



機構管治  
Corporate Governance



# 理念，使命和目標 Vision, Mission and Objectives

## 理念

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，令他們身心各方面都得到充分的發展。本會全人則竭盡所能，確保這些權利得到尊重。

## 使命

- ▶ 為殘疾人士提供多種機會，令他們發揮個人的能力，在所屬社區中，充分獨立自主，積極融入社會。
- ▶ 倡導教育、政策及法例的修訂，為殘疾人士爭取平等權利。

## 目標

- ▶ 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。
- ▶ 提供各類評估及培訓，啟發殘疾人士的潛能。
- ▶ 與殘疾人士的家人合作提供適切的優質服務。
- ▶ 為具有工作潛能，可於就業環境中工作的殘疾人士提供職業評估及技能培訓等服務，並為他們提供更多就業機會。
- ▶ 為殘疾人士及其家人提供輔導及社會工作服務。
- ▶ 舉辦社區教育活動，讓公眾人士能更深入地了解殘疾人士，進而對他們持更積極和正面的態度。

## Vision

Persons with disabilities are individuals with all human rights, above all the right to be recognised 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.

## Mission

- ▶ 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.
- ▶ To advocate equal rights of persons with disabilities through education, policy and legislative changes.

## Objectives

- ▶ To establish services and family units (Casa Famiglia) in the community to provide holistic care and a homelike environment for persons with disabilities.
- ▶ To provide assessment and training for the development of the potential of persons with disabilities.
- ▶ To work together with families in the provision of quality service for their family members with disabilities.
- ▶ 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.
- ▶ To provide counselling and social work services to persons with disabilities and their families.
- ▶ To organise community education programmes for a better understanding and a positive attitude towards persons with disabilities.





## 歷史

在1957年，達碑立神父(Father TAPELLA, Enea, PIME)從意大利來港服務，體會到當時殘疾人士，尤其是智障成人的生活苦況，遂與好友方叔華神父(Father BONZI Giosuè G, PIME)及堂區的青年教友組織義工團體服務他們，為他們籌辦各式各樣的社交、康樂及宗教活動，協助他們融入社區。可惜在1977年3月下旬，達碑立神父在籌辦智障人士夏令營期間遇上嚴重交通意外，不幸離世。

熱心人士為秉承達碑立神父遺志，積極發展康復服務。同年4月下旬，方叔華神父得已故天主教教友林先生義務借出葵興住宅單位，毅然為七名生活在極惡劣環境下的嚴重智障成年女性開設小型家舍「友愛之家」(英文名為Father Tapella Home，以紀念達碑立神父)，為她們提供臨時住宿服務。

## History

In 1957, Fr. TAPELLA, Enea, an Italian Missionary of PIME, arrived in Hong Kong. At that time, he realised the hardship of persons with disabilities in particular adults with intellectual disabilities so he together with his friend Fr. BONZI Giosuè G, PIME, formed volunteer groups, which comprised young Catholic volunteers to organise various social, leisure and religious activities for persons with disabilities, helping them to become part of the community. Unfortunately, Fr. Tapella was severely injured in a motorcycle accident in March 1977 when he was making preparation for a summer camp for persons with disabilities.

Upholding the spirits of Fr. Tapella, enthusiastic people actively participated in developing rehabilitation services. In April 1977, a Catholic fellow named Mr. Lam, lent his flat to Fr. Bonzi voluntarily for the establishment of a small home where temporary accommodation for seven women with severe intellectual disabilities was provided. In memory of Fr. Tapella, this small home was named as "Father Tapella Home" (FTH).





為使家舍服務得到持續發展，在方叔華神父與一群專業人士及義工的努力下，扶康會於1978年5月成功根據香港公司法例註冊為非牟利康復機構。同年應社會福利署邀請，參與為期四年的先導計劃(1978-1982)，先後成立興華成人訓練中心及麗瑤成人訓練中心，成為首間專門為嚴重智障成人提供住宿及專業訓練服務的志願機構。1983年開始，本會獲得政府資助，繼續拓展更多適切的服務回應智障成人及其家人對不同服務的需要。1997年9月扶康會位於香港仔的康復中心落成，同年擴展服務至精神康復範疇並設立首間中途宿舍。2001年1月，扶康會英文名稱The Society of Homes for the Handicapped正式易名為Fu Hong Society，中文名稱維持不變。

現時扶康會服務單位接近五十個，服務使用者人數近四千名，包括智障人士、精神康復者及自閉症人士。扶康會一直致力扶育殘疾人士，讓他們獨立自願，融入社會。秉承達碑立神父「關愛弱小」及「以求為導」的精神，扶康會先後創辦臨時住宿服務、家居訓練服務、熱線服務、護理院舍及日間訓練中心延展照顧服務，更積極開創多元化服務，包括為智障成人建立屬於自己的家——「扶康家庭」；開辦全港首間成年自閉症人士發展及支援中心「牽蝶中心」；推動全球性Best Buddies運動，並發起「香港最佳老友」運動，推動社區人士與智障人士建立一對一友誼；拓展社區支援服務，舒緩照顧者的負擔，支援殘疾人士及其家庭。

To develop FTH sustainably, with the effort from Fr. Bonzi together with a group of professionals and volunteers, “The Society of Homes for the Handicapped” (SHH) was successfully incorporated under the Hong Kong Companies Ordinance in May 1978 for being a non-profit organisation providing rehabilitation services. In the same year, the Society accepted the invitation from the Social Welfare Department to launch a four-year pilot project (1978-1982) to establish Hing Wah Adult Training Centre and Lai Yiu Adult Training Centre, as the first non-governmental organisation which offered hostel and professional training services to adults with severe intellectual disabilities. The Society has been subsidised by the Government since 1983 and developed a lot of services to meet the needs of persons with disabilities and their families. In September 1997, the opening of Rehabilitation Centre situated in Aberdeen and the set-up of the first halfway house inside the Centre symbolised the service expansion to those with psychiatric disabilities. In January 2001, the English name of the Society was renamed as “Fu Hong Society” (FHS) while the Chinese name remained the same.

At present, the Society operates around 50 service units, serving about 4,000 service users including persons with intellectual disabilities, persons with psychiatric disabilities or those with autism. FHS has long been committed to developing the potentials of persons with disabilities, enabling them to achieve maximum independence and become fully integrated citizens in the community. Upholding the spirits of Fr. Tapella, i.e. caring about the needy with unconditional love and taking the lead to meet their needs, FHS has pioneered in developing different services for persons with intellectual disabilities, including temporary residential care service, home-based training service, hotline service, care and attention homes, and extended care service in day centres. Apart from the above, FHS kept abreast of the changing society and provided service users with diversified services, including the set-up of Casa Famiglia – enabling persons with intellectual disabilities to enjoy family life; the establishment of Hin Dip Centre – the first development and support centre for adults with autism; the promotion of international movement “Best Buddies” and the implementation of “Best Buddies Hong Kong” Movement – providing opportunities for persons with and without disabilities to develop one-to-one friendship; strengthening Community-Based Support Services to alleviate the burden of families with persons with disabilities and provide more supporting services to persons with disabilities in the community.



## 會徽理念

「扶康」意旨給予扶助以達致身心健康。本會希望透過向殘疾人士提供適切服務，協助他們發展潛能之餘，幫助他們融入社會，獲取社會人士的認許和尊重，達致身心健康及享有一切基本人權。

扶康會會徽中隱含了三個「H」，分別是指「Human with disability」<sup>i</sup> — 殘疾人士、「Home — 家」及「Help — 幫助」。

內「H」代表「殘疾人士」，指關心及積極回應殘疾人士及其家人的需要是扶康會的核心價值；中「H」代表「家」，指扶康會銳意為殘疾人士建立溫馨的家，讓他們享有家居式生活環境和感受到猶如家人的愛；外「H」代表「幫助」，指扶康會透過提供各種適切的服務協助殘疾人士融入社會。此外，扶康會著重透過社區教育推廣傷健共融，正如會徽中的殘疾人士傾身向前，代表扶康會強調他們需融入社會生活。

## The Emblem of “Fu Hong Society”

“Fu Hong” in Chinese means offering help to attain physical and mental health. Through providing a comprehensive range of services, the Society aims at helping persons with disabilities to develop their potentials in all aspects, enabling them to integrate into the community and gaining recognition and respect from the public, hence achieving physical and mental well-being as well as enjoying all basic human rights.

The emblem of Fu Hong Society is embedded with three “H”s, implying “Human with disability”<sup>i</sup>, “Home” and “Help”.

The inner “H” means “Human with disability” which represents one of the core values of FHS, i.e. caring and actively responding to the needs of persons with disabilities and their families; the middle “H” represents “Home” which means that FHS is devoted to providing service users with a home-like living environment and treating them with love and sincerity just like being their families and friends, endowing them with a sense of home; the outer “H” is “Help” which means that FHS aims at providing appropriate services to help persons with disabilities integrate into our community. FHS believes that through community education, public understanding towards persons with disabilities can be enhanced, paving the way for building an inclusive community. That’s why the person with disability inside the emblem is leaning forward, signifying the belief of FHS that persons with disabilities should go into the community.

i 早年扶康會以「Handicapped」一字闡述會徽最底層「H」的含意。到了90年代，回應世界各地對促進殘疾人士人權的關注，扶康會將「Handicapped」改寫為「Human with disability」，推動公眾人士接納殘疾人士在生活上享有與一般人平等的權利。

i During the early years, our Society elaborated the meaning of the inner “H” as “Handicapped”, denoting persons with disabilities. In 90s, in response to increasing concern upon promoting human rights of persons with disabilities all over the world, our Society reworded “Handicapped” by “Human with disability” with a view to boosting equal rights between persons with and without disabilities.



# 信念、價值和原則

## Beliefs, Values and Principles Towards Service Users

我們尊重每一位服務使用者，深信他們每個人都是獨特的及才能應受到重視，並應享有平等人權，包括：

We respect service users as a human entity, having their rights and individual characteristics. They have:

- ▶ **自決權利：**尊重服務使用者在自己生活事情上作決定和選擇的權利。
- ▶ **The right to make their own decisions and choices:** Respect the right of service users to have the opportunity, as fully as possible, in making decisions and choices about their daily lives and activities.
- ▶ **學習權利：**讓服務使用者在生活上承擔合理程度的冒險，並從經驗中學習。
- ▶ **The right to learn:** Enable service users to take calculated risks and to learn from their experiences.
- ▶ **表達自己的權利：**服務使用者有權表達自己及得到別人聆聽。
- ▶ **The right to say:** Listen to service users as they express themselves.
- ▶ **平等機會：**不論殘障程度如何，所有人都應該享有平等機會及為此得到適當支援。
- ▶ **Equal opportunities in life:** No matter what degree of disability, all people must have the same opportunity and be appropriately supported.
- ▶ **參與社區活動的權利：**殘疾人士同是社會的一份子，有參與社區活動的權利，不應加以標記及隔離。
- ▶ **The right to participate in community:** Persons with disabilities should not be labelled as segregated out of the mainstream of life. They should be supported and encouraged to participate and be involved in community life.
- ▶ **私隱、尊重及保密權利：**每一個服務使用者在生活各方面的私隱、尊嚴及保密權利，都應該得到認同及尊重。
- ▶ **The right to privacy, dignity and confidentiality:** Each service user's right to privacy, dignity and confidentiality in all aspects of his or her life must be recognised and respected.
- ▶ **自我價值及受到重視：**每一個人都有其本身的自我價值，應得到別人重視。
- ▶ **Own worthwhile value, and be respected:** All people have value and must be treated as such.
- ▶ **個人的身份：**每一個服務使用者都是獨立的個體，他們的個別身份必須得到認同和尊重。
- ▶ **Own identity:** Service users are all individuals and must have their own identity.
- ▶ **自己的姓名和稱呼：**應該以名字稱呼服務使用者。
- ▶ **Own name:** Service users should be addressed by their names.
- ▶ **得到與一般人士同等的對待。**
- ▶ **The right to be treated like everyone else in the community.**

# 核心價值及相關行為

## Core Values & their Related Competencies

秉承達碑立神父 (Father TAPELLA, Enea) 對智障人士的關懷尊重和熱誠付出，扶康會全體員工都有共同理想、目標一致、全心全意為服務使用者提供優質的服務，並堅持以下的核心價值及相關行為：

### 一. 關懷尊重

#### 定義

- ▶ 員工樂意用開放、尊重及關懷的態度去接待服務使用者，建立以服務使用者為本的服務模式。
- ▶ 同時，透過培訓及發展機會提升員工的能力水平，致力為服務使用者提供適切的服務，協助他們提升生活質素及達成夢想，使員工亦得到一份滿足感及成功感。

#### 應用行為

- ▶ 表現坦率、誠懇及主動的溝通態度及技巧，以表達對別人的欣賞及包容與自己持不同意見的人。
- ▶ 耐心聆聽及尊重別人意見。
- ▶ 真誠關心及照顧服務使用者、其家人及同事，以建立互信關係及提供優質服務。

To carry forward Father TAPELLA, Enea's commitment, care and respect to persons with intellectual disabilities, all staff of Fu Hong Society have common ideal and shared objectives whole-heartedly to provide quality services for the service users, as well as uphold the Core Values and put into practice, including:

### 1. Care and Respect

#### Definition

- ▶ Staff members are willing to serve service users with respect, open and caring attitude, forming a service user oriented service model.
- ▶ Training and opportunities for development are offered to enhance staff's competency in these respects. The goal is to provide suitable services for service users to improve their quality of life and achieve their dreams while cultivating a sense of satisfaction and achievement for staff at the same time.

#### Behaviour

- ▶ To be honest, sincere and exhibit active communication skills, express appreciation to others and able to accommodate different opinions.
- ▶ To listen attentively and respect others' opinion.
- ▶ To show genuine care and concern for service users, their families and colleagues, establish mutual trust and provide quality service.



## 二. 專業精神

### 定義

- ▶ 我們的「專業」是廣義的，所以每一位扶康會員工都應該以敬業樂業及盡責的工作態度，在不同的崗位上發揮其專業的精神，並以服務使用者的福祉為依歸。

### 應用行為

- ▶ 每位員工都是自己工作崗位的專家，所以應時常用積極、負責任及不斷求進的態度去做好份內的工作。
- ▶ 與服務使用者及其家人建立密切的夥伴關係，瞭解其需要以共同制定及推行有效和最符合服務使用者利益的方案。
- ▶ 嚴格遵守扶康會員工守則，並有責任保護扶康會的聲譽及資產。

## 三. 協同效應

### 定義

- ▶ 建立團隊精神，員工之間需要建立緊密聯繫和合作互信，透過互相支援及互相激勵，共同努力發揮「一加一大過二」的功能，以帶出更大的增值效益，一起追求卓越。
- ▶ 員工亦要與服務使用者、其家人、同事及其他持份者（即相關人士，例如捐款者、企業及社區義工等）建立夥伴關係，彼此衷誠合作。

### 應用行為

- ▶ 與持份者互相配合、互補不足，以建立良好夥伴關係及默契，從而創造更好的工作效果。
- ▶ 盡量了解持份者的需要、積極提供協助及支援，以完成共同的目標及滿足彼此的需要。
- ▶ 與持份者經常分享經驗。

## 2. Professional Spirit

### Definition

- ▶ We have adopted a macro understanding of the word “profession”. Every staff will be dedicated and responsible for his/her work, as well as practise with professional spirit in their different positions and work solely for the welfare of the service users.

### Behaviour

- ▶ To be the expert of his/her work post, it is his/her duty to maintain a proactive and responsible attitude and pursue excellence of work.
- ▶ To forge close partnership with service users and their families, understand their needs and devise and implement effective plans in the best interest of service users.
- ▶ To abide strictly by Fu Hong Society's staff regulations, and be responsible to protect the Society's reputation and property.

## 3. Synergy

### Definition

- ▶ Team building requires staff to maintain close collaboration and mutual trust, realise the effect of “one plus one greater than two” and pursue for excellence through mutual support and encouragement.
- ▶ Staff should also forge partnership with service users, their family members, colleagues and other stakeholders (i.e. related parties such as donors, corporates and community volunteers, etc) and achieve cordial collaboration.

### Behaviour

- ▶ To collaborate with stakeholders in complementing each other, establish good partnership and understanding through which to achieve better outcomes.
- ▶ To understand more the needs of stakeholders and provide active help and support to achieve mutual goals and meet one another's needs.
- ▶ To maintain constant exchange and sharing with stakeholders.



## 四. 熱誠主動

### 定義

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

### 應用行為

- ▶ 員工應主動「行多步」、主動溝通、支持團隊成員，提出及執行任何可預防問題發生或解決工作潛在風險的方法，參與改善工作及提升服務質素的方案。
- ▶ 主動承擔更廣泛的工作責任，並以達致更佳團隊效益為己任。
- ▶ 員工和管理層有良好的互動溝通、彼此分享及積極推動扶康會各種事務。

## 五. 持續改善

### 定義

- ▶ 持續檢討、學習及改善工作方法及流程，以提升工作效率及生產力(涵蓋全會、區域及服務單位層面的關注)。

### 應用行為

- ▶ 提出更佳或創新的工作方法，從經驗中學習，力求改善服務。
- ▶ 持續實踐、檢討及提升服務水平的改善方法。
- ▶ 持續實踐、檢討及提升全會及團隊效益的改善建議。

## 4. Pro-activeness

### Definition

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

### Behaviour

- ▶ To “take one step further”, communicate actively and give support to team members, propose and implement any measures that can prevent problem or reduce risk at work, participate in plans for work improvement and enhancement of service quality.
- ▶ To be proactive to broaden one's scope of work and see it as one's responsibility to excel in team work.
- ▶ To maintain effective interaction and communication between staff and management level, actively share and promote different affairs of the Society.

## 5. Continuous Improvement

### Definition

- ▶ Continuous evaluation, learning and improvement of work flow and approach with the aim to enhance work efficiency and productivity (at various levels of individual service unit, region and the Society as a whole).

### Behaviour

- ▶ To propose more effective and innovative work approach, learn from experience and pursue continuous improvement in service.
- ▶ To keep practising and evaluating improvement measures that enhance quality of service.
- ▶ To keep practising and evaluating improvement measures that promote effectiveness of the team and Society as a whole.



## 核心價值雋語創作比賽

配合機構文化的持續發展，本會於2009年制定五項機構核心價值：關懷尊重、專業精神、協同效應、熱誠主動及持續改善，推動本會實踐願景：致力成為香港最優質的殘疾人士服務機構。本會每年均舉辦不同活動以提升員工對機構核心價值的認識、認同和實踐，其中包括好人好事獎勵計劃、卓越服務表揚計劃及核心價值良好服務/措施分享會等。

是年度本會舉行核心價值雋語創作比賽，以加強員工對五項機構核心價值的認識和體會。透過雋語創作比賽與員工和各持份者分享，以及將機構核心價值與員工日常工作結合。比賽共收到二百三十三位員工遞交八百六十六條雋語創作，由全體員工進行投票選出最佳雋語，當中得票最多之雋語獲「最佳雋語大獎」。是次員工投票率達百分之九十二點五，反映全體員工對機構核心價值的重視和支持。得獎之雋語已展示於機構的內聯網和服務單位內，以示嘉許。

## Core Values Slogan Contest

To foster a sustainable development of its organisation culture, in 2009, the Society stated its five core values, namely “Care and Respect”, “Professional Spirit”, “Synergy”, “Pro-activeness” and “Continuous Improvement”. The core values govern the Society to actualise its vision – to become Hong Kong’s best welfare organisation for persons with disabilities. Through various activities held during each and every year, the Society has put effort to enhance the staff members’ knowledge, recognition and practice about the core values. These included the “Good Staff and Good Event” award scheme, outstanding service recognition scheme and sharing sessions on excellent service / measures exemplifying core values and so forth.

The Society organised Core Values Slogan Contest last year. It aimed at increasing staff members’ understanding on the core values and encouraging them to share with their colleagues and stakeholders their experience in implementing these five core values, reaching integration of the values in their day-to-day work. The contest totally received 866 submissions from 233 staff members. A poll for selecting the best slogans representing the five core values was conducted among all staff members. With a turnout of 92.5%, the poll indicated high level of staff support and recognition to the core values. The winning slogans were displayed on the intranet and in the service units as a way to show the acknowledgement.



◀ 於扶康會員工春茗舉行的核心價值  
標語創作比賽頒獎典禮  
The awards presentation ceremony  
of the Core Values Slogan Contest  
was held during Fu Hong Society's  
Staff Annual Dinner

## 獎項 Awards

《最佳標語大獎》及 關懷尊重獎  
Best Slogan Award cum Care and Respect Award

專業精神獎  
Professional Spirit Award

協同效應獎  
Synergy Award

熱誠主動獎  
Pro-activeness Award

持續改善獎  
Continuous Improvement Award

## 得獎標語創作 Winning Slogans (Original in Chinese)

關懷是恆久與忍耐，尊重是誠懇與包容。  
Caring means persistence and patience. Respect signifies sincerity and tolerance.

盡心、盡力、盡己任，敬業、樂業、展專業。  
To act in a dedicated, diligent and responsible way, and to serve in a professional, committed, and skillful manner.

同舟共濟服務人、齊心協力盡所能  
To serve by helping one another, to work by sparing no effort and in a concerted manner.

多關心，多留心，多聆聽，服務從真，熱誠由心。  
To show more care, pay more attention, listen more, and serve with sincerity and pro-activeness.

細意聆聽、接受批評；勇於面對、齊享收成。  
To listen carefully and take criticism; and to face challenges boldly while sharing rewards.



## 扶康人對核心價值的認同及實踐程度 — 追蹤調查

在建立核心價值的同時，本會以不記名的問卷方式進行年度核心價值追蹤調查，了解機構員工在核心價值認同及實踐程度上的進展。是年度調查共收回九百二十九份問卷，佔全體員工的九成多，充份反映員工對核心價值的重視。

調查結果顯示員工對五項核心價值的認同和對各方面實踐成效的評分（一至十分）在七點一三至七點八三之間。與去年比較，當中有接近六成員工認為「認同和實踐成效」有所增加，情況令人鼓舞。調查結果同時顯示員工「個人實踐的程度」評分稍高於「服務單位實踐的程度」和「全會實踐的程度」的評分，提醒會方和服務單位持續落實核心價值，為員工提供理想的工作環境和為服務使用者提供優質的服務。

## “Fu Hong Staff’s Recognition and Practice of Core Values” – Longitudinal Survey

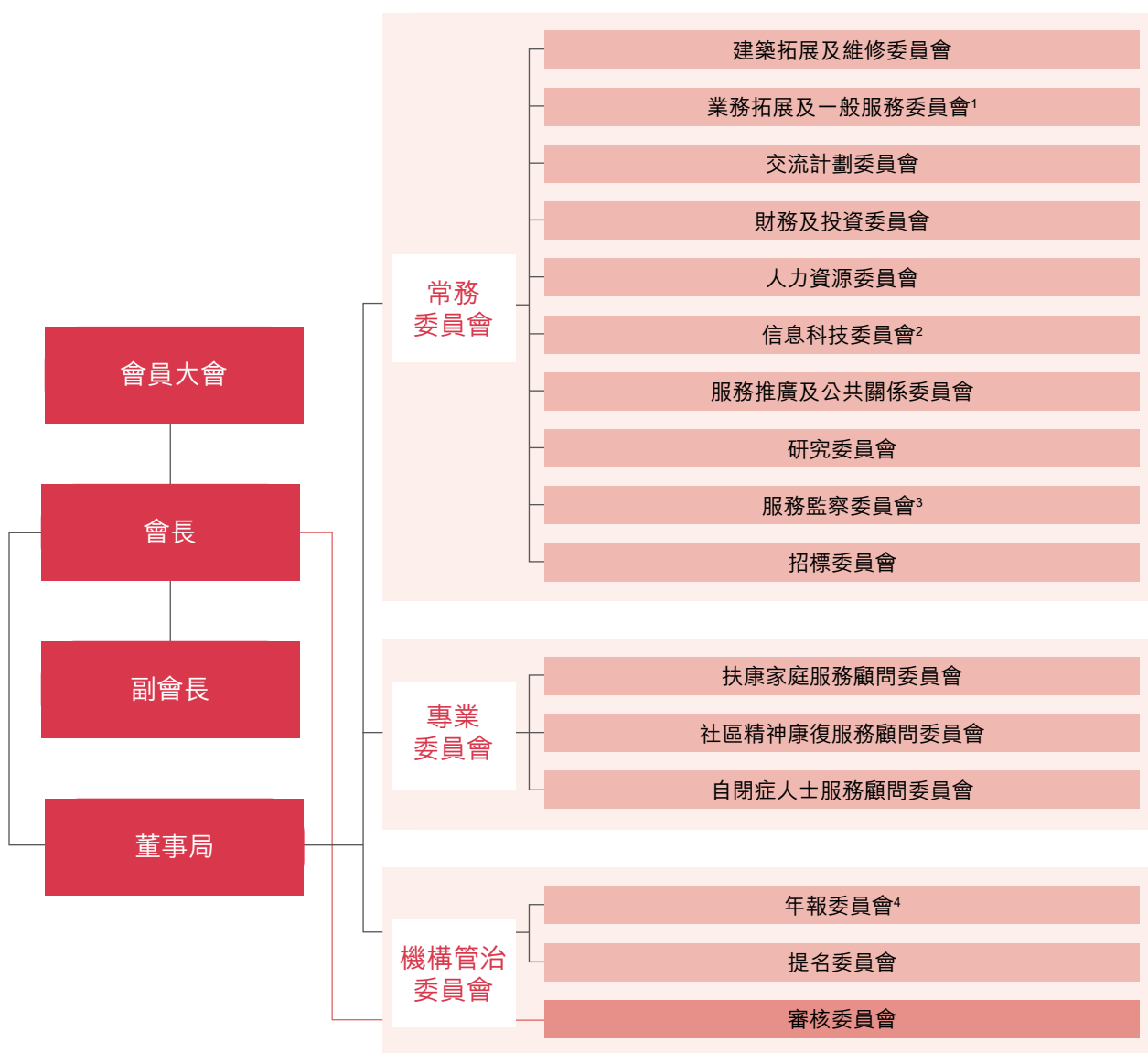
While establishing the core values, the Society regularly used an anonymous questionnaire to conduct a longitudinal survey in order to understand Fu Hong staff’s identification with these values and the extent of their practice. Last year, a total of 929 questionnaires were received, representing more than 90% of the staff members. This demonstrated that the staff members valued highly the core values.

The findings of the survey showed that Fu Hong staff members scored between 7.13 and 7.83 out of 10 with respect to their identification with the five core values and their respective extent of practice. It is encouraging to see that approximately 60% staff members perceived increase of “Recognition and Extent of Practice” as compared to a year ago. The results also showed that the staff members scored slightly higher in terms of “my extent of practice” than those of “extent of practice by my service unit” and “extent of practice by the Society as a whole”. This reminds us, as well as service units, to make persistent effort to implement the core values, to provide amicable working environment for the staff members, and to offer excellent services to the service users.



# 組織架構圖(董事局及委員會)

## Organisation Chart (Council and Committees)

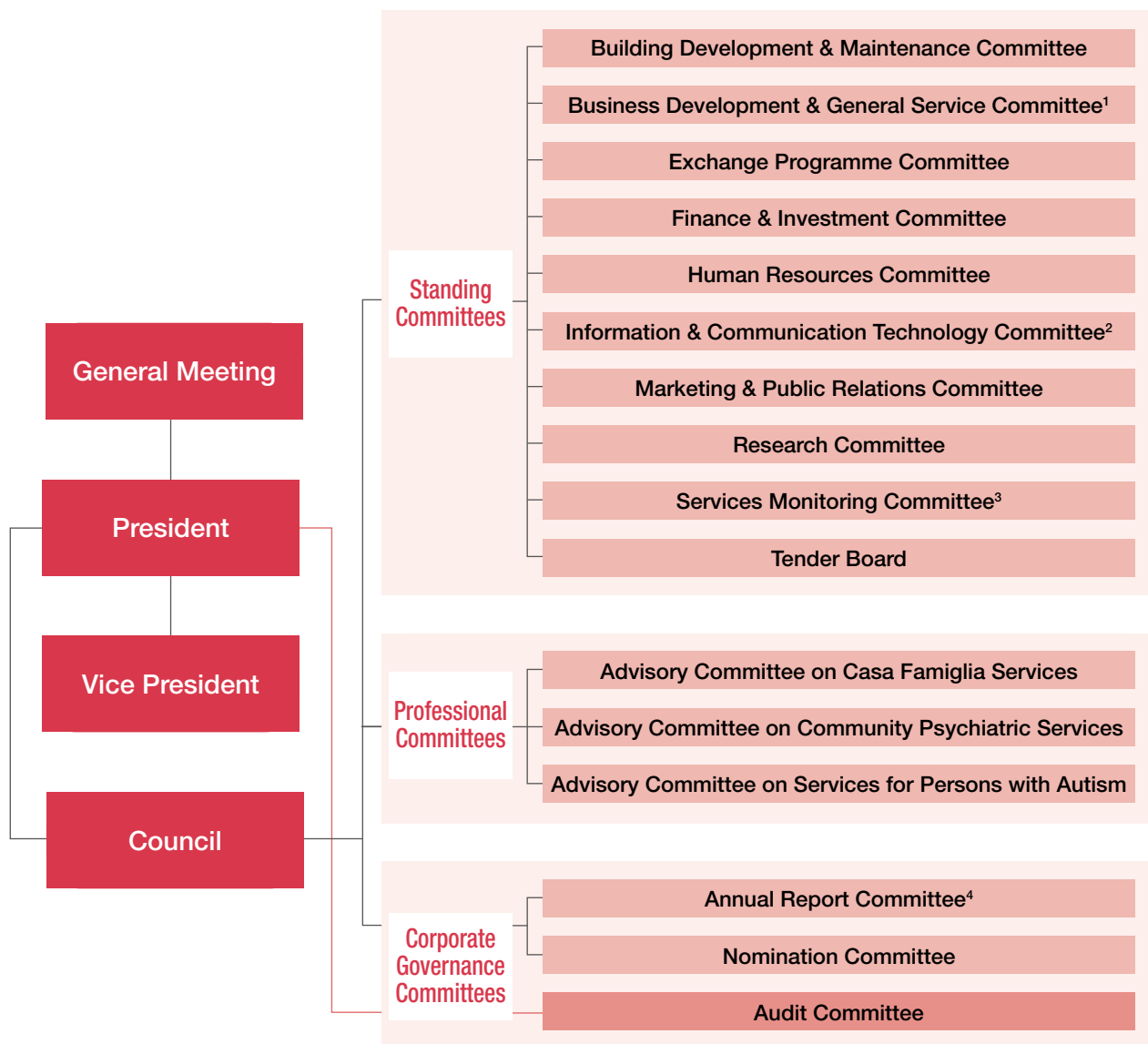


備註

1. 監督外間課程發展小組委員會
2. 於2013年6月由專責小組轉為委員會
3. 監督4個區域小組委員會
4. 於2013年6月成立



主席：袁國榮先生；副主席：林小玲女士MH；義務秘書：郭鍵勳博士 BBS, JP；義務司庫：施家殷先生；神師：方叔華神父  
董事局委員：李百瀨先生 MBE, JP、戚碧玉博士、許國賢神父、陳紹沅先生、陳達文先生、許盧萬珍博士、冼權鋒教授、陳秀嫻博士 JP、李春霖先生、王明樂醫生、范德穎醫生、胡君仲先生、林振敏先生 SBS, QFSM, CPM  
Chairman: Mr. YUEN Kwok Wing, Kevin; Vice Chairman: Ms. LAM Siu Ling, Cecilia MH; Hon Secretary: Dr. KWOK Kin Fun, Joseph BBS, JP; Hon Treasurer: Mr. SZE, Kyran; Spiritual Advisor: Fr. BONZI Giosuè G PIME  
Council Members: Mr. LI Pak Ho, Simon MBE, JP, Dr. CHIK Pik Yuk, Maria, Fr. CAGNIN Fernando, Mr. CHAN Siu Yuen, Stephen, Mr. CHAN Tat Man, Pele, Dr. HUI LO Man Chun, Jenny, Prof. SIN Kuen Fung, Kenneth, Dr. CHANG Sau Han, Joyce JP, Mr. LEE Chun Lam, John, Dr. WONG Ming Cheuk, Michael, Dr. FAN Tak Wing, William, Mr. WU Kwan Chung, Derek, Mr. LAM Chun Man, Anthony SBS, QFSM, CPM



#### Remarks

1. Overseeing a Sub-committee of Development of Training Courses for External Customers
2. Changed from a Task Force to a Committee in June 2013
3. Overseeing 4 Regional Sub-Committees
4. Established in June 2013

# 組織架構 The Structure

<b>贊助人</b>	<b>Patron</b>
香港特別行政區行政長官 梁振英先生 大紫荊勳賢 GBS, JP	The Hon C Y LEUNG GBM, GBS, JP Chief Executive of HKSAR
<b>會長</b>	<b>President</b>
葉恩明醫生 JP	Dr IP Yan Ming JP
<b>副會長</b>	<b>Vice Presidents</b>
王淦基醫生 JP 李福善博士 LLD, GBM (於2013年2月26日逝世) 莊鍾賽玉女士 JP (於2013年2月17日逝世)	Dr WONG Kam Kee, Simon JP Dr LI Fook Sean, Simon LLD,GBM (Deceased on 26 February 2013) Mrs CHUANG, Lipton JP (Deceased on 17 February 2013)
<b>主席</b>	<b>Chairman</b>
袁國榮先生	Mr YUEN Kwok Wing, Kevin
<b>副主席</b>	<b>Vice Chairman</b>
林小玲女士 MH	Ms LAM Siu Ling, Cecilia MH
<b>義務秘書</b>	<b>Hon Secretary</b>
郭鍵勳博士 BBS, JP	Dr KWOK Kin Fun, Joseph BBS, JP
<b>義務司庫</b>	<b>Hon Treasurer</b>
施家殷先生	Mr SZE, Kyran
<b>神師</b>	<b>Spiritual Advisor</b>
方叔華神父	Fr BONZI Giosuè G PIME
<b>董事局委員</b>	<b>Council Members</b>
李百瀨先生 MBE, JP 戚碧玉博士 許國賢神父 陳紹沅先生 陳達文先生 許盧萬珍博士 冼權鋒教授 陳秀嫻博士 JP 李春霖先生 王明燦醫生 范德穎醫生 胡君仲先生 林振敏先生 SBS, QFSM, CPM	Mr LI Pak Ho, Simon MBE, JP Dr CHIK Pik Yuk, Maria Fr CAGNIN Fernando Mr CHAN Siu Yuen, Stephen Mr CHAN Tat Man, Pele Dr HUI LO Man Chun, Jenny Prof SIN Kuen Fung, Kenneth Dr CHANG Sau Han, Joyce JP Mr LEE Chun Lam, John Dr WONG Ming Cheuk, Michael Dr FAN Tak Wing, William Mr WU Kwan Chung, Derek Mr LAM Chun Man, Anthony SBS, QFSM, CPM
<b>榮譽顧問</b>	<b>Hon Advisers</b>
羅友聖先生 MH 余柏銓先生	Mr SALAROLI Joseph MH Mr YU Pak Chuen, Henry
<b>榮譽法律顧問</b>	<b>Hon Legal Advisor</b>
梁肇漢律師樓	Messrs S H Leung & Co
<b>核數師</b>	<b>Auditor</b>
謝盧會計師事務所	Tse Lo CPA Ltd, Certified Public Accountants



常務委員會	Standing Committees
<b>建築拓展及維修委員會</b>	<b>Building Development &amp; Maintenance Committee</b>
陳達文先生 (主席)	Mr CHAN Tat Man, Pele (Chairman)
浦偉明先生 (副主席)	Mr PO Wai Ming, Jackie (Vice Chairman)
林水祥先生 (由 2013 年 7 月)	Mr LAM, Raymond (From July 2013)
劉志強博士	Dr LAU Chi Keung
劉詩韻測量師 JP	Sr LAU, Serena JP
施家殷先生	Mr SZE, Kyran
<b>業務拓展及一般服務委員會</b>	<b>Business Development and General Services Committee</b>
林小玲女士 MH (主席)	Ms LAM Siu Ling, Cecilia MH (Chairman)
方叔華神父	Fr BONZI Giosuè G PIME
陳紹沅先生	Mr CHAN Siu Yuen, Stephen
戚碧玉博士	Dr CHIK Pik Yuk, Maria
郭鍵勳博士 BBS, JP	Dr KWOK Kin Fun, Joseph BBS, JP
梁媛雯女士 (由 2013 年 3 月)	Ms LEUNG Wun Man, Emba (From March 2013)
李百灝先生 MBE, JP	Mr LI Pak Ho, Simon MBE, JP
彭韻僖女士 JP	Ms PANG, Melissa JP
袁國榮先生	Mr YUEN Kwok Wing, Kevin
<b>外間課程發展小組委員會</b>	<b>Sub-committee of Development of Training Courses for External Customers</b>
蘇國安先生 (主席)	Mr SO Kwok On, Christopher (Chairman)
郭鍵勳博士 BBS, JP	Dr KWOK Kin Fun, Joseph BBS, JP
梁淑琴博士	Dr LEUNG Shuk Kum, Sharron
<b>交流計劃委員會</b>	<b>Exchange Programme Committee</b>
方叔華神父 (主席)	Fr BONZI Giosuè G PIME (Chairman)
許國賢神父	Fr CAGNIN Fernando
許盧萬珍博士	Dr HUI LO Man Chun, Jenny
林小玲女士 MH	Ms LAM Siu Ling, Cecilia MH
林余佩馨女士	Mrs LAM YUE Pui Hing, Eleanor
李春霖先生	Mr LEE Chun Lam, John
<b>財務及投資委員會</b>	<b>Finance &amp; Investment Committee</b>
施家殷先生 (主席)	Mr SZE, Kyran (Chairman)
歐成沛先生 (由 2013 年 3 月)	Mr AU Sing Pui (From March 2013)
方叔華神父	Fr BONZI Giosuè G PIME
李世昌先生	Mr LI Sai Cheong, Barry
羅錦榮先生	Mr LO Kam Wing, Albert
葉慶林先生	Mr YIP Hing Lam, Peter
袁國榮先生	Mr YUEN Kwok Wing, Kevin
<b>人力資源委員會</b>	<b>Human Resources Committee</b>
林振敏先生 SBS, QFSM, CPM (主席)	Mr LAM Chun Man, Anthony SBS, QFSM, CPM (Chairman)
葉燕心女士	Ms IP Yin Sum, Frances
沈靜姿女士	Ms SHUM Ching Chi, Nancy
王明燦醫生	Dr WONG Ming Cheuk, Michael
胡君仲先生	Mr WU Kwan Chung, Derek



<b>信息科技委員會</b>	<b>Information &amp; Communication Technology Committee</b>
錢國強先生 (主席)	Mr CHIEN Kwok Keung, Kenny (Chairman)
方志剛先生	Mr FONG Chi Kong, Derry
楊全盛先生	Mr YEUNG Chuen Shing, Eric
<b>服務推廣及公共關係委員會</b>	<b>Marketing &amp; Public Relations Committee</b>
李春霖先生 (主席)	Mr LEE Chun Lam, John (Chairman)
陳達文先生	Mr CHAN Tat Man, Pele
陳惠芳女士	Ms CHAN Wai Fong, Christina
張周惠芳女士 (家長)	Mrs CHEUNG CHOW Wai Fong (Parent)
林小玲女士 MH (由 2013 年 4 月)	Ms LAM Siu Ling, Cecilia MH (From April 2013)
李萍英博士 (由 2013 年 4 月)	Dr LI Ping Ying, Eria (From April 2013)
吳錫汶女士 (家長)	Ms NG Shek Man, Illya (Parent)
王陳芝英女士 (家長)	Mrs WONG CHEN Chi Ying (Parent)
胡嘉浩先生 (由 2012 年 11 月)	Mr WU Ka Ho, Stanley (From November 2012)
楊小玲女士 (家長)	Ms YEUNG Siu Ling (Parent)
嚴凌少玲女士 (家長)	Mrs YIM LING Siu Ling (Parent)
<b>研究委員會</b>	<b>Research Committee</b>
許盧萬珍博士 (主席)	Dr HUI LO Man Chun, Jenny (Chairman)
陳秀嫻博士 JP	Dr CHANG Sau Han, Joyce JP
戚碧玉博士	Dr CHIK Pik Yuk, Maria
范德穎醫生	Dr FAN Tak Wing, William
李春霖先生	Mr LEE Chun Lam, John
<b>服務監察委員會</b>	<b>Services Monitoring Committee</b>
郭鍵勳博士 BBS, JP (主席)	Dr KWOK Kin Fun, Joseph BBS, JP (Chairman)
陳紹沅先生	Mr CHAN Siu Yuen, Stephen
陳儀先生	Mr CHAN Yee, Herman
李春霖先生	Mr LEE Chun Lam, John
黃榮俊先生	Mr WONG Wing Chun, John
區域小組委員會家長代表：	Parent Representatives of Regional Sub-Committee:
盧鴻業先生 (港島南區主席)	Mr LO Hung Yip (Chairman, Hong Kong Island South)
梁郭淑燕女士 (港島南區副主席)	Mrs LEUNG KWOK Sok Yin (Vice Chairman, Hong Kong Island South)
阮林瓊娜女士 (沙田、觀塘及港島東區主席)	Mrs YUEN LAM King Na (Chairman, Shatin, Kwun Tong & Hong Kong Island East)
王陳芝英女士 (沙田、觀塘及港島東區副主席)	Mrs WONG CHEN Chi Ying (Vice Chairman, Shatin, Kwun Tong & Hong Kong Island East)
徐玉卿女士 (荃葵青及深水埗區主席)	Ms TSUI Yuk Hing (Chairman, Tsuen Kwai Tsing & Sham Shui Po)
黃黃婉霞女士 (荃葵青及深水埗區副主席)	Mrs WONG WONG Yuen Ha (Vice Chairman, Tsuen Kwai Tsing & Sham Shui Po)
楊小玲女士 (屯門及元朗區主席)	Ms YEUNG Siu Ling (Chairman, Tuen Mun & Yuen Long)
何坤明先生 (屯門及元朗區副主席)	Mr HO Kwan Ming (Vice Chairman, Tuen Mun & Yuen Long)
<b>區域小組委員會 (港島南區)</b>	<b>Regional Sub-Committee (Hong Kong Island South)</b>
盧鴻業先生 (主席 / 康晴天地會員代表)	Mr LO Hung Yip (Chairman / Member Representative of Sunrise Centre)
梁郭淑燕女士 (副主席 / 怡諾成人訓練中心 家長代表)	Mrs LEUNG KWOK Sok Yin (Vice Chairman / Parent Representative of RCYLATC)



許芬玲女士(毅誠工場工友代表)  
許陳明麗女士(悅智之家家屬代表)  
關錦華女士(康晴天地會員代表)  
林婉芳女士(悅行之家家屬代表)  
梁潔玉女士(思諾成人訓練中心家長代表)  
梁芷芳博士  
呂雪紅女士(悅群之家家屬代表)  
陸亞芳女士(思諾成人訓練中心家長代表)  
謝譚佩卿女士(怡諾成人訓練中心家長代表)  
楊林薇娥女士(毅信之家及毅誠工場家長代表)

Ms HUI Fun Ling (Workmate Representative of RCNSW)  
Mrs HUI CHAN Ming Lai (Relative Representative of RCYCH)  
Ms KWAN Kam Wa (Member Representative of Sunrise Centre)  
Ms LAM Yuen Fong (Relative Representative of RCYHH)  
Ms LEUNG Kit Yuk (Parent Representative of RCLATC)  
Dr LEUNG Tsz Fong, Terry  
Ms LIU Suet Hung (Relative Representative of RCYKH)  
Ms LUK Ah Fong (Parent Representative of RCLATC)  
Mrs TSE TAM Pui Hing (Parent Representative of RCYLATC)  
Mrs YEUNG LAM Mae Ngor (Parent Representative of RCNSH / RCNSW)

### 區域小組委員會 (沙田、觀塘及港島東區)

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

### Regional Sub-Committee (Shatin, Kwun Tong & Hong Kong Island East)

Mrs YUEN LAM King Na (Chairman / Parent Representative of OWH)  
Mrs WONG CHEN Chi Ying (Vice Chairman / Parent Representative of CLH)  
Ms AU Mei King (Parent Representative of HWATC)  
Mr CHANG, William (Parent Representative of PH)  
Ms CHOW Wai Fong (Parent Representative of CSATC / WCATC)  
  
Mrs FUNG PO Yuk Kuen (Parent Representative of SLATC)  
Ms MAK Pui Ying (Parent Representative of PH)  
Mrs NG PAO Kam Chee (Parent Representative of LWATC)  
Ms SHEK Siu Lin (Parent Representative of HWATC)

### 區域小組委員會 (荃葵青及深水埗區)

徐玉卿女士(主席/委員)  
黃婉嫻女士(副主席/祖堯成人訓練中心家長代表)  
陳麗英女士(長康之家家長代表)  
章渝生先生(長沙灣成人訓練中心及友愛之家家長代表)  
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)  
劉海燕女士(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及友愛之家家長代表)  
羅王燕玲先生(上李屋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)  
吳錫汶女士(麗瑤成人訓練中心家長代表)  
談寶釗先生(麗瑤之家家長代表)  
譚黃麗卿女士(石圍角工場及輔助就業服務家長代表)  
鄧婉華女士(澤安成人訓練中心家長代表)  
黃杏玲女士(葵興職業發展中心家長代表)  
黃瑞萍女士(長康之家家長代表)

### Regional Sub-Committee (Tsuen Kwai Tsing & Sham Shui Po)

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

<b>區域小組委員會 (屯門及元朗區)</b>	<b>Regional Sub-Committee (Tuen Mun &amp; Yuen Long)</b>
楊小玲女士 (主席 / 委員) 何坤明先生 (副主席 / 委員) 張鄧玉霞女士 (潔康之家家長代表) 關陳金好女士 (天耀之家家長代表) 魏婉玲女士 (柔莊之家家長代表) 溫玉儀女士 (山景成人訓練中心家長代表) 王玉嫦女士 (良景成人訓練中心家長代表) 容美鳳女士 (天水圍地區支援中心家長代表)	Ms YEUNG Siu Ling (Chairman / Member) Mr HO Kwan Ming (Vice Chairman / Member) Mrs CHANG TANG Yuk Ha (Parent Representative of KHH) Mrs KWAN CHAN Kam Ho (Parent Representative of TYH) Ms NGAI Yuen Ling (Parent Representative of YCH) Ms WAN Yuk Yi (Parent Representative of SKATC) Ms WONG Yuk Sheung (Parent Representative of LKATC) Ms YUNG Mei Fung (Parent Representative of TSWDSC)
<b>招標委員會</b> 李百灝先生 MBE, JP (主席) 林振敏先生 SBS, QFSM, CPM 胡君仲先生	<b>Tender Board</b> Mr LI Pak Ho, Simon MBE, JP (Chairman) Mr LAM Chun Man, Anthony SBS, QFSM, CPM Mr WU Kwan Chung, Derek
<b>專業委員會</b>	<b>Professional Committees</b>
<b>扶康家庭服務顧問委員會</b> 陳紹沅先生 (主席) 方叔華神父 陳楊綺麗女士 劉桂珍女士 李春霖先生 李萍英博士	<b>Advisory Committee on Casa Famiglia Services</b> Mr CHAN Siu Yuen, Stephen (Chairman) Fr BONZI Giosuè G PIME Mrs CHAN, Lucia Ms LAU Kwai Chun, Joan Mr LEE Chun Lam, John Dr LI Ping Ying, Eria
<b>社區精神康復服務顧問委員會</b> 王明燦醫生 (主席) 徐慕菁醫生 簡聚坤醫生 李常友醫生 黃光磊先生 楊綺玲女士	<b>Advisory Committee on Community Psychiatric Services</b> Dr WONG Ming Cheuk, Michael (Chairman) Dr CHUI Mo Ching, Eileen Dr KAN Chui Kwan Dr LEE Seung Yau Mr WONG Kwong Lui Ms YEONG Yee Ling, Eileen
<b>自閉症人士服務顧問委員會</b> 冼權鋒教授 (主席) 戚碧玉博士 范德穎醫生 林國偉先生 (由 2013 年 3 月) 林小玲女士 MH 劉余寶瑩女士 JP 林碧菁女士 余柏銓先生 (至 2012 年 10 月)	<b>Advisory Committee on Services for Persons with Autism</b> Prof SIN Kuen Fung, Kenneth (Chairman) Dr CHIK Pik Yuk, Maria Dr FAN Tak Wing, William Mr LAM Kwok Wai, Denny (From March 2013) Ms LAM Siu Ling, Cecilia MH Mrs LAU YU Po Kwan JP Ms LIM Pek Ching, Dayna Mr YU Pak Chuen, Henry (Until October 2012)



機構管治委員會	Corporate Governance Committees
<b>年報委員會</b>	<b>Annual Report Committee</b>
袁國榮先生 (主席)	Mr YUEN Kwok Wing, Kevin (Chairman)
歐成沛先生	Mr AU Sing Pui
葉慶林先生	Mr YIP Hing Lam, Peter
<b>提名委員會</b>	<b>Nomination Committee</b>
林小玲女士 MH (主席)	Ms LAM Siu Ling, Cecilia MH (Chairman)
林余佩馨女士	Mrs LAM YUE Pui Hing, Eleanor
胡君仲先生	Mr WU Kwan Chung, Derek
<b>審核委員會</b>	<b>Audit Committee</b>
鄭建中先生 (主席)	Mr CHENG Kin Chung (Chairman)
陳雪湄女士	Ms CHAN Suet Mei, Jane
蘇漢章先生 (由2013年7月)	Mr SO Hon Cheung, Stephen (From July 2013)
曾憲文先生 (由2013年7月)	Mr TSANG Hin Men, Terence (From July 2013)
袁國榮先生 (董事局代表)	Mr YUEN Kwok Wing, Kevin (Council Representative)
<b>義務醫生</b>	<b>Hon Medical Doctors</b>
鍾子能醫生	Dr CHUNG Tsz Nang, John
鍾樹康醫生	Dr CHUNG Shu Hong
林明源醫生	Dr LAM Ming Yuen
林亦子醫生	Dr LAM Yik Tsz
伍于健醫生	Dr NG Yu Kin, Kenneth
黃健華醫生	Dr WONG Kin Wah
<b>義務牙醫</b>	<b>Hon Dental Surgeon</b>
何志偉醫生	Dr HO Chi Wai, Howard
香港聖約翰救傷隊牙科外展服務部	Hong Kong St John Ambulance Brigade - Outreach Team on Dental Service
<b>管理團隊</b>	<b>Management Team</b>
陸慧妍女士 (總幹事)	Ms LUK Wai Yin, Becky (Executive Director)
歐偉民先生 (區域經理 — 屯門及元朗)	Mr AU Wai Man, Joseph (Regional Manager - Tuen Mun & Yuen Long)
關志生先生 (區域經理 — 港島東及輔助醫療發展項目)	Mr KWAN Chi Sang, Aldous (Regional Manager - Hong Kong Island East & Paramedical Service Projects)
麥潤芸女士 (區域經理 — 職業康復及發展服務)	Ms MAK Yun Wan, Silvia (Regional Manager - Vocational Rehabilitation & Development Services)
徐群燕女士 (區域經理 — 港島南)	Ms TSUI Kwan Yin, Frankie (Regional Manager - Hong Kong Island South)
王健安先生 (區域經理 — 沙田及觀塘)	Mr WONG Kin On, Leo (Regional Manager - Sha Tin & Kwun Tong)
楊冰梅女士 (區域經理 — 荃葵及深水埗)	Ms YEUNG Pin Mui, Maggie (Regional Manager - Tsuen Kwai & Sham Shui Po)
陳燕華女士 (財務總監)	Ms CHAN Yin Wah, Eva (Financial Controller)
黎兆芬女士 (行政及資訊科技經理)	Ms LAI Siu Fun, April (Administration & IT Manager)
梁佩蓮女士 (人力資源經理)	Ms LEUNG Pui Lin, Angela (Human Resources Manager)



# 服務類別及服務單位一覽

## Overview of Service Types and Service Units



### 總辦事處 Head Office

香港九龍深水埗樂年花園保安道二號A地下  
G/F, 2A Po On Road, Cronin Garden,  
Shamshuipo, Kowloon, Hong Kong  
電話 Tel : 2745-0424  
傳真 Fax : 2786-4097  
電郵 Email : fhs@fuhong.org  
網址 Website : www.fuhong.org



## 成人訓練中心 Adult Training Centre

- |   |   |
|---|---|
| <p><b>1. 長沙灣成人訓練中心</b><br/>九龍深水埗發祥街五十五號<br/>長沙灣社區中心四樓</p> | <p><b>Cheung Sha Wan Adult Training Centre</b><br/>3/F., Cheung Sha Wan Community Centre, 55 Fat Tseung Street, Shamshuipo, Kln.<br/>電話 Tel : 2360-0364<br/>傳真 Fax : 2361-1467<br/>電郵 E-mail : cswatc@fuhong.org</p>          |
| <p><b>2. 祖堯成人訓練中心</b><br/>新界葵涌祖堯邨啟光樓地下</p>                | <p><b>Cho Yiu Adult Training Centre</b><br/>G/F., Kai Kwong Lau, Cho Yiu Chuen, Kwai Chung, N.T.<br/>電話 Tel : 2370-3836<br/>傳真 Fax : 2742-6217<br/>電郵 E-mail : cyatc@fuhong.org</p>   |
| <p><b>3. 秦石成人訓練中心</b><br/>新界沙田秦石邨石瑩樓地下</p>                | <p><b>Chun Shek Adult Training Centre</b><br/>G/F., Shek Ying House, Chun Shek Estate, Shatin, N.T.<br/>電話 Tel : 2699-2969<br/>傳真 Fax : 2699-2976<br/>電郵 E-mail : csatc@fuhong.org</p>  |
| <p><b>4. 山景成人訓練中心</b><br/>新界屯門山景邨社區康樂大樓三樓三號室</p>          | <p><b>Shan King Adult Training Centre</b><br/>Unit 3, Level 3, Community Recreation Building, Shan King Estate, Tuen Mun, N.T.<br/>電話 Tel : 2464-6126 / 2464-6127<br/>傳真 Fax : 2462-5050<br/>電郵 E-mail : skatc@fuhong.org</p> |
| <p><b>5. 上李屋成人訓練中心</b><br/>九龍深水埗樂年花園保安道二號A地下</p>          | <p><b>Sheung Li Uk Adult Training Centre</b><br/>G/F., No. 2A Po On Road, Cronin Garden, Shamshuipo, Kln<br/>電話 Tel : 2958-0331<br/>傳真 Fax : 2729-3581<br/>電郵 E-mail : sluatc@fuhong.org</p>                                  |

## 成人訓練中心暨宿舍 Adult Training Centre cum Hostel

- |  |  |
|--|--|
| <p><b>6. 澤安成人訓練中心</b><br/>九龍深水埗澤安邨華澤樓地下一至十號室</p> | <p><b>Chak On Adult Training Centre</b><br/>Unit 1-10, G/F., Wah Chak House, Chak On Estate, Shamshuipo, Kln.<br/>電話 Tel : 2788-2533<br/>傳真 Fax : 2784-6615<br/>電郵 E-mail : coatc@fuhong.org</p>         |
| <p><b>7. 興華成人訓練中心</b><br/>香港柴灣興華邨和興樓四零一至四零九室</p> | <p><b>Hing Wah Adult Training Centre</b><br/>Unit 401-409, Wo Hing House, Hing Wah Estate, Chai Wan, H.K.<br/>電話 Tel : 2558-0244 / 2558-0245<br/>傳真 Fax : 2558-4269<br/>電郵 E-mail : hwatc@fuhong.org</p> |
| <p><b>8. 良景成人訓練中心</b><br/>新界屯門良景邨良萃樓地下</p>       | <p><b>Leung King Adult Training Centre</b><br/>G/F., Leung Shui House, Leung King Estate, Tuen Mun, N.T.<br/>電話 Tel : 2454-5223<br/>傳真 Fax : 2454-5458<br/>電郵 E-mail : lkac@fuhong.org</p>               |

<b>9. 樂華成人訓練中心</b> 九龍牛頭角樂華南邨喜華樓地下	<b>Lok Wah Adult Training Centre</b> G/F., Hei Wah House, Lok Wah South Estate, Ngau Tau Kok, Kln.	電話 Tel : 2796-9244 / 2796-9273 傳真 Fax : 2758-6691 電郵 E-mail : lwatc@fuhong.org
<b>10. 健持之家</b> 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	<b>Priscilla's Home</b> Rm. 103-106, 1/F., Lee Ga Building, 131 Sai Wan Ho Street, Shaukeiwan, H.K.	電話 Tel : 2567-3144 傳真 Fax : 2513-6549 電郵 E-mail : ph@fuhong.org
<b>11. 順利成人訓練中心</b> 九龍觀塘順利邨利康樓三樓十四至 二十一號室	<b>Shun Lee Adult Training Centre</b> Unit 14-21, 3/F., Lee Hong House, Shun Lee Estate, Kwun Tong, Kln.	電話 Tel : 2341-6357 / 2763 9024 傳真 Fax : 2304-0287 電郵 E-mail : slatc@fuhong.org
<b>12. 思諾成人訓練中心</b> 香港香港仔漁光道八十五號扶康會 康復中心二樓	<b>Si Lok Adult Training Centre</b> 2/F., FHS Rehabilitation Centre, 85 Yue Kwong Road, Aberdeen, H.K.	電話 Tel : 2214-2523 傳真 Fax : 2870-1210 電郵 E-mail : rcslatc@fuhong.org
<b>13. 怡諾成人訓練中心</b> 香港香港仔漁光道八十五號扶康會 康復中心三樓	<b>Yi Lok Adult Training Centre</b> 3/F., FHS Rehabilitation Centre, 85 Yue Kwong Road, Aberdeen, H.K.	電話 Tel : 2214-2534 傳真 Fax : 2870-1207 電郵 E-mail : rcylatc@fuhong.org

## 護理家舍 Care and Attention Home

<b>14. 清蘭之家</b> 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	<b>Ching Lan Home</b> 3/F & 4/F., Block F, Senior Staff Quarters, Pamela Youde- Nethersole Eastern Hospital, 3 Lok Man Road, Chai Wan, H.K.	電話 Tel : 2896-2123 / 2896-2484 傳真 Fax : 2896-2496 電郵 E-mail : clh@fuhong.org
<b>15. 靄華之家</b> 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	<b>Oi Wah Home</b> 1/F & 2/F., Block F, Senior Staff Quarters, Pamela Youde- Nethersole Eastern Hospital, 3 Lok Man Road, Chai Wan, H.K.	電話 Tel : 2896-2543 / 2896-2949 傳真 Fax : 2896-3673 電郵 E-mail : owh@fuhong.org
<b>16. 潔康之家</b> 新界屯門大興邨興泰樓附翼大廈	<b>Kit Hong Home</b> Annex Block, Hing Tai House, Tai Hing Estate, Tuen Mun, N.T.	電話 Tel : 2484-1000 傳真 Fax : 2401-0045 電郵 E-mail : khh@fuhong.org



**17. 天耀之家**

新界天水圍天耀(二)邨耀隆樓  
一字樓A、B、C翼及二字樓A翼

**Tin Yiu Home**

Wing A, B, C of 1/F & Wing A of 2/F,  
Yiu Lung House, Tin Yiu (II) Estate,  
Tin Shui Wai, N.T.

電話 Tel : 2617-6161  
傳真 Fax : 2448-4242  
電郵 E-mail : tyh@fuhong.org

**18. 麗瑤之家**

新界葵涌麗瑤邨商場大廈二零四室

**Lai Yiu Home**

Level 204, Shopping Block,  
Lai Yiu Estate, Kwai Chung, N.T.

電話 Tel : 2742-1112  
傳真 Fax : 2310-8177  
電郵 E-mail : lyh@fuhong.org

**家舍 (嚴重智障 / 低中度智障人士)**

**Home/Hostel (Persons with severe to low moderate intellectual disabilities)**

**19. 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**

Level 204, Shopping Block, Lai Yiu  
Estate, Kwai Chung, N.T.

電話 Tel : 2745-0014 / 2745-0015  
傳真 Fax : 2310-8177  
電郵 E-mail : lyatc@fuhong.org

**20. 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,  
N.T.

電話 Tel : 2490-9080 / 2415-2731  
傳真 Fax : 2415-4000  
電郵 E-mail : fth@fuhong.org

**21. 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., High Block, Tai Wo House,  
Wo Che Estate, Shatin, N.T.

電話 Tel : 2692-6606  
傳真 Fax : 2693-0816  
電郵 E-mail : wcatac@fuhong.org

**家舍 (中度智障人士)**

**Home/Hostel (Persons with moderate intellectual disabilities)**

**22. 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, N.T.

電話 Tel : 2495-6163  
傳真 Fax : 2497-6178  
電郵 E-mail : chh@fuhong.org

**23. 毅信之家**

香港香港仔漁光道八十五號扶康會  
康復中心一樓東翼

**Ngai Shun Home**

East Wing, 1/F., FHS Rehabilitation  
Centre, 85 Yue Kwong Road,  
Aberdeen, H.K.

電話 Tel : 2214-2512  
傳真 Fax : 2870-1213  
電郵 E-mail : rcnsh@fuhong.org



## 香港賽馬會社區資助計劃 — 扶康家庭

### The Hong Kong Jockey Club Community Project Grant: Casa Famiglia

#### 24. 扶康家庭 — 和諧軒

新界沙田銀城街四十六號  
威爾斯親王醫院職員宿舍  
E座二樓B室

#### Concordia Casa Famiglia

Rm. B, 2/F., Block E, Staff Quarters,  
Prince of Wales Hospital,  
46 Ngan Shing Street, Shatin, N.T. 電話 Tel : 2648-3740  
傳真 Fax : 2648-4740  
電郵 E-mail : cf@fuhong.org

#### 25. 扶康家庭 — 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., Cambridge Court,  
84 Waterloo Road, Kln. 電話 Tel : 2194-6565  
傳真 Fax : 2194-6733  
電郵 E-mail : cf@fuhong.org

#### 26. 扶康家庭 — 超瑩軒

九龍觀塘翠屏(北)邨翠樟樓M2層  
一零六至一零九號室

#### Radiance Casa Famiglia

Rm. 106-109, M2/F., Tsui Cheung  
House, Tsui Ping (North) Estate,  
Kwun Tong, Kln. 電話 Tel : 2763-5638  
傳真 Fax : 2763-5778  
電郵 E-mail : cf@fuhong.org

#### 27. 扶康家庭 — 婉明軒

九龍順天邨天琴樓LG2層227-L230室

#### Splendor Casa Famiglia

Unit L227-L230, LG 2/F.,  
Tin Kam House, Shun Tin Estate,  
Kln. 電話 Tel : 2952-2125  
傳真 Fax : 2952-2126  
電郵 E-mail : cf@fuhong.org

## 臨床心理服務 Clinical Psychological Services

#### 28. 九龍觀塘順利邨利康樓三樓十四至二十一號室

Unit 14-21, 3/F., Lee Hong House,  
Shun Lee Estate, Kwun Tong, Kln. 電話 Tel : 2341-6357  
傳真 Fax : 2304-0287  
電郵 E-mail : slatc@fuhong.org

#### 29. 新界天水圍天澤邨服務設施大樓五樓五零一至五零二室

Flat 501-502, 5/F, Ancillary  
Facilities Blocks, Tin Chak Estate,  
Tin Shui Wai, N.T. 電話 Tel : 2486-3030  
傳真 Fax : 2744-1812  
電郵 E-mail : dsc@fuhong.org

## 地區支援服務 District Support Service

#### 30. 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

Flat 501-502, 5/F, Ancillary  
Facilities Block, Tin Chak Estate,  
Tin Shui Wai, N.T. 電話 Tel : 2486-3030  
傳真 Fax : 2744-1812  
電郵 E-mail : dsc@fuhong.org



## 中途宿舍 Halfway House

### 31. 悦智之家

香港香港仔漁光道八十五號扶康會  
康復中心五樓東翼

### Yuet Chi Home

East Wing, 5/F., FHS Rehabilitation  
Centre, 85 Yue Kwong Road,  
Aberdeen, H.K.

電話 Tel : 2214-2556  
傳真 Fax : 2870-1201  
電郵 E-mail : rcych@fuhong.org

### 32. 悦行之家

香港香港仔漁光道八十五號扶康會  
康復中心六樓東翼

### Yuet Hang Home

East Wing, 6/F., FHS Rehabilitation  
Centre, 85 Yue Kwong Road,  
Aberdeen, H.K.

電話 Tel : 2214-2571  
傳真 Fax : 2870-1198  
電郵 E-mail : rcyhh@fuhong.org

### 33. 悦群之家

香港香港仔漁光道八十五號扶康會  
康復中心四樓東翼

### Yuet Kwan Home

East Wing, 4/F., FHS Rehabilitation  
Centre, 85 Yue Kwong Road,  
Aberdeen, H.K.

電話 Tel : 2214-2544  
傳真 Fax : 2870-1203  
電郵 E-mail : rcykh@fuhong.org

## 自閉症及發展障礙人士服務

## Services for Persons with Autism and Developmental Disabilities

### 34. 牽蝶中心

香港香港仔漁光道八十五號扶康會  
康復中心二樓東翼

### Hin Dip Centre

East Wing, 2/F., FHS Rehabilitation  
Centre, 85 Yue Kwong Road,  
Aberdeen, H.K.

電話 Tel : 2214-2591  
傳真 Fax : 2552-4116  
電郵 Email : hdc@fuhong.org

## 精神健康綜合社區中心

## Integrated Community Centre for Mental Wellness

### 35. 康晴天地

香港華富邨華美樓四零四至四一二室

### Sunrise Centre

Units 404-412, Wah Mei House,  
Wah Fu Estate, H.K.

電話 Tel : 2518-3880  
傳真 Fax : 2553-8796  
電郵 Email : sc@fuhong.org  
精神健康諮詢專線 Mental Health  
Inquiry Hotline : 8100-5555

## 培訓部 Training Department

### 36. 九龍深水埗東沙島街一百九十號 樂年花園地下A舖

Shop A, G/F., Cronin Garden,  
190 Pratas Street, Shamshuipo,  
Kln.

電話 Tel : 2745-4214  
傳真 Fax : 2361-0404  
電郵 Email : jc@fuhong.org

## 感覺統合治療服務 Sensory Integration Therapy Service

### 37. 感覺統合治療中心

九龍深水埗澤安邨榮澤樓九至十五號地下

### Sensory Integration Therapy Centre

Unit 9-15, G/F, Wing Chak House,  
Chak On Estate, Shamshuipo, Kln.

電話 Tel : 3188-5804

傳真 Fax : 2776-1225

電郵 E-mail : si\_co@fuhong.org

## 輔助家舍 Supported Hostel

### 38. 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, N.T.

電話 Tel : 2404-8538 / 2404-8518

傳真 Fax : 2404-8745

電郵 E-mail : ych@fuhong.org

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

### 39. 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  
Garden, 151-165 Tai Wo Hau  
Road, Kwai Chung, N.T.

電話 Tel : 2426-1514

傳真 Fax : 2426-1769

電郵 E-mail : khvdc@fuhong.org

### 40. 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, H.K.

電話 Tel : 2214-2587

傳真 Fax : 2870-1205

電郵 E-mail : rcnsw@fuhong.org

### 41. 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,  
N.T.

電話 Tel : 3518-4388

傳真 Fax : 2498-8375

電郵 E-mail : swkw@fuhong.org



### 輔助就業 Supported Employment

42. 毅誠工場	Ngai Shing Workshop
43. 石圍角工場	Shek Wai Kok Workshop

### 殘疾人士在職培訓計劃 On the Job Training Programme for Persons with Disabilities

44. 毅誠工場	Ngai Shing Workshop
45. 石圍角工場	Shek Wai Kok Workshop

### 職業康復延展計劃 Work Extension Programme

46. 毅誠工場	Ngai Shing Workshop
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### 嚴重殘疾人士日間照顧服務 Day Care Service for Persons with Severe Disabilities

47. 靄華之家	Oi Wah Home
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## 會長的話 *President's Statement*

扶康會於1977年開始提供服務，至2012年適逢35周年紀念，我們藉此回顧歷史，展望將來。過往碩果豐盈的卅五年，本會既見證了香港智障成人服務的發展，也成為其中不可或缺的重要歷史部份。時至今日，本會在發展殘疾人士服務方面已日趨成熟，積攢了豐富寶貴的經驗。回顧歷史的點滴和不同年代的服務發展，足見扶康會「用心」和「創新」的精神由來已久，並且已滲透於各項細節和大事上。

The year 2012 marked Fu Hong Society's 35th anniversary. When we review our milestones and look ahead to our future development, we see that we have achieved fruitful results after the Society was put into service in 1977. Over the past 35 years, Hong Kong benefited from the development of our service for adults with intellectual disabilities, and such development has become one of our significant milestones. Today, our service for persons with disabilities has increasingly become well established, while we have gained extensive and valuable experiences. A review of our milestones and service development shows that dedication and innovation are part of our long-established spirits, and have already deeply rooted in everything from a trivial matter to a significant event.





▲ 八十年代首創家居訓練服務  
Pioneering home-based training in the 80s



七十年代，本會創辦小型家舍「友愛之家」，為七名嚴重智障女士提供一個「家」，及後為進一步回應智障成人迫切的服務需要，便應社會福利署邀請參與為期四年的「先導計劃」，成立興華及麗瑤成人訓練中心，成為全港首間專為嚴重智障成人提供日間訓練和住宿服務的志願機構，在當時智障人士服務匱乏的時代提供了一個嶄新的服務模式。

In the 70's, we established our first small home known as "Father Tapella Home", which offered a home for seven ladies with severe intellectual disabilities. In order to further meet the urgent service needs of adults with intellectual disabilities, this was followed by our Hing Wah and Lai Yiu Adult Training Centres, which were set up upon invitation by the Social Welfare Department as part of its four-year-long pioneering social service. We thus became Hong Kong's first voluntary agency offering dedicated day training and residential services for adults with severe intellectual disabilities. The facilities were recognised as an innovative service model when Hong Kong was experiencing shortage in services for persons with intellectual disabilities.

八十年代，本會繼續拓展更多適切的創新服務，例如：首創家居訓練服務、臨時住宿服務、成立唯一一間在私人樓宇開辦的家庭式展能中心暨宿舍——「健持之家」、設立「弱智人士專案熱線」服務等，並於中心成立「家長組」倡導家長參與。

In the 80's, we continued to explore more innovative services, such as our pioneering home-based training services, temporary residential services, the debut of our "Priscilla's Home" which was the sole family-based day care centre cum hostel operated in a private building, the introduction of hotline service for persons with intellectual disabilities, etc. A parent group was also established for our centres to encourage parents' participation.





▲ 自閉症及發展障礙人士服務  
Services for persons with autism and  
developmental disabilities

▼ 扶康家庭「邂逅軒」開典禮  
Opening ceremony of "Encounter" Casa Famiglia



九十年代，為了回應社會的需求，本會成立首間護理院舍，開創康復業界嚴重殘疾人士護理院舍服務的先河，並自 1997 年開始把服務範疇擴展至精神康復服務，於扶康會首座康復中心設立三所中途宿舍。此外，本會更建立第一所扶康家庭「邂逅軒」，使失去父母或父母已年老的智障人士能享有家庭生活，與家兄家姆一起居住。扶康家庭的成立象徵會方一直持守「家」的服務概念。

In order to cope with the needs of the community, we launched in the 90's the first care and attention home, denoting our groundbreaking initiative for persons with severe disabilities in the rehabilitation sector. The set-up of the three halfway houses in our first Rehabilitation Centre symbolised the service expansion of our Society in the field of services for persons with psychiatric disabilities. Additionally, we established the first "Encounter" Casa Famiglia to enable parentless persons with intellectual disabilities or those with aged parents to enjoy a family life and to live with their elder brothers and housemothers. The establishment has symbolised our adherence to our "home-like" service concept.

千禧年至今，本會步入多元發展期，服務日趨成熟和多樣化。例如：開展自閉症及發展障礙人士服務，並成為香港唯一一間機構獲「最佳老友」運動美國總部授權推行「香港最佳老友」運動。

Beginning in our new millennium, we entered the stage of diversified developments. The services have increasingly become well established and diversified. These included the development of services for persons with autism and developmental disabilities. Also, we were authorised by the U.S.-based headquarters of "Best Buddies" Movement as the only recognised body in Hong Kong to promote the "Best Buddies Hong Kong" Movement.



綜上所述，在過去卅五年的發展歷程裡面，扶康會「用心」和「創新」的精神一直存在，沒有因年代變遷而更改。我深信，懷著「用心」的態度，扶康會將繼續發展日益優質的服務；憑著「創新」的精神，扶康會將能繼續拓展切合社會需求的多元服務。

本會創會會長李福善博士及創會副會長莊鍾賽玉女士於2013年初先後逝世，我們衷心感謝兩位前輩帶領本會走過卅五年，惋惜緬懷之餘，相信本會定會承傳他們熱心公益的精神，貫徹以社會需求為導向，用心為殘疾人士提供創新適切的服務。

最後，在此感謝董事局各位委員在過往一年的帶領，致力強化本會的機構管治，幫助邀請更多專業人士和熱心人士加入本會各個委員會。得到大家的熱誠協助和提出寶貴意見，本會定能繼續完善服務和管理。另外，亦感激各界人士和全體員工的努力和付出，希望大家繼續支持本會服務和發展，共建關愛共融的社會。

To put it shortly, our milestones over the past 35 years have exemplified our spirits of dedication and innovation, which we remain steadfast as time goes by. I strongly believe that with its attitude of dedication, Fu Hong Society will continue to develop more excellent services, and to explore diversified services with its innovation to cater for the needs of the community.

It is with deep sadness that our founding President Dr. Simon Li and founding Vice President Mrs. Lipton Chuang passed away in early 2013. We highly appreciate their leadership of Fu Hong Society in the past 35 years. I believe that we will carry forward their spirits of helping people and continue to be dedicated to offering innovative and appropriate services for persons with disabilities based on the needs of the community.

Last but not least, I would like to thank all Council members for their leadership in the past year, being committed to strengthening our corporate governance and helping us invite more professionals and philanthropists to join our committees. Your enthusiastic help and valuable opinions will enable us to fine-tune our service and management. I would also take this opportunity to thank the public and all our staff members for their efforts and contributions. I hope our services and development will receive your continued support to jointly build our society a caring one.



會長  
President

葉恩明醫生 JP  
Dr IP Yan Ming JP





## 主席報告 *Chairman's Report*

為慶祝扶康會成立35周年，本會舉辦了一連串非常有意義的活動，包括：「拼出個未來」同慶35周年活動暨破健力士世界紀錄大全曲奇拼畫、第二屆智障人士奧運使者選舉、「以求為導」扶康會35周年康復服務歷史回顧暨展藝同樂、35周年閉幕暨感謝禮等等。本人欣見本會全人齊心籌辦誌慶活動，亦非常感謝各界人士包括捐助者、服務使用者、家長/親人、義工及持份者等全情投入和傾力協助，共同分享慶祝35周年紀念的喜悅，實踐傷健共融。我們會從過去的工作汲取經驗，為我們的理念和服務使用者繼續努力。

Celebrating our 35th anniversary, the Society had held a series of meaningful activities, including the “Building for the Future” 35th Anniversary Celebration cum Cookies Assemblage Guinness World Records Breaking Event, Outstanding Awards for Adult with Intellectual Disability — The 2nd “Ambassadors of the Olympics of Persons with Intellectual Disabilities”, “Meet the Need, Take the Lead”— FHS 35th Anniversary History of Rehabilitation Services cum Arts for the Disabled Exhibition, and the 35th Anniversary Closing cum Thanks Giving Ceremony. I am very delighted to see that all colleagues wholeheartedly joined forces to organise these celebratory activities. I am also grateful for the enthusiastic support and dedication of people from the community, including donors, service users, their parents/relatives, volunteers and stakeholders, who all shared with us the joy of our 35th Anniversary celebration, in the pursuit of promoting social inclusion. Riding on the experiences gained through our earlier initiatives, we will continue to work hard to achieve our mission for the well-being of service users.



◀ 35周年閉幕暨感謝禮  
35th Anniversary Closing cum  
Thanks Giving Ceremony

在會務方面，本會亦在各方面取得積極進展。服務發展方面，本會仍以社會服務的需要為導向，在院舍化的趨勢下，扶康會堅持殘疾人士享有家庭生活的權利，繼續以自負盈虧方式營辦四所扶康家庭，為失去父母或父母年老的智障人士提供家庭模式照顧，並建立了由一百零三名社區義工組成的恆常朋友網絡支援此四個家庭。2012年11月一名扶康家庭成員因病歸主，有超過九十名恆常朋友出席他的追思彌撒，充份顯示扶康家庭成員與社區人士建立緊密友誼。因應成人訓練中心服務使用者老化，本會成立工作小組，檢視及重新擬訂服務目標、服務範圍、訓練/服務策略和運作模式，以配合老化服務使用者的服務需要轉變，確保有效運用資源繼續為服務使用者提供多樣化的生活體驗，滿足其身、心、社、靈的需要，達致全人發展。在過去的一年，董事局、有關委員會和管理層繼續嘗試找尋合適的樓宇作為擴展服務之用，但礙於各種因素而未有突破，但本會仍會繼續去物色。雖然面對困難，本會仍會持續強化社區支援服務，發展包括：特殊兒童家庭、自閉症人士、精神康復者等支援服務。本會的精神健康綜合社區中心「康晴天地」已於2012年9月正式在華富邨新址提供服務，成為全港首間於公共屋邨開展服務的精神健康綜合社區中心。

In terms of services, we have made positive progress in various aspects. On development side, we have maintained our aim to provide services to meet the needs of the community. Despite the trend of institutionalisation, our Society upholds that persons with disabilities should have the right to enjoy family life. Hence, we have continued to administer our four Casa Famiglia homes, on self-financing basis, in order to provide family-based care to parentless persons with intellectual disabilities, or people with aged parents. These homes are supported by a group of 103 volunteer friends on an on-going basis. The close friendship between our Casa Famiglia members and the volunteer friends was vividly demonstrated by over 90 volunteer friends attending a requiem in memory of a late Casa Famiglia member in November 2012. In view of the ageing of our service users at adult training centres, a working group has been formed with the aim to review and redefine targets, scopes, strategies and operational models, for the purpose of meeting the changing needs of ageing service users. This review would help us to ensure that our resources would be effectively applied on a continuous basis for the benefit of service users in achieving diversified life experiences for their whole-person development through meeting their physical, psychological, social and spiritual needs. In the past year, Council, relevant Committees and Management continued to look for suitable premises for expanding services; unfortunately, there was no positive progress due to various reasons, but the Society would continue with this search. In spite of challenges, we will continue to strengthen our community support services, such as our support services for families with children with special needs, persons with autism and persons with psychiatric disabilities. Our Sunrise Centre, an integrated community centre for mental wellness, was relocated to Wah Fu Estate in September 2012. This is Hong Kong's first community centre for integrated mental health services situated within a public housing estate.







◀ 服務使用者參加「奔向共融 — 香港賽馬會特殊馬拉松2013」  
Service users participated in “i-Run – Hong Kong Jockey Club Special Marathon 2013”

本會代表出席第二十二屆國際康復服務大會 ▶  
The Society's delegates participated in the 22nd  
Rehabilitation International (RI) World Congress



服務質素方面，本會促進實證為本服務，加強為殘疾人士提供具效率的康復及發展服務。本會在過去一年積極推行殘疾人士普及運動，舉辦第二屆「行出健康」遠足比賽，以及進一步推廣殘疾人權公約，支持和促使殘疾人士享有應有的權利。

On service quality, we have further strengthened the evidence-based services, and enhanced the efficiency of the rehabilitation and development services for persons with disabilities. In the past year, we actively carried out a number of sports activities for persons with disabilities. We organised the 2nd “Hike for Health” Hiking Competition and further promoted the Convention on the Rights of Persons with Disabilities, supporting and assisting persons with disabilities to pursue their rights.

本會過去的一年在媒介工作方面亦作出努力。第一次傳媒午宴於2013年1月舉行，媒介反應非常熱烈和正面，共有十個本地媒體代表出席，了解本會創新服務包括：「牽蝶中心」、「扶康家庭」和「香港最佳老友」運動等。及後本會員工、服務使用者、義工等先後獲多間本地報章雜誌、電台和電視台邀請接受訪問，介紹本會服務及就殘疾人士相關議題發表意見，相信藉此能加深社會大眾對本會服務和殘疾人士需求的了解，對推動傷健共融的理想有一定的幫助。

In the past year we also strengthened the relations with the media by holding our first media luncheon in January 2013. This was well attended by ten representatives from local media, and we received very positive responses. The event helped promote the understanding of the media on the innovative services, such as Hin Dip Centre, Casa Famiglia and “Best Buddies Hong Kong” Movement. This resulted in a number of local newspapers, magazines, radio and TV interviews of the staff members, service users and volunteers, who introduced the services and expressed their views on topics relating to persons with disabilities. These activities, we believe, would deepen the public's understanding of the services, as well as the needs of persons with disabilities, and facilitate the promotion of social inclusion.



本會舉辦的交流活動日漸頻密，於2012/2013年度達十九次，地區包括澳門、北京、南京、深圳等地。會方於2012年10月更派出代表團出席於南韓仁川舉行的第二十二屆國際康復服務大會，並獲邀發表論文及參加海報展覽，各方代表對本會的工作均有正面的評語。

將來，本會會繼續力求成為更優質的殘疾人士服務機構，為殘疾人士提供適切服務，爭取平等權益。同時，我們將繼續落實深化機構核心價值，加強企業管治。新任總幹事陸慧妍女士於2012年9月履新後，已積極和董事局成立的專責小組繼續檢討本會的組織架構，希望更加優化管治，並於2013年初成立「員工架構檢視工作小組」，全面檢討各單位員工人手編制，為提高管理能力，優化服務和應付未來發展的挑戰作出準備。在過去的一年，董事局和有關委員會亦不斷支持管理層在人事管理方面作出多項改善，以符合「關愛僱主」的理念。

最後，我衷心感謝會長和副會長的指導，董事局董事及各委員會委員的全力協助、全體員工的努力、家長和各持份者的支持，感謝大家在過去一年對我的信任，一路陪伴扶康會成長，風雨同路。當然亦非常感謝社會福利署、各政府部門、香港賽馬會慈善信託基金、各捐助人士/機構、義工等，他們的幫助對本會的發展貢獻良多。誠盼更多各界人士加入本會成為「扶康人」，攜手拓展新方向，邁向新里程。

主席  
Chairman

袁國榮先生  
Mr YUEN Kwok Wing, Kevin

The exchange programmes increased to 19 events last year, including exchange visits with the counterparts in Macau, Beijing, Nanjing and Shenzhen. In October 2012, we sent a group of delegates to participate in the 22nd Rehabilitation International (RI) World Congress in Incheon, South Korea. Representatives from the Society were invited to give talks and to take part in poster exhibition. Works were generally well received with positive comments from representatives of other delegates.

Looking forward, we will continue to work hard with the aim to become a premium social service organisation with quality service for persons with disabilities, by providing them with more appropriate services and advocating equal rights for them. At the same time, we will continue to strengthen the core values and enhance the corporate governance. After reporting duty in September 2012, our Executive Director Ms LUK, Becky has begun to review the organisational structure with the Council's task force with an aim to improve management efficiency. Furthermore, a task force was set up in early 2013 with the duty to carry out a comprehensive review of staffing provision of all service units. The main aims are to raise management abilities, to enhance the quality of services and to meet future challenges arising from future development. In the past year, following the principle of acting as a caring employer, the Council and relevant Committees continued to support Management in carrying out a number of improvements in human resources management.

Last but not least, I would like to express my heartfelt appreciation to President and Vice Presidents for their guidance, Council and Committees' members for their devotion, all staff members for their contributions, as well as parents and all stakeholders for their support. Furthermore, I would like to take this opportunity to express my appreciation to all of you for your trust and support in the past year, witnessing the growth of the Society. I also wish to thank Social Welfare Department, all other governmental departments, The Hong Kong Jockey Club Charities Trust, all donors and volunteers for their support and contributions. I sincerely hope that more members of the public would join us as "Fu Hong People" and work hand in hand with us to make a new way forward towards new milestones.

# 業務計劃機制及策略性方向

## Business Plan Mechanism & Strategic Directions

扶康會自2005年起，在機構計劃及表現管理上發展及採用了表現管理及量度工具，期望能有效面對社會及環境轉變，以及社會福利署服務監察措施帶來的挑戰及機遇。

參照扶康會服務理念，使命和目標（請參閱第五頁）、為服務使用者提供服務的信念、價值和原則（請參閱第九頁）及員工核心价值（請參閱第十頁），本會依據表現管理及量度工具的策略性分析結果，為2012/2013年度訂下七項工作重點：

### 策略性方向 I（服務質素、效率和有效性）

#### 工作重點：

1. 加強為殘疾人士提供具效率、成效和質素的康復及發展服務；
2. 促進殘疾人士享有各種機會。

### 策略性方向 II（服務發展）

#### 工作重點：

3. 回應服務需要推動服務發展及創新；
4. 發展及強化社區支援服務和自付盈虧服務項目；
5. 將服務擴展至香港以外地區。

### 策略性方向 III（服務伙伴）

#### 工作重點：

6. 與扶康會家長/照顧者建立良好伙伴關係；
7. 謀求社區資源、企業支援和界別內外協作，以提高殘疾人士社區參與、共融和生活質素。

表現管理及量度工具採用平衡計分卡方法，著重推動機構的四個重要範疇的相互平衡及配合，這四個範疇分別是持份者、財務資源、內部流程及學習與成長。按照2012/2013年度策略性方向及工作重點，本會進一步訂下三十二項具體及可量度的主要表現指示，並因應七項工作重點籌劃二十八個策略項目。

在服務單位層面，本會提供行動計劃範本協助服務單位擬訂全年活動計劃，以配合本會的策略項目及達成主要表現指示目標。



Fu Hong Society has developed and adopted Performance Measurement and Management Tool (“PMMT”) in planning and managing the organisation performance since 2005, aiming to better face challenges and embrace opportunities brought about by societal and environmental changes as well as the service monitoring measures required by the Social Welfare Department.

Building on strategic analysis results using PMMT, referring to, the Society’s Vision, Mission & Objectives (refer to page 5), Beliefs Values & Principles of Serving Service Users (refer to page 9) and Staff Core Values (refer to page 10), the Society set seven work focuses for 2012/2013. The details are as follows:

### Strategic Direction I (Service Quality, Efficiency and Effectiveness)

**Work focus:**

1. Enhancing provision of high quality, efficient and effective rehabilitation and development services to persons with disabilities;
2. Enhancing access to opportunities for persons with disabilities.

### Strategic Direction II (Service Development)

**Work focus:**

3. Developing and providing innovative services to address service needs;
4. Developing and strengthening community support services as well as self-financing programmes;
5. Extending services to regions outside Hong Kong.

### Strategic Direction III (Partnerships)

**Work focus:**

6. Establishing good partnership with family members/carers;
7. Soliciting community resources, corporate support, intra and inter-sectoral collaboration in the delivery of services and programmes in order to enhance community participations, social inclusion and life quality of persons with disabilities.

The PMMT takes the balanced scorecard approach which emphasises the importance of balancing and integrating four crucial perspectives that drives the organisation, namely, stakeholders, financial resources, internal processes and learning and growth. Under the strategic directions and work focuses set for 2012/2013, the society further set 32 specific and measurable key performance indicators, developed and mapped 28 strategic initiatives to the seven work focuses.

On service unit level, action plan templates are provided for service units to facilitate preparation for the annual action plans, aligning with the society’s strategic initiatives as well as meeting the key performance indicator targets.

# 機構管治

## Corporate Governance

扶康會35年來一直重視機構管治。本會不斷革新求進，提供服務之餘，亦須滿足其運作需要，符合法例要求及管理方式。本會的機構管治工作概述如下：

### 機構架構

根據本會的組織章程大綱及細則規定，扶康會受其會員大會監察，由董事局監管，並於每年會員大會中推選出董事局委員。在本會會長的支持下，董事局帶領管理層實踐其使命及目標。

本會架構載於本年報第十六至十七頁。本會除了設有負責監察不同運作及職能的常設委員會外，亦設有顧問委員會，負責協助管理層處理特別事項。除審核委員會外，委員會委員均由董事局委任，旨在招攬各種和合適的專業界別人士加入董事局，協助董事局監管有關服務及職能。於2012/2013年度，共有六十八位義工不問酬勞地於扶康會董事局及委員會服務。

本會設有以下三個直接與機構管治工作相關的委員會：

- (a) **審核委員會**——於2001年成立，由會計及法律界專業人士組成。有別於其他的委員會，審核委員會的委員由會長委任，並直接向會長匯報。除監督本會的風險管理，他們亦協助財務及投資委員會，與外間核數師查閱年度審核帳目。
- (b) **提名委員會**——於2010年成立，由董事局每年委任提名委員會，以物色及提名合適的候選人加入董事局及委員會。
- (c) **年報委員會**——於2013年成立，負責監察年報的刊發工作。

Corporate governance has always been on top of the agenda throughout the past 35-year development of the Society. Changes and improvements are constantly made to accord with delivery of services, operational needs, statutory requirements and management practices. A synopsis of the Society's corporate governance practices is provided below.

### Corporate Structure

As stipulated in its Memorandum & Articles of Association, the Society is governed by the General Meeting of Fu Hong Society Members, but managed by Council, members of which are elected annually at annual general meetings. The President of the Society supports the Council in leading Management to achieve its mission and objectives.

The corporate structure is shown and explained on pages 16 to 17 of this Report. In addition to Standing Committees which oversee various operations and functions, there are Advisory Committees to support Management in looking after special cases. Except the Audit Committee, committee members are appointed by the Council with the aim to solicit necessary people from various and appropriate professions, disciplines and trades to help the Council oversee respective services and functions. In 2012/2013, there were 68 volunteers serving in Fu Hong Society Council and committees without any form of remuneration.

There are three committees which are directly related to corporate governance practices. They are:

- (a) **Audit Committee** – This was set up in 2001 and comprises professionals from the accountancy and legal fields. Unlike other committees, members of Audit Committee are appointed by the President and report directly to the President. Besides overseeing the risk management of the Society, they also help scrutinise annual audited accounts jointly with external auditors, as a separate support to the Finance & Investment Committee.
- (b) **Nominations Committee** – This was set up in 2010 and is appointed by Council annually with the purpose of finding and nominating suitable candidates to join the Council and committees.
- (c) **Annual Report Committee** – This is newly set up in 2013, to oversee the publication of annual reports.





## 內部監控

本會已建立一套完善的內部監控系統，令本會運作順暢及維持有效控制及平衡的風險管理措施。現舉例並概述如下：

- (a) 本會由董事局/委員會至執行層面，包括財務管理、人力資源管理、採購等，均訂立詳盡的審批權限機制，以確保資源得以適當運用，並依照資金及資產目的作妥善撥款及分配；
- (b) 本會訂立政策及指引，以補充審批權限機制。有關政策及指引，旨在協助本會的行政管理及運作，預防任何蓄意或濫用情況；
- (c) 本會於所有範疇均備有實務手冊，這些範疇不但涵蓋財務、行政管理、人力資源等，還包括服務單位的所有運作。這是協助員工按照本會預期的方式履行其責任的重要文件；
- (d) 本會各部門——尤其是財務部——會進行定期及突擊檢查，以確保運作能遵照已採納的做法，防止濫用及錯誤出現；
- (e) 本會另一項重要的內部監控措施是以定期及特別匯報機制層遞式上達至董事局。精簡、準確而及時的報告有助本會準確地評估各項服務和職能的表現，以作監控、籌劃及拓展用途，並於有需要時採取補救措施；

## Internal Control

The Society has established a well-balanced internal control system to facilitate smooth operations while maintaining an effective check and balance, risk management approach. Some examples are summarised below:

- (a) A detailed schedule of delegated authorities for the entire Society from Council/committee level to operational level, covering financial management, human resources management, procurement, etc. This would ensure the protection of resources and the appropriation of funds and assets in the manner as they are intended for;
- (b) Policies and guidelines are available to supplement the schedule of delegated authorities. They are prepared with the aim to facilitate administration and operations and to prevent any abuse, intentional or otherwise;
- (c) Handbooks are done for all aspects, not only for finance, administration, human resources, etc, but also for all operations at service units. They are important documentations to assist staff in carrying out their duties in the manner as expected by the Society;
- (d) Regular and ad hoc inspections are conducted by various departments, particularly by the Finance Department, to ensure compliance of the adopted practices to prevent abuse and mistakes;
- (e) Regular and ad hoc reporting level by level up to Council is another important arm of internal control. Accurate, timely reports in concise formats are used to help relate the performances of various services/functions to the appropriate levels for control, for planning, for development, and for taking remedial actions when circumstances so warrant;



- (f) 政府部門亦對本會進行審查。每年，社會福利署(簡稱「社署」)均進行服務質素標準審查，以確保本會按照其預期的方式運作。此外，社署每兩至三年會定期對本會進行財務審核一次，署方對本會各項範疇的表現均感到滿意。於2012年12月，本會應防止貪污處邀請對本會的採購程序、員工及外部人士培訓課程的行政管理工作進行防貪檢討。是次檢討顯示，有關程序和運作基本上令人滿意，只是某些範疇有待改善。本會欣然接受這些建議；
- (g) 本會設有內部探訪機制，以確保服務的效率及質素。參與評估工作的成員包括董事局及委員會委員、服務質素協調小組成員、員工及服務使用者家屬。去年，本會共探訪了五個服務單位，參與探訪共有二十八人次。此外，本會亦設有區域探訪制度。位於相同地區的服務單位會定期互相探訪，交流及分享於服務監督方面的經驗。還有，本會每年均內部檢討所有服務，包括檢討主要表現指標及服務使用者個別康復發展計劃等；
- (h) 本會向來注重避免利益衝突的措施，包括每次於會議上及審批過程中申報涉及利益衝突的事項、於招標文件中載有提醒訊息等。
- (f) Reviews by government departments are also conducted. Annually, the Social Welfare Department (SWD) conducts Service Quality Standards to ensure that the Society is performing in accordance with their expectations. They also conduct regular financial audits once in two to three years. The SWD is pleased with the Society's performances in various aspects. In December 2012, the Society also accepted the Corruption Prevention Department to help review the procedures in procurement and administration of training courses for staff and external parties. The review has shown that fundamentally the procedures are appropriate except some areas which could be further improved; the Society has gladly taken up the advices;
- (g) An internal visit mechanism is in place to ensure service effectiveness and quality. Assessors comprise members of Council and committees, members of Service Quality Standards (SQS) Coordinating Team, staff and families of service users. Last year, visits were made to five service units with involvement of totally twenty eight participants. There is also a regional visit system. Service units within the same region will conduct regular visits among themselves, and exchange and share experiences in service monitoring. Furthermore, annual reviews of all services are carried out internally, such as review on Key Performance Indicators and rehabilitation development programme of individual service user, etc.;
- (h) Emphasis on conflict of interest has always been made, including declaration of conflict of interest at each meeting, during approval process, reminder messages in tender documents, etc.

## 遵從法定要求

雖然本會的行政管理團隊成員人數不多，但本會均能妥善處理所有法定合規工作，例如年度財務報表審核工作、遞交周年申報表、就董事局委員(董事)的變動發出聲明、嚴格遵守各種條例及牌照規定，例如最低工資、《殘疾人士院舍條例》、《公司條例》、《僱傭條例》、《個人資料(私隱)條例》、使用閉路電視系統的條例等。

## 溝通

本會經常鼓勵各方進行坦誠的溝通及對話，務求為服務使用者及持份者謀福祉。透過適當及公開的溝通，本會得以持續改善、拓展及擴張，以滿足不斷轉變的需要。本會設有垂直式及橫向式的雙向溝通途徑。垂直式的溝通，是指由董事局下達至管理層，由管理層下達至執行員工，反之亦然；橫向式的溝通，是指不同部門、服務單位及職能之間的溝通。

## Statutory Compliance

Although the Society has a very small team for administration, all statutory compliance work has been duly carried out as and when required, for instance, annual audit of financial statements, submission of annual returns, declarations for changes in members (directors) of Council, strict adherence to various ordinances and licensing requirements such as minimum wage, Residential Care Homes (Persons with Disabilities) Ordinance, Companies Ordinance, Labour Ordinance, Personal Data (Privacy) Ordinance, regulations on using CCTV systems, and so forth.

## Communication

The Society always encourages communication and dialogue in an honest manner for the benefits of service users and stakeholders. Through proper, open communication, the Society will be able to improve, develop and expand to cope with changing needs. The Society has both vertical and horizontal two-way communication channels. Vertically, it is from Council down to Management, Management to operational staff, and vice versa. Horizontally, it is across different departments, service units and functions.



## 設施及物業管理

本會編寫了《裝修及維修實務手冊》，進一步提升服務單位對日常設施維修及保養的知識，並由設施管理主任提供培訓，加強員工設施管理的專業知識；推行「工程承辦商表現評核制度」，以加強對承辦商的甄選和監管，確保善用資源。

## 運作效率

本會一直致力於電腦化運作，以達到自動化的目的。去年，本會已完成五個資訊科技項目及應用系統工作。而近期發展的包括 (1) 開發網上流動通訊功能，並安裝無線網絡；(2) 財務管理系統及人力資源資訊系統升級工作，及 (3) 推出全新的官方網站。本會將繼續加強及升級網絡設施，及提供具成本效益及效率的資訊系統，務求提高工作效率及滿足本會的運作需要。

## 展望未來

縱使資源有限，本會仍會繼續研究更多改善及提高機構管治的方法。本會將探討以下三個特定範疇：加強環保措施、增加風險管理方面的知識，及確立正式的內部審核工作。

## Facilities and Property Management

The Society compiled a practical guide to renovation and repair works that helped improve our service units' knowledge about regular repair and maintenance tasks. The Facility Management Officer has also provided trainings to the staff members to enhance their expertise in facility management. The Society has also put in place a system for assessing contractors' performance so as to strengthen screening and supervision of contractors and ensure better utilisation of resources.

## Operational Efficiency

The Society has been investing continuously in computerisation for automation purpose. In the past year, five IT projects and application systems were completed. Current developments include (a) an on-line mobile function with installation of Wi-Fi network; (b) upgrading the Financial Management System and Human Resources Information System, and (c) a major revamp of the Society's official website. The Society will continue to strengthen and upgrade the network infrastructure, and provide cost-effective and efficient information systems to meet operational needs and improve work efficiency.

## Looking Ahead

In spite of limited resources, the Society continues to explore ways in improving and enhancing its corporate governance. There are three specific areas that the Society would look at in the near future, including stepping up of environmental protection measures, enhancing the knowledge of risk management and establishing formal internal audit work.