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企業社會責任

CORPORATE  
Social Responsibility



## 社區參與 COMMUNITY Involvement



01

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

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

### 義工服務的機會

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

### 服務合作計劃

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

### Opportunity for Volunteer Services

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

### Service Collaboration Projects

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

## 服務合作計劃撮要 Summary of Service Collaboration Projects

	合作夥伴 Collaboration Parties	內容 Contents
快樂椅子舞 Chair-based Dance	尊賢會 Jade Club	本會共有十四位高齡服務使用者參與「快樂椅子舞」課程，藉此舒展筋骨 14 ageing service users were participated in the programme of 'Chair-based Dance' to stretch out and exercise
讚美操 Praise Dance	讚美操協會 — 彩虹小組 Praise Dance Association (Hong Kong) Ltd. – Rainbow Team	十五位服務使用者參與讚美操活動，享受運動的樂趣 15 service users participated in Praise Dance to enjoy the fun of sports
好老友鼓班 Chinese Drum Class	香港仔聖伯多祿堂 St. Peter's Church in Aberdeen	透過與義工一起學習中國鼓，增加服務使用與社區人士的接觸和溝通 Learning Chinese drum together with volunteers enhanced service users' interaction and communication with community members
香港警察學院學員培訓講座 Regular training workshops for Police College	香港警察學院 Police College	定期為警察學院學員提供培訓講座，讓他們有機會接觸智障和精神康復人士，加深對他們的認識 Training workshops for police trainees were held regularly to provide a chance for them to interact with persons with intellectual and psychiatric disabilities, thereby deepening their understanding of these community members
感恩愛「深」大匯演暨相片集嘉許禮 Sham Shui Po District 'Love and Care' Show cum the Ceremony of the Photo Album	深水埗社會福利署及深水埗區內十所社會服務機構 Sham Shui Po District Social Welfare Office and 10 social service organisations in Sham Shui Po	接近一百三十位服務使用者出席並參與台上表演，宣揚共融的訊息 Nearly 130 service users attended and performed on the stage to promote the message of social inclusion
「2015精神健康月」之微電影製作比賽 The Competition of Micro-movie Production in Mental Health Month 2015	香港小童群益會—賽馬會海怡青少年綜合服務中心 The Boys' and Girls' Clubs Association of Hong Kong-Jockey Club South Horizons Children and Youth Integrated Services Centre	本會製作微電影《愛很難》，以喚起社區人士對青少年精神健康的關注。該電影更獲頒發「最具感染力獎」 The Society produced the micro-movie, 'Difficult to love', in order to raise the awareness of the public towards the mental health of the youth. The micro-movie was also awarded the Most Inspiring Prize
2015精神健康月 Mental Health Month 2015	勞工及福利局、政府新聞處及社會服務機構 Labour and Welfare Bureau, Information Services Department and other social service agencies	本會透過參與「智Fit精神健康計劃」，於學校、社區、商界等不同群體推動青少年精神健康 The Society joined the 'Adolescent Mental Wellness' Project, promoting the importance of adolescent mental health to schools, the community, commercial sector, etc.
「結伴同行·家友站」計劃 'Walking with the Community' Project	救世軍華富長者中心 The Salvation Army Wah Fu Centre for Senior Citizens	獲社會福利署中西南及離島區福利辦事處2015/16年度「地區夥伴協作計劃」撥款資助，透過交流小組、講座和日營等活動增加長者與精神康復者的接觸及合作的機會，藉此推廣精神健康訊息 Funded by the 2015/16 District Partnership Programme of the Central, Western, Southern and Islands District Social Welfare Office, elderly people were provided chances to communicate and cooperate with persons with psychiatric disabilities through workshops, seminars, day camps, etc., promoting the importance of mental health
「傷健義行顯關懷」共融計劃 'Community Caring' Inclusion Project	明愛樂協會 Caritas Lok Heep Club 禮賢會萬隸甫夫人長者鄰舍中心 Mrs Mann Tai Po Rhenish Neighbourhood Elderly Centre 香港仔街坊福利會 - 漁光網絡互助社 Aberdeen Kai-fong Welfare Association Social Service Centre - Yue Kwong Mutual Help Network	社區義工與本會中途宿舍服務使用者參加送暖活動，為獨居長者進行家居清潔 Community volunteers and service users of halfway houses joined the caring project to help the elderly tidy up their homes

01  
快樂椅子舞  
Chair-based Dance

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

03  
好老友鼓班  
Chinese drum class

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

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

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## 「緊Art 你手」共融計劃

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

## 'Let's Art Together' Inclusion Project

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

### > 季度藝術展覽

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

### > Quarterly Art Exhibitions

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

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

表一 TABLE 1

樂融展藝坊活動  
參與人次

Attendance of the  
activities organised  
by Joyful Art Gallery

參觀樂融展藝坊及展覽

Visit to Joyful Art Gallery and its exhibitions

藝術義工培訓工作坊

Art Volunteer Training Workshops

藝術及表演培訓工作坊

Art and Performance Training Workshops

社會共融教育計劃

Social Inclusion Education Programme

總數 Total







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

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

02

為了讓服務使用者和義工互相認識，工作坊亦有小遊戲，以打破雙方的隔閡

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

03

服務使用者家長於樂融展藝坊體驗創作的樂趣

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

## > 義工參與

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



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## > Volunteer Participation

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



04



## > 社區共融教育計劃

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

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

## > Social Inclusion Education Programme

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

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

04

服務使用者透過創作，表達自己的想法，亦增強他們的自信心

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

05

創作由服務使用者主導，義工則擔當協作者的角色，幫助他發揮創意

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

表二 TABLE 2

藝術義工在參與工作坊前後對服務使用者及工作坊的看法和轉變\*

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

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

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

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



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## 倡導 ADVOCACY



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

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

### 社區教育

本會藉著社區教育提升社會人士對殘疾人士的認識及接納，一起構建共融社會。

#### > 推行朋輩支援計劃

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

#### > 推廣精神健康訊息

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

### Community Education

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

#### > Carrying out Peer Support Project

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

#### > Promoting the message of mental health

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

#### > 推行說死談生教育計劃

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

#### > 推行「香港最佳老友」運動優化計劃

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



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#### > Launching the Dialogue between Life and Death Education Project

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

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

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



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本會向拔萃女書院共八百名學生簡介「香港最佳老友」運動，並獲正面的反應

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

02

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

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







01

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「小奧士平等之旅」計劃培養學生以正面的態度與殘疾人士相處

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

02

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

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

03

舉行「小奧士分享會暨頒獎典禮」

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

04

小奧士計劃定期舉行社區活動，宣揚傷健共融的精神

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

## > 推行「小奧士平等之旅」

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



02

## 服務使用者及家屬充權

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

## > Promoting the 'Education Project for Primary Students'

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



03



04

## Empowerment of Service Users and Their Family Members

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



05

## > 屯元區服務使用者會議

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

## > 扶康家長會

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

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



06

## > Tuen Yuen Districts Service Users Meeting

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

## > Fu Hong Parents' Association

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

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

05

服務使用者於會議上有機會發表自己的想法，讓他們在生活上變得更積極主動

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

06

服務使用者會議提供一個溝通和表達訴求的平台，讓服務使用者體驗平等和獲得尊重

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



> 增加會員凝聚力

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

> Strengthening the cohesion of members

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

積極關注殘疾人士的需要和權益

> 關注虐待智障服務使用者事件：

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

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

> Concerning the issues of mistreating service users :

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

01

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



01

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

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

> 持續關注智障人士老齡化問題：

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

> Concerning the ageing of persons with intellectual disabilities:

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

02

家長代表在「第十六次周年會員大會暨聚餐」上表演舞蹈，積極支持扶康家長會活動

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



02



## 僱員關係及發展

# EMPLOYEE Relations and Development

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

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

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

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



## 年內工作重點

### > 更新人力資源管理系統工程

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

### > 提高職業安全意識

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

### > 薪酬與福利

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

### > 改善員工薪酬和福利

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

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

## Focus of Our Work in the Year

### > Updating human resources information system

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

### > Increasing the awareness of occupational safety

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

### > Remuneration and Benefits

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

### > Improving staff members' remuneration and benefits

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

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



## 員工溝通

### > 建立雙向溝通

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

### > 設立多元化溝通渠道

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

## Staff Communication

### > Developing two-way communication

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

### > Setting up diversified channels of communication

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



01

01

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

### > 與總幹事對話

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

### > Having dialogues with the Executive Director

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

### > 關懷與獎勵

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

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

### > Care and reward

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

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

02

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

03

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

04

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

02



04



03





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



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

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

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

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

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

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



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

剛於年初從董事局主席手上接過服務30年獎座，心中滿載感恩！

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

神若許，我期待得到三十五年服務獎！

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

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

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

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

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

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

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

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

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

表三 TABLE 3

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

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

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



## 職員培訓及發展

## Staff Training and Development

### > 多元化內部培訓活動

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

### > Diversified staff training

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

表四 TABLE 4

培訓部舉辦之  
內部培訓活動概  
況綜合表  
Summary of internal  
training activities  
organised by the  
Training Development



### > 恆常培訓

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

### > Regular training

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

## 服務發展和專業培訓撮要

## Summary of Staff Training Related to Services and Professional Development

### 展能藝術

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

### Arts with the Disabled

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



### 精神復康服務之復元導向介入方式

舉辦兩天復元導向介入方式的初階及進階培訓，以配合精神復康服務持續發展。

### Recovery-oriented Practice on Services of Psychiatric Rehabilitation

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

### 表達藝術

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

### Expressive Arts

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

### 服務評估

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

### Programme Evaluation

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



### 管理發展課程

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

### Executive Development Programme

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





> 鼓勵員工出席外間培訓

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

> Encouragement of staff participation in external training

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

表五 TABLE 5

員工參加外間培訓  
活動概況綜合表  
Summary of external  
training activities  
joined by staff  
members

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

員工參與培訓活動總人數  
Total number of staff participants

292 人  
people

培訓課程、講座、工作坊及分享會  
Training courses, talks, workshops and  
sharing sessions

173 項  
events

員工參與培訓活動總時數  
Total training hours

1,576 小時  
hours

01



01

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

02



02

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

03



03

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



## 交流計劃及顧問服務

# EXCHANGE Programmes and Consultancy Services

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

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

## 國內及澳門康復機構到訪本會

01

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

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

## Visits by Rehabilitation Organisations from Mainland China and Macau

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



01

## 拜訪外地機構及提供顧問服務

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

## Visits to Organisations Outside Hong Kong and Provision of Consultancy Service

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

02

本會家長前往澳門扶康會參觀

Parents of service users visit Fuhong Society of Macau

03

本會代表團參觀位於深圳的頤康院，了解跨境復康服務的成效和挑戰

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

04

本會持續向澳門扶康會提供顧問服務，協助提升專業服務的質素

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

02



04





## 環境保護

# ENVIRONMENTAL Protection

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

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

### 環境保護政策

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

### 揉合環保元素於策略性計劃

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

### 環境保護活動

本會舉行多項環保活動，以提升員工及持份者的環保意識，當中包括：

### Environmental Protection Policy

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

### Incorporating Green Elements into Strategic Plan

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

### Environmental Protection Activities

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

## 環境保護活動/計劃

### Environmental Protection Activity/Programmes

1

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

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

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

3

製作綠色產品<sup>1</sup>  
Production of green products

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

水耕種植訓練豐富工場服務使用者的生活體驗，得到他們的正面評價。

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

2

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

01

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

02

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

03

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

04

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

05

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

01



03



02



04

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