Casa Famiglia visit Inspiration Lake together

社區精神健康服務

本會的社區精神康復服務包括中途宿舍和精神健康綜合社區中心「康晴天地」提供的服務。中途宿舍為精神康復者提供一個支持性的住宿服務，以協助他們重新融入社區；康晴天地主要服務港島南區及港島中區居民，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2014/15年度，共有一百五十八位服務使用者接受中途宿舍服務；約九百名會員接受「康晴天地」服務，重點歸納如下：

深化「復元介入方式」的應用

以深化「復元介入方式」的應用作為工作重點，並以「為希望奮鬥、為自己負責、為前路展優」為全年服務主題，在服務中深化三個「復元」元素：



進行「復元」小組活動

透過運動、藝術、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：綜合藝術小組、綜合運動小組、互助社、心靈加油站、服藥依從性訓練小組及興趣小組等。

Community Psychiatric Services

Community psychiatric services provided by the Society include halfway houses and Integrated Community Centre for Mental Wellness – Sunrise Centre. Halfway houses provide supportive residential service for ex-mentally ill persons to prepare them for their return to the community. The Sunrise Centre mainly serves residents of Hong Kong Island South and Central Districts. Apart from one-stop psychiatric and district support services, the Centre also actively promotes community education to increase the awareness of the public towards mental health. In 2014/15, halfway houses provided service for 158 service users and about 900 members were served by the Sunrise Centre. Highlights of work are summarized as follows:

Deepening the application of 'Recovery-oriented Practice'

Deepening application of 'Recovery-oriented Practice' was the focus of service for the year. With the theme of 'To strive for hope, to be responsible for oneself, to move ahead with strength', three recovery elements were applied in-depth to the services:

Organizing 'Recovery' group activities

Through provisions of sports, art, supportive and therapeutic groups for holistic development in physical, psychological, social and spiritual aspects, service users are supported to make personal choice and to develop their potentials for a meaningful life. These activities include comprehensive art group, integrated sports groups, mutual support group, life enhancing group, medication compliance training group and interest groups, etc.



01 服務使用者與職員一起參與中心活動
Service users together with staff participate in the Centre's activity

02 服務使用者與港鐵義工隊一起策劃乘風航海歷奇活動
Service users plan boating activity with MTR Volunteers

03 三間中途宿舍的服務使用者聯同職員和義工參加「苗圃2014」慈善越野馬拉松
Service users from the 3 halfway houses, volunteers and staff participate in the 'Sowers 2014' Charity Marathon

04 悅智之家五位健兒參加由香港社會工作人員協會舉辦的「同行共跑 - 社工日(香港)2014」長跑比賽
5 athletes from Yuet Chi Home participate in the 'Run in company - Social Worker Day (HK) 2014' organized by the Hong Kong Social Workers Association

05 「同行樂與路」樂隊在社署「2015精神健康推廣活動經驗分享會」中表演
The band 'Walk & Roll in Company' performs at the '2015 Experience Sharing Session: Promotion of Mental Health' organized by the Social Welfare Department

06 康晴天地與區內團體協辦「加添笑容家多Fun」社區教育活動
Sunrise Centre and groups in the same district organize community education activity 'More Smiles, More Fun'



提供生活新體驗

安排服務使用者參與和協助策劃活動，讓他們增廣見聞及藉此提升社區生活技能。活動包括：澳門遊、露營體驗、歷奇活動及長跑比賽等。

Providing new life experiences

Service users not only participate but are also involved in the planning of activities. The process has widened their horizons and has improved their community living skills. Activities include Macau visit, camping, adventure activities and long-distance running competitions.

推動服務使用者參與中心管理及自務活動

康晴天地持續推動會員積極參與中心管理及自務活動。中心會員亦聯同職員組成「同行樂與路」樂隊，透過音樂和述說故事，向社區人士傳遞精神健康訊息。

Facilitating service users' participation in the management of the Centre and own affairs

Sunrise Centre has continuously promoted the involvement of service users in the management of the Centre and their own affairs. 'Walk & Roll in Company' is a band made up of members of the Centre and staff who relay the message of mental health to the community through music and story-telling.

與社區保持緊密聯繫

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，向不同階層人士推廣快樂生活及關愛社區等訊息。

Maintaining close contact with the community

Sunrise Centre is always in close link with the community by working with various service units for the elderly, youth centres, schools and resident groups to promote the messages of happy living and caring for the community to all walks of life.

「香港最佳老友」運動

「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，從而促進社會共融。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三年的行政及活動開支，以大力推動「最佳老友」的共融精神。2014年是BBHK成立十周年的大日子，除了舉辦連串慶祝活動外，亦到國內進行交流，重點歸納如下：

參與人數持續上升

在2014/15年度，BBHK成功配對了接近二百五十對老友，並成立了十八個老友分社，當中包括大專院校分社、中學分社、企業分社及社區老友分社。回顧過去五年，BBHK的參與人數持續上升，累積超過一千對來自不同分社的老友。

'Best Buddies Hong Kong' Movement

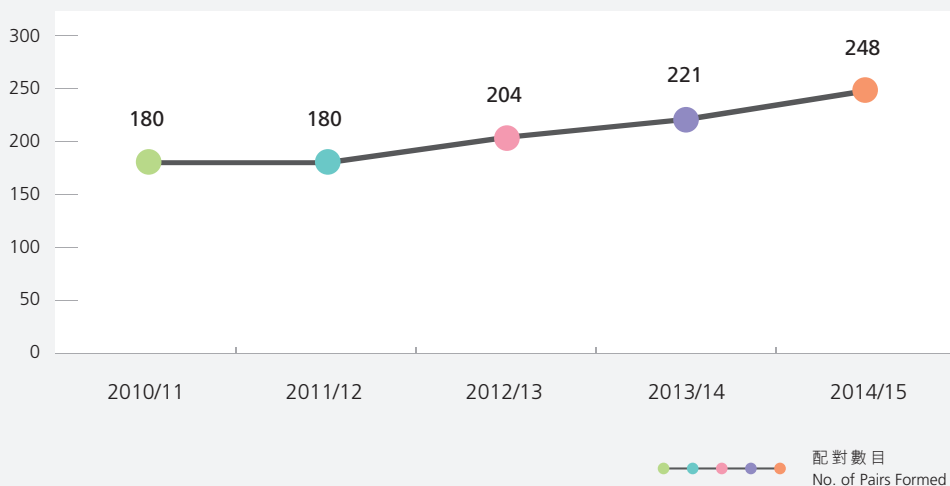
'Best Buddies' is a non-profit making international friendship movement, founded in 1989 by Mr Anthony Kennedy SHRIVER, a member of the American Kennedy family. The movement promotes one-to-one friendship between persons with and without intellectual disabilities in the community. By joining the movement, the community would be able to have 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, Best Buddies International invited and authorized the Society to establish 'Best Buddies Hong Kong' Movement (BBHK). The Society is the only authorized organization to promote the movement in Hong Kong. Since October 2012, The Hong Kong Jockey Club Charities Trust has sponsored the administrative and activity expenses of BBHK for three years for the promotion of social inclusion. In celebration of the 10th anniversary of the establishment of BBHK in 2014, special events and exchange tours to Mainland China were organized. Highlights are shown below:

Continuous increase of participants

In 2014/15, nearly 250 pairs of buddies were matched and 18 chapters were formed in tertiary institutions, secondary schools, corporations and neighbourhood. Over the past 5 years, the number of participants of BBHK has increased steadily with an accumulated total of over 1,000 pairs of buddies from different chapters.

BBHK 老友配對數目
Number of BBHK Buddy Pairs Formed





01



02



03



04



05

舉行「香港最佳老友」周年聚會暨企業伙伴嘉許禮

為慶祝 BBHK 成立十周年及表揚商界企業對傷健共融的支持，本會在 2014 年 7 月 5 日舉行上述活動，有超過四百二十位嘉賓及老友出席支持。

舉行廣州交流團

為進一步推廣 BBHK 的共融精神，本會於 2014 年 6 月 20 至 21 日舉行廣州交流團，其間與廣州市殘疾人聯合會及廣東省詮愛家屬資源中心合辦「推動殘疾人士與社會共融服務經驗」交流座談會，並邀請內地多個康復機構派員出席及分享。BBHK 交流團亦到廣州市慧靈托養中心進行探訪，了解國內智障人士服務。

舉行第十一屆「香港最佳老友」運動電能烹飪比賽

電能烹飪比賽是 BBHK 的年度大型活動，每年吸引近三百位傷健人士組隊參賽。第十一屆電能烹飪比賽的初賽已於 2015 年 3 月舉行，一如以往得到各界人士的踴躍參與。決賽在 2015 年 4 月舉行，榮獲四位知名立法會議員及影視紅星鄧萃雯小姐答允出席支持。



06

Organizing BBHK Annual Gala Dinner cum Corporate Partnership Recognition Ceremony

Celebrating the 10th anniversary of BBHK and showing appreciation to our corporate partners for their support of social inclusion, a ceremony was held on 5 July 2014. Over 420 guests and buddies attended the event.

Guangzhou Exchange Group

Promoting the spirit of social inclusion of BBHK, the Society visited Guangzhou on 20-21 June 2014. During the visit, representatives of BBHK exchanged their views and experience with the Guangzhou Disabled Person's Federation and the Guangdong Love Express Family Resource Centre at the seminar named 'Experience Sharing for the Promotion of Inclusion between Persons with Disabilities and Community'. Staff members of several rehabilitation organizations from Mainland China were invited. BBHK also visited the Huiling Nursing Centre in Guangzhou for better understanding the services for persons with intellectual disabilities in China.

The 11th BBHK Electric Cooking Competition

Electric cooking competition is the annual major event of BBHK. Every year about 300 abled and disabled persons team up to participate in the competition. The first round of the 2015 competition was held in March and as before the event was supported by members in various fields. The final was held in April 2015. Four LegCo members and Miss Sheren Tang, famous TV and movie actress, attended to show support.

01 嘉賓頒發「最佳老友配對獎」予十對老友
Ten pairs of buddies are given the 'Best of the Best Buddies' awards by guests of honour

02 一眾老友於嘉許禮當天盡興而歸
Buddies enjoy the happy moment at the ceremony

03 BBHK 廣州交流團成功與多個內地康復機構交流分享，當中包括：廣州市康智樂務中心、順德區星宇社會工作服務中心、華南農業大學社工系及揭愛特殊孩子家長俱樂部等
BBHK successfully exchange with rehabilitation agencies in Mainland China including Guangzhou Hong Chi Centre, Shundi Xingyu Social Service Centre, Department of Social Work of the South China Agricultural University and Guangzhou Yang Ai Special Children Parent Club, etc.

04 BBHK 交流團與廣州慧靈托養中心會員交流服務心得
BBHK Exchange Group and Guangzhou Huiling Nursing Centre share service experience

05 本會董事局委員及管理層與廣州市殘疾人聯合會理事長陳學軍先生（右三）及副主席左宜先生（左一）合照留念
The Society's Council Members and Management take photo with President of Guangzhou Disabled Person's Federation Mr CHAN Hwak Kwun (third right) and Vice Chairman Mr LEUNG Chor Yi (first left)

06 透過電能烹飪活動，展現傷健共融的精神
The Electric Cooking Competition demonstrates the spirit of social inclusion

自閉症及發展障礙人士服務

近年自閉症及發展障礙人士的數目不斷上升，本會亦有不少相關服務使用者，分別於日間訓練中心、宿舍、地區支援中心、感覺統合治療服務中心及牽蝶中心（此乃自負盈虧項目）等接受服務。為了持續改善訓練服務，本會特別設立自閉症工作小組，努力在不同範疇提升訓練服務的質素，於2014/15年度工作重點歸納如下：

在日間訓練中心、宿舍及地區支援中心的工作：

強化實證為本的介入手法

鼓勵服務單位採用世界公認有效的結構化教學 (TEACCH)，並進一步推廣圖片交換溝通系統 (PECS) 的應用，包括建議在每所日間訓練中心挑選合適服務使用者使用 PECS 進行溝通訓練，使他們能正確接收訊息及表達需要，增強獨立生活能力。目前已有五所日間訓練中心使用 PECS 進行溝通訓練。工作小組亦已把 PECS 的英文版溝通訓練評估表翻譯為中文版，方便服務單位應用。

推廣體能活動

積極鼓勵自閉症及發展障礙人士參與體能訓練，如特殊馬拉松賽事及室內划艇等活動。由於體育活動的參與有助改善服務使用者的情緒行為，工作小組將繼續探討其他合適的體能活動。

發掘及發展興趣

本會認同每位自閉症及發展障礙人士都有自己的強項，他們所欠缺的可能是給予發展強項的機會，故此本會鼓勵他們參與不同類型的興趣小組，讓他們釋放潛能。

本會除了提供上述成年自閉症及發展障礙人士服務，亦以盡早介入的原則，分別在牽蝶中心及感覺統合治療中心為年幼的自閉症及發展障礙人士提供專業服務，務求令他們盡早適應生活上的環節，發揮所長。

Services for Persons with Autism and Developmental Disabilities

The number of persons with autism and developmental disabilities has increased in recent years. A considerable number of service users of the Society receive related services at day training centres, hostels, district support centre, sensory integration therapy service centre and Hin Dip Centre (self-financed service project). A working group on autism has been specifically set up for continuous improvement of quality of training services in various respects. Highlights of work in 2014/15 are shown below:

Services at Day Training Centres, Hostels & District Support Centre:

Strengthening the use of Evidence-based Interventions

Service units are urged to adopt the globally recognized 'Treatment and Education of Autistic and related Communication handicapped Children' (TEACCH). The use of the 'Picture Exchange Communication System' (PECS) is also encouraged. It is recommended that service users suitable for PECS at every day training centre should be selected for communication training so as to help them receive correct messages and express their needs, thereby strengthening their ability for independent living. Currently, there are five day training centres adopting PECS for communication training. The Working Group has also translated the English version of the Communication Training Assessment Scale of PECS into Chinese to facilitate the application of PECS in service units.

Promoting physical training

Persons with autism and developmental disabilities are encouraged to participate in physical training such as special marathon and indoor rowing. The Working Group will continue to explore other suitable physical activities which help improve their emotion and behaviour.

Cultivating and developing interests

The Society believes that every person with autism and developmental disabilities has his/her strength. What they lack is the opportunity for developing their strengths. In this regard, the Society encourages their participation in various interest groups for unleashing their potentials.

Apart from the above services provided for adults with autism and developmental disabilities, the Society, applying the principle of early intervention, has offered professional services at Hin Dip Centre and Sensory Integration Therapy Service Centre for children with autism and those with developmental disabilities respectively. Services of early intervention are able to help them adapt to daily life and make use of their own potentials earlier.



- 01 服務使用者參與室內划艇活動
Service users participate in indoor rowing
- 02 服務使用者與職員一起參與特殊馬拉松賽事
Service users and staff participate in Special Marathon together
- 03 服務使用者學習彈奏結他
Service users learn to play guitar
- 04 服務使用者亦參與不同的藝術活動，部份作品更作參展用途
Service users also participate in various art activities. Some of the art pieces are used for exhibition
- 05 本會提供個別或小組形式的感覺統合治療服務
The Society provides individual or group sensory integration therapy services

牽蝶中心

治療師給予個別或小組專業治療，使年幼的自閉症及發展障礙人士在社交、情緒控制及溝通方面得以成長。家長亦能從中獲取有效方法，在家中延續訓練，培育幼兒。

感覺統合治療服務中心

中心除提供個別感覺統合治療外，還設立不同類別的小組如感知動感小組和「醒自派課程」等，由治療師或家長（治療師從旁監察）主導，為孩子提供感覺統合治療，維持及調節孩子的覺醒狀態處於適中的水平。

另外，工作小組鼓勵職員參與由本地或海外專家學者提供的專題講座，並參考已上載到本會內聯網資料庫的成功案例，把合適的介入手法應用於日常工作中；亦透過舉辦參觀活動，讓職員了解不同康復機構的服務情況，藉著交流提升應用技巧。

Hin Dip Centre

Individual or group professional treatments are given by therapists for children with autism and developmental disabilities for their future development on social, emotional control and communication. Parents may also learn effective ways to extend such trainings at home.

Sensory Integration Therapy Service Centre

The Centre provides individual sensory integration therapy. Groups of different kinds such as 'Sensory Awareness Motion Group' and 'Self Awareness Course' are set up. Sensory integration therapy for children is led by therapist or parents (with supervision of therapist). These groups aim to provide comprehensive sensory therapy services for the maintenance and adjustment of the sensory awareness of children at an appropriate level.

In addition, the Working Group encourages the participation of staff members in talks and seminars given by local or overseas professionals. It has also uploaded successful cases to the database of the Society's intranet for reference of staff members who can make use of suitable means of intervention in their daily work. Visits to other rehabilitation organizations have also been arranged for staff members for the understanding of different service conditions and the exchange of skills and knowledge.

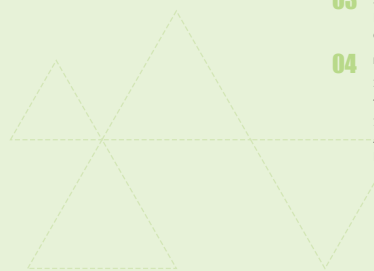


01 天水圍地區支援中心的會員參與多個社區共融活動
Members of Tin Shui Wai District Support Centre participate in various social inclusion activities

02 親子家庭及智障人士參與「快樂大使先導計劃」的活動
Families in the community and persons with intellectual disabilities participate in activities of the 'Ambassador of Happiness Pilot Project'

03 小學生與殘疾人士在活動中互相認識
Primary students and persons with disabilities get to know one another in the activity

04 「小奧士平等之旅先導計劃」成功獲社區投資共享基金頒發「2014 社會資本動力獎」
The 'Education cum Volunteer Training Project for Primary Students' is the recipient of the '2014 Social Capital Builder Award' presented by the Community Investment and Inclusion Fund



殘疾人士社區支援服務

為促進殘疾人士全面融入社會，本會致力提供適切的日間照顧及社區支援服務，為居於社區內的殘疾人士提供「以人為本」的訓練和照顧服務，並透過一站式及跨專業的服務，增強對殘疾人士及其照顧者的支援。

在 2014/15 年度，本會為三百多位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。本會的殘疾人士社區支援服務一直運用「點、線、面」的概念，以點牽線、以線帶面的方法，凝聚社區上不同的持份者。2014/15 年度服務重點歸納如下：

天水圍地區支援中心

天水圍地區支援中心於 2014/15 年度共有二百六十多位會員。中心除了提供一站式及跨專業的服務予殘疾人士及其家人，還發展成為一個共融平台，讓殘疾人士及社區人士透過參與社區活動，增進彼此認識，倡導傷健共融。

推行「快樂大使先導計劃」

屯門及元朗區服務單位與「童心樂園計劃」在 2014 年 10 月開展「快樂大使先導計劃」，以社區教育的方式，鼓勵親子家庭與智障人士通過遊戲建立友誼，在社區帶出「快樂」、「和諧」的訊息。

推行「小奧士平等之旅先導計劃」

屯門及元朗區社工團隊於 2014/15 年度開展「小奧士平等之旅暨義工訓練計劃」，以小學生及殘疾人士為對象。參加者透過參與不同的活動，學習與殘疾人士相處，從而減低對殘疾人士的歧視，促進社區教育。

「屯元之友」義工團

以社區人士組成的義工團隊藉著參與義工訓練，為服務單位提供不同的義工服務。在 2014/15 年度，義工服務時數高達六千七百小時。

Community Support Services for Persons with Disabilities

The Society has worked diligently to provide suitable day care and district support services for persons with disabilities living in the community to facilitate social integration. Training and caring services are provided on the basis of 'people-oriented' approach in the form of one-stop and multi-disciplinary services to strengthen the support to persons with disabilities and their caregivers.

During the year of 2014/15, the Society has provided over 300 service users with services of district support centre, residential respite service, and day care service for persons with severe disabilities and so forth. The concept of 'point, line, and plane' was applied to the provision of district support services for persons with disabilities. 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. Highlights of work for the year of 2014/15 are summarized below:

Tin Shui Wai District Support Centre

There were over 260 members in the Tin Shui Wai District Support Centre in 2014/15. Apart from the provision of one-stop and multi-disciplinary services for persons with disabilities and their family members, the Centre has developed as an inclusive platform to promote mutual understanding and to advocate inclusion through interaction between persons with disabilities and the community.

Introducing the 'Ambassador of Happiness Pilot Project'

Service units in Tuen Mun District and Yuen Long District and 'Joyful Odyssey' launched the 'Ambassador of Happiness Pilot Project', a community education programme, in October 2014. Families in the districts made friends with persons with intellectual disabilities through playing games, bringing 'happiness' and 'harmony' to the community.

Launching the 'Education cum Volunteer Training Project for Primary Students'

The team of social workers in Tuen Mun District and Yuen Long District launched the 'Education cum Volunteer Training Project for Primary Students' in 2014/15. The campaign was targeted at primary students and persons with disabilities. Primary students through participating in various activities learnt how to get along with persons with disabilities, thereby mitigating discrimination towards persons with disabilities and promoting community education.

'Friends of Tuen Yuen' Volunteer Group

The volunteer group is made up of members of the community. Through training, the Group provided different volunteer services for service units. In 2014/15, the number of volunteer hours has reached 6,700.

愛心「屯」隊義工團

由服務使用者組成的愛心「屯」隊，打破接受服務的框框，每年提供外出探訪及其他義務工作，為社區上有需要的人士提供服務。在2014/15年度，服務使用者義工服務時數達一千一百小時，參與人次超過三百三十人。

區域服務使用者會議

自2010年3月開始，屯元區服務使用者在職員的協助下定期舉行會議。在2014/15年度，會議已選出第二屆委員，並開始探討社區事務，關注與殘疾人士有關的政策。參與會議令服務使用者得以認知並實踐自身權利。詳情請參閱本年報第77頁。

Joint of Love Volunteer Group

The volunteer group is made up of service users who reciprocate services they have received. Visits and other volunteer services have been provided by the Group for people in need in the community. During the year of 2014/15, the number of hours served by service users has reached 1,100 with over 330 participants.

District Service User Meetings

From March 2010, service users in Tuen Mun District and Yuen Long District, with the assistance of staff members, hold meetings on a regular basis. Members of the second committee were elected for 2014/15. District affairs and policies concerning persons with disabilities are topics of discussion at the meetings. Service users participating in the meetings become more aware of their own rights and put them into practice. For details, please refer to page 77 of this Annual Report.



01



02



03

- 01 愛心「屯」隊在2014年籌辦的活動「中秋「聚」快樂」更獲社署「齊放義彩」義工服務計劃評選為銀獎得主
In 2014, the event 'Happiness in Mid-Autumn' organized by the Joint of Love Volunteer Group received silver award in a volunteer service campaign held by the Social Welfare Department
- 02 服務使用者於會議上互相合作
Service users co-operate with each other in the meetings
- 03 服務使用者於會議上自由表決
Service users express their views in the meetings

社會企業

「凝聚工商力量，創造就業機會」除了是本會職業康復及發展服務的方向外，也是本會成立社會企業的目的之一。在2003年，本會透過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。康融秉承著本會的服務使命，積極促進殘疾人士公開就業，讓他們融入社群、自力更新。康融業務廣泛，其中包括零售、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、實習及就業機會，並為準備就業的殘疾人士打穩根基。2014/15年度服務重點歸納如下：

總營業額上升

在2014/15年度，康融總營業額接近港幣五百七十三萬元，較去年度增加近36%；康融聘用了接近五十名殘疾員工（詳見表一），佔總員工人數75%，並為殘疾人士提供近八百小時的訓練，成績理想。

Social Enterprise

'To enlist support from the commercial sector for job creation' is not only the direction of the Society's vocational rehabilitation and development services but also one of the aims of setting up social enterprise. In 2003, the Society established a related company named Hong Yung Services Limited (Hong Yung), which is limited by guarantee, to operate all social enterprise businesses. Pursuing the mission of the Society, Hong Yung takes an active part in fostering the employment of persons with disabilities in the open market, enabling them to integrate into the community and to become self-reliant. Hong Yung has developed a broad range of businesses, which include services of retailing, catering, group purchase, cleaning, air sterilization and pest control, etc. All these services provide service users of workshops, supported employment and on-the-job training programme with diversified and workplace attachment training as well as employment opportunities. Working at social enterprise can particularly help persons with disabilities, who are going to work in the market, to well prepare themselves. Highlights of work in 2014/15 are shown as follows:

Increase in total turnover

In the year of 2014/15, the total turnover of Hong Yung reached approximately HK\$5.73 million, representing an increase of 36% over the same period last year. Hong Yung employed around 50 employees with disabilities (See Table 1), which accounted for 75% of its total number of employees. In addition, Hong Yung provided nearly 800 hours of training for persons with disabilities. The results were satisfactory.

香城 City Cafe 茶室



01

01 「香城茶室」及「康姨咖啡室」不但為殘疾人士提供真實的實習及訓練場地，而且為社會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 workplace attachment and real training venues for persons with disabilities. They also create a platform for persons with disabilities and community members to understand one another

02 一眾嘉賓於2015年1月15日出席「香城茶室」的開幕典禮
 Guests at the opening ceremony of 'City Cafe' on 15 January 2015

03 本會會長葉思明醫生JP(左二)陪同民政事務局副局長許曉暉女士(左一)、天主教香港教區輔理主教夏志誠主教(右二)、康樂及文化事務署署長李美嫦女士JP(右一)主持剪綵儀式
 The Society's President Dr IP Yan Ming JP (second left) accompanies Ms Florence HUI, Under Secretary for Home Affairs (first left), Rev. Joseph HA Chi Shing OFM, Auxiliary Bishop of the Catholic Diocese of Hong Kong (second right), Ms Li Mei Sheng JP, Director of Leisure and Cultural Services Department (first right) at ribbon-cutting ceremony

04 本會會長葉思明醫生JP(左)與董事局主席袁國榮先生(右)親嚐由服務使用者沖調的奶茶
 The Society's President Dr IP Yan Ming JP (left) and Council Chairman Mr YUEN Kwok Wing, Kevin (right) taste the milk tea prepared by service users

05 兩所社企餐廳均獲媒體報導
 The two social enterprise cafes featured in local print media



02

04



20/02/2015
 欣長男女
 Food Magazine

13/11/2014
 文匯報
 Wen Wei Po

服務回顧 Service Review

成功競投香港歷史博物館餐廳經營權

康融憑著突出的營運策略，於 2014 年透過公開競投，成功取得康樂及文化事務署（簡稱「康文署」）轄下香港歷史博物館餐廳的經營權。餐廳命名為「香城茶室」，是本會繼「康姨咖啡室」後，第二所於康文署轄下博物館營運的餐廳。「香城茶室」成功獲社會福利署「創業展才能」計劃贊助，聘請十四名殘疾人士於餐廳擔任不同的崗位，充分展現每一位殘疾員工的能力。

連續十年為大學宿舍提供清潔服務

康融於 2014 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，而且為各殘疾員工注入一支強心針。

獲頒發不同的獎項

在 2014/15 年度，康融於不同機構舉辦的比賽中均獲殊榮，當中包括：

Successful bidding of the permit to operate the light refreshment restaurant at the Hong Kong Museum of History

With prominent operational strategies, Hong Yung successfully obtained the permit to operate the light refreshment restaurant at the Hong Kong Museum of History through an open bidding under the Leisure and Cultural Services Department in 2014. The restaurant is called 'City Cafe' and it is the Society's second social enterprise cafe located in the museums of the Department. The City Cafe, with subsidy from the 'Enhancing Employment of People with Disabilities through Small Enterprise' Project of the Social Welfare Department, has employed 14 persons with disabilities to take up different posts at the cafe. This allows them to fully demonstrate their work abilities.

Providing cleaning service in university hostel for ten consecutive years

In 2014, Hong Yung successfully obtained the service contract of Jockey Club Student Village II of The University of Hong Kong again through open bidding. This has been the 10th consecutive year that Hong Yung provides cleaning service to the hostel. This not only recognizes the service quality of Hong Yung but also gives our employees with disabilities a big boost.

Receiving different awards

In 2014/15, Hong Yung received awards in different competitions. These included:

獎項 Awards	主辦機構 Organizers
十大「快樂工作間」（康姨咖啡室） Top Ten 'Happy Work Place' Award (Madam Hong Cafe)	社會福利署康復服務市場顧問辦事處 Marketing Consultancy Office (Rehabilitation) of the Social Welfare Department
「愛心社企」獎項（香城茶室） 'Caring Social Enterprise' Award (City Cafe)	
「十八區關愛僱主」獎項 '18 Districts Caring Employers' Award	香港社會服務聯會、香港復康聯會 The Hong Kong Council of Social Service, The Hong Kong Joint Council for People with Disabilities
「第五屆香港傑出企業公民獎」社會企業組別之企業公民優異獎 'The 5 th Hong Kong Outstanding Corporate Citizenship Award' - Certificate of Merit in the Category of Social Enterprise	香港生產力促進局、公民教育委員會 The Hong Kong Productivity Council, Committee on The Promotion of Civic Education

表一 受惠於社會企業的服務使用者人數
Table 1 Number of Service Users Benefited in Social Enterprise

	2014/15 訓練/受聘 Training/ Employment	2013/14 訓練/受聘 Training/ Employment	2012/13 訓練/受聘 Training/ Employment	2011/12 訓練/受聘 Training/ Employment	2010/11 訓練/受聘 Training/ Employment
1. 醫院管理局合作社（合約屆滿） Hospital Authority Co-op Shop (contract expired)	-	-	0 / 1	0 / 2	4 / 1
2. 清潔 / 空氣消毒及滅蟲服務 Cleaning / Air Sterilization & Pest Control Services	15 / 33	19 / 29	23 / 30	23 / 31	23 / 31
3. 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)	17 / 3	0 / 3	-	-	-
- 香城茶室（香港歷史博物館） City Cafe (Hong Kong Museum of History)	3 / 13	-	-	-	-
總人數 Total	35 / 49	19 / 32	23 / 31	23 / 33	27 / 32

專題故事
FEATURE STORIES



以愛同行

Walk together with Love

路上有「你」 'You' Are by My Side

服務使用者家人與機構的故事

Story between Family Member of Service User and the Society



陳麗英女士
Ms CHAN Lai Ying

扶康家長會主席
Chairperson of Fu Hong
Parents' Association



扶康會
Fu Hong Society

陳麗英女士(左)自2012年11月開始擔任扶康家長會主席
Ms CHAN Lai Ying (left) has been the Chairperson of Fu Hong Parents' Association since November 2012

陳麗英女士是一位普通的家庭主婦，和一般人一樣，上班工作、育兒成長、照顧家庭；有點不平凡的是她有一位智障的弟弟。自母親離世後，她的生命就多了一份責任，就是要把弟弟融入自己的生命，為他打點生活的點點滴滴。

在弟弟的家舍內，她認識了很多智障朋友，他們有些熱情開朗，也有時會滿臉憂戚，亦會情緒高亢，用盡身體語言想向她訴說一些事情；他們雖然普遍缺乏一般人的表達能力，無法完全表述內心的感受，但會渴望有一個可以閱讀他們的人，時常守候在旁，高聲朗讀他們的需要。陳女士開始感到迷惘，擔心該如何去守護她的弟弟。

陳女士坦言：「我不是心理專家，也不擅長了解智障人士的感受。我只會在每次探望弟弟的時候，都帶他上酒樓吃燒肉飯，這是他至愛的食物。每當我抵達中心的門口，弟弟的一眾朋友就會通知他。這時弟弟會衝上來緊握著我的手，像是要告訴我他的感謝，也囑咐我不要忘記他。我看著他滿足的表情，拖著他發熱的手心，內心充滿

Ms Chan Lai Ying is like any ordinary housewife. She goes to work, takes care of her children and family. Her intellectually disabled brother, however, makes her life less ordinary than most of the people. Since her mother passed away, she has taken the responsibility for looking after her brother in every little way, making him a part of her life.

Ms Chan has made a lot of friends with intellectual disabilities in her brother's hostel. Some of them are warm and pleasant, some are sad at times and some get excited easily. They will try to use all possible body languages to communicate with her. Generally speaking, they lack the ability to express themselves and it is hard for them to tell people how they feel. They always long for someone who can understand their minds and stay by their sides. Ms Chan has once felt perplexed and worried about looking after her brother.

Ms Chan said frankly, 'I'm not a psychologist, nor can I understand the feeling of persons with intellectual disabilities. Every time when I visit my brother, I can only take him to the Chinese restaurant and treat him with his favourite roast pork rice. Every time when I'm at the entrance of the Centre, my brother's friends will tell him at once. My brother will soon rush to me and hold my hands tightly as if he wishes to thank me and reminds me not to forget him. When I see his contented face and hold his hands, my heart would be full of gratitude.' Ms Chan has deeply

感恩。」她深刻地體會到，這份喜悅不是基於母親的交託，也不是來自個人的責任，而是因為弟弟的純樸，讓她學懂了智障人士那份簡單的愛。

陳女士訴說著內心的感受：「感謝弟弟，讓我明白到智障人士的需要，也感謝母親的囑咐，讓我承傳這份責任。『滴水之恩，湧泉以報』，我要好好照顧弟弟，盡姊姊的本份，報答母親。」從照顧弟弟開始，她學會簡樸，學會感恩，並啟發了內心的原動力，促使她積極參與扶康家長會的事務，為智障人士的福祉努力。

回望與扶康會肩並肩的路上，她由服務使用者的家人到身兼扶康家長會主席，見證了扶康會、弟弟以及自己在這十年來的成長和進步。扶康會與扶康家長會多年來一直以唇齒相依、守望相助的態度相處，在會方的支持下，扶康家長會能有效地倡導家長對社會政策及機構服務質素等方面的參與。

陳女士和大多數的家長一樣，從智障人士身上學會無私的精神，願意以分享、感恩的心去呼籲更多的同路人，包括兄弟姊妹、第二代的照顧者，共同為智障人士的權益發聲。她期盼扶康家長會可以秉承「薪火相傳」的精神，有更多和她一樣的「兄弟姊妹」接棒，與扶康會攜手為智障人士開拓一條更光明、更寬闊的道路。

realized that this happiness is neither from her mother's entrustment, nor the responsibility for being a sister. It's because she has learnt the simple love of persons with intellectual disabilities through her brother's simplicity.

Ms Chan shared her feeling, 'Thanks to my brother, I am able to understand the needs of persons with intellectual disabilities. I also thank my mother for urging me to take up the responsibility for taking care of my brother. I'll take good care of my brother and dutifully perform my duty as a sister.' From the moment she started looking after her brother, she has learnt to be simple and thankful. It has also motivated her to take an active part in the affairs of Fu Hong Parents' Association (FHPA) to fight for the benefits of persons with intellectual disabilities.

Looking back on the road walking jointly with the Society, Ms Chan's role has transformed from a family member of service user into the Chairperson of FHPA. In the past 10 years, she witnessed the continued development and growth of the Society and that of her brother and even herself. In the past years, the Society and FHPA have closely worked together and they have mutually supported each other. FHPA, with the support from the Society, has been able to advocate parents' participation in government policy and quality of services provided by the Society.

Like most of the parents, Ms Chan has learnt the spirit of selflessness from persons with intellectual disabilities. She is full of gratitude and wishes to share her experiences with people in the same boat, including siblings and caregivers of the second generation, to jointly advocate the rights of persons with intellectual disabilities. She hopes that FHPA, as a close partner of the Society, would be able to pass on the torch to more 'brothers and sisters' like her, for giving persons with intellectual disabilities a brighter future.



在扶康家長會的活動上，陳女士(右)與澳門弱智人士家長協進會永遠會長劉玫瑰女士互相勉勵
Ms CHAN (right) and Ms Rose LAU, Permanent President of the Associação dos Familiares Encarregados dos Deficientes Mentais de Macau, encourage each other at the event of FHPA

無償的愛

Unconditional Love

服務使用者與家人的故事

Stories between Service Users and Family Members

安琪
Angel

天水圍地區支援中心服務使用者
Service User of Tin Shui Wai
District Support Centre

媽媽
Mother



參加「練工坊」後，安琪的行為和情緒均有正面的改善
Angel's behaviour and emotion have both improved after joining the group

安琪是一個典型的智障兼自閉症人士，行為和情緒極易受到外在環境影響。多年來安琪雖在特殊學校就讀，但因行為和情緒的嚴重波動，每天最多只能上學兩、三小時，而安琪媽亦只能留在家中「隨時候命」，每當電話鈴聲一響，便要立刻出發接回寶貝。日復一日，安琪媽完全沒有靜下來的時間，沒有半點個人空間，更遑論社交生活、事業發展。這是安琪媽的生活寫照，亦正是大多數智障父母的寫照。

多年的學校生活縱然艱苦，但也是一個重要的避風港。然而，學齡時間總有終結，安琪於2013年正式結束學校生活。可是，輪

Angel is a typical person with intellectual disability and autism. Her behaviour and emotion are often affected by the external environment. Although Angel has enrolled in special school for many years, she could only spend no more than 2-3 hours a day at school because of the fluctuation of her behaviour and emotion. Every day, Angel's mother had to be on standby at home. Once the phone rang, she had to pick Angel up immediately. Angel's mother had no peace of mind and no time of her own day in day out, not to mention social life or career development. This not only had been the life of Angel's mother, but also the lives of the majority of parents of persons with intellectual disabilities.

Although school life may be difficult, it had been a shelter after all. However, Angel's school life had formally come to an end in 2013. The hope for getting a place in a day activity centre was far from being seen. Only parents

候展能中心的希望仍然遙遙無期。那刻的徬徨、擔心，相信大多數有智障子女的家長也感同身受。就在此情況下，學校社工陪同安琪媽來到天水圍地區支援中心，了解會否有合適的服務可以安排。安琪媽回想當日第一次接觸地區支援中心的服務，她並沒抱任何期望，卻意外地找到了轉捩點。

安琪參加了中心的「練工坊」——一個專為自閉症人士而設的小組，安琪媽憶起以往帶著安琪上學時，她都有忐忑不安的感覺，但參加「練工坊」後，安琪的適應情況超乎想像。她每天在中心參加活動的時間越來越長，媽媽的不安感覺亦越來越少。安琪媽形容這雖然只是一種感覺，但對她來說卻非常重要，因為兩人的生命從來都是互相牽引、互相緊扣，如果她心情穩定，安琪的情緒亦會較為穩定。

安琪媽由衷地說：「我觀察到中心職員是真心地對待我的女兒，他們給予我一種熱情、親切的態度。中心教導安琪的處理手法亦與學校不同，令她能更輕鬆地接受訓練。加上『練工坊』會在了解組員之後，才按他們的實際需要設計獨特的訓練和行為處理方案，令訓練內容能針對組員的個別需要。」

此外，安琪媽十分欣賞中心願意花時間去了解「練工坊」各組員的行為情緒，就像安琪有行為情緒問題時，職員會嘗試以不同的方法理解她的想法，去協助及控制她的行為和情緒，並制定一套涵蓋不同情景的處理方案，令安琪得到明顯的改善。

安琪媽一再強調，中心的服務除了讓安琪得到正面的改善，還對他們一家人有莫大的幫助，尤其作為媽媽，自從女兒能定時參與中心活動後，她可以得到真正的休息，現在才有機會處理自己的病痛和情緒，以及得到接受治療的時間。她感激地說：「我個人的壓力，甚至我整個家庭的壓力，全賴得到中心的支援才得以紓緩。」

of persons with intellectual disabilities are able to fully empathize the above moment, which is a mix of anxiety and worry. Under the circumstances, Angel's mother, who was accompanied by a social worker from Angel's school, went to Tin Shui Wai District Support Centre to try to find out if there was any suitable service available for Angel. Angel's mother recalled that she did not have any expectation when she first contacted the Centre, not realizing that she just stumbled across the turning point.

In the Centre, Angel has joined a special group which was specifically designed for persons with autism. Angel's mother remembered, when she took Angel to school before, she always had an unsettled feeling. However, after Angel has joined the group, she seems to become more adaptive than expected. The time Angel spends in the Centre has become longer and longer, and her mother has become less worried. Angel's mother explained that although it's just a feeling, it's very important indeed. It is because the life of the two has been interlinked and intimately connected. If her emotion is stable, Angel's emotion will be the same as well.

Angel's mother said gratefully, 'I have observed that staff members of the Centre work wholeheartedly. They are passionate and warm. The ways the Centre teaches Angel are different from that of her school, enabling her to learn in an easier way. In addition, after understanding the individual needs of each member, training programmes and methods for handling behavioural problems would be tailor-made for individual group members. This makes the service pertinent to the actual needs of group members.'

Angel's mother also appreciates that the Centre is willing to spend time in understanding the behaviour and emotion of group members. Whenever Angel has emotional or behavioural problems, staff member would try different ways to find out what she thinks and to help her control her behaviour and emotion. A set of guidelines covering different scenarios has been devised for Angel, enabling her to achieve marked improvement.

Angel's mother reiterated that the services provided by the Centre have not only resulted in Angel's improvement but have also helped her family tremendously. As a mother, she can now really take rest because her daughter has regular training activities in the Centre. She also has the opportunity to handle her own illness and emotion and to receive treatment. She said gratefully, 'All the pressure that my family and I have endured has now been able to be relieved due to the support of the Centre.'



「練工坊」的家長出席中心的「家長大聯盟」會議，反映意見
Parents of the special group express their views at the meeting of 'Parents Alliance' of the Centre

百昇 Pak Sing

天水圍地區支援中心服務使用者
Service User of Tin Shui Wai
District Support Centre

媽媽 Mother

百昇是一位中度智障的自閉症人士，同時亦沒有語言能力。自特殊學校畢業後，他便如前文的主角安琪一樣，苦苦等候展能中心服務。當天水圍地區支援中心的「練工坊」正式收納組員時，他便率先加入，並且很快便掌握訓練流程。

然而百昇與職員和其他會員的溝通不多，尤其當他的需要未能滿足時，便會用下巴撞別人的手來表達索求。因此，中心便嘗試使用圖片兌換溝通系統（PECS）教導他，包括使用圖咭來表達基本的需要，例如飲水、如廁、吃小食等。

Pak Sing is a person with moderate intellectual disability and autism. He also lacks the ability to speak. Like Angel in previous story, he had to wait a long time for a place in day activity centre after he graduated from special school. When the special group for persons with autism held by Tin Shui Wai District Support Centre started to recruit members, he became one of the very first to join. It was not long before he could grasp the flows of training.

However, Pak Sing did not communicate well with staff or other members of the Centre. Whenever his need was not met, he would use his chin to nudge others' hands in order to express his needs and requests. Noting this behaviour, staff members of the Centre attempted to make use of the Picture Exchange Communication System (PECS) to teach Pak Sing how to express his basic needs such as drinking, going to toilet and having snacks.



「練工坊」的服務使用者接受手眼協調訓練
Service users of the group receive training for
the co-ordination of eyes and hands

剛開始時，職員先教授百昇各圖咭的分別及使用。經過數月的學習及實踐，百昇已能靈活地運用圖咭，並主動以圖咭來與職員溝通，讓職員能更明白及了解他。透過運用圖咭，百昇撞人的行為得到明顯改善。其後，職員陸續加入其他圖咭，他亦能靈活運用，漸漸提升自己的溝通技巧。

在背後一直支持百昇的媽媽，非常感謝中心職員對兒子的教導。她表示：「中心職員能了解百昇的需要，並即時介入解決，減少他的不恰當行為，讓他能更專注地學習。」百昇媽媽強調，中心不但提供切合百昇需要的訓練，成功提升他的耐性，而且中心職員與會員彼此的交流，令百昇能夠學習溝通，脾氣亦得以改善。現時，即使回家後，百昇亦懂得聽從媽媽的說話。百昇媽媽回想兒子的改變，面上不禁泛起會心微笑。

At the beginning, staff members taught Pak Sing how to differentiate and use each picture card. After a few months' training and practice, Pak Sing has been able to use the cards effortlessly. He even approaches staff members by using picture cards so that they can understand him better. The more he uses picture cards, the less he uses his chin to nudge the others. Later on, more and more cards are added and Pak Sing handles them effectively. His communication skills have gradually improved.

Pak Sing's mother, who has been behind him all along, is very grateful to the staff members. She said, 'The Centre's staff realize the needs of Pak Sing and act quickly to minimize his inappropriate behaviour so that he can better concentrate on learning.' Pak Sing's mother stressed that the Centre provides not only necessary training to improve Pak Sing's patience, but also opportunities for Pak Sing to interact with staff members. The interaction enables Pak Sing to learn how to communicate with others and to improve his temper. Now, even when Pak Sing comes home, he would listen to his mother. The face of Pak Sing's mother is beaming when she thinks of her son's changes.

王先生

Mr WONG

康晴天地服務使用者
Service User of
Sunrise Centre

王太

Mrs WONG

王先生不適應退休生活，加上受健康和家庭財政的困擾，因而患上抑鬱症，情況更每況愈下，最後需要入住醫院，即使出院後仍要接受腦電盪治療。王先生其後加入康晴天地成為會員，接受社區精神康復服務。

初見面時，王先生需要太太陪伴，表現沉默，常低頭沉思。他原本對書法、聽舊歌、粵曲、時事都感興趣，但患病時甚麼都提不起勁，與太太晨運也只是敷衍了事，參與活動時十分沉靜。幸好在太太的推動下，他仍每天到中心看報，與外界保持接觸。約一個月後，王先生開始與其他參加者聊天、交流，職員於是與王太協議，鼓勵王先生獨自到中心參加活動。約兩個月後，他的情況有明顯改善，前陣子他更是願意接受轉介參加保安員訓練課程，現正從事相關兼職，重投社會工作。

Mr Wong couldn't get used to his retirement life, together with his worry about his own health and financial situation, he finally suffered from depression. His situation got worse and he needed hospitalization. Even after Mr Wong returned home, he still needed to receive Electroconvulsive Therapy treatment. He later joined Sunrise Centre as a member to receive community psychiatric services.

When staff members of the Centre first met Mr Wong, he still needed his wife to stay with him; he remained quiet and had no eye contact with other people. Previously, Mr Wong loved calligraphy, listening to oldies, Cantonese Opera and getting to know current affairs. But when Mr Wong became sick, he lost interest in anything. He behaved perfunctorily in morning walk exercise with his wife and was quiet in the Centre's activities. Fortunately, under his wife's encouragement, he came to the Centre daily to read newspaper in order to keep in touch with the society. One month later, Mr Wong started chatting with other participants. Mrs Wong accepted Centre staff's suggestion of encouraging her husband to participate in the Centre's activities alone. About two months later, Mr Wong's situation improved. He was even willing to take a training course of security guard and he is now back to the workforce and working as a part time security guard.

王先生的故事展示「復元」工作手法，根據 William Anthony (1993)¹ 對復元的定義，當事人是否感到自己生活有意義、有貢獻和滿意，是重要的康復因素。王先生的復元除了因為自身的努力外，太太的支持尤為重要：太太在復元初期給予丈夫鼓勵及陪伴，在過程中與社工保持溝通，按照丈夫的康復進展配合中心服務，維持日常家庭活動和與丈夫一同進行運動，發揮「復元」效果。

王先生說，他復元的轉捩點全因太太的一句說話：「有一天我也會生病並需要你照顧，如果你仍是這樣我怎麼辦？」聽畢這說話，王先生明白他必須積極參與和投入自己的復元過程，才不會讓太太失望。

太太的陪伴和關懷給予王先生人生意義和復元動力，兼職工作則紓緩了他的財政壓力，同時讓他感到自己能夠貢獻社會。此外，每天運動亦令他重拾健康。雖然王先生現時仍要服用精神科藥物治療，但他已成功「復元」，並重建了滿意的生活。

The story of Mr Wong demonstrated the mental health recovery-oriented practice. According to William Anthony (1993)¹, it would be important for a person in recovery to feel that he is living a life which is meaningful, satisfied and of contribution to the society. Apart from Mr Wong's own efforts, his wife's support is crucial to his recovery. At the start of recovery, Mrs Wong provided encouragement and support to her husband. Throughout the process, she kept in contact with the social workers to complement their support services according to the recovery progress of her husband, maintaining daily family activities and exercised with her husband. All these were essential towards Mr Wong's recovery.

Mr Wong said that the turning point of his recovery was when her wife told him: 'I'll be sick one day and need you to take care of me. If you do not recover, who can I rely on?' Mr Wong immediately realized that he must actively participate in the course of his recovery in order not to disappoint his wife.

The care and support from his wife do provide Mr Wong meaning of life and the momentum for recovery. His part time job has relieved his financial stress and made him feel capable of contributing to the society. Furthermore, doing exercise daily keeps him healthy. Although Mr Wong still needs medication on his depression, he has successfully recovered and embarked on a meaningful and satisfied life.



得到太太及職員的鼓勵，王先生積極參與中心活動
With the encouragement of his wife and staff members, Mr WONG actively participates in activities held by the Centre



¹ Anthony, W. A. (1993). Recovery from mental illness: The guiding vision of the mental health service system in the 1990's. *Psychosocial Rehabilitation Journal*, 16(4), 11-23.

「友」心人

'Friends' With Heart

服務使用者與「老友」的故事

Stories between Service Users and 'Buddies'

駿安

Chun On

柔莊之家服務使用者
Service User of
Yau Chong Home



周 Sir

CHAU Sir

駿安是柔莊之家的服務使用者，他擁有一份全職工作，以及一股對跑步的熱誠。在 2013 年初，駿安希望參加一個以共融為主題的跑步公開賽。基於賽制需要「二人同跑」，柔莊之家便配對了同樣熱愛跑步的社區老友周 Sir 給駿安作為「陪跑員」。

在過去這兩年，他們一起參加過大小不同的比賽。透過一起練跑及交流跑步心得，他們不但成為志趣相投的老友，而且互相分享生活上的樂與悲。周 Sir 十分認真對待這份友誼，他除了帶駿安參加公司聚會，還介紹自己的家人給駿安認識。周 Sir 的太太也不禁說道：「他們一想到甚麼就會直接於 WhatsApp 分享給對方，有時我丈夫逛街留意到一些合適的東西就會買來送給駿安，兩人真的『老友鬼鬼』！」

在 2014 年 6 月，他們一起參加了「香港最佳老友」運動的廣州交流團，向當地的康復服務機構推廣一對一友誼計劃。對於是次交流，駿安仍然記憶猶新：「周 Sir 細心地為我檢查清楚需帶備的物品及證件，令我十分感動，因為一個男士竟然能夠如此細心！」對於這份深厚的友誼，周 Sir 也寄望道：「希望這份由跑步開始建立的友情，可以一直跑到很久很遠！」

Chun On is a service user of Yau Chong Home. He has a full time job and is passionate about running. In the beginning of 2013, Chun On wished to participate in an open running race with a theme of social inclusion. The regulations required 'two to run' so Yau Chong Home matched Chun On with a community buddy named Chau Sir to be his 'running buddy'.

In the past two years, Chun On and Chau Sir participated in races of various scales. Through training and exchanging views on running, they not only share the same hobby but also the joy and sorrow in daily life. Chau Sir takes this friendship seriously. He would bring Chun On to his company's gatherings and introduce Chun On to his family members. Mrs Chau said, 'They always communicate with each other through WhatsApp. When we are shopping and if my husband finds something suitable for Chun On, he will buy it for Chun On. The two of them are real buddies.'

They both joined the 'Best Buddies Hong Kong' Movement Exchange to Guangzhou in June 2014 to promote one-to-one friendship to local rehabilitation agencies. Chun On still remembers the visit vividly, 'Chau Sir would inspect very carefully to ensure I have every necessary item and identity documents with me. I'm so touched! A man can be such attentive.' In regard to this deep friendship, Chau Sir remarked, 'I hope this friendship, which starts with running, will have a long, long way to "run".'



駿安(右)與他的「最佳老友」
周 Sir(左)
Chun On (right) and his 'best
buddy' CHAU Sir (left)

跑步好比友誼，同樣需要各方面的配合。能夠於人生之中找到一位「最佳老友」，像駿安和周 Sir 那樣，互相分享愛和真誠，彼此滋潤對方的生命，當中的喜悅如同尋獲至寶！

Running, like friendship, needs co-ordination in many ways. To be able to find the 'best buddy' in life, just like Chun On and Chau Sir who share love and sincerity and enrich the life of each other, is as happy as a treasure is found!



瑞芳(前排左)及其他固定朋友陪同和諧軒的家庭成員乘船往鹽田梓遊覽
Shui Fong (front left) and other regular friends accompany family members of Concordia to take ferry to Yim Tin Tsai

和諧軒家庭成員 Family Members of Concordia

瑞芳

Shui Fong
和諧軒的固定朋友
Regular Friend of
Concordia Casa Famiglia

瑞芳是扶康家庭——和諧軒的固定朋友。她所屬的團體（沙田聖本篤堂聖雲先會）經常與扶康家庭成員參與社區活動，甚至為他們舉辦不同類型的共融活動。

Shui Fong is a regular friend of Concordia Casa Famiglia. The Organization she belongs (Society of St Vincent de Paul of St Benedict Parish in Sha Tin) always accompanies members of Casa Famiglia to participate in community activities, and even organizes various kinds of inclusion activities for them.

2015年初，瑞芳的團體邀請和諧軒及區內約五十個基層家庭一同參與「家常便飯」的活動。除了一起享用晚餐外，和諧軒的家庭成員更有機會與來自不同家庭背景的朋友一起談天玩樂，從而拉近智障人士與社區人士的距離。

In early 2015, Shui Fong's organization invited members of Concordia and 50 low-income families in the district to take part in the activity of 'Family Dinner'. Apart from having dinner, members of Concordia could also take this opportunity to chat and socialize with friends of different family backgrounds, bridging the gap between persons with intellectual disabilities and members of the community.

瑞芳說：「佩芬由最初的沉默寡言，到現在變得活潑鬼馬，更懂得讚人『靚女』。即使有自閉症的越山，也會在活動中主動送上手工藝品給初次見面的陳志明副主教及其他參加者。我相信讓他們多參與團體活動及多接觸社區人士，能令他們變得開朗主動，同時亦增加社區人士對他們的認識和接納。」當瑞芳正想分享與智障家庭成員外出活動的樂事，成員煜文心有靈犀地說：「很感謝她和其他固定朋友帶我們到鹽田梓遊覽，我那天還吃了很多美食呢！」

瑞芳與另一位固定朋友湯小姐由衷地表示，她們很享受與智障人士結交為朋友，因為他們的個性率直可愛，而且易滿足的性格亦值得她們學習。「希望有更多社會人士，願意認識及了解智障人士，為社會多添一份愛和關懷！」

由此可見，扶康家庭不但提供一個共融的平台讓社區人士透過互動認識智障人士，而且藉著愛與分享，令他們建立深厚的友情，豐富了彼此的生命。

As Shui Fong said, 'Pui Fun was very quiet in the beginning. Now she has become lively and funny. She even calls people "beauty". Yuet Shan, who is a person with autism, took the initiative in presenting handicrafts to Rev. Dominic Chan, Vicar General of Catholic Diocese of Hong Kong and other participants even it was the first time he met them. I believe when they have more chances to take part in group activities and more contact with members of the community, they would become cheerful and active. In return, the community would have a better understanding of persons with disabilities, thereby fostering community acceptance.' Just when Shui Fong was about to share the happy moments of the outing with members of Casa Famiglia, Yuk Man, a member of Concordia, as if he could read her mind, chipped in, 'We are so grateful that she and other regular friends took us to Yim Tin Tsai. We ate a lot of tasty food on that day!'

Shui Fong and another regular friend Miss Tong said sincerely that they enjoy being friends with persons with intellectual disabilities because they are honest about their feelings and are so lovely. They also feel contented easily and this is indeed the thing we should learn. 'We hope more members of the community are willing to understand and know more about persons with intellectual disabilities, giving more love and care to the community.'

It is obvious that Casa Famiglia provides a socially inclusive platform for members of the community to better understand persons with intellectual disabilities through interaction. Together with love and sharing, they have established deep friendship, enriching the life of one another.



和諧軒的家庭成員與陳志明副主教、義工一同參與「家常便飯」活動
Family members of Concordia join 'Family Dinner' with Rev. Dominic CHAN, Vicar General of Catholic Diocese of HK and volunteers

煜文(右)與他的固定朋友(左)同遊鹽田梓
Yuk Man (right) and his regular friend (left) visit Yim Tin Tsai together

牽手同行康復路

Hand in Hand on the Road to Recovery

服務使用者與職員的故事

Stories between Service Users and Staff Members



蔚敏喜愛參與中心活動，尤其享受在戶外曬太陽
Wai Man enjoys joining the Centre's activities, especially sunning outdoor

蔚敏

Wai Man

樂華成人訓練中心服務使用者
Service User of Lok Wah
Adult Training Centre

職員

Staff Members

蔚敏自1989年開始於樂華成人訓練中心接受服務。他是一位中度智障的唐氏綜合症人士，具有不俗的自我照顧能力和工作技能。早年他日間外出接受職前訓練，然後返回宿舍。自2002年後，便在中心接受日間訓練及住宿服務。

在2008年，五十八歲的蔚敏因暈倒被醫生診斷患上腦萎縮，他的活動能力、自理能力及健康情況在數年間大幅倒退。目前，蔚敏已完全倚賴護理照顧，出入要靠輪椅代步，並需要使用尿喉及鼻胃喉，大部份時間處於瞌睡的狀態。

為保持蔚敏外觀整潔，職員特別為他設計及縫製褲子，讓尿喉在大腿旁的位引引出，既方便職員為他清理，也方便護士觀察情況，同時避免他在社區活動時引來注目。另外，護士及社工亦重視蔚敏參與訓練及社區活動的機會。在可行的情況下，社工除了讓蔚敏與其他服務使用者一同參與活動，還在設計訓練項目時份外關注他的肌能及健康情況。在籌劃大型戶外活動時，職員亦會考慮各項設備，以配合蔚敏的需要。

Wai Man, a person with moderate intellectual disability and Down Syndrome, has received services in Lok Wah Adult Training Centre since 1989. In early years, his self-care ability and work skills were satisfactory that he could go out to receive pre-vocational training in daytime and went back to the Centre after training. Since 2002, he has received day training and residential services in the Centre.

In 2008, the 58-year-old Wai Man was diagnosed with encephalatrophy after he fell into a faint. Since then, his mobility, self-care ability and health condition deteriorated massively in the following years. Currently, Wai Man, who stays asleep most of the time, has to rely on nursing care, depend on wheelchair for mobility and use urinary catheter as well as nasogastric tube.

To keep Wai Man's appearance neat and tidy, staff members of the Centre have made a custom-designed pants for him. By wearing this pants, the urinary catheter can come out from the side of his thigh, making it easier for cleaning while facilitating the inspection by nurses. The design of the pants also prevents Wai Man from drawing unnecessary attention when joining community activities. Furthermore, nurses and social workers put emphasis on Wai Man's opportunity to participate in training and community activities. Whenever it is possible, Wai Man would be allowed to join community activities with other service users. Social workers will pay special attention to his health and motor conditions when designing training courses. When planning large-scale outdoor events, staff members will take various facilities into account so as to meet the needs of Wai Man.

雖然蔚敏對事物的反應日益微弱，但是職員對他的關愛卻沒有半點退減，反而更加細心地照顧和觀察他的變化，並努力維持他參與社區生活的權利。

在職員心中，蔚敏是一個積極工作並且懂得「享受」的人。兩位與他相處多年的職員不約而同地說：「蔚敏早年透過職前訓練『賺錢』，自力更生，更懂得『享受』人生，每天總要『嘆』一杯奶茶！」另一位由衷地說：「能夠與蔚敏相遇，是上天給我的禮物。當相處的日子久了，他能感受到我們對他的關愛，在無聲之中帶給我們溫暖。還記得有一次放完長假回來，他竟對我說『你回來了！』當中的感動，實在不言而喻。」

蔚敏現正輪候嚴重殘疾人士護理院舍服務，為此職員努力在各方面為他作準備，希望他留在中心的日子，都是快樂和幸福的歷程。縱然年老、退化、疾病是不能改變，但在合適的支援下，智障人士亦能彰顯他們的生命力，並且活得有尊嚴。

In spite of Wai Man's gradually deteriorating response to the surroundings, he receives even more care by the staff members, who are always there to ensure that Wai Man's rights of getting care and participating in the community have been maintained.

From staff members' point of view, Wai Man is a diligent worker and knows how to 'enjoy' his life. Two staff members who have known him for many years said, 'In earlier years, Wai Man worked very hard in the pre-vocational training to "make money" and to be independent. To "enjoy" his life, he insisted on having a cup of milk tea every day.' Another staff member said, 'It's a gift from heaven that I have met Wai Man. He knows we care for him and in return he gives us warmth without the need of words. I still remember one time when I returned from a long holiday, he said to me, "You're back!" I was really touched by his words.'

Wai Man is now on the waiting list for the services of Care and Attention Home for persons with severe disabilities. Staff members have worked hard to make sure that the days he spends here are happy ones. Although one cannot change the fact of being old, degenerative or sick, persons with intellectual disabilities can still live with dignity and vitality through receiving appropriate support.



年輕時的蔚敏，活潑好動
Wai Man was lively and active
when he was young



阿坤

Ah Kwan

葵興職業發展中心務使用者
Service User of Kwai Hing Vocational Development Centre

職員

Staff Members

阿坤現於康融服務有限公司管理的「香城茶室」工作
Ah Kwan now works at City Cafe, which is managed by Hong Yung Services Limited

約 在十年前，葵興職業發展中心來了一位個子高大，具工作能力，唯信心不足且沉默寡言的服務使用者——阿坤。由於缺乏信心，加上外出工作面對的壓力，使阿坤對公開就業卻步。即使過去曾成功獲聘，但他只能短暫工作，然後便辭職並要求返回工場。如是者，一眨眼就十年了……

2014年10月，本會社企餐廳「香城茶室」開業，需要招聘餐廳服務員，於是中心社工便向阿坤了解會否有興趣任職餐廳待應。一如以往，阿坤都是「耍手擰頭」。為增添阿坤的信心，社工便與社企經理及餐廳負責人洽商一個能夠配合阿坤的工作時間和能力的安排，鼓勵他再次踏出第一步。阿坤深感各人為他如此用心，便猶猶豫豫地答允嘗試。在入職初期，阿坤一如以往出現不適應及想放棄的念頭，但經過社工與餐廳負責人一再鼓勵，並不斷調適他的工作時間和安排，最後阿坤能在最佳的精神狀態下發揮所長，展現才能。

About 10 years ago, a big man joined Kwai Hing Vocational Development Centre. He is Ah Kwan, a service user who is capable of working but is reticent and lack of confidence. Owing to his lack of confidence and the existence of work pressure, Ah Kwan was not willing to seek open employment. Although he had been employed in the past, he could only stay in the job for a short while. He then resigned and requested the Centre to let him come back. The same situation repeated over the last ten years.....

In October 2014, the Society's social enterprise cafe, 'City Cafe', opened and recruited waiters. Social worker of the Centre asked Ah Kwan if he was interested in this job. As usual, Ah Kwan said 'No' immediately. Seeing an opportunity to give a boost to his confidence in open employment, the social worker worked with the manager of the social enterprise and the head of the Cafe for designing a work schedule with appropriate scope of work that fitted An Kwan. Ah Kwan was so touched by everyone's efforts to encourage him to take the first step one more time. He therefore hesitantly agreed to give it a try. In the beginning, Ah Kwan, as usual, found himself difficult to adapt to the job and thought about giving it up. But with encouragement by the social worker and the head of the Cafe as well as their constant adjustment made to his work schedule and arrangement, Ah Kwan, in good mental condition, has finally been able to give a full play to his talents and work abilities.



阿坤(右)獲頒「傑出工友獎」，他的努力得到肯定
Efforts of Ah Kwan (right) have been recognized by the 'Most Outstanding Workmate Award'



至今，阿坤已在香城茶室工作了半年多，這不但打破了他十年來最長的工作記錄，而且讓他重拾自信及得到家人的肯定。

問及他今次成功公開就業的感受，阿坤感恩地說：「感謝餐廳負責人為我度身訂做工作內容及上班時間，並如培育初生嬰兒般教導我。還記得最初我不懂如何擺放餐具，做事馬虎，工作了一會兒便要求休息，甚至在繁忙時間也會坐在一邊『又電』。然而，職員就像充滿愛的媽媽，用心地教導及鼓勵我，並接納我需要較長時間才能適應新環境。」

今天的阿坤，已是餐廳的大師兄，還能提點新入職的「後輩」。在剛過去的中心春茗上，阿坤更獲頒「傑出工友獎」。他在台上不僅感謝家人的支持，還以過來人的身份鼓勵其他工友努力增值，勇於踏出第一步，向公開就業的目標進發。

It has been more than six months since Ah Kwan started working in the City Cafe. It has been his longest working record over the last ten years. He has now become more confident and his efforts are recognized by his family members.

When asked what he feels about this open employment, Ah Kwan said gratefully, 'I'm so thankful to the head of City Cafe for tailor-making my scope of work and work schedule and teaching me patiently. I am just like a new born baby to learn and absorb new things. I still remember I did not know how to arrange the tableware and worked sloppily in the beginning. Worse still, I requested to take a rest after working for just a short while and I did so to 're-charge' myself even during busy hours. However, staff members are like loving mothers, who encourage me and teach me wholeheartedly. They accept me to take a longer time to adapt to the new working environment.'

Ah Kwan now becomes the 'big brother' in the Cafe. He is able to give a helping hand to new colleagues. In the last Spring lunch of the Centre, he even received the 'Most Outstanding Workmate Award'. On the stage, Ah Kwan thanked his family members for their support, and used himself as an example to encourage other fellow workmates to enhance their own values and be brave to take the first step for seeking open employment.



阿恩(左)正在接受密集互動訓練
Ah Yan (left) is receiving the training of Intensive Interaction

阿恩

Ah Yan

上李屋成人訓練中心的服務使用者
Service User of Sheung Li Uk
Adult Training Centre

職員

Staff Members

阿恩是本會上李屋成人訓練中心的服務使用者，她的主要照顧者是姊姊及姊夫。阿恩自少在他們眼中是一位行為偏執，不肯參與訓練，常常自閉獨處，並抗拒與職員及其他服務使用者溝通。然而，姊姊發現阿恩在過去一年有突破性的進步，她與人眼神接觸的次數增加，精神較以往集中，情緒亦變得穩定，並開始對周遭事物產生興趣及明白簡單提示。是什麼原因令阿恩有如此轉變？原來中心在過去一段時間嘗試採用「密集互動」的手法與阿恩進行訓練和溝通，使她的情況得到改善。姊姊感激地說：「多謝中心職員對阿恩的包容、耐心及關愛，從沒有放棄她，並從多方面為她設想，陪伴她成長。」

Ah Yan is a service user of Sheung Li Uk Adult Training Centre. Her main caregivers are her sister and brother-in-law. In their eyes, Ah Yan is stubborn, often sits by herself, refuses to participate in training activities and resists communication with staff members and other service users. However, her sister notices that recently, Ah Yan has improved significantly. She has made more eye contact when communicating with other people, and has been more concentrated and emotionally stable. She has even found interests in the things around her and been able to understand simple instructions. What is the cause of all these changes? Actually her improvement is the result of the adoption of 'Intensive Interaction' in training and communication. Ah Yan's sister said gratefully, 'Thanks for staff members' tolerance, patience and love. They have never given her up and always worked for her best interests, accompanying her on the road to recovery.'

密集互動訓練強調介入手法必須以服務使用者為先，由服務使用者主導帶領，並與導師一同建立一個具響應性的環境，能夠因應服務使用者的行為，作出即時的回應，引導他們走出封閉的世界，從而對周遭的環境及人物開始產生興趣。

阿恩的事例，讓家長及職員見證了服務使用者的進步，更成為一股無形的動力，一方面維持職員對工作的熱誠，使他們緊守崗位，更用心地投入服務；另一方有助本會提升服務質素，增加家屬對本會服務的信心。事實證明，當專業手法與愛心結合，才能有效地幫助服務使用者，密集互動訓練手法便是典型例子。

Training in the practice of 'Intensive Interaction' emphasizes that training should be steered by service users who together with their instructors build up a responsive environment within which timely actions may be provided in response to the behaviour of service users. The training would guide service users out of their closed world and make them interested in people and things around.

In the story of Ah Yan, parents of service users and staff members have witnessed that service users are able to make improvements. The story also provides momentum. On one hand, the enthusiasm of staff members in work is maintained and fostered whilst the quality of service is enhanced and the confidence of family members is boosted on the other hand. In fact, it is proven that professional training services would be able to help service users in an effective manner only when they are integrated with care and love. The training of 'Intensive Interaction' is a typical example.



阿恩（左）與姊姊結伴參與中心活動
Ah Yan (left) and her sister participate
in the Centre's activity together



3

企業社會責任
CORPORATE SOCIAL RESPONSIBILITY

社區參與 COMMUNITY INVOLVEMENT

本會除了竭誠服務殘疾人士及其家人，亦非常重視企業社會責任。在 2014/15 年度，本會在社區參與、倡導、僱員關係、環境保護等不同範疇積極實踐及推動企業社會責任。

提供義工服務的機會

本會透過提供多元化的義工服務機會，包括定期探訪服務單位、與服務使用者一起遊戲、外出活動等，推廣傷健共融的精神。與此同時，本會積極招募個人義工及企業義工，提供不同渠道讓社區人士參與義工服務。

在 2014/15 年度，義工參與服務的次數多達一萬七千六百人次，較上年度上升近 40%。當中義工曾炳權先生的服務時數更超過八百五十五小時。另外，共有三十三隊企業義工參與服務，企業義工人次多達六百人。有關企業義工及義工統計數字的詳情，請參閱本年報第四章企業傳訊（第 100 頁）及第六章統計資料（第 119 頁）。

服務合作計劃

本會與一百四十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，提升服務質素。2014/15 年度本會與多個外間機構進行服務合作計劃，內容歸納於右表。

The Society is committed not only to serving persons with disabilities and their family members but also to its corporate social responsibility. In 2014/15, the Society actively carried out and pushed forward corporate social responsibility in different aspects, including community involvement, advocacy, employee relations and environmental protection, etc.

Opportunities for Volunteer Services

The Society promoted the spirit of social inclusion through providing diversified opportunities for volunteer services including regular visits to service units, playing games and outings with service users, etc. In addition, the Society has vigorously recruited individual volunteers as well as corporate volunteers providing various channels for community members to participate in the volunteer services.

In 2014/15, the number of people participating in volunteer services reached 17,600, an increase of nearly 40% over the previous year. Among the volunteers, the service hours of Mr TSANG Bing Kuen even exceeded 855 hours. In addition, there are 33 corporate volunteer teams involving over 600 corporate volunteers. For more information regarding corporate volunteers and statistics on volunteer participation, please refer to Part 4 Corporate Communication (p.100) and Part 6 Statistics (p.119) of this Annual Report.

Service Collaboration Projects

The Society has established service collaboration network with 140 organizations including district organizations, NGOs and educational institutes. Through collaborating with different organizations, the community has gained understanding of rehabilitation services and made use of the strength of one another for improvement of service quality. The Society's service collaboration projects with various organizations in 2014/15 are summarized 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	合作夥伴 Collaboration Parties	內容 Contents
深水埗區「最佳老友—智藝耆才」社區共融計劃 Sham Shui Po District 'Best Buddies, Talents in the District' Social Inclusion Project	深水埗區議會長者及康復服務工作小組 Working Group on Elderly and Rehabilitation Services of Community Affairs Committee under Sham Shui Po District Council 明愛鄭承峰長者社區中心 (深水埗) Caritas Cheng Shing Fung District Elderly Centre (Sham Shui Po) 香港長者協會 The Hong Kong Association of Senior Citizens 浸信會愛羣社會服務處青少年身心導航服務 Baptist Oi Kwan Social Service Adolescent Early Intervention Service 新家園協會 HOME Centre (SSP) New Home Association HOME Centre (SSP) 喬色園可澤耆英鄰舍中心 Ho Chak Neighbourhood Centre for Senior Citizens (Sponsored by Sik Sik Yuen) 深水埗區內小學、中學及友好康復服務單位 Primary and secondary schools as well as rehabilitation units in Sham Shui Po	獲深水埗區議會撥款港幣八萬四千元於該區舉辦傷健共融計劃，推廣「香港最佳老友」運動的精神 Sham Shui Po District Council sponsored an amount of HK\$84,000 to the Society to co-organize the Inclusion Project in the district, promoting the spirit of Best Buddies HK - 與本會三所成人訓練中心協辦計劃 Co-organized the project with 3 Adult Training Centres of the Society - 共同推行「不倒娃娃」紙糊藝術班、「展翅高飛」健體操及「友愛共融」魔術班 Co-organized the Inclusion Class of Paper Art, Chair-based Dance and Stage Magic Performance - 共同組織智障人士、南亞族裔人士、青少年及長者義工隊於區內探訪獨居長者 Organized the elderly visiting team consisting of persons with intellectual disabilities, ethnic minorities, adolescents and the elderly - 推動「友·深·人」深水埗區攝影比賽 Promoted the 'Buddies in SSP' Sham Shui Po Photo Competition
特殊學校學生實習計劃 Attachment Programme for Students of Special Schools	社會福利署及特殊學校 Social Welfare Department and special schools	本會九所服務單位為特殊學校學生提供實習機會，讓他們在接受職業訓練前作好準備 Provided attachment placements at 9 service units to students of special schools to better prepare them for vocational training in their adulthood
快樂椅子舞 Chair-based Dance	尊賢會 Jade Club	本會共有五所服務單位分別成立運動小組，讓步向老齡化的服務使用者舒展筋骨 Formed exercise groups in 5 service units to meet the needs of ageing service users with disabilities
精神健康月 Mental Health Month	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 social service agencies	以「活到老樂到老——代代關注長者精神健康」為主題，藉以提升社區對長者精神健康的關注和認識 Increased the community's awareness of mental health of the elderly through the theme 'Living happily at old age — care for the mental health of the elderly by generations'
「樂Teen精探」計劃 'Happy Teen Mental Health' Project	與港島南區的中學及青少年中心協辦 Jointly organized with secondary schools and youth centres in Southern District	透過舉辦到校講座、義工培訓、探訪獨居及單親的精神康復者家庭等活動，向青少年推廣精神健康、關懷精神康復者的訊息 School talks, volunteer training, visiting persons with psychiatric disabilities who lived alone or with single parent were organized to convey the message of mental health and caring for persons with psychiatric disabilities to teenagers
「導出自信·快樂遊中」計劃 'Happy Tour, Happy Life' Project	港島中西區長者服務機構 Elderly service organizations in Central & Western District	讓精神康復者籌辦活動，服務區內長者 Persons with psychiatric disabilities organized activities for the elderly in the district
「玩轉暑假」共融計劃 'Amazing Summer' Inclusion Project	屯門天主教中學 Tuen Mun Catholic Secondary School	讓服務使用者接觸不同的社區人士和設施，提升社交技能，推動社區共融 Service users were given the chance to have contact with community members and to enjoy the facilities within the district for improvement of their social skills and promotion of social inclusion
暖 LOVE LOVE 關愛大行動 Loving & Caring Movement	香港中華基督教青年會 Chinese YMCA of Hong Kong	提供機會讓服務使用者與社區人士合作，展現社區正能量 Provided an opportunity for service users and community members to co-operate and to display positive energy in the community

01 「快樂椅子舞」讓本會服務使用者享有一個集音樂、舞步和社交於一身的舞台
'Chair-based Dance' provides a stage for music, dance and socializing for service users

02 精神康復者透過「導出自信·快樂遊中」計劃，服務區內長者
'Happy Tour, Happy Life' allows service users with psychiatric disabilities to serve the elderly within the district

03 「友·深·人」深水埗區攝影比賽海報
Poster of 'Friends of SSP'- Sham Shui Po District Photo Contest

04 「精神健康月」的活動有助增加區內長者對精神健康的關注
'Mental Health Month' draws attention of the elderly living in the district to mental health

05 「暖 LOVE LOVE 關愛大行動」的義工與服務使用者一起摺飛機
Volunteers and service users fold paper airplanes together at the 'Loving & Caring Movement'

06 深水埗區「最佳老友—智藝耆才」社區共融計劃
Sham Shui Po District 'Best Buddies, Talents in the District' Social Inclusion Project



01

01 劇團成員努力演出每一場表演
Troupe members make strenuous efforts to perform in every street drama

本會致力為殘疾人士及其家屬爭取權益，藉著社區教育、服務使用者及家屬充權等方面的倡導工作，一方面增加社會大眾對殘疾人士的認識及接納，另一方面鼓勵服務使用者及其家屬實踐公民權利。

社區教育

本會由2013年4月至2015年3月獲余兆麒醫療基金撥款贊助舉辦一連串項目，包括出版區域刊物《南語》及表演街頭話劇《他們與我》等，向社區推廣《殘疾人權利公約》。本會亦透過推行各種社區共融計劃，與社區人士共同建立一個共融社會。

表演街頭話劇《他們與我》

由精神康復者及智障人士組成的劇團於港島區公共屋邨進行路演，以話劇推廣《公約》及「無障礙」的信息。在2014/15年度，街頭話劇共進行六次演出，約有五百名觀眾欣賞。

The Society is committed to striving for the rights of persons with disabilities and their family members by undertaking advocacy work such as community education and empowerment of service users and their family members. The former has made it possible for members of the community to better understand and accept service users while the latter has encouraged service users and their family members to exercise their civil rights.

Community Education

From April 2013 to March 2015, the Society was sponsored by the S K Yee Medical Foundation for organizing a series of activities including publication of district newsletter 'Southern Voices' and performance of street drama 'They & I' for the promotion of the 'Convention on the Rights of Persons with Disabilities'. The Society and the community also worked together for building an inclusive community through different inclusion projects.

Performing street drama 'They & I'

A drama troupe made up of persons with psychiatric disabilities and persons with intellectual disabilities has performed street drama at public housing estates on Hong Kong Island to convey the Convention and the message of 'barrier-free'. In 2014/15, the troupe gave six performances for the enjoyment of about 500 viewers.



- 02** 劇團成員透過表演向學生傳遞《公約》信息
Troupe members convey the message of the Convention through the drama performance
- 03** 康晴天地在華富邨舉辦「加添笑容家多Fun」活動，向居民傳遞關注精神健康的訊息
‘More Smiles, More Fun’ organized by Sunrise Centre promotes the message of mental health to residents at Wah Fu Estate

舉辦學校講座

於港島區一所中學及一所特殊學校舉行《殘疾人權利公約》講座，並安排《他們與我》的團隊進行表演，出席學生約有八百人。

Organizing school talks

Talks on ‘The Convention on the Rights of Persons with Disabilities’ and performance of ‘They & I’ by the drama troupe were organized at a secondary school and a special school on Hong Kong Island. About 800 students attended the above activities.

出版《南語》

《南語》共出版六期，每期印刷二千份，派發對象主要是港島南區內的居民、各中小學及福利機構等。內容包括「小人物大故事」、心靈雋語、「蒲點」好去處等，介紹南區正面人物及信息、康復服務及無障礙好去處。

Publishing ‘Southern Voices’

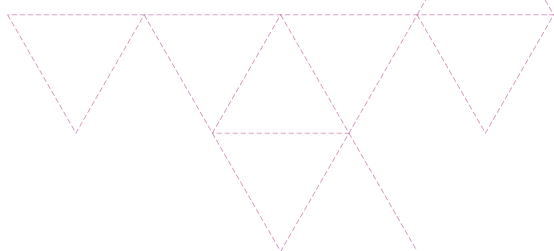
Six issues of ‘Southern Voices’, 2,000 copies each, were circulated to residents, primary and secondary schools and welfare agencies of the Southern District on Hong Kong Island. The publication included various content such as ‘Little man with a big story’, words of wisdom and fun places to go, which featured characters with positive images in the district, positive messages, rehabilitation services and barrier-free places.

推廣精神健康訊息

本會得到社會福利署臨床心理服務及地區團體的支持，為華富邨居民舉辦一系列推廣精神健康的活動，包括互動攤位、體驗遊戲及正向心理講座，獲超過三百名居民參與。

Promoting the message of mental health

With the support of Clinical Psychological Service of the Social Welfare Department and organizations within the district, a series of mental health activities were organized for the residents of Wah Fu Estate including interactive stalls with games and a talk on Positive Psychology. Over 300 residents attended the said events.





01

01 小奧士計劃培養學生以正面的態度與殘疾人士相處
The volunteer training project gives students an opportunity to interact with persons with disabilities in a positive manner

02 智障人士與小學生一起畫圓圈畫
Persons with intellectual disabilities and primary students participate in circle painting



02

開展「小奧士平等之旅暨義工訓練計劃」

屯門及元朗區社工團隊在 2014/15 年度開展上述計劃。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，從中了解及實踐《公約》。參與機構潮陽百欣小學及五邑鄒振猷學校均表示，他們的學生在參與計劃後對殘疾人士的態度及觀感有正面的轉變。

推廣「香港最佳老友」運動

為推動傷健共融及推廣社區人士與智障人士建立一對一的友誼，本會「香港最佳老友」運動 (BBHK) 積極到學校及企業為學生和企業員工提供社區教育講座。在 2014/15 年度，BBHK 於二十一間學校 / 企業舉辦社區教育講座，約有一千三百七十位學生及企業員工出席有關活動。

Launching the 'Education cum Volunteer Training Project for Primary Students'

The team of social workers in Tuen Mun District and Yuen Long District launched the above project in 2014/15. Various activities were organized for primary students and persons with disabilities. The project helped primary students to develop a positive image towards persons with disabilities and to understand and exercise the Convention. Both the participating schools, Chiu Yang Por Yen Primary School and FDBWA Chow Chin Yau School, indicated that their students showed positive changes in impression and attitude towards persons with disabilities after participating in the project.

Promoting 'Best Buddies Hong Kong' Movement

To promote social inclusion and one-to-one friendship between persons with and without disabilities, 'Best Buddies Hong Kong' Movement (BBHK) of the Society takes an active part in organizing talks for community education. In 2014/15, BBHK held 21 talks at schools/corporations, attracting around 1,370 students/staff members to attend the activities.



01



02



03

- 01 服務使用者於選舉時自行介紹參選政綱
Service users introduce their election platforms
- 02 育勤（現任會議主席）：我在服務使用者會議學到很多知識，並擴闊了自己的視野
Yuk Kan (current Chairperson of the Meetings): I have learnt so much at service users meetings and have widened my horizons
- 03 服務使用者會議不僅是一個溝通和表達訴求的媒介，而且代表一份平等和尊重
Service Users Meetings are not only a medium for communication and advocacy but also represent equality and respect

服務使用者及家屬充權

本會重視人權，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。同時，本會亦着力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。

Empowerment of Service Users and Their Family Members

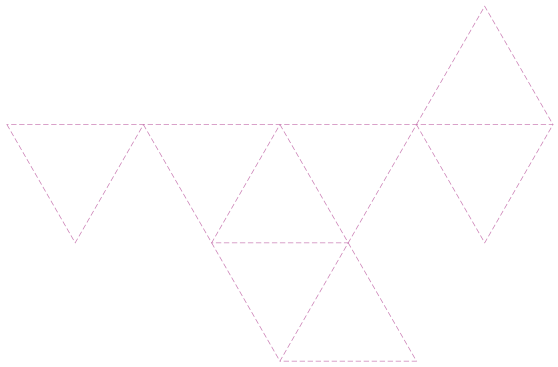
The Society puts much emphasis on human rights, believing that every human being has the right of expression and participation in community life. In this regard, the Society advocates service users' awareness of their rights and the exercise of such rights. Service users are given the opportunity for involvement in the affairs of the Society and that of the community. At the same time, 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.

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年開始，於2009年重點強化充權概念，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2014/15年度，共舉行了五次服務使用者會議；由2009年至今，累積參與人次多達四百人。

Tuen Yuen District Service Users Meetings

The first Tuen Yuen District Service Users Meeting was run in 2007. In 2009, the concept of empowerment was strengthened and a committee consisting of service users was set up to encourage service users to care for community affairs and to understand their rights of expression. Service users in service units elect their representatives who would attend the Service Users Meetings. In 2014/15, five meetings were held and the cumulative number of participants since 2009 reached 400.



扶康家長會

扶康家長會（簡稱「家長會」）是由扶康會轄下各服務單位的家長和家屬組成的一個自務組織。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。自2000年成立至今，家長會一直都得到扶康會各方面的支持，其中包括在會務發展方面給予專業意見及借出會議場地。家長會現時有四百三十名會員，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，促進家長／家屬之間的認識及互助精神。有關家長參與的詳情，請參閱本年報第六章統計資料（第118頁）。

經過多年的發展，家長會已成為扶康會一個重要及緊密的合作伙伴。在2014/15年度，家長會前副主席及幹事會顧問盧鴻業先生更獲選為扶康會董事局委員，充分體現會方對家長聲音的重視。在2014年10月15日，家長會會員透過一人一票選出第八屆幹事會成員，並於同年12月舉行會員周年大會暨就職典禮。家長會於2014/15年度主要朝以下兩個方向開展會務：

增加會員凝聚力

● 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」、編織及手作等興趣班、卡拉共唱、秋季旅行、服務交流團（前往深圳、東莞、廣州等地）及以「正向心理」為主題的日營活動，參加人次共有六百二十一人。

● 成立探訪小組

家長會成立探訪小組，先後探訪葵興工場及祖堯成人訓練中心的家長組，並積極參與扶康會於2014年5月22日舉行的「父母親節聯誼茶聚」，與各區域小組的家長委員進行交流，分享參與家長會的工作經驗和體會。

Fu Hong Parents' Association

Fu Hong Parents' Association (FHPA) is a self-support group formed by family members of service users in different service units. FHPA has its own constitution and electoral system of Executive Committee. Members of FHPA would elect the Committee members and the term of the Committee is for two years. Since its establishment in 2000, FHPA has been receiving different kinds of support from the Society such as giving professional advice on the development of FHPA and providing venue for FHPA to hold meetings. FHPA, with a total of 430 members at present, is concerned about the service needs and rights of persons with disabilities and their family members. Through diversified activities, FHPA enhances the understanding between family members and promotes mutual support. For parent participation, please refer to Part 6 Statistics (p.118) of this Annual Report.

After years of development, FHPA has become an important and close partner of the Society. The former Vice Chairman, and now the Adviser of FHPA, Mr LO Hung Yip, was even elected as one of the Council Members in 2014/15. This shows that the Society highly values the voices of family members. On 15 October 2014, members of the 8th FHPA Executive Committee were elected. The inaugural ceremony was held at the Annual General Meeting in December 2014. A two-prong approach was adopted for the business of FHPA in 2014/15:

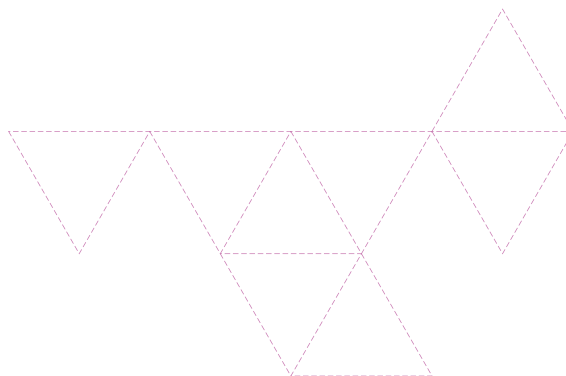
Strengthening the cohesion of members

● Organizing social activities

To strengthen the cohesion of members, FHPA organized a series of activities, including dancing, knitting, making handicrafts, singing karaoke, going on picnic, organizing service exchange visits (Shenzhen, Dongguan and Guangzhou) and day camp with a theme of 'Positive Psychology'. A total of 621 members took part in the said activities.

● Setting up visit groups

FHPA set up visit groups and paid visits to parents' groups of Kwai Hing Workshop and Cho Yiu Adult Training Centre. Members of FHPA also participated in the 'Parents Tea Party' held by the Society on 22 May 2014. The event provided an opportunity for members of FHPA to share their experiences with family members of Regional Sub-Committees, enabling the latter to have a better understanding of FHPA.



積極關注殘疾人士的需要和權益

● 呼籲政府正視殘疾人士及其照顧者的需求

2014年接連發生涉及自閉症和智障人士的意外事件，家長會認為政府有必要正視殘疾人士照顧者現時所承受的壓力。為此，家長會曾去信社會福利署署長，表達上述訴求，並要求政府盡快增加資助院舍名額。家長會亦響應「爭取資助院舍聯席」的呼籲，要求政府給予殘疾人士照顧者津貼。

● 爭取殘疾人士乘車優惠及增加學員獎勵金

家長會與相關自助組織團體保持緊密合作的關係。透過組織之間的聯繫及集體力量，為殘疾人士及其照顧者爭取應有的權益，包括成功將「\$2乘車優惠」擴展至十二歲以下殘疾兒童，適用範圍更推展到綠色專線小巴。此外，社署亦最終同意家長組織的要求，將職業康復服務學員獎勵金由每日港幣二十一元增加至港幣二十六元五角。

● 持續關注與殘疾人士有關的社會政策

因應政府進行有關自願醫保計劃的公眾諮詢，家長會於2015年2月4日舉辦專題講座，為家長詳細講解計劃內容，並把所收集的意見透過家長自助組織座談會，以聯署信方式送交食物及衛生局考慮。

Concern on the needs and rights of persons with disabilities

● Urging the Government to address the needs of persons with disabilities and their caregivers

Subsequent to the accidents involving persons with autism and intellectual disabilities in 2014, FHPA urged the Government to respond positively to the stress on caregivers of persons with disabilities. In this regard, FHPA wrote to the Director of Social Welfare expressing their request for urgent need of more places in subvented hostels. FHPA also supported the appeal of 'Alliance for Subvented Residential Care Service' for more government allowances to the caregivers of persons with disabilities.

● Fighting for transport fare concession for persons with disabilities and increasing the training allowance of service users

The Society was in close partnership with related self-help organizations. Through collective forces, they succeeded in getting the rightful benefits for persons with disabilities and their caregivers including the extension of the '\$2 Public Transport Fare Concession Scheme' covering children with disabilities under the age of 12 and more green minibus routes. In addition, the Social Welfare Department finally agreed to the request of parents' organizations to increase the daily training allowance of service users of vocational rehabilitative services from HK\$21 to HK\$26.5.

● Monitoring the government policies relating to persons with disabilities

In connection with the public consultation on Voluntary Health Insurance Scheme conducted by the Government, FHPA organized a talk on this topic on 4 February 2015 for parents. Details of the scheme were explained and the views collected, in the format of a joint letter, were forwarded to the Food and Health Bureau for their consideration at the Parents Self-help Association Seminar.



01 扶康家長會周年會員大會暨幹事會就職典禮
The Inaugural Ceremony cum AGM of FHPA
02 第八屆扶康家長會幹事會透過選舉誕生
The 8th Executive Committee of FHPA is formed through election



03 家長會舉辦「自願醫保計劃」專題講座
FHPA organizes the talk on 'Volunteer Health Insurance Scheme'
04 家長會會員於街頭為智障人士爭取合理權益
Members of FHPA are street fighters for the rights of persons with disabilities

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。

在 2014/15 年度，本會的員工人數共有一千零九十人（包括扶康會一千零三人、友愛之家協會有限公司二十二及康融服務有限公司六十五人），當中六十八位員工為殘疾人士。與去年度相比，本會總員工人數增加三十人（2.8%），其中殘疾員工佔十九人（增幅達 38.8%）。有關本會的員工統計數字，請參閱本年報第六章統計資料（第 120 頁）。

本會積極推動殘疾人士平等就業，致力締造共融工作間，讓殘疾人士發揮所長。在 2014/15 年度，本會獲得多項相關的嘉許：

「十八區關愛僱主」

扶康會及康融服務有限公司榮獲「十八區關愛僱主」的嘉許，而扶康會更獲頒發「連續五年或以上大獎」，以表揚本會積極推動共融就業。

「愛心社企」及「快樂工作間」

由康融服務有限公司（簡稱「康融」）管理的兩所社企餐廳「香城茶室」及「康姨咖啡室」分別獲社會福利署嘉許為「愛心社企」及獲選為十大「快樂工作間」，以表揚兩所餐廳在促進殘疾僱員融入社會所付出的努力及貢獻。

Care and respect to staff members is reflected in the Society's human resources policies. Provision of professional and quality services to service users cannot be achieved without staff members' professionalism and high efficiency at work.

In 2014/15, the total number of staff members of the Society was 1,090 (including 1,003 staff members of Fu Hong Society, 22 staff members of Agape Society Limited and 65 staff members of Hong Yung Services Limited). 68 of them were persons with disabilities. Comparing with last year, 30 additional staff members (2.8%) were employed and 19 of them were disabled (an increase of 38.8%). For the Society's staff statistics, please refer to Part 6 Statistics (p.120) of this Annual Report.

The Society has striven for equal employment opportunity for persons with disabilities and creation of inclusive working environment where persons of disabilities can unleash their work abilities. In 2014/15, the Society received the following related awards:

'18 Districts Caring Employers'

Both the Society and Hong Yung Services Limited received the commendation of '18 Districts Caring Employers'. The Society also received a special award for being an awardee for five consecutive years or above in recognition of its efforts in promoting inclusion employment.

'Caring Social Enterprise' and 'Happy Work Place'

The two social enterprise cafes managed by Hong Yung Services Limited (Hong Yung), i.e. 'City Cafe' and 'Madam Hong Cafe', were respectively awarded as 'Caring Social Enterprise' and one of the top ten 'Happy Work Places' by the Social Welfare Department. The awards recognized cafes' contributions and efforts in helping persons with disabilities in community integration.



康融董事局主席李百瀨先生 MBE, JP 及康融董事局委員郭健勳博士 BBS, JP 帶領「康姨咖啡室」及「香城茶室」的殘疾員工一同上台領獎
Mr Simon Li MBE, JP, Council Chairman of Hong Yung and Dr Joseph KWOK BBS, JP, Council Member of Hong Yung receive the awards together with disabled staff of 'Madam Hong Cafe' and 'City Cafe'

「至尊共融機構獎」

扶康會參加由勞工及福利局聯同康復諮詢委員會、香港復康聯會及香港社會服務聯會推出的《有能者·聘之約章》，承諾會積極推行各種措施以協助殘疾人士就業。本會於共

'Supreme Inclusive Organization'

Fu Hong Society has joined the 'Talent-wise Employment Charter' co-organized by the Labour and Welfare Bureau, the Rehabilitation Advisory Committee, the Hong Kong Joint Council for People with Disabilities and the Hong Kong Council of Social Service. The Society is committed with its

融機構嘉許計劃中獲頒發最高榮譽的「至尊共融機構獎」，顯示本會於推動殘疾人士就業及社會共融理念的努力，獲得社會的肯定和讚揚。

年內工作重點

開展人力資源管理系統

為配合人力資源管理系統的工程，內部工作流程檢討及重組經已展開。期望在新系統的協助下，能提供更精確的管理數據，協助管理層進行分析，從而提升機構的管理效率。

提高職業安全意識

本會一直十分關注職業及工作環境安全，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，期望員工能在安全的工作環境下服務。此外，本會建築拓展及維修委員會聯同培訓部合辦「五常法」講座，協助員工妥善整理工作場所，從而減少工傷發生的機會。

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。

改善員工薪酬及福利

本會的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。同時，本會遵照社會福利署推行之整筆撥款津助制度非政府機構《最佳執行指引》的要求，在運用薪酬調整撥款時按公務員薪酬調整的百分比調整員工的薪酬，並把薪酬調整的額外撥款全數用於薪酬調整。在 2014/15 年度，本會員工薪酬及福利作出以下改善：

- 提升部份職系薪酬幅度以配合市場水平
- 提供強積金一筆過僱主自願性供款注資
- 面對招聘困難的服務單位，為個別職系的員工提供每月津貼

best endeavours to the promotion of employment of persons with disabilities. In the Inclusive Organisations Recognition Scheme, the Society has been recognized as 'Supreme Inclusive Organization', the highest award. This shows that the Society's efforts to promote employment for persons with disabilities and social inclusion have been recognized and commended by the community.

Focuses of Our Work in the Year

Developing human resources information system

To cope with the implementation of human resources information system, review and revamping of internal workflows were commenced. With the new system, more precise management figures would be available to the Management for analysis, thereby leading to improvements of management efficiency.

Enhancing the awareness of occupational safety

The Society always stresses on occupational safety and working conditions. This issue is a regular agenda item in the meetings of Services Monitoring Committee. A Working Group on Workplace Safety Management has been set up to review service units' operation and safety measures in the workplace. Special attention is given to high risk environment where it will be examined by the Working Group to ensure occupational safety. In addition, the Society's Building Development & Maintenance Committee and the Training Department co-organized a talk on '5-S Management Practices', which assisted staff members in keeping their workplace tidy and safe, thus reducing the chances of work injuries.

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

Remuneration of staff members has made reference to that of the civil servants and the open market to maintain its competitiveness for recruitment. In addition, the Society follows the requirements of the Best Practice Manual of Lump Sum Grant Subvention System for Non-governmental Organizations promulgated by the Social Welfare Department that salary adjustment of staff members by using the funding from the Government should have the same percentage as that of civil servants, and the funding received should be entirely for the salary adjustment of the staff members. The following improvements to remuneration and benefits of staff members were introduced in 2014/15:

- Salaries of certain ranks were uplifted to keep pace with the open market.
- One-off injection into the employees' MPF accounts was made.
- Monthly allowances for staff members of certain ranks were provided to service units with recruitment difficulties.

「傑出家庭友善僱主」

本會榮獲由政府諮詢組織家庭議會頒發之「傑出家庭友善僱主」獎項，以對本會的家庭友善政策及措施作出肯定。除了全薪病假、產假、侍產假、婚假、醫療津貼及培訓津貼等基本福利，本會於2014/15年度新增的家庭友善措施包括：

- 增加恩恤假
- 新增生日假
- 新增母乳餵哺措施
- 延長退休年齡至六十歲

員工溝通

提升管治透明度

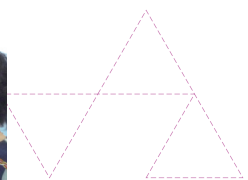
為加強員工對管治的信任，本會已將現行政策及執行程序上載內聯網，讓員工查閱有關內容。此外，本會的人力資源政策亦在員工手冊內概述。本會會定期檢討現行政策，並將需要修訂的部份進行諮詢，收集意見；而在政策修訂生效前，會先向員工公告。

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、刊物、通訊、員工分享大會、員工諮詢機制、員工活動及扶康講場等，了解會方最新的資訊及提出意見。



員工分享大會是一個溝通平台，讓各單位的員工與總幹事分享及交流意見
All staff meeting is a platform where staff members of every service unit can exchange views with the Executive Director

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2014/15年度，本會先後舉辦四次員工分享大會、三次職員事務諮詢及發展委員會會議及九次「扶康講場」，讓不同職級的員工可直接與總幹事對話，在服務質素、員工福利及員工發展等事宜上提出意見。

‘Distinguished Family-Friendly Employer’

The Society has received the ‘Distinguished Family-Friendly Employer’ award from the Family Council, an advisory body to the Government. This award recognizes the Society’s achievement in the implementation of family-friendly policies and measures. Apart from full paid sick leave, maternity leave, paternity leave, marriage leave, medical and training allowance, etc., new family-friendly measures introduced by the Society in the year of 2014/15 include:

- Increase of compassionate leave
- Introduction of birthday leave
- Introduction of breast-feeding measures
- Extension of retirement age to 60

Staff Communication

Enhancing management transparency

To boost staff members’ confidence toward the governance of the Society, the existing policies and procedures adopted have been uploaded to the intranet so that staff members are able to review relevant content easily. The Society’s human resources policies are also explained in Staff Handbook. Review of the existing policies is regularly conducted and the Society would collect staff members’ views on the areas that have to be revised. Before such revision coming into effect, prior written notice would be given to staff members.

Developing two-way communication

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

Setting up diversified channels of communication

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

Having dialogues with the Executive Director

The Executive Director, Ms Becky LUK Wai Yin, who adopts an attitude of open-mindedness and impartiality when listening to staff members, maintains effective communication with staff members of different positions. In 2014/15, four all staff meetings, three staff consultative and development meetings and nine ‘Fu Hong Focus Groups’ were held. Staff members of different ranks were able to have dialogues with the Executive Director on topics such as service quality, staff benefits and staff development.

關懷與獎勵

在 2014/15 年度，本會共有七十四位員工（佔總員工人數的 6.8%）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二十九人，其中包括兩位已服務三十年及一位已服務三十五年的員工。

透過職系制定，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，本會亦讓員工在工作崗位上作出調動，以擴闊工作視野及經驗。在 2014/15 年度，本會共有四十三位員工晉升及四十八位員工調職。

Care and Reward

Seventy-four staff members (6.8% of the total number of staff employed) of the Society received Long Service Awards in 2014/15, twenty-nine of whom with seniority of over twenty years, and amongst them, two have served for 30 years and one for 35 years.

Through the setting up of a job hierarchy, staff members are able to develop their career in the Society. Competent and well-performing staff members are rewarded with promotion. In addition, transfer of position is available for widening staff members' exposures. In 2014/15, forty-three staff members were promoted and forty-eight were transferred.

長期服務獎得獎員工感想

Sharing of Awardees of Long Service Awards

三十五年長期服務獎得主 Awardee of 35-Year Long Service Award

卅五載裏，見證扶康會茁壯成長，與同事們、學員們一同踏過的足跡，我心中滿懷感恩！讓我們繼續以「愛」為殘疾人士提供一個「家」。

For the past 35 years, I am very grateful that I have witnessed the growth of the Society, and have shared my life with my colleagues and service users. Let us keep on providing a 'Home' to persons with disabilities through our 'Love'.



陳月媚女士
Ms CHAN Yuet Mei



官間容女士（右一）
Ms KOON Kan Yung (first right)

在扶康會結識到很棒的人，很優秀的同事，令人印象深刻的服務使用者。感謝他們，在我順利或失意時給予幫助；感謝他們，豐富了我的工作世界。

I have met very good colleagues and unforgettable service users in the Society. Thank you for their support which have cheered me up and have enriched my working life.

三十年長期服務獎得主 Awardees of 30-Year Long Service Awards



張健民先生（後排右二）
Mr CHEUNG Keen Man (second right, back row)

在扶康會工作最大得著是遇到一班好同事，大家有共同的目標，不辭勞苦地為服務使用者提供優質的服務。My fellow colleagues are the best that I have ever met. We all have the same goal, that is, to work incessantly to give the best service to service users!



02

03

員工活動 Staff Activities

- 01** 會長、副會長、董事局委員及職員代表在春茗唱歌助慶
The President, Vice President, Council Members and staff representatives are singing at the Annual Dinner
- 02** 「扶康會籃球隊」積極參與比賽
「Fu Hong Basketball Team」takes an active part in competition
- 03** 蛋糕製作班深受員工歡迎
Cake-baking course is popular among staff members

「扶康人對核心價值的認同及實踐程度」追蹤調查

配合機構文化的發展，本會於 2009 年制定五大核心價值：關懷尊重、專業精神、協同效應、熱誠主動和持續改善，推動各持份者共同實踐本會的使命。為了解員工對核心價值的認同及實踐程度上的進展，本會每年以不記名方式進行「扶康人對核心價值的認同及實踐程度」追蹤調查。

在 2014/15 年度，上述調查共收回九百二十二份問卷，佔全體員工 91.9%，顯示員工對核心價值的投入和重視。調查結果歸納如下：

Longitudinal Survey on Fu Hong Staff's Recognition and Practice of Core Values

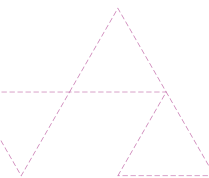
To complement the continuous development of the Society's culture, five core values have been identified in 2009: Care and Respect, Professional Spirit, Synergy, Pro-activeness and Continuous Improvement. Commitment to the core values is a driving force for all stakeholders to jointly achieve the mission of the Society. Every year, the Society conducts Longitudinal Survey on Recognition and Practice of Core Values in order to understand the progress of staff members in putting the core values into practice.

In 2014/15, the said survey received a total of 922 sets of completed questionnaires, accounting for 91.9% of the total number of staff. This is an indication 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:

五個核心價值的平均得分 (1-10 分) Average Score (1-10) of the Five Core Values				
	員工個人認同程度 Degree of recognition by individual staff	員工個人實踐程度 Degree of practice by individual staff	員工認為所屬服務單位實踐程度 Degree of practice by service units	員工認為全會實踐程度 Degree of practice by the Society
2014/15 年度調查 2014/15 Survey	7.62 - 7.84	7.44 - 7.61	7.25 - 7.39	7.18 - 7.34
2013/14 年度調查 2013/14 Survey	7.49 - 7.77	7.35 - 7.56	7.12 - 7.34	7.02 - 7.22

與去年度比較，以上四個範疇的平均得分均有上升，當中有超過五成員工認為個人認同感和各持份者的實踐程度較去年有所增加，情況令人鼓舞。本會和服務單位將持續落實核心價值，致力為服務使用者提供優質服務，並為員工營造理想的工作環境。

Comparing with the survey results of previous year, the average scores of all the four aspects increased. It is encouraging that over 50% of staff members considered the recognition by individual staff and practice by various stakeholders were 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.



機構文化工作小組於 2014 年 9 月 18 日舉行第二屆「機構核心價值實踐經驗分享會」，讓來自各服務單位的同工分享親身經驗

Working Group on Organizational Culture held the second 'Experience Sharing Session on Good Practices of Core Values' on 18 September 2014. Colleagues from all service units were able to share their personal experience



01



02

職員培訓及發展

多元化員工培訓活動






去年，培訓部舉行不同主題的培訓活動或課程合共八十五項，出席培訓員工達二千六百零七人次。員工均對培訓活動有正面評價，滿意度達 86%（詳見表一）。

Staff Training and Development

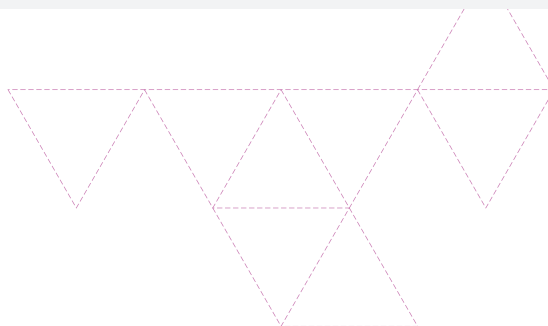
Diversified staff training

The Training Department organized 85 training activities or courses of different topics last year and there were a total of 2,607 staff participants. They all showed positive feedback on the training activities held and 86% of them considered the training satisfactory (See Table 1).

表一 培訓部舉辦之內部培訓活動概況綜合表
Table 1 Summary of internal training activities organized by the Training Department

培訓課程、講座、工作坊及分享會 Training courses, talks, workshops and sharing sessions	員工參與培訓活動總人次 Total number of staff participants	員工參與培訓活動總時數 Total training hours	培訓活動評估平均分(最高為6分) Average course evaluation score for training activities (highest score is 6)	對課程之滿意度 Degree of satisfaction on training activities
 85 項 events	 2,607 人次 participants	 11,232 小時 hrs	 5 分 marks	 86%

培訓活動
統計數字
Statistics
of training
activities





01 員工和服務使用者在「展能藝術之形形色色」工作坊進行立體作品創作
Staff member and service user create a 3-dimensional artwork at 'Inclusive Art – Shapes and Colours' Workshop

02 本會與香港心理衛生會臻和學校合辦「密集互動」的培訓
The Society and Cornwall School of The Mental Health Association of HK jointly organize the training of 'Intensive Interaction'

03 由英國前來的密集互動統籌人為本會員工及業界同工分享「密集互動訓練」的經驗

The Intensive Interaction Coordinator from the UK shares his experience on 'Intensive Interaction Training' with staff members of the Society and other members in the field

服務發展培訓

● 恒常培訓

恒常培訓共舉辦了三十五項，主要有關智障及精神康復服務的基本知識，確保和裝備員工具備服務所需的知識及技巧，加強員工處理日常工作及突發事件的能力，培訓包括智障人士老化、挑戰性行為處理、急救及緊急事故處理等，參與人次共有五百八十四人。另外，亦舉辦了三次新入職員工導向工作坊，為一百零七名新入職員工提供入職培訓。

● 展能藝術

共舉辦了八節有關顏色運用的展能藝術工作坊，以提升員工對展能藝術的知識及更有效應用色彩於不同的展能藝術活動中。

● 密集互動訓練及行為處理

去年，本會與香港心理衛生會臻和學校一起邀請了由英國遠道前來的密集互動學院之密集互動統籌人 Mr Jules McKim 到訪本會服務單位進行實地指導，並主講了三節「密集互動」及一節「挑戰性行為處理」的培訓，分享有關這兩方面的知識及海外的實踐經驗。上述培訓活動獲「伊利沙伯女皇弱智人士基金」資助，約一百八十多名本會員工及九十名外界人士參與。

● 機構文化

為配合會方推動「機構文化」，舉辦了四節有關服務單位推動核心價值及相關工作坊，以加強員工在工作中實踐及推動機構文化和核心價值。

Staff training and development

● Regular training

Thirty-five regular training courses relating to the basic knowledge of rehabilitation services of intellectual and psychiatric disabilities were organized. These courses aimed to ensure and equip staff members with necessary knowledge and skills to carry out their work, and to strengthen their abilities to cope with daily work and contingencies. There were a total of 584 staff members who participated in different courses including ageing of persons with intellectual disabilities, first-aid, and handling of challenging behaviours and emergencies. In addition, three Orientation and Introduction Training Sessions were arranged for 107 new staff members.

● Arts with the disabled

Eight inclusive art workshops on the use of colour were organized. The workshops aimed to enhance staff members' knowledge and skills towards arts with the disabled and to enable them to have more effective use of colours in different inclusive art activities.

● Intensive interaction training and behaviour management

Last year, the Society and Cornwall School of The Mental Health Association of Hong Kong jointly invited Mr Jules McKim, Intensive Interaction Coordinator of Intensive Interaction Institute in the UK to the Society to give guidance on the spot to our service units. Mr McKim also gave three sessions of talk on 'Intensive Interaction' and one session on 'Challenging Behaviour Management' to share his knowledge on both subjects and overseas experience. The event was sponsored by the Queen Elizabeth Foundation for the Mentally Handicapped, and over 180 staff members of the Society and 90 participants from other organizations attended the event.

● Organizational culture

In accordance with the Society's promotion of 'Organizational Culture', four workshops relating to service units' practice of core values were organized. The workshops aimed to strengthen staff members' practice of organizational culture and core values at work.



01

02

01 員工到澳洲布里斯班精神健康服務單位進行考察，與當地職員進行交流
Staff members visit psychiatric service units in Brisbane, Australia and exchange with local staff members

02 員工亦到美國加州特殊需要服務單位進行考察
Staff members also visit special needs service units in California, USA

● 海外交流

培訓部舉辦了兩次海外交流，包括「澳洲布里斯班精神健康服務考察團」及「美國加州特殊需要服務考察團」，員工可以了解當地服務的情況及最新發展，參加者得到不少啟發，日後將商討如何應用在本會服務發展上。

● Overseas exchange

Two overseas study tours were arranged by the Training Department, namely 'Study Tour on Mental Health Services in Brisbane, Australia' and 'Study Tour on Services for Persons with Special Needs in California, USA'. Apart from learning first-hand local experience and latest development in such services, staff members have gained service inspiration and would explore the feasibility of applying foreign experience in the Society's services.

專業發展培訓

● 管理職級培訓

為加強管理職級員工的管理勝任能力，先後為管理職級員工舉辦兩次的「督導及訓練技巧課程」，加強員工的管理技巧；亦舉辦了「黑暗中對話」行政人員工作坊，令管理職級員工體驗在逆境中如何解決困難，提升領袖才能。

Professional development training

● Management staff training

To enhance competence of management staff, two sessions of 'Course on Supervision and Training Technique' were arranged for them. A workshop named 'Dialogue in the dark' for executive staff was held to strengthen their problem-solving capability. Participants of the workshop experienced how to tackle difficulties in an unfavorable environment, thereby improving their leadership.

● 其他專業發展培訓

服務使用者日趨老化及出現複雜的健康問題，培訓部舉辦了七節培訓活動，包括：腹膜透析法工作坊、健康營養飲食、精神科藥物講座及如何使用運動膠布，以提升專業職級員工的有關知識，以應付服務使用者老齡化的轉變及痛症處理等需要。

● Other professional development training

Ageing of service users has led to complex health related problems. The Training Department arranged seven training sessions including workshop of Continuous Ambulatory Peritoneal Dialysis (CAPD), healthy and nutritious diet, psychiatric medications, and use of elastic therapeutic tape. These courses equipped staff members with useful knowledge for dealing with the needs of ageing service users and treatment of pain.



員工正在練習腹膜透析法的操作
Staff member practises the operation of CAPD

鼓勵員工出席外間培訓

除內部培訓，本會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，去年本會共有二百零二名員工出席相關之外間培訓活動，參與不同的外間培訓活動高達一百二十三項（詳見表二）。為加強員工對感染控制及預防傳染病的知識，本會去年共派出二十四名員工修讀有關的課程，包括「殘疾人士院舍及日間康復服務中心感染控制基本訓練課程」、「埃博拉（伊波拉）病毒病感染控制」及「醫護服務業工作間的感染控制」等講座，以了解最新感染控制的資訊。

Encouragement of staff participation in external training

Apart from internal training, the Society encourages and subsidizes staff members to attend external training courses, talks, seminars, workshops, exchange programmes, visits and sharing sessions, etc. Last year, 202 staff members attended 123 relevant training activities held by external parties (See Table 2). For better control of infection and prevention of infectious diseases, 24 staff members were sent to attend relevant courses including 'Training Course on Prevention of Communicable Diseases in Residential Care Homes for Persons with Disabilities and Day Training Centres', 'Prevention of Ebola', 'Prevention of Infectious Disease in the Working Environment for the Medical and Nursing Fields'. Staff members have gained much knowledge on the latest trend of infection prevention.

表二 員工參加外間培訓活動概況綜合表
Table 2 Summary of staff participation in external training activities



外間培訓活動統計數字
Statistics of external training activities

培訓課程、講座、研討會、工作坊、交流探訪及分享會
Training courses, seminars, conferences, workshops, exchange visits and sharing sessions

123
項 events

參加人數
No. of participants



202
人 persons

培訓總時數
Total training hours



935
小時 hrs

為實現推動香港社會可持續發展的願景，本會在優化及拓展服務的同時，積極履行保護環境的責任，與各員工共同締造綠色文化。本會於 2014/15 年度的環境保護工作歸納如下：

環境保護措施

為了全面推行環保工作，本會於 2015 年 3 月 1 日起落實環境保護政策。各服務單位的員工需在可行範圍內，按相關執行指引實踐本會制定的環境保護措施，內容簡述如下：

While the Society makes efforts to improve and further develop the scope of its service, we have not forgotten our corporate responsibility of protecting the environment, which is in line with the vision of promoting sustainability in Hong Kong. All staff members of the Society are committed to the cultivation of green culture. The Society's environmental efforts in 2014/15 are summarized as follows:

Environmental Protection Measures

The Society has launched its environmental protection policy since 1 March 2015 for full implementation of environmental protection measures. Staff members of all service units where practicable should follow the guidelines of environmental protection measures drawn up by the Society. The table below summarizes relevant measures:

環境保護措施 Environmental Protection Measures	策略 Strategies
節約能源 Energy conservation	在不影響工作表現的情況下，透過關閉閒置的電源、更改電腦設定及適當地調節空氣和照明系統等方法來減少能源消耗。 Reduce energy consumption through switching off unused equipment/appliances, changing computer setting, modifying air conditioning and lighting system without adversely affecting the discharge of current duties.
空氣質素 Air quality	注意室內空氣質素，保持空氣流通，並定期清潔空氣過濾器及管道，確保員工及服務使用者的健康。 Safeguard the health of service users and staff members through maintaining good ventilation with sufficient fresh air supply and cleaning the ventilation system including air filters and ducts regularly.
減廢及廢物分類 Waste reduction and separation	透過實踐綠色採購、節省紙張用量、減少製造和棄置廚餘等方法，減少固體廢物。同時，分類回收廢紙、鋁罐及塑膠，把廢物再用及循環再造。 Reduce solid waste through adopting green procurement, reducing the use of paper and production of food waste; separate waste paper, aluminium cans and plastic waste for recycling.
環保教育 Environmental education	為加強員工在環境保護的參與，從外部（如鼓勵員工出席與環保相關的研討會及工作坊、參加環保獎勵計劃）及內部教育（如在服務單位設立環保角、舉辦跨單位環保活動）兩方面著手，與員工一起建立綠色文化。 Create a green culture with staff members through enhancing their participation in internal and external environmental activities (e.g. encouraging staff members to attend relevant seminars and workshops; setting up green corners in service units and organizing joint environmental activities between different service units).

另外，本會石圍角工場於 2015 年 1 月透過中華電力有限公司（簡稱「中電」）安裝了十部室內二氧化碳感應器，通過按需求操作的通風系統技術，在能源效益及室內空氣質素之間取得平衡，讓工場既可減低空氣調節器的能源消耗，亦可確保室內有清新的空氣。

In addition, with the support of CLP Power Hong Kong Ltd, ten sets of indoor carbon dioxide sensors have been installed at Shek Wai Kok Workshop since January 2015. Through the system of demand control ventilation, a balance of energy efficiency and indoor air quality can be struck. Such installation allows the Workshop to reduce the energy consumption of air conditioning while ensuring the abundance of fresh air there.



- 01** 石圍角工場安裝室內二氧化碳感應器，並在電機房設置能源分析器
Indoor CO₂ sensors are installed at Shek Wai Kok Workshop and energy analyzer is set in its meter room
- 02** 辦公室設備貼有節能溫馨提示
Reminder of energy saving stickers on office equipment
- 03** 服務使用者一起綠化宿舍環境
Service users help with greening the hostels

- 04** 本會柔諾之家安裝了家用廚餘機，把蔬菜廚餘轉化為肥料
Home decomposer has been installed in Yau Chong Home to turn kitchen leftover into fertilizer
- 05** 本會採用環保車輛作為中心巴，並在宿舍全面採用耗電量較低的 T5 節能光管
The Society's rehabs are environmentally-friendly vehicles. T5 energy saving fluorescent tubes have also been adopted in hostels
- 06** 透過藝術作為媒介，推廣共融及環保的訊息
The messages of social inclusion and environmental protection are conveyed through art pieces as the medium



環境保護活動

本會透過不同的渠道，鼓勵員工及服務使用者一起參與環保活動，發揮協同效應的精神，共建綠色未來。在 2014/15 年度，本會獲香港藝術發展局資助，於 2014 年 9 月 5 日至 8 日在石硤尾賽馬會創意藝術中心舉辦「不倒娃娃——紙藝創繽紛」展覽，展出過百件由智障人士參與製成的環保藝術作品。它們不但展示智障人士的藝術潛力，而且從中宣揚平等、關愛、共融及環保等正面訊息。

Environmental Protection Activities

Through various channels, staff members and service users are encouraged to go green through participation in environmental protection activities. Sponsored by the Hong Kong Arts Development Council, an exhibition on 'Humpty Dumpty – Colourful Paper Art' was held in the Jockey Club Creative Arts Centre at Shek Kip Mei on 5-8 September 2014. Over 100 art pieces with environmental concepts were displayed. Persons with intellectual disabilities were involved in the process of creating the art pieces. This not only showcased their artistic potentials but also promoted equality, caring, inclusion on top of environmental protection.

獎項

● 獲頒發室內空氣質素檢定證書《卓越級》

本會葵興職業發展中心於2014年再度獲環境保護署頒發上述證書，表揚中心為達致良好的室內空氣質素而作出的努力。同時，良好的室內空氣質素更成為中心接獲多間保健食品包裝公司訂單的重要因素。



葵興職業發展中心連續五年獲頒發室內空氣質素檢定證書《卓越級》
Kwai Hing Vocational Development Centre has received Indoor Air Quality Certification Scheme 'Excellent Class' for 5 consecutive years

Awards

● Recipient of the Indoor Air Quality Certification Scheme 'Excellent Class'

Kwai Hing Vocational Development Centre of the Society received the Indoor Air Quality Certification Scheme 'Excellent Class' again in 2014 by the Environmental Protection Department in recognition of the efforts made by the Centre for achieving good indoor air quality. In the meantime, with the excellence in indoor air quality, the Centre has received orders from many health food packaging companies.



● 榮獲中電綠倍動力「環保節能機構」嘉許計劃2014星級獎項

上述嘉許計劃為各業界提供一個平台，分享實踐節能的有效方案。本會透過參與這計劃，與各界朋友分享本會位於「樂融坊」的小食店所採用的節能措施，包括空氣淨化器、製冷節能器、太陽隔熱膜及T5光管等，並於2014年9月獲中電頒發社福機構組別的銅獎。

本會獲中電頒發「星級獎項—銅獎」，表揚本會在過去一年為節能所作的努力及成果
The Society received STAR Award (Bronze) presented by CLP for its outstanding energy saving performances in 2014



● Recipient of Star Award at the CLP GREENPLUS Recognition Award Programme 2014

The above programme provides a platform for sharing of effective practices of energy saving. Through participating in the programme, the Society is able to share the energy saving measures adopted at 'Joyful Corner', including implementation of air purifier, refrigerant economizer, solar film, T5 fluorescent tube, etc. In September 2014, the Society was awarded the 'Bronze Award' of the Social Welfare Organization category by the CLP.

在 2014/15 年度，本會本著服務分享的信念，接待來自韓國、南京、湖南、廣州、深圳、順德及柬埔寨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：

國內及澳門的康復機構到訪本會

在 2014/15 年度，多個康復機構到本會進行交流活動，當中包括：深圳慈善公益網、湖南長沙市天心區機構、順德區星宇社會工作服務中心、傳播快樂協會、南京方舟、廣州利民精神健康社會工作資源中心、南京基督教青年會／女青年會、杭州市殘疾人聯合會等。在 2015 年 3 月 7 日，有五個分別來自深圳、順德、東莞、澳門的康復機構，派出合共十九位專業同工來港參與本會屯門元朗區的服務退修日，共同探討在專業的領域中，如何為繁重的工作增添快樂的元素，構建一個充滿動力的團隊。

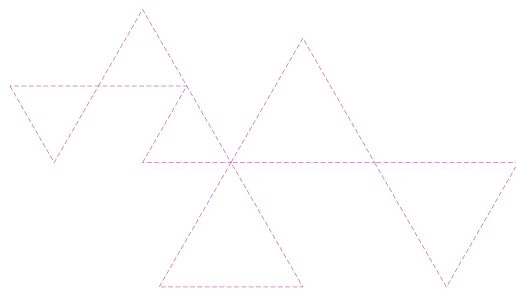
The Society values sharing with other organizations. In 2014/15, the Society received staff members and parents of service users of organizations from Korea, Nanjing, Hunan, Guangzhou, Shenzhen, Shunde and Cambodia. Staff members of the Society and those of visiting organizations earnestly shared their challenges and achievements at work. Through the exchange programmes, they complemented each other helping in improvements of service quality. Highlights of work in 2014/15 are summarized below:

Visits by rehabilitation organizations from Mainland China and Macau

In 2014/15, a number of rehabilitation organizations visited and exchanged experiences with the Society. These included Shenzhen Charity Net, organization in Tianxin district of Hunan Changsha, Shunde Xingyu Social Services Centre, Happy Message Association, Nanjing Fangzhou, Guangzhou Richmond Mental Health Social Work Resource Centre, Nanjing YMCA/YWCA, Hangzhou Association for the Mentally Handicapped, etc. On 7 March 2015, nineteen professional staff members of rehabilitation organizations from Shenzhen, Shunde, Dongguan and Macau participated in the Regional Service Retreat Day (Tuen Mun District and Yuen Long District). Exploring happiness in this profession amidst heavy workload was discussed for cheering and enhancing team enthusiasm.



- 01 外地康復機構同工到本會服務單位進行交流
Exchange between service units and rehabilitation organizations outside Hong Kong
- 02 本會員工與探訪的同工互相分享服務經驗
Experience sharing between staff members of the Society and counterparts of visiting organizations



外地康復機構同工到本會駐點學習

柬埔寨、南京、深圳的康復機構派出多位專業同工，在本會服務單位作駐點學習，內容包括社工督導技巧、社區服務網絡、服務質素標準等。透過這些專項實習模式，不但讓各同工寓學習於交流，而且促進機構之間的溝通，共同提升專業服務的質素。

本會拜訪外地機構及提供顧問服務

本會安排員工拜訪外地機構，如深圳市職康殘疾人服務中心、廣東省慧靈智障人士扶助基金會、廣東省殘疾人康復協會及澳門弱智人士家長協進會等。同時，本會亦持續為澳門扶康會及南京方舟提供顧問服務。

Internship of counterparts of overseas rehabilitation organizations at the Society

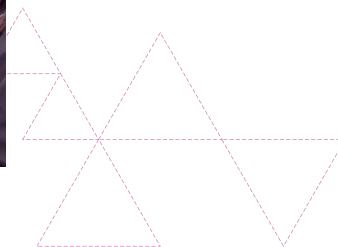
A number of professional staff of rehabilitation organizations from Cambodia, Nanjing and Shenzhen had their internship in service units of the Society. They studied different topics including instructional techniques for social workers, social service networks and service quality standards. Such internship enabled them to exchange their work experience, thereby improving the communication between different organizations as well as the quality of professional services.

Visits to organizations outside Hong Kong and provision of consultancy services

The Society visited organizations outside Hong Kong, including Occupation and Rehabilitation Service Center on Disabled Persons of Shenzhen, Guangdong Huiling Persons with Disabilities Subsidy Foundation, Guangdong Disabled Persons' Federation, and Macau Association of Parents of Persons with Intellectual Disabilities. Consultancy services to Fuhong Society of Macau and Nanjing Fangzhou are continued.



本會持續向澳門扶康會提供顧問服務
The Society has continued its consultancy service for Fuhong Society of Macau



4

企業傳訊
CORPORATE COMMUNICATION

在 2014/15 年度，本會得到各社區人士、企業及團體的鼎力支持，共籌得三百八十七萬港元，讓本會能繼續拓展切合殘疾人士需要的服務。本會於 2014/15 年度舉辦及參與的籌款活動包括：

With concerted support of community members, corporations and organizations, a total of HK\$3.87 million was raised in 2014/15. Such donations enabled the Society to continuously develop relevant services for persons with disabilities. Fundraising activities held and participated by the Society in 2014/15 include:

全港賣旗日 Territory-wide Flag Day



在 2014 年 11 月 1 日（星期六）舉辦的全港賣旗日，有接近五千名義工參與，其中包括四百多位服務使用者及家屬，共籌得約一百六十萬港元。

Over 5,000 volunteers including more than 400 service users and their family members participated in the Territory-wide Flag Day held on 1 November 2014 (Saturday). The Flag Day raised about HK\$1.6 million.

第十一屆「甜蜜心連心」步行籌款 The 11th FHS Charity Walkathon



過往的步行籌款均在山頂舉行，但由於該場地現時只容許約四百人一起參與大型活動，故是次步行籌款改於啟德跑道公園起步，有超過一千位傷健人士參與，共籌得約四十一萬港元。參加者包括商業機構、團體、學校、社區人士、義工、本會服務使用者及其家屬，反應熱烈。

In previous years, the Society held the charity walkathons in the Peak. Due to the change of policy of the venue, only 400 people are allowed in each major event. The Society therefore held the 11th FHS Charity Walkathon at the Kai Tak Runway Park. The walkathon gained overwhelming support from over 1,000 abled and disabled members of the community, including corporations, organizations, schools, community members, volunteers, service users and their family members. About HK\$0.41 million was raised by the event.

「商界展關懷」計劃 'Caring Company' Scheme

本會在 2014/15 年度成功提名一百一十三間企業及專業團體，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。

In 2014/15, the Society successfully nominated 113 corporations and professional bodies which received the logo of 'Caring Company' and 'Caring Organization' presented by the Hong Kong Council of Social Service.

東亞銀行
Bank of East Asia



恒基陽光資產管理有限公司
Henderson Sunlight Asset Management Limited



理光(香港)有限公司
Ricoh Hong Kong Limited



UPS



香港廚師協會
Hong Kong Chefs Association

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

'Caring Company' Scheme

協作計劃 Partnership Projects

本會積極與不同的商界企業及專業團體建立夥伴合作關係，透過開展多元化的協作計劃，推動社區共融及企業社會責任。2014/15 年度協作計劃如下：

The Society actively establishes partnership with corporations and professional bodies for the promotion of social inclusion and corporate social responsibility through various kinds of partnership projects in 2014/15 with details below:

中華電力有限公司 CLP Power Hong Kong Limited

- ▶ 連續十一年支持本會舉辦「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。
CLP has supported the 'Best Buddies Hong Kong' Movement Electric Cooking Competition by sponsoring and co-organizing the contest to promote the spirit of social inclusion for eleven consecutive years.
- ▶ 連續五年揀選本會成為其「安全獎勵計劃」捐款部分的受惠機構之一。
The Society has been one of the beneficiaries of CLP's Safety Incentive Scheme for five consecutive years.

香港廚師協會 Hong Kong Chefs Association

- ▶ 邀請本會參與其舉辦的「國際廚師日」慈善自助午餐，讓四百多名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。
The Association invited the Society to participate in its 'International Chefs Day' Charity Buffet Lunch. More than 400 service users and their family members were able to enjoy various delicious dishes and to feel the love and care from the chefs.

Partnership Projects



AEON

★第五屆★ 「幸福的黃色小票」頒贈儀式



永旺(香港)百貨有限公司 AEON Stores (Hong Kong) Co., Limited

- 舉行「幸福的黃色小票」活動，安排本會連續五期成為活動受惠機構之一，並捐贈電器等物品予本會多個服務單位。

The Society has been one of the beneficiaries of the 'Yellow Receipt Campaign' for five consecutive phases. AEON also donated electrical appliances to the Society's service units.

- 於其中十間分店擺放本會捐款箱。
Ten branches of AEON placed the Society's donation boxes.



UPS

- UPS Foundation 贊助毅誠工場於 2015 年 3 月開展康姨餅房擴展項目。

Ngai Shing Workshop commenced the extension project of 'Madam Hong's Bakery' in March 2015. The project was sponsored by UPS Foundation.

- 與本會合辦年度企業義工日，探訪及帶領智障人士參與不同的義工活動。

UPS and the Society co-organized the Annual Corporate Volunteer Day, arranged visits and accompanied persons with intellectual disabilities to participate in various activities.



大家樂集團 Café de Coral Group

- 於旗下二十七間一粥麵及米線陣分店擺放本會捐款箱。
Twenty-seven branches of Super Super Congee & Noodles and Mixian Sense under Café de Coral Group placed the Society's donation boxes.



企業展銷 Corporate Trade Fair

- 康姨餅房獲邀於多間企業及商場進行曲奇展銷，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、新世界發展有限公司、禰氏律師行、State Street Asia Ltd.、上水中心購物商場及新都城中心一期。

Madam Hong's Bakery was invited to trade fairs in a number of corporations and shopping centres including Hong Kong Convention and Exhibition Centre (Management) Ltd, Royal Plaza Hotel, Kowloon Development Company Limited, New World Development Company Limited, Huen & Partners Solicitors, State Street Asia Ltd., Sheung Shui Centre Shopping Arcade and Metro City Plaza 1.





企業義工活動

Corporate Volunteer Activities

2014/15 年度共有三十三隊企業義工隊參與本會活動，企業義工人次多達六百人，較去年度上升 34%。義工活動撮要如下：

In 2014/15, a total of 33 teams of corporate volunteers participated in the activities of the Society. Over 600 corporate volunteers participated in various activities, representing an increase of 34% over the previous year. Volunteer activities are summarized as follows:

- 01 雅詩蘭黛集團義工與服務使用者一起遊覽香港歷史博物館及到本會的社企餐廳「香城茶室」午膳
Volunteers of Estee Lauder and service users visit Hong Kong Museum of History and lunch at the Society's social enterprise cafe, i.e. City Cafe
- 02 艾睿電子亞太有限公司義工與服務使用者一同乘坐昂坪 360 纜車
Volunteers of Arrow Asia Pac Limited and service users travel on Ngong Ping 360 cable cars
- 03 利揚投資有限公司義工與服務使用者一同慶祝中秋節
Volunteers of Goldrise Investment Limited celebrate Mid-Autumn Festival with service users
- 04 永義(香港)有限公司義工與服務使用者攜手製作盆栽
Volunteers of United Italian Crop. (HK) Ltd. and service users make potted plant together



- 05** 港鐵義工隊與服務使用者結伴遊覽香港海防博物館及到本會的社企餐廳「康姨咖啡室」午膳
Volunteers of MTR and service users visit Hong Kong Museum of Coastal Defence and lunch at the Society's social enterprise cafe, i.e. Madam Hong Cafe
- 06** 本會服務使用者參與「鼠戰中環」活動，為參加者打氣
The Society's service users cheer for the participants at the CENTRAL Rat Race
- 07** 「1600 熊貓」及義工隊探訪本會服務單位
'1600 Pandas' and volunteer team visit the Society's service units

01		06
02		05
03	04	07

媒體報導

MEDIA REPORTS



- | | | | |
|----|--|----|---|
| 01 | 03/09/2014
香港經濟日報
Hong Kong Economic Times | 07 | 23/01/2015
星島地區報 Sing Tao Newsletter |
| 02 | 04/08/2014
AM730 | 08 | 23/01/2015
太陽報 The Sun |
| 03 | 12/11/2014
文匯報 Wen Wei Po | 09 | 12/03/2015
壹週刊 Next Magazine |
| 04 | 25/02/2015
兒童尖子教育 iKid | 10 | 23/01/2015
香港經濟日報 Hong Kong Economic Times |
| 05 | 11/07/2014
晴報 Sky Post | 11 | 04/02/2015
頭條日報 Headline Daily |
| 06 | 26/05/2014
香港商報
Hong Kong Commercial Daily | 12 | 08/11/2014
成報 Sing Pao |
| | | 13 | 28/11/2014
晴報 Sky Post |
| | | 14 | 17/11/2014
明報 Ming Pao |
| | | 15 | 19/01/2015
東方日報 Oriental Daily |

傳媒不但是傳遞社會資訊的重要渠道，而且是宣傳本會服務的密切伙伴。本會在2014/15年度在各個媒體共錄得近六十則報導，較去年度增加超過30%，反映社會對本會服務及殘疾人士的關注不斷提升。

適當運用媒體宣傳，既可增加本會的知名度，亦可讓社會大眾從多角度理解殘疾人士的能力和優點。為此，本會於2014年5月舉辦第二次「傳媒午宴」，席間更公布「成年智障兼自閉症人士照顧者之壓力及需要」調查結果，獲十五份中英報章報導，引起廣泛關注，不少照顧者及後更加入本會成立的「同行智者支援小組」，交流照顧心得和彼此紓緩壓力。

「香城茶室」是本會第二所社企餐廳，自2014年10月開始投入服務。除傳統報章及雜誌外，香城茶室的消息亦可見於網上社交媒體，不少人均予以「讚好」及轉貼文章，令茶室在短時間內建立了口碑。

另外，本會臨床心理學家及職業治療師先後接受報章雜誌訪問，闡述本會服務和提供實用資訊；其他報導範疇包括「香港最佳老友」運動和展能藝術等。本會將繼續與傳媒保持緊密聯繫，合力傳遞有關智障人士、自閉症人士、精神病康復者等特殊需要人士的正面訊息，盼可吸引更多公眾人士的支持，共同創造一個平等、關愛、共融的社會。

Media is not only an important channel for conveying information in the community but also a close partner for promoting the services of the Society. In 2014/15, about 60 pieces of news articles on the Society's services by different media were recorded. This shows that the news coverage of the Society increased by more than 30% over the last year, representing a rise in public awareness of persons with disabilities and the services provided by the Society.

Right use of media for promotion would enhance the reputation of the Society and enable the community to have better understanding of the strengths and capabilities of persons with disabilities from different perspectives. The Society therefore held the second Media Lunch in May 2014 and took the opportunity to announce the survey results of the study on 'Stress and Needs of Caregivers of Adults with Intellectual Disabilities comorbid with Autism Spectrum Disorder'. The survey results were reported in 15 Chinese and English newspapers drawing wide attention. Many caregivers have subsequently joined the 'Support Group for Parents/Caregivers of Persons with Autism and Intellectual Disabilities' where they can exchange experiences and alleviate stress.

'City Cafe' is the second social enterprise cafe of the Society. It commenced its service in October 2014. Apart from the paper media, the news of 'City Cafe' can also be accessed in social websites. Articles on the Cafe got lots of 'Like' from the public, allowing wide publicity within a short period of time.

In addition, clinical psychologists and occupational therapists of the Society were interviewed by newspaper and magazine reporters to introduce the services of the Society and to provide useful information. Other news coverage included 'Best Buddies Hong Kong' Movement and Arts with the disabled, etc. The Society would continue to work closely with the media to spread the positive messages about people with special needs such as persons with intellectual disabilities, autism and psychiatric disabilities. We hope to enlist support from more members of the community for the creation of an equal, caring, and inclusive community.



07

餐廳探索歷史

香城茶室 回味老香港

又一山人精製社企茶室

扶康會近日喺香港歷史博物館內開咗間社企餐廳「香城茶室」，為十位殘疾人士提供就業機會。前日餐廳開幕，一班名人齊齊捧場，著名設計師黃炳培（又一山人）話，舖內嘅一枱一櫈甚至地板，都係參考咗三間本地經典冰室嘅設計，大家不妨去考吓自己眼力，同欣賞佢悉心挑選、喺餐廳長期播放粵語長片。

康樂及文化事務署署長李美嬌呢日試食顯得滋味，佢話，童年時代唔係經常可以出街食飯，所以大個之後就特別鍾意感受茶餐廳風味，但最愛絲襪奶茶，仲鍾意走

甜。同場仲有名廚周中及扶康會義務司庫施家殷（Kyran），周中話近年食得清淡，而Kyran亦覺得愈好食嘅嘢偏偏愈唔健康，好似無糖汽水總比原味失色，可能係唔少人心聲，惟有勤做運動。

民政事務局副局长許曉暉亦有捧場，聽到扶康會會長葉思明話未來考慮唔啱主題展覽提供唔啱地方食品，食素嘅佢就話想試下客家小食，覺得茶辣、梅菜蒸豆腐或茄子都應該吸引。



10 又一山人(左)及施家殷齊撐社企餐廳。

社企懷舊茶室 又一山人設計

扶康會轄下社企「康融」設於歷史博物館所設的香城茶室前天開幕，無論食物或環境，皆充滿濃厚香港特色。茶室的懷舊設計，出自著名設計師又一山人手筆，精心搜羅的懷舊陳設，也緊扣博物館主題。

適逢博物館舉辦「皇村瑰寶：俄羅斯宮廷文物展」，茶室的專業大廚亦推出菜色「俄羅斯肉丸」配合，盡顯心思。參加剪綵儀式的民政事務局副局长許曉暉、油尖旺區議會副主席高寶賢、香港廚師協會委員楊國基和周中，以及又一山人，均親嘗茶室美食。



香港人的 茶餐廳

社企餐廳助殘疾人士融入社會

【本報港聞專訊】殘疾人士的工作能力不比正常人差，有時只需要一個適合的工作環境。「香城茶室」是扶康會成立的社會企業「康融服務有限公司」旗下的第二間餐廳，除服務社會大眾外，更為殘疾人士提供就業及在職培訓機會。餐廳在10月底開始營業，扶康會職業康復及發展服務區域經理麥潤雲認為，餐飲服務對殘疾人士而言是一個很好的平台，既可學習職業技能，亦能接觸社群，多與人溝通。

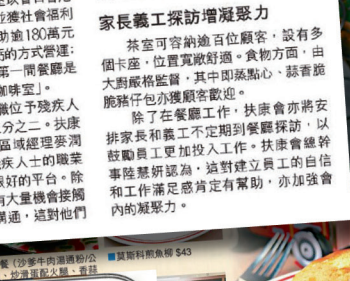
香城茶室是「康融服務有限公司」透過公開競投，贏得位於歷史博物館一樓的餐飲服務營運權。茶室以昔日香港懷舊冰室及茶居為主題，並獲社會福利署「創業展才能」計劃資助逾180萬元種子基金成立，以自負盈虧的方式營運。「康融服務有限公司」的第一間餐廳是位於海傍博物館的「康融咖啡室」。

香城茶室提供10個職位予殘疾人士，佔餐廳總員工比例三分之二。扶康會職業康復及發展服務區域經理麥潤雲認為，「餐飲服務對殘疾人士的職業康復訓練來說，是一個很好的平台。除了學習職業技能外，更有大量機會接觸社群，學習與人面對面溝通，這對他們日後投身社會其他工作大有幫助。」

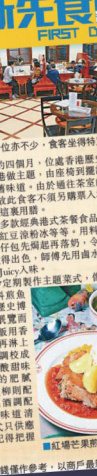
家長義工探訪增凝聚力

茶室可容納逾百位顧客，設有多個卡座，位置寬敞舒適。食物方面，由大廚嚴格監督，其中即蒸點心、蒜香脆脆豬仔包亦獲顧客歡迎。

除了餐廳員工，扶康會亦將安排家長和義工不定期到餐廳探訪，以鼓勵員工更加投入工作。扶康會總幹事陸慧妍認為，這對建立員工的自信和工作滿足感肯定有幫助，亦加強會內的凝聚力。



懷舊茶室 食盡老港風味



看透社企 許曉暉

介紹同信心

<https://zh-hk>

13

博物館茶室 傷健共融

《文化館內藏社企》由服務殘疾朋友的「扶康會」轄下「康融服務有限公司」，分別是位於香港歷史博物館內的「康融咖啡室」及「香城茶室」。後者以茶室及茶居為主題，共聘請了十位殘疾人士，佔員工總數的三分之二。

康融服務有限公司的創始人李美嬌表示，她希望透過這間茶室，為殘疾人士提供一個展示才能的平台，讓他們在一個包容的環境下工作，並透過與顧客的互動，建立一個共融社會。

地址：九龍尖沙咀漆咸道南100號香港歷史博物館一樓
營業時間：周一至周五上午10:00至晚上6:00
周六、日及公眾假期10:00至晚上7:00
(周二香港歷史博物館休館，茶室休息)
查詢：2412 3155
電郵：citycafe@fuhong.org



博物館中尋社企

工除了能學習職業技能以外，更有大量機會接觸社群，習慣與人面對面溝通，他日便能更好地融入社會。餐廳亦安排家長和義工不定期探訪，增進他們對工作的了解，幫助員工更投入工作。

未來博物館為市民大眾策劃了一系列精彩展覽，希望大家有空不僅多到博物館參觀，更踴躍其內的不僅是顧客，也是員工。

茶室及冰室可以話係香港本地特色，但現時食肆競爭激烈，舊式冰室實少見。扶康會近日就喺香港歷史博物館內開咗間社企餐廳「香城茶室」，為十位殘疾人士提供就業機會。前日餐廳開幕，一班名人齊齊捧場。出廠著名設計師黃炳培（又一山人）話，舖內嘅一枱一櫈甚至地板，都係參考咗三間本地經典冰室嘅設計，大家不妨去考吓自己眼力，以及欣賞佢悉心挑選、喺餐廳長期播放粵語長片。



社企茶記開張 史館留香

李美嬌至愛奶茶常餐

康樂及文化事務署署長李美嬌昨試食完結後試食覺得好滋味。佢話，童年時代唔係經常可以出街食飯，所以大個之後就特別鍾意感受茶餐廳風味。

李美嬌至愛奶茶常餐

講起茶餐廳多食品之中，佢最鍾意食絲襪奶茶，因為好方便，見佢影相時除低眼鏡，佢話個個唔做眼線，又會搵搵白飯，所以一直都有呢種，係近年開始有散伙。

同場仲有名廚周中及扶康會義務司庫施家殷（Kyran），周中話近年食得清淡，而Kyran亦覺得愈好食嘅嘢偏偏愈唔健康，好似無糖汽水總比原味失色，可能係唔少人心聲，惟有勤做運動。Kyran透露，佢會搵搵白飯，所以一直都有呢種，係近年開始有散伙。

李美嬌(左起)、葉思明、許曉暉及扶康會康融服務主席李百瀾齊聚茶室開餐。

5

財務資訊
FINANCIAL INFORMATION

綜合收入

本會本年度的綜合收入為港幣三億五千二百四十六萬元，與 2013/14 年度的港幣三億二千二百六十二萬元相比，增幅為港幣二千九百八十四萬元（百分之九點二五）。如扣除了本年度出售物業收入，綜合總收入祇上升了百分之七點四五，增幅的主要原因在於政府增加不同服務範疇的撥款，以及賣旗日之額外收入。

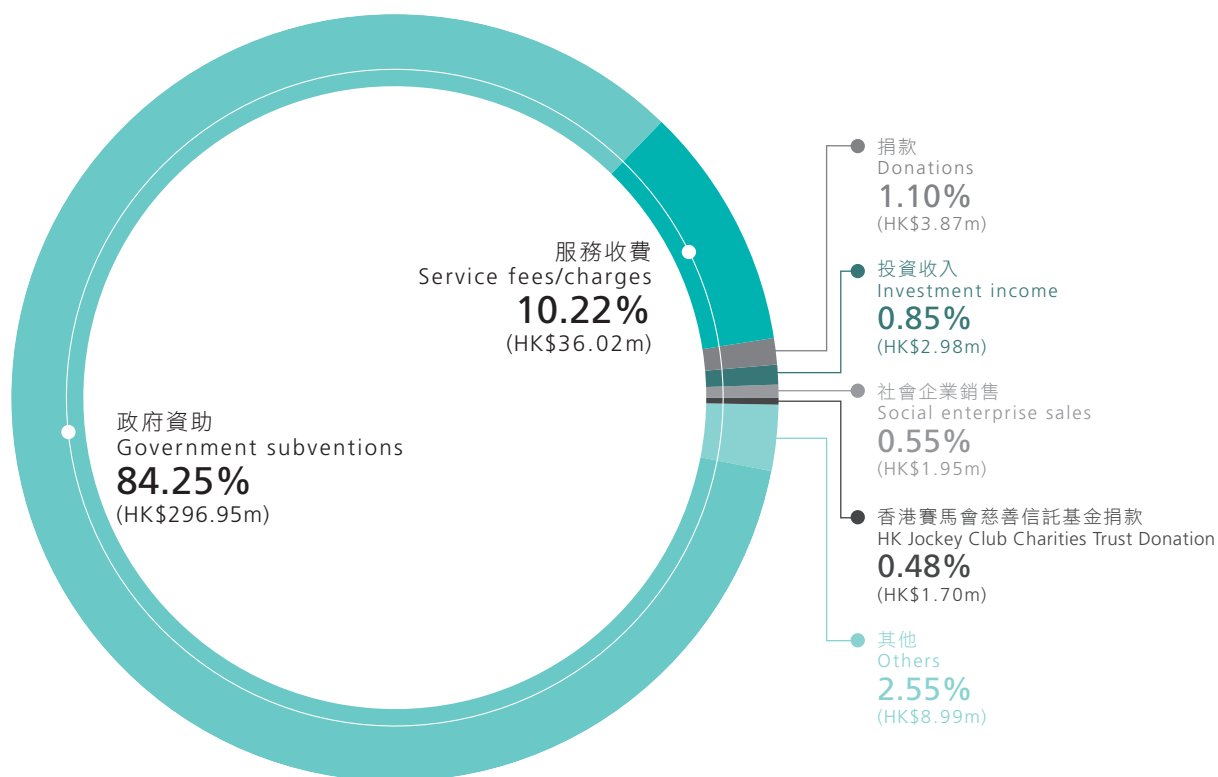
Consolidated Income

The Society's consolidated income in this financial year of HK\$352.46 million was HK\$29.84 million (9.25%) more than that of HK\$322.62 million in 2013/14. Excluding the sale of a property disposed of in the year, the increase was only 7.45%, mainly attributable to additional Government subvention for various purposes and the extra income from the flag-day.

綜合收入：港幣三億五千二百四十六萬元

Consolidated Income: HK\$352.46 million

(按收入來源 by Source of Fund)



綜合支出

本會之綜合支出為港幣三億四千零九十二萬元，較上年度高出港幣一千八百四十七萬元，增幅為百份之五點七三。支出上升主要是由於薪酬及其他營運開支包括保險均有所增加所致。

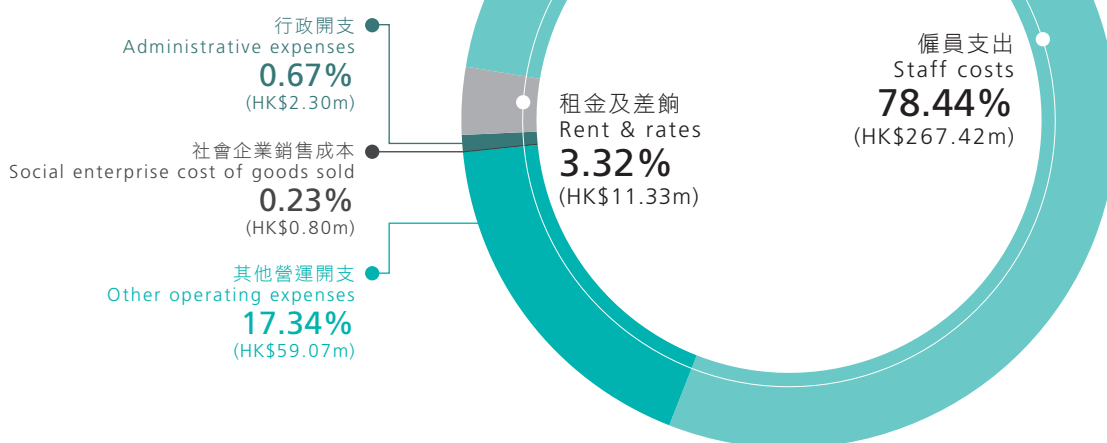
Consolidated Expenditure

The Society's consolidated expenditure of HK\$340.92 million was 5.73% or HK\$18.47 million over last year. This was the result of higher staff costs, and other operating expenses, including insurance.

綜合支出 Consolidated Expenditure

港幣三億四千零九十二萬元
HK\$340.92 million

(按支出性質 by Nature)

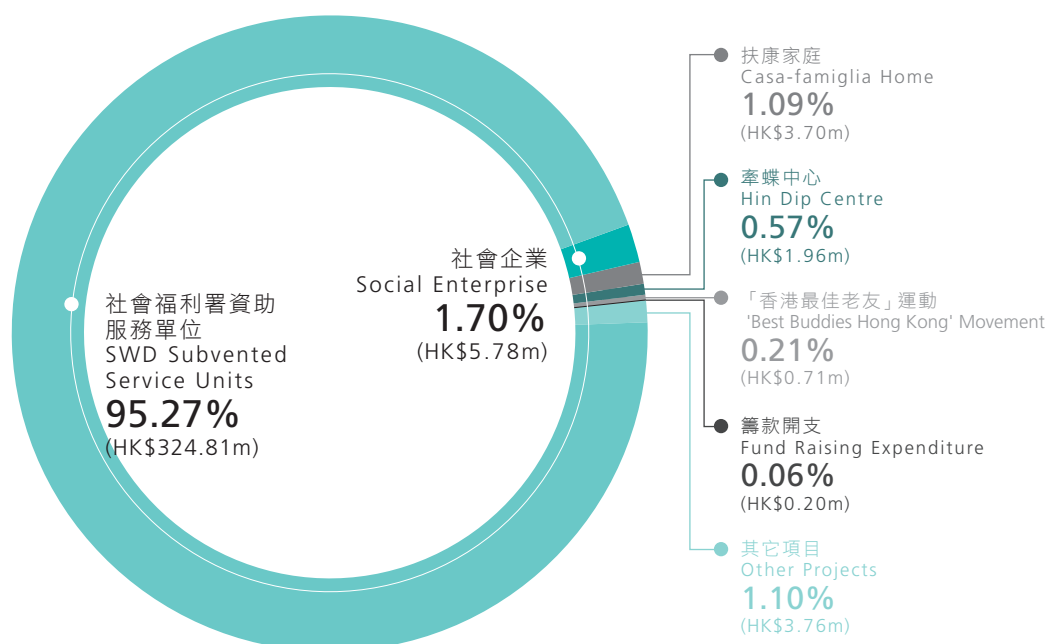


各類型服務項目之支出分佈

Distribution of Consolidated Expenditure by Service Type

綜合支出：港幣三億四千零九十二萬元 Consolidated Expenditure: HK\$340.92 million

(按服務類型 by Service Type)



綜合財務表現及持有基金

由於加強實行預算控制措施，本年度的綜合盈餘為港幣一千一百五十四萬元（2013/14年度綜合盈餘為港幣十七萬元），全數已撥歸本會有關基金。所以在年結時，本會總基金亦增長了同一數目，達至港幣二億零六百一十萬元。其分析如下：

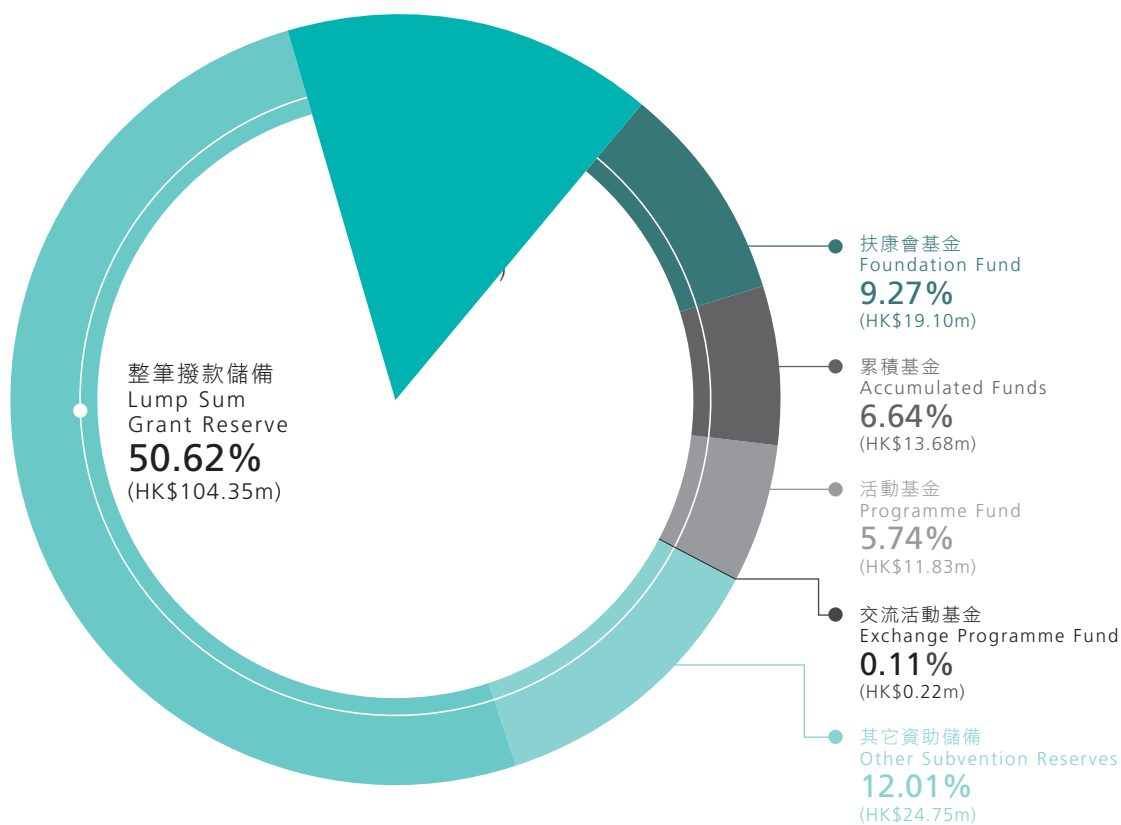
Consolidated Financial Performance and Funds Held

As a result of additional and tightened budgetary control measures implemented during the year, there was a consolidated surplus of HK\$11.54 million for the year 2014/15 (2013/14: HK\$0.17 million), which had been transferred to various funds held by the Society. Accordingly, the total funds in hand on 31 March 2015 increased by the same amount to HK\$206.10 million as analyzed below:

綜合持有基金：港幣二億零六百一十萬元

Consolidated Funds Held: HK\$206.10 million

(按基金類型 by Source of Fund)



綜合全面收益表 Consolidated Statement of Comprehensive Income

截至二零一五年三月三十一日止之年度 For the Year Ended 31 March 2015

	2015	2014
	HK\$ 港幣	HK\$ 港幣
收入 INCOME	352,463,777	322,623,182
支出 EXPENDITURE	<u>(340,919,372)</u>	<u>(322,448,246)</u>
本年度盈餘 SURPLUS FOR THE YEAR	11,544,405	174,936
其他全面支出 OTHER COMPREHENSIVE EXPENDITURE	<u>-</u>	<u>(85,387)</u>
本年度其他全面支出 OTHER COMPREHENSIVE EXPENDITURE FOR THE YEAR	<u>-</u>	<u>(85,387)</u>
本年度全面收益總額 TOTAL COMPREHENSIVE INCOME FOR THE YEAR	<u><u>11,544,405</u></u>	<u><u>89,549</u></u>

綜合財務狀況表 Consolidated Statement of Financial Position

至二零一五年三月三十一日 As at 31 March 2015

	2015	2014
	HK\$ 港幣	HK\$ 港幣
非流動資產 NON-CURRENT ASSETS		
物業、機器及設備 Property, plant and equipment	12,615,284	645,533
流動資產 CURRENT ASSETS		
存貨 Inventories	39,057	34,599
按金及預付帳款 Deposits and prepayments	1,943,502	1,618,471
應收帳款 Accounts and other receivable	10,148,135	7,399,752
銀行存款及現金 Cash and bank balances	212,782,881	206,285,735
	224,913,575	215,338,557
流動負債 CURRENT LIABILITIES		
應付帳款 Accounts and other payable	(17,321,441)	(9,110,174)
預收帳款 Receipts in advance	(3,179,798)	(3,372,200)
社會福利發展基金 Social Welfare Development Fund	(899,813)	(74)
未提取年假撥備 Provision for unutilized paid annual leave	(3,800,000)	(3,500,000)
傢俬與用具添置及小型工程資助 F&E Replenishment and Minor Works Block Grant	(3,590,521)	(2,821,061)
	(28,791,573)	(18,803,509)
流動資產淨值 NET CURRENT ASSETS	196,122,002	196,535,048
總資產減流動負債 TOTAL ASSETS LESS CURRENT LIABILITIES	208,737,286	197,180,581
非流動負債 NON-CURRENT LIABILITY		
長期服務金撥備 Provision for long service payments	(2,632,000)	(2,619,700)
總資產淨值 TOTAL NET ASSETS	206,105,286	194,560,881
累積基金 Accumulated Funds	13,679,166	13,286,558
活動基金 Programme Fund	11,834,149	11,929,547
扶康會基金 Foundation Fund	19,095,891	14,300,998
自資服務基金 Self-financed Services Fund	32,170,414	31,201,777
交流活動基金 Exchange Programme Fund	221,338	221,338
整筆撥款儲備 Lump Sum Grant Reserve	104,352,000	84,965,853
其它資助儲備 Other Subvention Reserves	24,752,328	38,654,810
總資金 TOTAL FUNDS EMPLOYED	206,105,286	194,560,881

綜合現金流量表 Consolidated Statement of Cash Flows

截至二零一五年三月三十一日止之年度 For the Year Ended 31 March 2015

	2015	2014
	HK\$ 港幣	HK\$ 港幣
營業活動產生之現金 CASH FLOWS FROM OPERATING ACTIVITIES		
本年度盈餘 Surplus for the year	11,544,405	174,936
調整 Adjustments for:		
折舊 Depreciation	774,302	357,071
出售可售賣之投資收益 Gain on disposal of available-for-sale investment	-	(114,277)
出售持至到期之投資損失 Loss on disposal of held-to-maturity investment	-	158,959
出售物業收益 Gain on disposal of property, plant and equipment	(5,791,029)	-
利息收入 Interest income	(2,975,515)	(2,449,787)
未提取年假撥備之增加 Increase in provision for unutilized paid annual leave	300,000	48,691
長期服務金撥備之增加 / (減少) Increase / (Decrease) in provision for long service payments	12,300	(86,868)
	3,864,463	(1,911,275)
存貨之(增加)/減少(Increase)/Decrease in inventories	(4,458)	133,176
按金及預付帳款之增加 Increase in deposits and prepayments	(325,031)	(121,796)
應收帳款之增加 Increase in accounts and other receivable	(1,431,712)	(2,370,917)
應付帳款之增加/(減少) Increase/(Decrease) in accounts and other payable	8,211,267	(983,718)
預收帳款之(減少)/增加(Decrease)/Increase in receipts in advance	(192,402)	266,962
社會福利發展基金之增加 Increase in Social Welfare Development Fund	899,739	74
傢俬與用具添置及小型工程資助之增加 Increase in F&E Replenishment and Minor Works Block Grant	769,460	375,608
營業活動之現金流入/(出) Cash generated from/(used in) operating activities	11,791,326	(4,611,886)
出售物業收入 Net sales proceeds from disposal of property, plant and equipment	5,791,030	-
營業活動之現金流入/(出)淨額 Net cash generated from/(used in) operating activities	17,582,356	(4,611,886)
投資活動產生之現金 CASH FLOWS FROM INVESTING ACTIVITIES		
出售可售賣之投資收入 Proceeds from disposal of available-for-sale investment	-	2,520,877
出售持至到期之投資收入 Proceeds from disposal of held-to-maturity investment	-	2,325,630
定期存款之(增加)/減少(Increase)/Decrease in fixed deposits	(16,248,553)	48,521,290
購入物業、機器及設備 Purchase of property, plant and equipment	(23,122,102)	(11,638,728)
已收取利息 Interest income received	2,500,807	3,169,165
投資活動之現金流(出)/入淨額 Net cash (used in) / generated from investing activities	(36,869,848)	44,898,234
資助來源 CASH FLOWS FROM FINANCING ACTIVITIES		
購置物業、機器及設備資助之收入 Grant received for acquisition of property, plant and equipment	9,536,085	9,669,846
資助來源之現金流入淨額 Net cash generated from financing activities	9,536,085	9,669,846
現金及現金等價物之(減少)/增加淨額 NET (DECREASE) / INCREASE IN CASH AND CASH EQUIVALENTS	(9,751,407)	49,956,194
年初之現金及現金等價物 CASH AND CASH EQUIVALENTS AT BEGINNING OF YEAR	84,405,308	34,449,114
年末之現金及現金等價物 CASH AND CASH EQUIVALENTS AT END OF YEAR	74,653,901	84,405,308

綜合收支表 Consolidated Income & Expenditure Summary

截至二零一五年三月三十一日止之年度 For the Year Ended 31 March 2015

	2015	2014
	HK\$ 港幣	HK\$ 港幣
收入 INCOME		
社會福利署資助金 Subvention received from Social Welfare Department	295,258,565	272,920,652
收費 Fee received	29,054,508	28,896,254
服務使用者之工作收入 Service users' work incomes	4,374,592	4,573,745
捐款收入 Donation received	3,869,760	2,872,652
利息收入 Interest income	2,975,515	2,449,787
社會企業服務收入 Social enterprise services fee income	2,500,093	1,907,427
社會企業銷售 Social enterprise sales	1,947,917	1,227,063
獎券基金撥款 Lotteries Fund Grant	-	15,955
獎券基金整體補助金 Lotteries Fund Block Grant	1,692,863	1,716,594
香港賽馬會慈善信託基金 The Hong Kong Jockey Club Charities Trust	1,703,200	1,399,319
關愛基金 Community Care Fund	93,196	91,739
伊利沙伯女皇弱智人士基金 Queen Elizabeth Foundation for the Mentally Handicapped	130,993	-
租金收入 Rental income	235,081	-
出售物業收益 Gain on disposal of property, plant and equipment	5,791,029	-
未提取長期服務金撥備之減少 Decrease in provision for long service payments	-	108,466
其他 Others	2,836,465	4,443,529
	352,463,777	322,623,182
支出 EXPENDITURE		
僱員支出 Staff costs:		
- 薪金 Salaries	241,788,527	233,311,773
- 公積金 Provident fund	25,243,937	21,854,526
- 長期服務金 Long service payments	89,556	68,978
- 未提取年假撥備 Provision for unutilized paid annual leave	300,000	48,691
行政開支 Administrative expenses	2,302,031	2,266,049
核數費 Audit fee	135,000	124,700
社會企業銷售成本 Social enterprise cost of goods sold	800,612	1,005,429
保險 Insurance	3,443,698	2,542,158
服務使用者之工作開支 Service users' work payment	3,938,542	4,014,771
租金及差餉 Rent & rates	11,330,848	10,957,343
水電及煤氣 Utilities	8,815,493	8,711,808
折舊 Depreciation	774,302	357,071
外幣存款兌換差額 Exchange difference on foreign currency deposit	1,927,677	10,448
其他營運開支 Other operating expenses	38,210,046	35,413,132
獎券基金開支 Lotteries Fund expenditure	-	15,955
獎券基金整體補助金開支 Lotteries Fund Block Grant expenditure	1,692,863	1,716,594
其他捐款開支 Other expenditure under donation	126,240	28,820
	340,919,372	322,448,246
本年度盈餘 SURPLUS FOR THE YEAR	11,544,405	174,936

備註一：此財務總結是扶康會、康融服務有限公司和友愛之家協會有限公司之綜合財務表現及狀況。

二：核數報告已於2015年9月17日獲董事局批核。如欲查看本年度之核數報告及財務報告表之詳細資料，請聯絡本會總辦事處。

Note 1: The Financial Summary represents the consolidated financial performances and positions of Fu Hong Society, Hong Yung Services Limited and Agape Society Limited.

2: The audited accounts were approved by the Council of the Society on 17 September 2015. The full set of this year's audited accounts and financial statements will be available at the Society's Head Office upon request.

近五年綜合收入 Past 5 Years Consolidated Income

	2014/15	2013/14	2012/13	2011/12	2010/11
	HK\$ million 百萬港元	HK\$ million 百萬港元	HK\$ million 百萬港元	HK\$ million 百萬港元	HK\$ million 百萬港元
政府資助 Government subventions	296.95	274.47	263.57	247.23	230.18
服務收費 Service fees/ charges	36.02	34.63	34.06	32.94	36.85
捐款 Donations	3.87	2.87	4.30	2.80	6.65
投資收入 Investment income	2.98	2.45	3.11	2.69	1.43
社會企業銷售 Social enterprise sales	1.95	1.97	2.40	6.04	28.44
香港賽馬會慈善信託基金捐款 HK Jockey Club Charities Trust Donation	1.70	1.40	1.03	0.86	0.67
其他 Miscellaneous	8.99	4.83	6.72	4.04	3.01
綜合收入 Consolidated Income	352.46	322.62	315.19	296.60	307.23
與上年度比較之增減百分比 Percentage change against previous year	+9.25%	+2.36%	+6.27%	-3.46%	+5.00%

本會綜合收入過去數年度均有增長，除 2011/12 年外 [與醫管局營運合作社之合約 (本會社會企業) 在此年度結束]。

The Society's consolidated incomes have increased over the past several years, except in 2011/12 [upon the conclusion of the contract with Hospital Authority for running their co-op shop (by the Society's social enterprise)].

近五年綜合支出 Past 5 Years Consolidated Expenditure

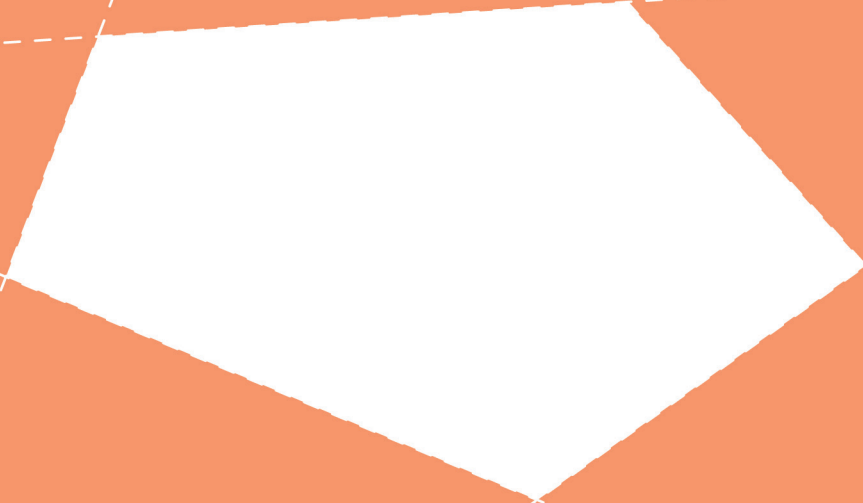
	2014/15	2013/14	2012/13	2011/12	2010/11
	HK\$ million 百萬港元	HK\$ million 百萬港元	HK\$ million 百萬港元	HK\$ million 百萬港元	HK\$ million 百萬港元
僱員支出 Staff costs	267.42	255.28	243.78	227.88	208.71
租金及差餉 Rent & rates	11.33	10.96	10.32	10.14	9.82
行政開支 Administrative expenses	2.30	2.67	1.97	1.83	1.88
社會企業銷售成本 Social enterprise cost of goods sold	0.80	1.01	1.25	3.19	23.12
其他營運開支 Other operating expenses	59.07	52.53	54.07	49.33	52.73
綜合支出 Consolidated Expenditure	340.92	322.45	311.39	292.37	296.26
與上年度比較之增減百分比 Percentage change against previous year	+5.73%	+3.55%	+6.51%	-1.31%	+4.60%

本會綜合支出過去數年度均有增長，除 2011/12 年外 [與醫管局合作社之營運合約 (本會社會企業) 在此年度結束]。

The Society's consolidated expenditures have increased over the past several years, except in 2011/12 [upon the conclusion of the contract with Hospital Authority for running their co-op shop (by the Society's social enterprise)].

6

統計資料 STATISTICS



主要表現指標 KEY PERFORMANCE INDICATORS

本會自 2005 年起，在業務計劃及監察方面採用了表現量度及管理工具，藉以協助會方發展潛力，應付會內及會外變化帶來的挑戰和機遇。當中，主要表現指標是重要的指標，透過訂立量化基準以量度和檢討主要措施的成效，並推動服務改善。

在 2014/15 年度，本會設定了三十二項具體及可量度的主要表現指標以量度會方及各服務單位財務以外的服務表現。主要表現指標涵蓋四大範疇，分別是服務使用者及支援網絡、內部運作（包括案主管理、營運管理）、學習和成長（包括人力資源、機構資本）及財政資源（包括與捐款人士和贊助者建立網絡）。各服務單位除了每月提交服務表現進度報告，亦同時按照社會福利署訂立的「服務質素標準」要求，進行半年和全年服務表現檢討，同時諮詢員工、服務使用者及其家屬意見。本會 2014/15 年度的主要表現指標接近全部項目達至或超越目標，整體達標率高達 91%。¹ 與服務提供相關的主要表現指標成績詳列於右表。

The Society has adopted Performance Measurement and Management Tool (PMMT) in its business plan and monitoring since 2005. The PMMT is used to assist the Society in developing its capacity to tackle the challenges and to seize the opportunities brought by internal and external changes. Key Performance Indicator (KPI) is an important indicator with defined standards used to measure and evaluate the effectiveness of major measures and to foster service improvement.

In 2014/15, 32 specific and measurable KPIs were determined to measure the performances of the Society and service units beyond financial aspects. The KPIs covered four major areas, namely service user and network, internal process (including client management and operation management), learning and growth (including human resources and organization capital) and financial resources (including establishment of networks with donors and sponsors). Besides submitting monthly progress reports on service performance, each service unit follows the requirements of 'Service Quality Standards' defined by the Social Welfare Department, to conduct half-year and annual service performance evaluations and to collect opinions from staff members, service users and their family members. In 2014/15, the Society has achieved or exceeded targets of nearly all KPIs. The overall attainment rate reaches 91%.¹ Results of those KPIs correlated with service provision are shown in the table on next page.



¹ 本會將努力在促進服務使用者積極融入社會、改善運作安全及遵照社會福利署服務要求等方面持續改善，以進一步提高主要表現指標的整體達標率。
To further improve the overall attainment rate of KPIs, the Society will make continuous efforts in the areas of service users' community participation, enhancement of operational safety and compliance with the service standards of the Social Welfare Department.

2014/15 年度主要表現指標 Key Performance Indicators in 2014/15

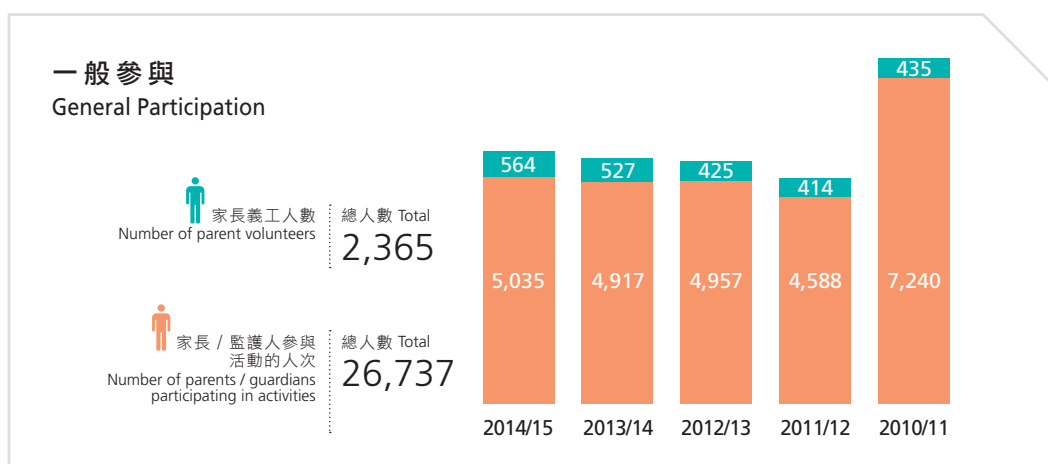
目標 全年成績 (差異 %)
Targets Overall Results (Variance in %)

服務使用者及支援網絡 Service User and Support Network			
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	服務使用者對日間訓練及住宿服務表示滿意的比率 Service users' satisfaction rate of Day Training and Residential Services	80%	96.9% (+16.9%)
	服務使用者對社區支援服務表示滿意的比率 Service users' satisfaction rate of Community Support Services	80%	100% (+20%)
	服務使用者被安排發展及恆常參與一種適合的體能活動 / 運動 / 展藝活動的數目 No. of service users arranged for development and regular participation in one suitable physical exercises / sports / arts activities	1,074	1,160 (+ 8%)
	為回應服務使用者老化而推行新增或修訂的活動計劃 / 措施 / 介入方式的數目 No. of new or enhanced programmes / measures / interventions implemented in response to ageing of service users	52	54 (+3.8%)
促進服務使用者積極融入社會 Encourage service users to be fully integrated members of the community	住宿服務使用者參與非中心為本社區共融活動的出席人次 Attendance of service users of Residential Services participating in non-centre based social inclusion activities	14,080	13,661 (- 3%)
	到訪人士參與共融活動的出席人次 Attendance of visitors participating in inclusive activities	9,000	10,267 (+14%)
	服務單位發展共融體藝項目的數目 No. of inclusive arts and sports activities developed by service units	33	41 (+ 24.2%)
支援網絡 Support Network			
增加照顧者對本會服務的滿意程度 Increase caregivers' satisfaction with the Society's services	照顧者對服務表示滿意的比率 Caregivers' satisfaction rate of services	80%	99.3% (+19.3%)
加強義工陣容 Strengthen the capacity of volunteers	義工參與扶康會 / 服務單位服務的出席次數 Volunteer attendance in services held by FHS / service units	12,598	17,699 (+ 40.5%)
其他持份者 Other Stakeholders			
加強與服務機構 / 公司 / 團體建立網絡 Enhance network with service organizations / corporates / groups	與服務機構 / 公司 / 團體建立了服務網絡的數目 No. of networks formed with service organizations / corporates / groups	126	140 (+ 11%)
	被接觸推廣介紹「香港最佳老友」運動的服務機構 / 公司 / 團體的數目 No. of service organizations / corporates / groups contacted for promotion of 'Best Buddies Hong Kong' Movement	28	49 (+ 75%)
營運管理 Operation Management			
改善服務運作之效率及成效 Improve operation, efficiency and effectiveness	進行檢視及簡化行政 / 服務程序的數目 No. of reviews conducted for simplifying administration / service procedures	65	65
	改善運作效率和 / 或成效的良好服務建議的數目 No. of good suggestions on improving operation efficiency and / or effectiveness	61	62 (+ 1.6%)
改善運作安全 Improve operational safety	新增或已修訂的安全改善措施數目 No. of new or revised safety improvement measures	61	68 (+ 11.5%)
機構資本 Organization Capital			
發展跨專業團隊協作 Develop multi-disciplinary teamwork	跨專業團隊會議次數 No. of meetings of multi-disciplinary teams	611	663 (+ 8.5%)
促進機構文化 Foster organizational culture	建立機構價值活動 / 措施的數目 No. of activities / measures in cultivating organization core values	57	58 (+ 1.8%)

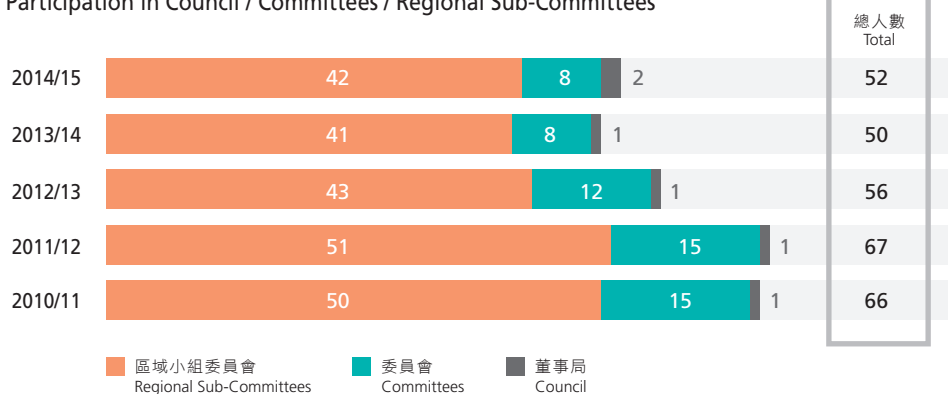
扶康會會員人數 Number of FHS Members



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

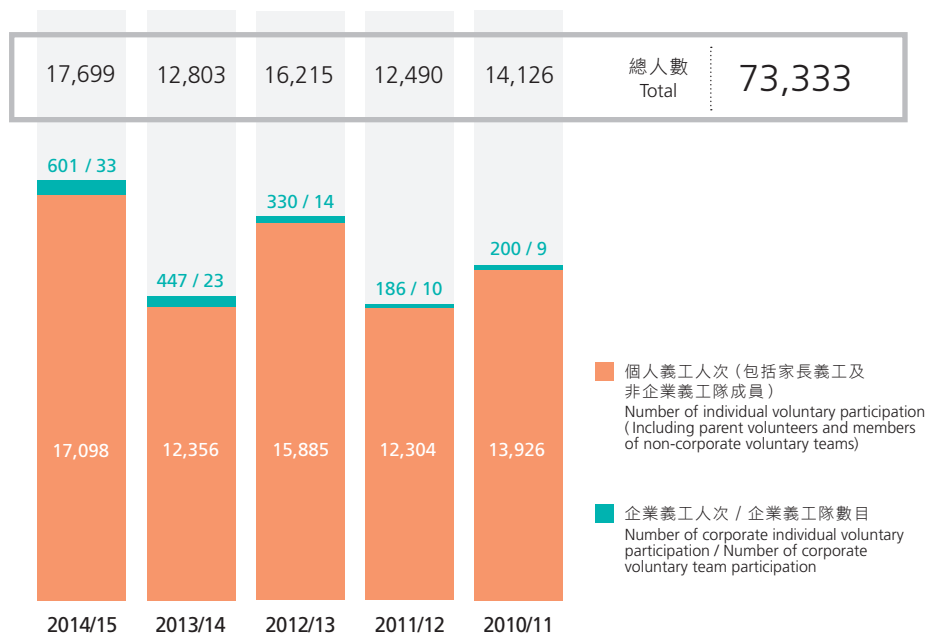


參與董事局 / 委員會 / 區域小組委員會 Participation in Council / Committees / Regional Sub-Committees



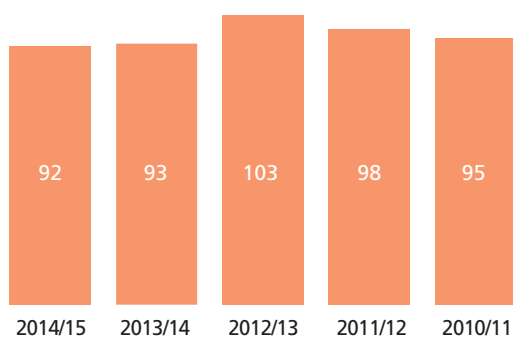
義工人次 Number of Voluntary Participation

一般服務 General Services



扶康家庭服務 Casa Famiglia Services

義工(固定朋友)人數
Number of volunteers
(regular friends)

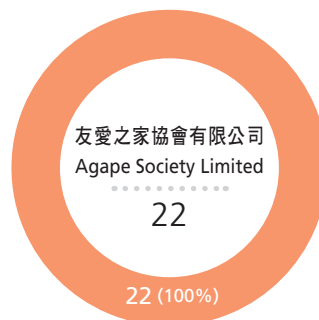
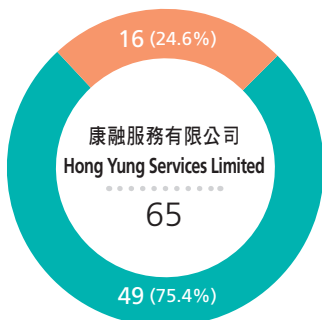
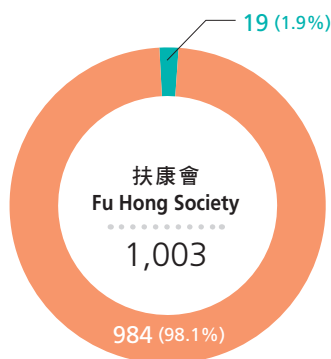
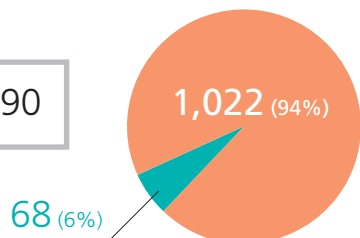


員工統計數字 (截至 2015 年 3 月 31 日) Staff Statistics (As at 31 March 2015)

扶康會團隊人數 Total Number of Staff

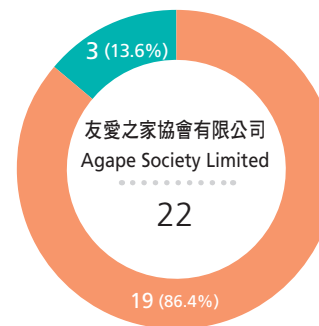
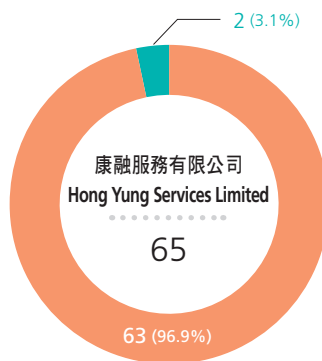
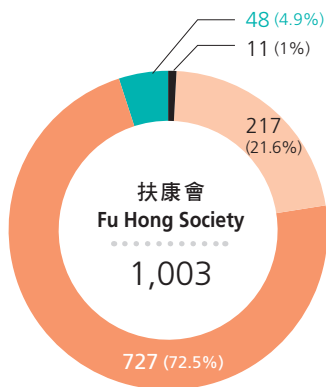
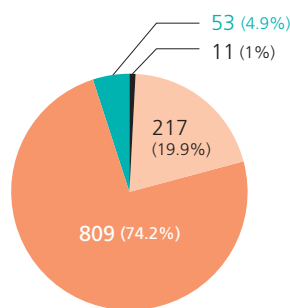
- 健全員工人數 (全職/兼職)
No. of non-disabled staff (Full-time/Part-time)
- 殘疾員工人數 (全職/兼職)
No. of disabled staff (Full-time/Part-time)

總人數
Total 1,090

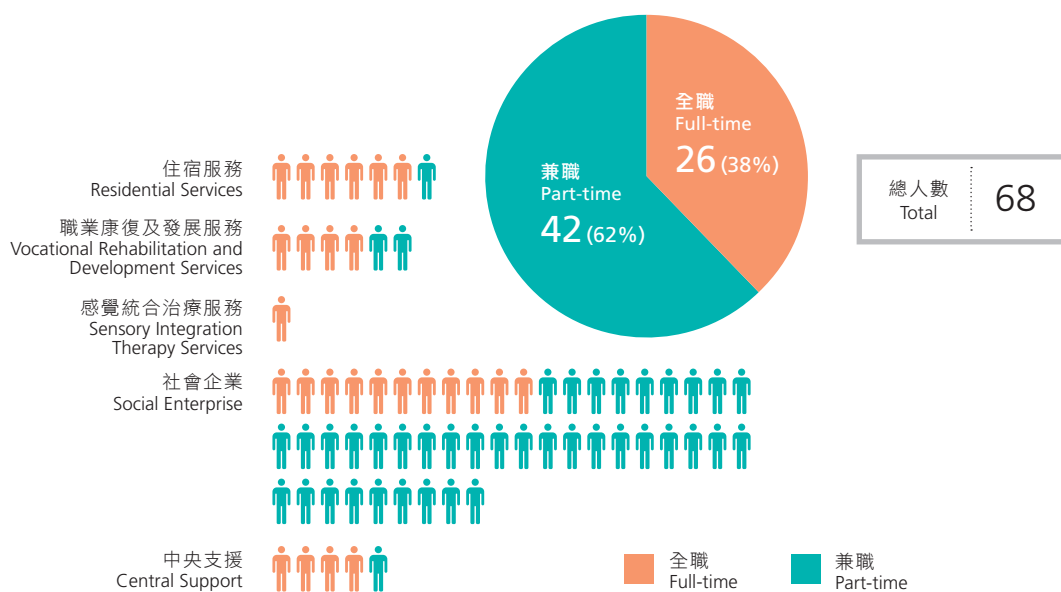


員工分佈 Staff Composition

- 管理
Management
- 服務運作
Direct Service and Operation
- 專業人員
Professionals
- 中央行政
Central Administration



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)



服務單位物業來源 (截至 2015 年 3 月 31 日)

Source of Premises of Service Units (As at 31 March 2015)

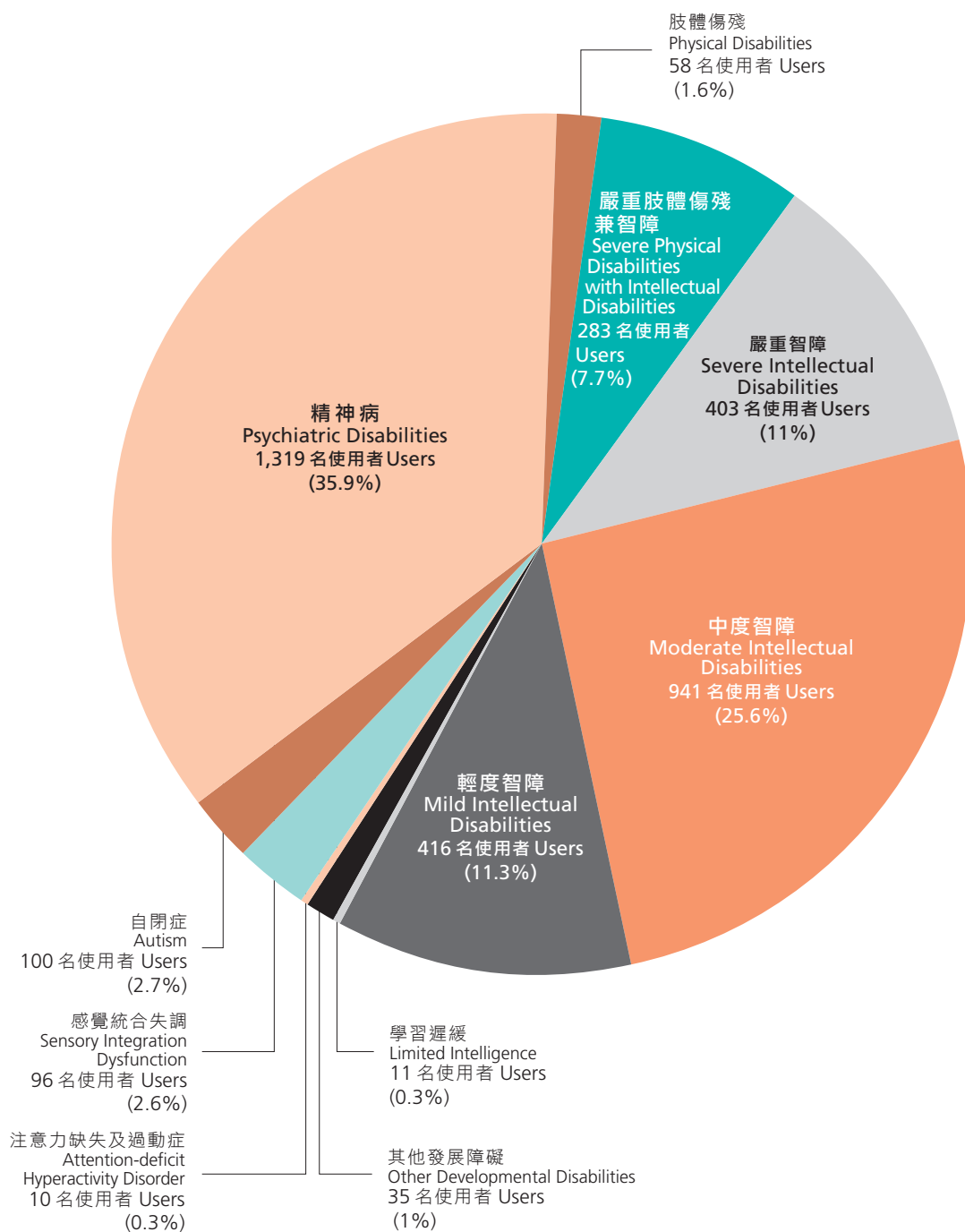
	租用香港房屋委員會轄下物業 Renting Premises from HK Housing Authority	租用香港房屋協會轄下物業 Renting Premises from HK Housing Society	租用政府物業 Renting Government Premises	自置物業 Self-owned Premises
住宿服務 Residential Services				
日間訓練服務 - 成人訓練中心 Day Training Services - Adult Training Centres	16	2	11	2
社區支援服務 Community Support Services	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 and Developmental Disabilities	1	0	1	1
社會企業 Social Enterprise	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	

服務名額及受惠服務使用者人數 Service Capacity and Number of Service Users Served

服務類別 Service Types	服務名額 Service Capacity (31/3/2015)	受惠服務使用者人數 No. of Service Users Served (1/4/2014-31/3/2015)
住宿服務 Residential Services		
嚴重殘疾人士護理院舍 Care and Attention Home for Persons with Severe Disabilities	255	262
中度智障人士宿舍 Hostel for Persons with Moderate Intellectual Disabilities	92	92
嚴重智障人士宿舍 Hostel for Persons with Severe Intellectual Disabilities	355	358
嚴重肢體傷殘兼智障人士宿舍 Hostel for Persons with Severe Physical Disabilities and Intellectual Disabilities	100	100
中途宿舍 Halfway House	126	158
輔助家舍 Supported Hostel	20	20
扶康家庭 Casa Famiglia	29	29
日間訓練服務 Day Training Services		
成人訓練中心 Adult Training Centre	461	618
展能中心延展照顧計劃 ¹ Extended Care Programme ¹	155	0
社區支援服務 Community Support Services		
殘疾人士地區支援中心 District Support Centre for Persons with Disabilities	-	266
住宿暫顧服務 Residential Respite Service	-	61
嚴重殘疾人士日間照顧服務 Day Care Service for Persons with Severe Disabilities	-	6
精神健康綜合社區中心 Integrated Community Centre for Mental Wellness	600	896
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	150	174
在職培訓計劃 On the Job Training Programme	15	42
輔助就業 Supported Employment	50	75
工場 Workshop	297	318
職業康復延展計劃 Work Extension Programme	15	18
自閉症及發展障礙人士服務 Services for Persons with Autism and Developmental Disabilities		
牽蝶中心 Hin Dip Centre	-	84
感覺統合治療中心 Sensory Integration Therapy Centre	-	95
總人數 Total	2,720	3,672

¹ 此計劃於 2015 年 2 月 28 日開始獲社會福利署提供資助，並於 2015 年 4 月 1 日開始收納服務使用者。
Since 28 February 2015, the programme has begun to receive subventions from the Social Welfare Department and it has started to admit service users since 1 April 2015.

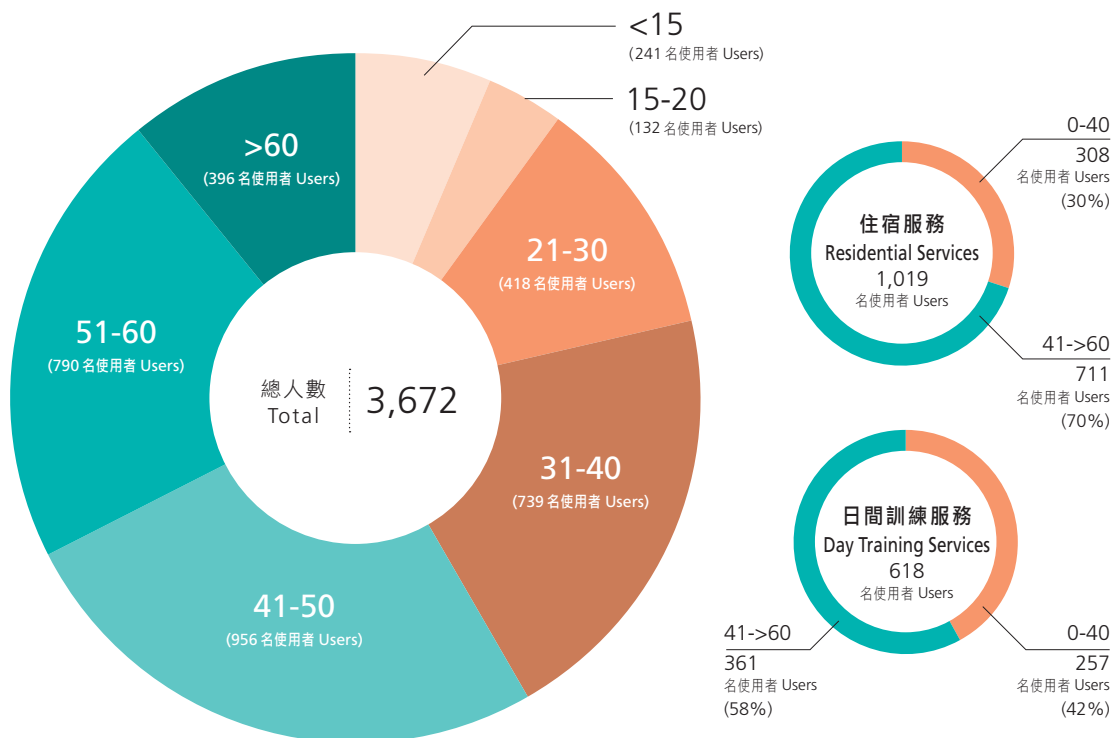
受惠服務使用者主要殘障類別 Classification by Service Users' Major Disability



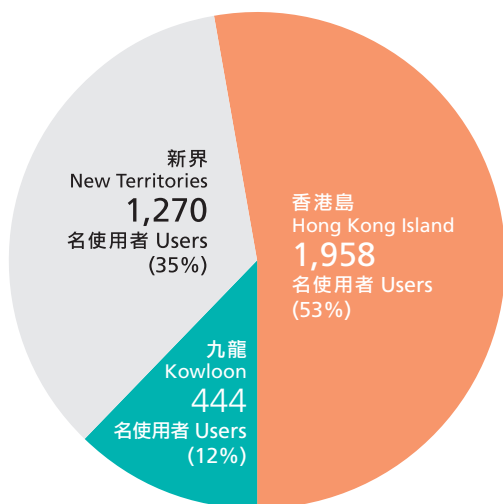
受惠服務使用者人數 Number of Service Users Served

服務類別 Service Types	2014/15	2013/14	2012/13	2011/12	2010/11
住宿服務 Residential Services					
嚴重殘疾人士護理院舍 Care & Attention Home for Persons with Severe Disabilities	262	261	266	260	259
中度智障人士宿舍 Hostel for Persons with Moderate Intellectual Disabilities	92	92	94	93	93
嚴重智障人士宿舍 Hostel for Persons with Severe Intellectual Disabilities	358	357	357	356	357
嚴重肢體傷殘兼智障人士宿舍 Hostel for Persons with Severe Physical Disabilities and Intellectual Disabilities	100	100	100	100	100
中途宿舍 Halfway House	158	149	166	166	157
輔助家舍 Supported Hostel	20	20	20	20	20
扶康家庭 Casa Famiglia	29	30	29	30	29
日間訓練服務 Day Training Services					
成人訓練中心 Adult Training Centre	618	621	613	617	616
社區支援服務 Community Support Services					
殘疾人士地區支援中心 District Support Centre for Persons with Disabilities	266	285	426	431	319
住宿暫顧服務 Residential Respite Service	61	83	107	164	158
嚴重殘疾人士日間照顧服務 Day Care Service for Persons with Severe Disabilities	6	8	8	6	7
精神健康綜合社區中心 Integrated Community Centre for Mental Wellness	896	762	641	641	641
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	174	170	176	174	178
在職培訓計劃 On the Job Training Programme	42	41	37	41	38
輔助就業 Supported Employment	75	75	77	74	71
工場 Workshop	318	316	336	330	314
職業康復延展計劃 Work Extension Programme	18	17	20	15	15
自閉症及發展障礙人士服務 Services for Persons with Autism and Developmental Disabilities					
牽蝶中心 Hin Dip Centre	84	67	71	133	164
感覺統合治療中心 Sensory Integration Therapy Centre	95	114	153	143	141
總人數 Total	3,672	3,568	3,697	3,794	3,677

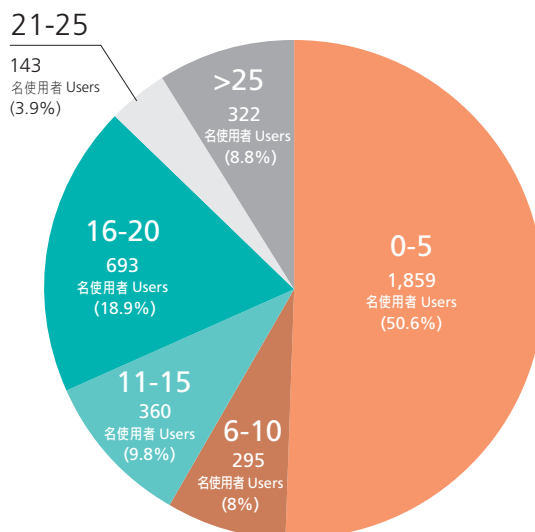
受惠服務使用者年齡分佈 Age Distribution of Service Users Served



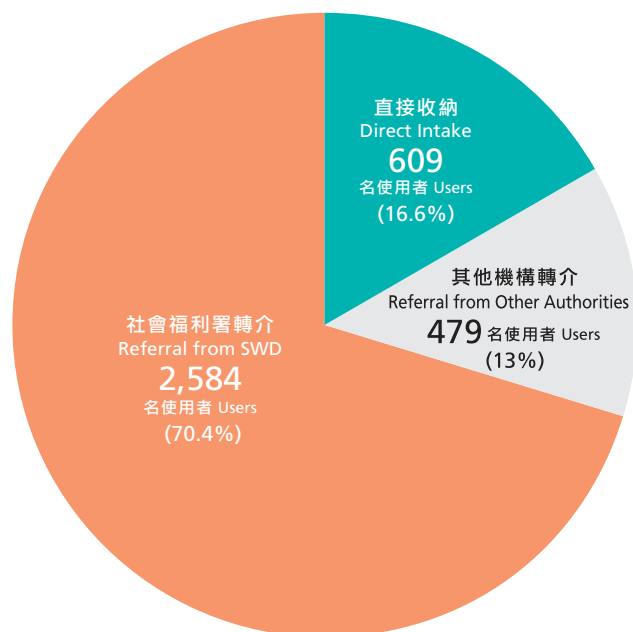
受惠服務使用者區域分佈 Geographical Distribution of Service Users Served



受惠服務使用者接受服務年期 Duration of Stay of Service Users Served



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



2014/15 年度學術研究 2014/15 Professional Studies

1. 「成年智障兼自閉症人士照顧者之壓力」調查
Study on Stress of Caregivers of Adults with Intellectual Disabilities Comorbid with Autism Spectrum Disorder
2. 智障人士「防止摔倒」先導研究
Pilot Study on Fall Exercise Intervention Programmes for Persons with Intellectual Disabilities
3. 高齡學習障礙人士「互動負重運動科技」- 改善骨質疏鬆和平衡力之成效
Effect of Interactive Weight-bearing Exercise Platform on Retardation of Bone Loss and Balance in the Ageing People with Learning Disabilities

07

APPENDICES

附錄

機構組織圖表
ORGANIZATION CHART



¹ 將於 2015 年 11 月投入服務
Services will be available in November 2015

管理團隊

Management Team

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

區域經理

Regional Managers

梁大偉先生 (沙田及觀塘)

Mr LEUNG Tai Wai, David (Sha Tin & Kwun Tong)

王健安先生 (港島南區)

Mr WONG Kin On, Leo (Hong Kong Island South)

卜福晨先生 (荃葵及深水埗)

Mr POK Fook Sun (Tsuen Kwai & Sham Shui Po)

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 (港島東及輔助醫療發展項目)

Mr KWAN Chi Sang, Aldous (Hong Kong Island East & Paramedical Services Projects)

麥潤芸女士 (職業康復及發展服務)

Ms MAK Yun Wan, Silvia (Vocational Rehabilitation & Development Services)

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

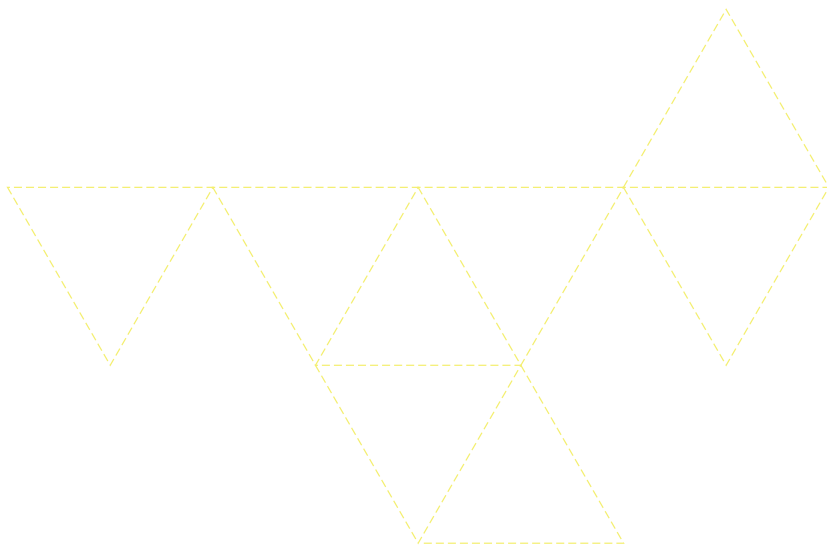
Ms LAI Siu Fun, April

人力資源經理

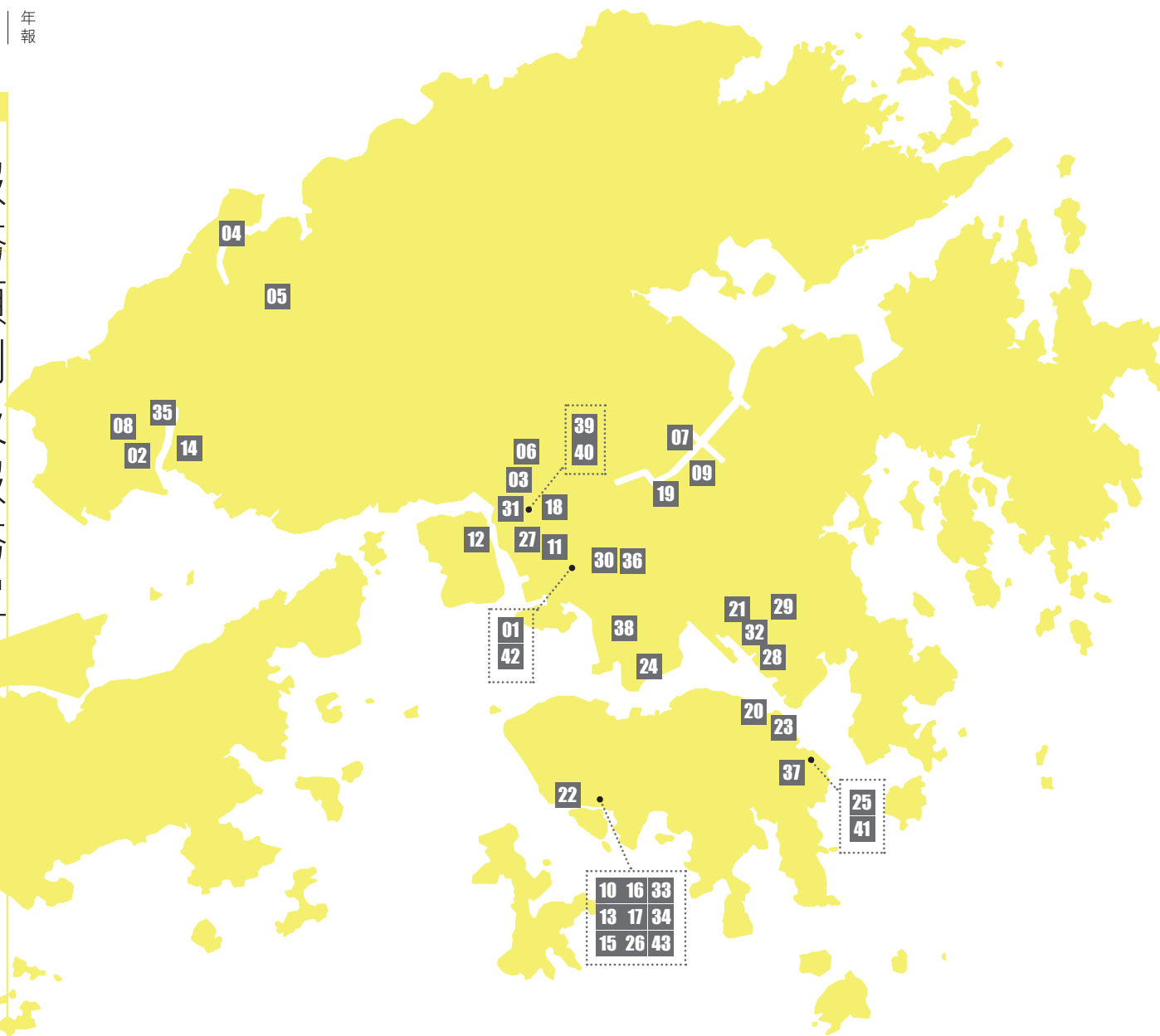
Human Resources Manager

梁佩蓮女士

Ms LEUNG Pui Lin, Angela



服務類別及服務單位
OVERVIEW OF SERVICE TYPES AND SERVICE UNITS



- | | | | |
|---|---|--|--|
| 01. 上李屋成人訓練中心
Sheung Li Uk Adult Training Centre | 12. 長康之家
Cheung Hong Home | 23. 康姨咖啡室 (位於香港海防博物館)
Madam Hong Cafe (Hong Kong Museum of Coastal Defence) | 33. 毅信之家
Ngai Shun Home |
| 02. 山景成人訓練中心
Shan King Adult Training Centre | 13. 思諾成人訓練中心
Si Lok Adult Training Centre | 24. 香城茶室 (位於香港歷史博物館)
City Cafe (Hong Kong Museum of History) | 34. 毅誠工場
Ngai Shing Workshop |
| 03. 友愛之家
Father Tapella Home | 14. 柔莊之家
Yau Chong Home | 25. 清蘭之家
Ching Lan Home | 35. 潔康之家
Kit Hong Home |
| 04. 天水圍地區支援中心
Tin Shui Wai District Support Centre | 15. 悅行之家
Yuet Hang Home | 26. 牽蝶中心
Hin Dip Centre | 36. 澤安成人訓練中心
Chak On Adult Training Centre |
| 05. 天耀之家
Tin Yiu Home | 16. 悅智之家
Yuet Chi Home | 27. 牽蝶康兒中心
Hin Dip Hong Yee Centre | 37. 興華成人訓練中心
Hing Wah Adult Training Centre |
| 06. 石圍角工場
Shek Wai Kok Workshop | 17. 悅群之家
Yuet Kwan Home | 28. 超瑩軒
Radiance Casa Famiglia | 38. 邂逅軒
Encounter Casa Famiglia |
| 07. 禾輦成人訓練中心
Wo Che Adult Training Centre | 18. 祖堯成人訓練中心
Cho Yiu Adult Training Centre | 29. 順利成人訓練中心
Shun Lee Adult Training Centre | 39. 麗瑤之家
Lai Yiu Home |
| 08. 良景成人訓練中心
Leung King Adult Training Centre | 19. 秦石成人訓練中心
Chun Shek Adult Training Centre | 30. 感覺統合治療中心
Sensory Integration Therapy Centre | 40. 麗瑤成人訓練中心
Lai Yiu Adult Training Centre |
| 09. 和諧軒
Concordia Casa Famiglia | 20. 健持之家
Priscilla's Home | 31. 葵興職業發展中心
Kwai Hing Vocational Development Centre | 41. 靄華之家
Oi Wah Home |
| 10. 怡諾成人訓練中心
Yi Lok Adult Training Centre | 21. 婉明軒
Splendor Casa Famiglia | 32. 樂華成人訓練中心
Lok Wah Adult Training Centre | 42. 總辦事處
Head Office |
| 11. 長沙灣成人訓練中心
Cheung Sha Wan Adult Training Centre | 22. 康晴天地
Sunrise Centre | | 43. 康復中心管業處
Rehabilitation Centre Management Office |

服務類別及服務單位一覽

Overview of Service Types and Service Units

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 36	02 08 18 19
	展能中心延展照顧計劃 Extended Care Programme			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
	扶康家庭 Casa Famiglia		21 28 38	09
社區支援服務 Community Support Services	殘疾人士地區支援中心 District Support Centre for Persons with Disabilities			04
	住宿暫顧服務 Residential Respite Service		29 32 36	08
	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 Programme for Persons with Disabilities			06 31
	輔助就業 Supported Employment	34		06
	工場 Workshop	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 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	
社會企業 ¹ Social Enterprise 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	
其他服務 Other Services	「香港最佳老友」運動 'Best Buddies Hong Kong' Movement		42	
	顧問服務 Consultancy Services		42	
	「緊 Art 你手」藝術共融計劃 Inclusion Project – Let's Art Together		42	

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

服務單位

Service Units

(以中文筆劃排序 Order according to the number of strokes in Chinese characters)

☎ 電話 Tel 📠 傳真 Fax ✉ 電郵 Email

上李屋成人訓練中心 九龍深水埗樂年花園保安道二號 A 地下	Sheung Li Uk Adult Training Centre G/F, No. 2A Po On Road, Cronin Garden, Sham Shui Po, Kowloon	2958-0331	2729-3581	sluatc@fuhong.org
山景成人訓練中心 新界屯門山景邨社區康樂大樓三樓二號室	Shan King Adult Training Centre Unit 3, Level 3, Community Recreation Building, Shan King Estate, Tuen Mun, New Territories	2464-6126	2462-5050	skatc@fuhong.org
友愛之家 新界荃灣石圍角邨石芳樓二零一至二零九室	Father Tapella Home Unit 201-209, Shek Fong House, Shek Wai Kok Estate, Tsuen Wan, New Territories	2490-9080	2415-4000	fth@fuhong.org
天水圍地區支援中心 新界天水圍天澤邨服務設施大樓五樓五零一至五零二室	Tin Shui Wai District Support Centre Unit 501-502, 5/F, Ancillary Facilities Block, Tin Chak Estate, Tin Shui Wai, New Territories	2486-3030	2744-1812	dsc@fuhong.org
天耀之家 新界天水圍天耀邨耀隆樓 A 翼一及二樓	Tin Yiu Home 1/F & 2/F, Wing A, Yiu Lung House, Tin Yiu Estate, Tin Shui Wai, New Territories	2617-6161	2448-4242	tyh@fuhong.org
石圍角工場 新界荃灣石圍角邨二號停車場地下	Shek Wai Kok Workshop G/F, Car Park Block No. 2, Shek Wai Kok Estate, Tsuen Wan, New Territories	3518-4388	2498-8375	swkw@fuhong.org
禾輦成人訓練中心 新界沙田禾輦邨泰和樓地下	Wo Che Adult Training Centre G/F, Tai Wo House, Wo Che Estate, Sha Tin, New Territories	2692-6606	2693-0816	wcatc@fuhong.org
良景成人訓練中心 新界屯門良景邨良萃樓地下	Leung King Adult Training Centre G/F, Leung Shui House, Leung King Estate, Tuen Mun, New Territories	2454-5223	2454-5458	lkatc@fuhong.org
和諧軒 新界沙田銀禧街四十六號威爾斯親王醫院職員宿舍 E 座二樓 B 室	Concordia Casa Famiglia Room B, 2/F, Block E, Staff Quarters, Prince of Wales Hospital, 46 Ngan Shing Street, Sha Tin, New Territories	2648-3740	2648-4740	cf@fuhong.org
怡諾成人訓練中心 香港香港仔漁光道八十五號扶康會康復中心三樓	Yi Lok Adult Training Centre 3/F, FHS Rehabilitation Centre, 85 Yue Kwong Road, Aberdeen, Hong Kong	2214-2534	2870-1207	rcylatc@fuhong.org
長沙灣成人訓練中心 九龍深水埗發祥街五十五號長沙灣社區中心三樓	Cheung Sha Wan Adult Training Centre 3/F, Cheung Sha Wan Community Centre, 55 Fat Tseung Street, Sham Shui Po, Kowloon	2360-0364	2361-1467	cswatc@fuhong.org
長康之家 新界青衣長康邨康和樓二樓二十一至四十號室	Cheung Hong Home Unit 21-40, 2/F, Hong Wo House, Cheung Hong Estate, Tsing Yi, New Territories	2495-6163	2497-6178	chh@fuhong.org
思諾成人訓練中心 香港香港仔漁光道八十五號扶康會康復中心二樓	Si Lok Adult Training Centre 2/F, FHS Rehabilitation Centre, 85 Yue Kwong Road, Aberdeen, Hong Kong	2214-2523	2870-1210	rcslatc@fuhong.org
柔莊之家 新界屯門青山灣青山公路三九六號	Yau Chong Home 396 Castle Peak Road, Castle Peak Bay, Tuen Mun, New Territories	2404-8538	2404-8745	yhc@fuhong.org
悅行之家 香港香港仔漁光道八十五號扶康會康復中心六樓	Yuet Hang Home 6/F, FHS Rehabilitation Centre, 85 Yue Kwong Road, Aberdeen, Hong Kong	2214-2571	2870-1198	rcyhh@fuhong.org
悅智之家 香港香港仔漁光道八十五號扶康會康復中心五樓	Yuet Chi Home 5/F, FHS Rehabilitation Centre, 85 Yue Kwong Road, Aberdeen, Hong Kong	2214-2556	2870-1201	rcych@fuhong.org
悅群之家 香港香港仔漁光道八十五號扶康會康復中心四樓	Yuet Kwan Home 4/F, FHS Rehabilitation Centre, 85 Yue Kwong Road, Aberdeen, Hong Kong	2214-2544	2870-1203	rcykh@fuhong.org
祖堯成人訓練中心 新界葵涌祖堯邨啟光樓地下	Cho Yiu Adult Training Centre G/F, Kai Kwong Lau, Cho Yiu Chuen, Kwai Chung, New Territories	2370-3836	2742-6217	cyatc@fuhong.org
秦石成人訓練中心 新界沙田秦石邨石瑩樓地下	Chun Shek Adult Training Centre G/F, Shek Ying House, Chun Shek Estate, Sha Tin, New Territories	2699-2969	2699-2976	csatc@fuhong.org
健持之家 香港筲箕灣西灣河街一三一號利基大廈一樓一零三至一零六室	Priscilla's Home Room 103-106, 1/F, Lee Ga Building, 131 Sai Wan Ho Street, Shau Kei Wan, Hong Kong	2567-3144	2513-6549	ph@fuhong.org
婉明軒 九龍順天邨天琴樓 LG2 層 L227-L230 室	Splendor Casa Famiglia Unit L227-L230, LG 2/F, Tin Kam House, Shun Tin Estate, Kowloon	2952-2125	2952-2126	cf@fuhong.org
康晴天地 香港華富邨華美樓四零四至四一二期室	Sunrise Centre Room 404-412, Wah Mei House, Wah Fu Estate, Hong Kong	2518-3880	2553-8796	sc@fuhong.org

康燒咖啡室 (位於香港海防博物館) 香港筲箕灣東喜道一七五號	Madam Hong Cafe (Hong Kong Museum of Coastal Defence) 175 Tung Hei Road, Shau Kei Wan, Hong Kong	2880-9499	3764-9932	mhc@fuhong.org
康復中心管業處 香港香港仔漁光道八十五號扶康會康復中心地下	Rehabilitation Centre Management Office G/F, FHS Rehabilitation Centre, 85 Yue Kwong Road, Aberdeen, Hong Kong	2214-2501	2870-1216	rcmoadm@fuhong.org
香城茶室 (位於香港歷史博物館) 九龍尖沙咀漆咸道南一百號一樓	City Cafe (Hong Kong Museum of History) 1/F, 100 Chatham Road South, Tsim Sha Tsui, Kowloon	2412-3155	2412-3133	citycafe@fuhong.org
清蘭之家 香港柴灣樂民道三號東區尤德夫人那打素醫院高級職員宿舍 F 座三及四樓	Ching Lan Home 3/F & 4/F, Block F, Senior Staff Quarters, Pamela Youde Nethersole Eastern Hospital, 3 Lok Man Road, Chai Wan, Hong Kong	2896-2123	2896-2496	clh@fuhong.org
牽蝶中心 香港香港仔漁光道八十五號扶康會康復中心二樓	Hin Dip Centre 2/F, FHS Rehabilitation Centre, 85 Yue Kwong Road, Aberdeen, Hong Kong	2214-2591	2552-4116	hdc@fuhong.org
牽蝶康兒中心 九龍長沙灣瓊林街 111 號擎天廣場二十樓 A 室	Hin Dip Hong Yee Centre Office A, 20/F, Kings Tower, No. 111 King Lam Street, Cheung Sha Wan, Kowloon	2324-1678	2324-1551	hdhyc@fuhong.org
超瑩軒 九龍觀塘翠屏(北) 邨翠樟樓 M2 樓一零六至一零九室	Radiance Casa Famiglia Unit 106-109, M2 Level, Tsui Cheung House, Tsui Ping (North) Estate, Kwun Tong, Kowloon	2763-5638	2763-5778	cf@fuhong.org
順利成人訓練中心 九龍觀塘順利邨利康樓三樓十四至二十一號室	Shun Lee Adult Training Centre Unit 14-21, 3/F, Lee Hong House, Shun Lee Estate, Kwun Tong, Kowloon	2341-6357	2304-0287	slatc@fuhong.org
感覺統合治療中心 九龍深水埗澤安邨榮澤樓地下九至十五號單位	Sensory Integration Therapy Centre Unit 9-15, G/F, Wing Chak House, Chak On Estate, Sham Shui Po, Kowloon	3188-5804	2776-1225	si_co@fuhong.org
葵興職業發展中心 新界葵涌大窩口道一五一至一六五號新葵興花園 C 座地下	Kwai Hing Vocational Development Centre G/F, Block C, Sun Kwai Hing Gardens, 151-165 Tai Wo Hau Road, Kwai Chung, New Territories	2426-1514	2426-1769	khvdc@fuhong.org
樂華成人訓練中心 九龍牛頭角樂華南邨喜華樓地下	Lok Wah Adult Training Centre G/F, Hei Wah House, Lok Wah South Estate, Ngau Tau Kok, Kowloon	2796-9244	2758-6691	lwatc@fuhong.org
毅信之家 香港香港仔漁光道八十五號扶康會康復中心一樓	Ngai Shun Home 1/F, FHS Rehabilitation Centre, 85 Yue Kwong Road, Aberdeen, Hong Kong	2214-2512	2870-1213	rcnsh@fuhong.org
毅誠工場 香港香港仔漁光道八十五號扶康會康復中心四樓西翼及五樓西翼	Ngai Shing Workshop West Wing 4/F & West Wing 5/F, FHS Rehabilitation Centre, 85 Yue Kwong Road, Aberdeen, Hong Kong	2214-2587	2870-1205	rcnsw@fuhong.org
潔康之家 新界屯門大興邨興泰樓附翼地下	Kit Hong Home G/F, Annex Block, Hing Tai House, Tai Hing Estate, Tuen Mun, New Territories	2484-1000	2401-0045	khh@fuhong.org
澤安成人訓練中心 九龍深水埗澤安邨榮澤樓地下一至十號室	Chak On Adult Training Centre Unit 1-10, G/F, Wah Chak House, Chak On Estate, Sham Shui Po, Kowloon	2788-2533	2784-6615	coatc@fuhong.org
興華成人訓練中心 香港柴灣興華邨和興樓四零一至四零九室	Hing Wah Adult Training Centre Unit 401-409, Wo Hing House, Hing Wah Estate, Chai Wan, Hong Kong	2558-0244	2558-4269	hwatc@fuhong.org
邂逅軒 九龍窩打老道八十四號冠華園 A 座八樓 A3 室	Encounter Casa Famiglia Flat A3, 8/F, Block A, Cambridge Court, 84 Waterloo Road, Kowloon	2194-6565	2194-6733	cf@fuhong.org
麗瑤之家 新界葵涌麗瑤邨商場大廈二零四室	Lai Yiu Home Unit 204, Shopping Block, Lai Yiu Estate, Kwai Chung, New Territories	2742-1112	2310-8177	lyh@fuhong.org
麗瑤成人訓練中心 新界葵涌麗瑤邨商場大廈二零四室	Lai Yiu Adult Training Centre Unit 204, Shopping Block, Lai Yiu Estate, Kwai Chung, New Territories	2745-0014	2310-8177	lyatc@fuhong.org
露華之家 香港柴灣樂民道三號東區尤德夫人那打素醫院高級職員宿舍 F 座一及二樓	Oi Wah Home 1/F & 2/F, Block F, Senior Staff Quarters, Pamela Youde Nethersole Eastern Hospital, 3 Lok Man Road, Chai Wan, Hong Kong	2896-2543	2896-3673	owh@fuhong.org
總辦事處 九龍深水埗樂年花園保安道二號 A 地下	Head Office G/F, No. 2A Po On Road, Cronin Garden, Sham Shui Po, Kowloon	2745-0424	2786-4097	fhs@fuhong.org

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We would like to extend our gratitude to all donors, volunteers, corporations and organizations for the generous donation and support to our services last year (from 1 April 2014 to 31 March 2015). Owing to limited space, the Society regrets not being able to include the names of all volunteers and contributors individually here.

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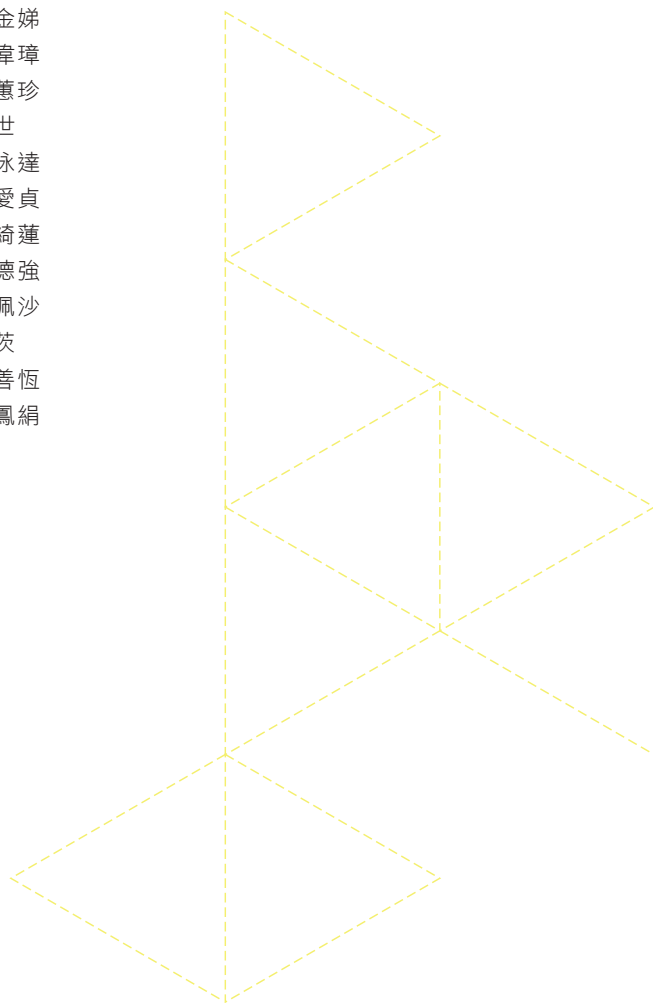
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