

AGEING WITH INCLUSIVE HAPPINESS

樂活
樂齡
樂共融



ANNUAL REPORT 2018/19 年報



扶康會會徽 Emblems of FHS

『扶康會』會徽含有三個「H」，象徵意義分別為：

內層的「H」— **Human with disability**（殘疾人士）
關注及積極回應殘疾人士及家屬的需求是本會的核心價值

中層的「H」— **Home**（家庭）
致力為殘疾人士建立溫馨的家居式生活模式及環境

外層的「H」— **Help**（幫助）
透過合適的服務及活動，協助殘疾人士發揮潛能，融入社會

The emblem of the Society is composed of 3 capital 'H's :

The Inner 'H' represents 'Human with disability'
The Society's core value is to actively pay attention and respond to the needs of persons with disabilities and their family members

The Middle 'H' represents 'Home'
The Society is determined to create a loving family for the persons with disabilities and provide heartwarming and homely service environment for them

The Outer 'H' represents 'Help'
The Society implements appropriate services and activities to help persons with disabilities develop their potential and integrate into the community



目錄 Contents

封面簡介 Note on Cover Design

為殘疾人士提供多元化機會，鼓勵他們發揮個人能力，讓他們得以獨立自主地生活，積極融入社區，是本會的使命。扶康會自 1977 年以來，一直秉承「以求為導」的精神，致力為殘疾人士提供適切的服務，關心他們的需要；同時，亦向社會大眾傳遞關愛的訊息，促進齊創傷健共融社區。

本年年報封面以「陶器」為設計概念，服務使用者雖有殘疾及年齡漸長，然而，透過扶康會多元化的服務，悉心照顧和教導他們，把每一位服務使用者精心塑造出獨一無二的陶器，讓他們發揮潛能，盡展所長，在平實的生活上增添色彩，為生命注入豐盛的點滴。

The mission of Fu Hong Society is to provide a diversity of opportunities for persons with disabilities, develop their abilities and independence and support them in achieving full integration into the community. In the spirit of 'Meet the Need, Take the Lead', the Society has been actively responding to the needs of persons with disabilities by providing them with suitable services since 1977. Meanwhile, the Society has spared no effort in building a caring and inclusive community through its continuous outreaching effort.

The cover design of this Annual Report is based on the concept of 'pottery'. Through the diversified services of the Society, caring and teaching them, each service user, despite disabilities and ageing, is being shaped into a unique pottery that allows them to unleash their potential and develop their talents, not only adding colours to their lives, but also infusing their lives with lovely memories.



1 關於我們 About Us

簡介 Who Are We	2
年度主要數字 Key Figures of the Year	7
會長的話 President's Message	19

2 機構管治 Corporate Governance

董事局主席報告 Council Chairman's Report	22
機構管治架構 Corporate Governance Structure	31
機構管治工作 Corporate Governance Practices	39

3 服務 Services

住宿服務 Residential Services	59
日間訓練服務 Day Training Services	63
職業康復及發展服務 Vocational Rehabilitation and Development Services	69
社區精神健康服務 Community Mental Health Services	75
殘疾人士社區支援服務 Community Support Services for Persons with Disabilities	81
機構輔助醫療服務 Agency-based Paramedical Services	85
關愛家庭服務 Family Care Home Services	95
自閉症及發展障礙人士服務 Services for Persons with Autism Spectrum Disorders and Developmental Disabilities	99
社會企業 Social Enterprises	103

4 專題故事 — 「豐盛樂齡」 Feature Stories – 'Active Ageing'

溫情滿載 Live in Love	109
關愛共融 Inclusive Care	113
樂觀積極 Active Happiness	119
珍貴友誼 Precious Friendship	123

5 社區教育、研究及倡導 Community Education, Research and Advocacy

扶康會「香港最佳老友」運動 · 賽馬會社會共融計劃 FHS 'BEST BUDDIES HONG KONG' Movement · Jockey Club Social Inclusion Project	129
「圓滿人生夢飛翔 — 夢想成真」教育計劃 'Let Dreams Come True - The Fullness of Life' Education Project	139

共融及樂齡成效研究 Research Studies on Inclusion and Active Ageing	143
服務使用者及家屬充權 Empowerment of Service Users and their Families	146

6 企業傳訊 Corporate Communications

籌款 Fundraising	150
伙伴合作 Partnership	153
媒體報導 Media Reports	161

7 附錄 Appendices

機構組織圖表 Organisation Chart	165
服務類別及服務單位一覽 Overview of Service Types and Service Units	167
鳴謝 Acknowledgement	170

1

About Us 關於我們

簡介 Who Are We

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

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

現時，本會約有八成半的收入來自社會福利署的資助，其餘的收入來源為捐款、服務收費、投資收入及社會企業收入等。當中，香港賽馬會慈善信託基金的撥款主要用作資助「關愛家庭」服務及扶康會「香港最佳老友」運動。

Fu Hong Society (FHS) was founded by a group of enthusiasts who were inspired by the selfless spirit of Father Enea TAPELLA, PIME. With love which transcended the boundaries of race, culture, religion and abilities, his work contributed much to the caring of the disadvantaged. FHS continued his legacy to serve the most disadvantaged in society.

The Society began providing rehabilitation services in Hong Kong in 1977 when the first 'Father Tapella Home' was set up to provide temporary residential care for adults with severe intellectual disabilities. The Society was incorporated under 'Hong Kong Companies Ordinance' as a company limited by guarantee the following year and became a member of the Hong Kong Council of Social Service in 1980. Over the years, the Society has striven to innovate and change, to keep its services matching the current needs of persons with intellectual disabilities, autism spectrum disorders, psychiatric and physical disabilities, thereby developing their potential and helping them integrate into society.

Around 85% of the Society's income comprises subventions from the Social Welfare Department; other sources are donations, service charges, investment and social enterprise income. Among donations received, funding from the Hong Kong Jockey Club Charities Trust mainly supports our self-financing services such as Family Care Home Services and FHS 'BEST BUDDIES HONG KONG' Movement.

理念 Vision

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

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

我們的目標 Our Objectives



籌辦適切服務及「關愛家庭」 Establish appropriate services and Family Care Homes

為有需要的殘疾人士提供全面照顧及家居式生活環境。
To provide holistic care and a homelike environment for persons with disabilities.



提供職業評估及技能培訓等服務 Provide vocational assessment and training services

為具有工作潛能，可於就業環境中工作的殘疾人士提供職業評估及技能培訓等服務，並為他們提供更多就業機會。
To provide vocational assessment and training for persons with disabilities and increase employment opportunities for those who have the potential to work in the community.

使命 Mission

為殘疾人士提供多種機會，令他們發揮個人的能力，在所屬社區中，充分獨立自主，積極融入社會。

倡導教育、政策及法例的修訂，為殘疾人士爭取平等權利。

To provide opportunities for persons with disabilities, to develop their abilities and to ensure that they achieve the greatest independence possible within their circumstances, fully integrated into the community.

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



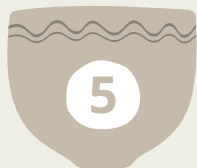
提供各類評估及培訓 Provide various assessment and training

啟發殘疾人士的潛能。
To develop the potential of persons with disabilities.



關懷殘疾人士及其家庭 Care for families of persons with disabilities

為殘疾人士及其家人提供輔導及支援服務，並與殘疾人士的家人合作提供適切的優質服務。
To provide counselling and support services to persons with disabilities and their families, as well as collaborate with family members of persons with disabilities for the most appropriate quality services.



推廣社區教育 Promote community education

舉辦社區教育活動，讓公眾人士能更深入了解殘疾人士，繼而對他們持更積極和正面的態度。
To organise community education programmes for a better understanding and a positive attitude towards persons with disabilities.

核心價值 Core Values

關懷尊重 Care and Respect

扶康人以尊重及關懷的態度來接待服務使用者和各持份者，致力建立以人為本的服務。

Staff members serve service users and stakeholders with respectful and caring attitude, striving to establish a service-user oriented model.

專業精神 Professional Spirit

扶康人用敬業樂業及盡責的態度，在不同崗位上發揮專業精神，提供最優質服務。

Staff members demonstrate professionalism in different positions and deliver the best quality service.

協同效應 Synergy

扶康人與各持份者建立緊密伙伴關係，共同努力，和專業團隊間互相支援以發揮「一加一大過二」的協同效益。

Staff members forge partnership with stakeholders and cultivate team spirit to realise the effort of 'one plus one greater than two' for achieving cordial collaboration among various professional teams.

熱誠主動 Pro-activeness

扶康人願意「多行一步」，主動溝通、熱心參與及承擔工作，積極提出服務建議並積極執行。

Staff members are willing to take an extra step forward, initiative to communicate, enthusiastic in participation and sharing duties, and offer recommendations for service and implement actively.

持續改善 Continuous Improvement

扶康人持續學習、檢討及改善服務，以提升服務質素和效益。

Staff members continuously learn, evaluate and improve services to enhance service quality and effectiveness.

我們的工作 What We Do

本會自 1977 年開始提供康復服務，至今服務香港社會超逾四十載。目前，本會在不同區域擁有四十二個服務點，包括天水圍、元朗、屯門、荃灣、葵涌、深水埗、沙田、觀塘、港島東區及南區等。為配合殘疾人士及其家人的不同需要，本會一直努力發展多元化康復服務，實踐「以求為導」的精神。本會的核心服務包括：住宿服務、日間訓練服務、職業康復及發展服務、社區精神健康服務、殘疾人士社區支援服務和自閉症及發展障礙人士服務，此外，隨著服務需要的轉變，本會近年積極拓展「家庭支援服務」予殘疾人士的家人及照顧者。

有關本會的服務詳情，請參閱本年報第 57 至 106 頁。

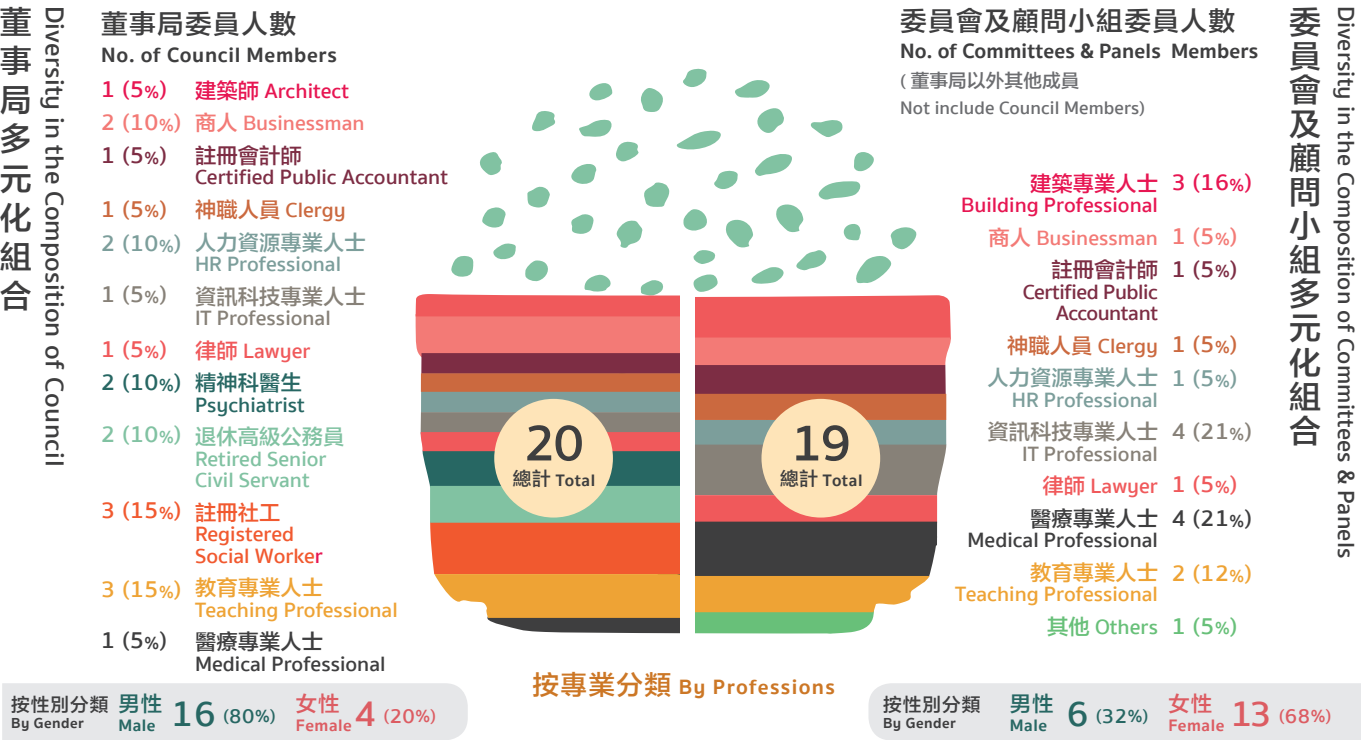
以愛同行
以求為導

Care and share with our heart
Take the lead to meet the need

The Society began providing rehabilitation services in Hong Kong in 1977. In 4 decades, the Society set up 42 service points, covering Tin Shui Wai, Yuen Long, Tuen Mun, Tsuen Wan, Kwai Chung, Sham Shui Po, Shatin, Kwun Tong, Hong Kong East and South. To live the spirit of 'Meet the Need, Take the Lead' and to cater for the diverse needs of the persons with disabilities and their families, the Society is always committed to developing multi-faceted rehabilitation services. Our core services include Residential Services, Day Training Services, Vocational Rehabilitation and Development Services, Community Mental Health Services, Community Support Services for Persons with Disabilities and Services for Persons with Autism Spectrum Disorders and Developmental Disabilities. In addition, following the changes in service needs, the Society has actively developed the 'Family Support Service' for families and caregivers of the persons with disabilities in recent years as well. For details, refer to Part 3 (P.57 – P.106) of this Annual Report.

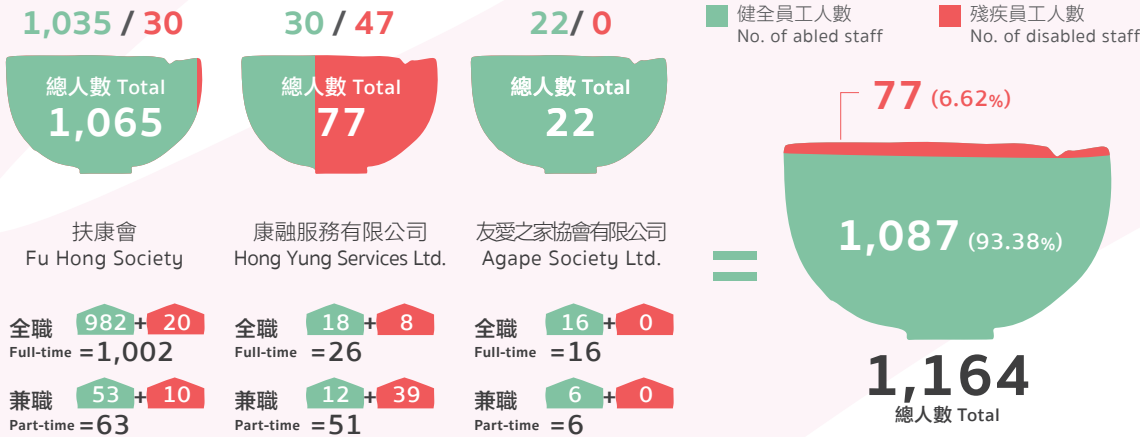
年度主要數字 Key Figures of the Year

企業管治 Corporate Governance

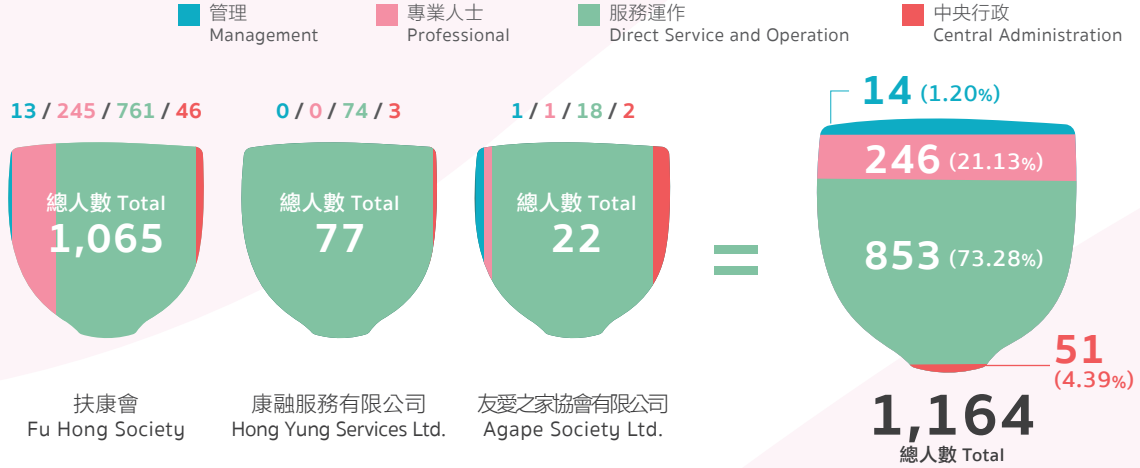


員工 Staff

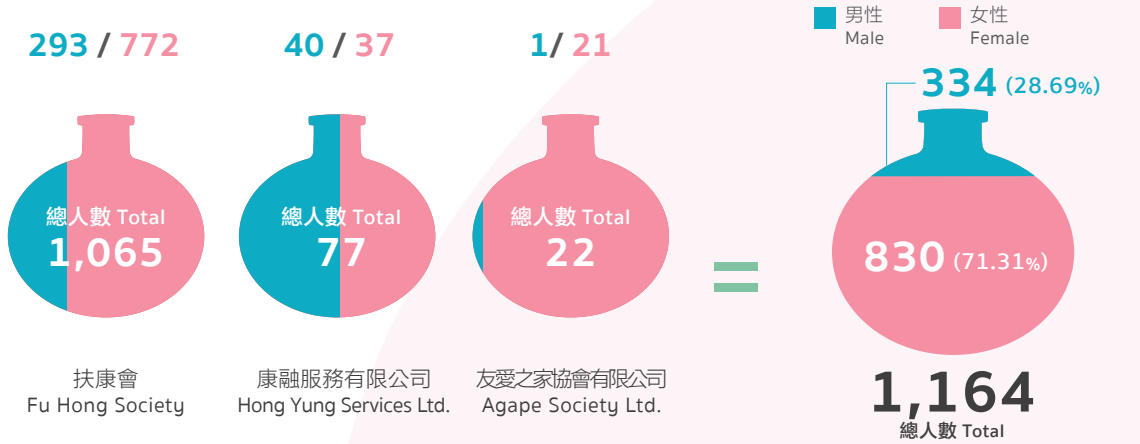
團隊人數
Total Number of Staff



員工分佈
Staff Composition

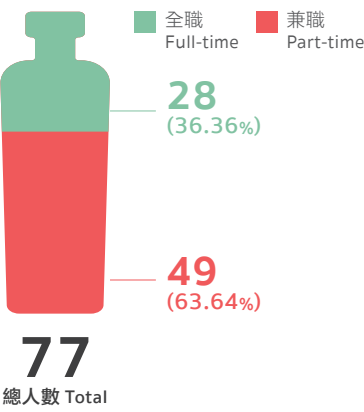


員工性別分佈
Gender Distribution of Staff



全職／兼職殘疾員工分佈
Distribution of Full-time/Part-time Disabled Staff (By Service Types)

住宿服務 Residential Services	11 / 2
社區支援服務 Community Support Services	4 / 1
職業康復及發展服務 Vocational Rehabilitation and Development Services	2 / 3
中央支援 Central Support	3 / 4
社會企業 Social Enterprises	8 / 39



員工參加內部及外部培訓
Staff Development Summary of Internal and External Training

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

總計 Total 5,880

外間培訓
External Courses

288
人次 Participants

內部培訓 (由服務單位舉辦)
Internal Courses Organised by Service Units

3,362
人次 Participants

內部培訓 (由培訓部舉辦)
Internal Courses Organised by Training Department

2,230
人次 Participants

員工參與培訓活動總時數
Total No. of Training Hours in Training Activities

總計 Total 18,047

外間培訓
External Courses

2,461
小時 Hours

內部培訓 (由服務單位舉辦)
Internal Courses Organised by Service Units

4,749
小時 Hours

內部培訓 (由培訓部舉辦)
Internal Courses Organised by Training Department

10,837
小時 Hours

培訓活動總成本
Total Cost of Training Activities

總計 Total 1,008,709

外間培訓 External Courses

320,122
港幣 HK\$

內部培訓 Internal Courses

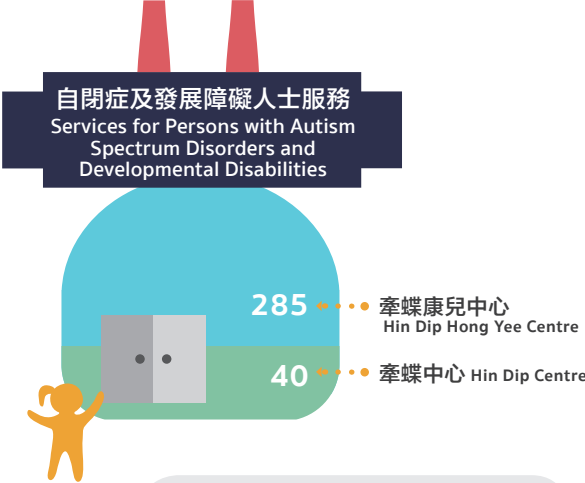
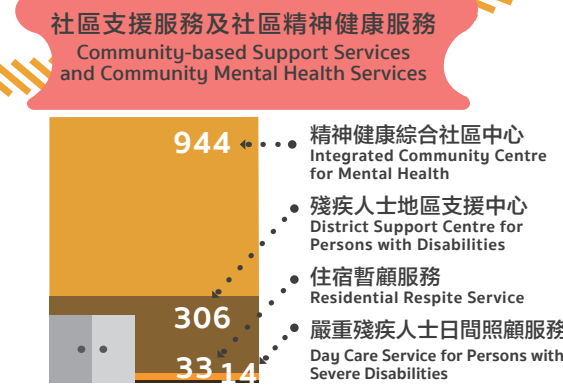
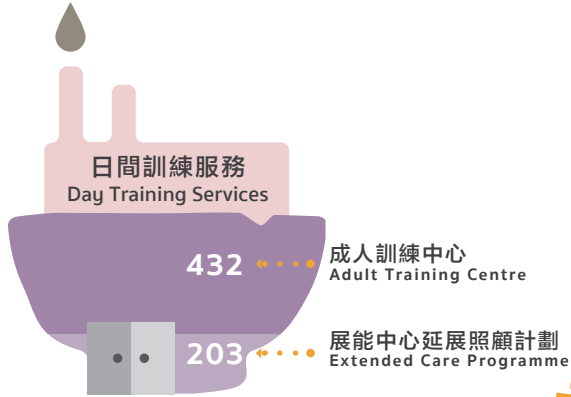
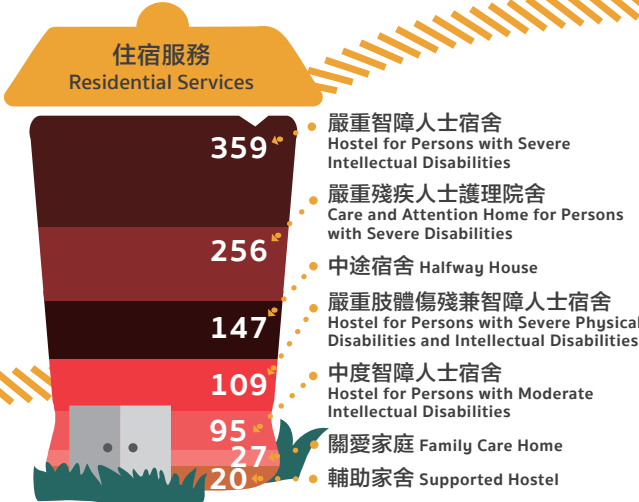
688,587
港幣 HK\$

培訓部舉辦之內部培訓活動概況
Summary of Internal Training Activities Organised by the Training Department



服務 Services

服務使用者人數
Number of Service Users

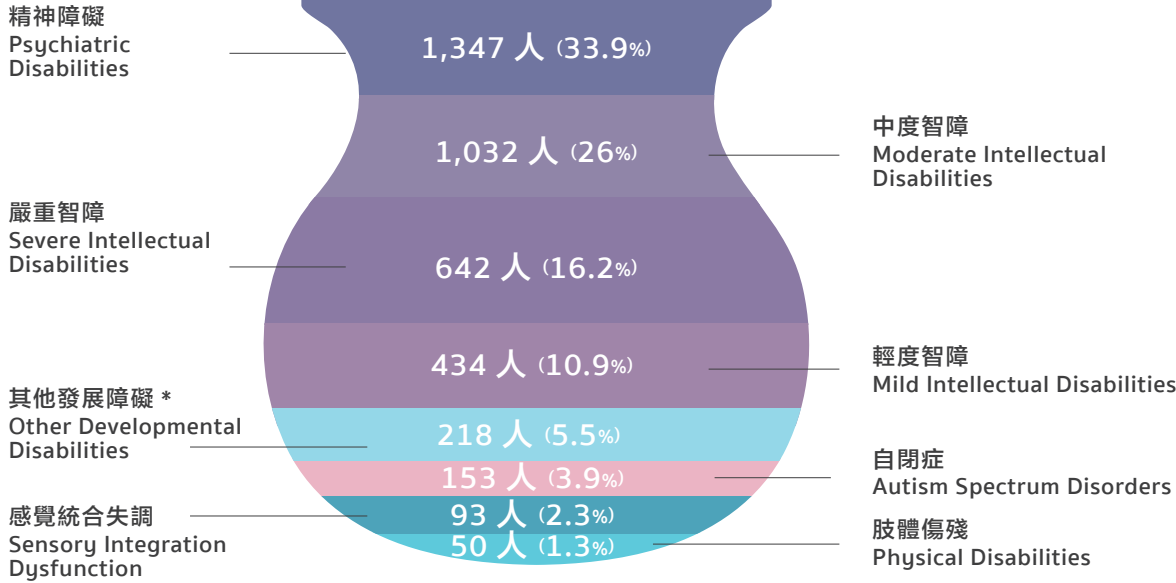


總人數 Total 3,969

服務類別
Service Types



服務使用者主要殘障類別
Classification of Service Users by Major Disabilities



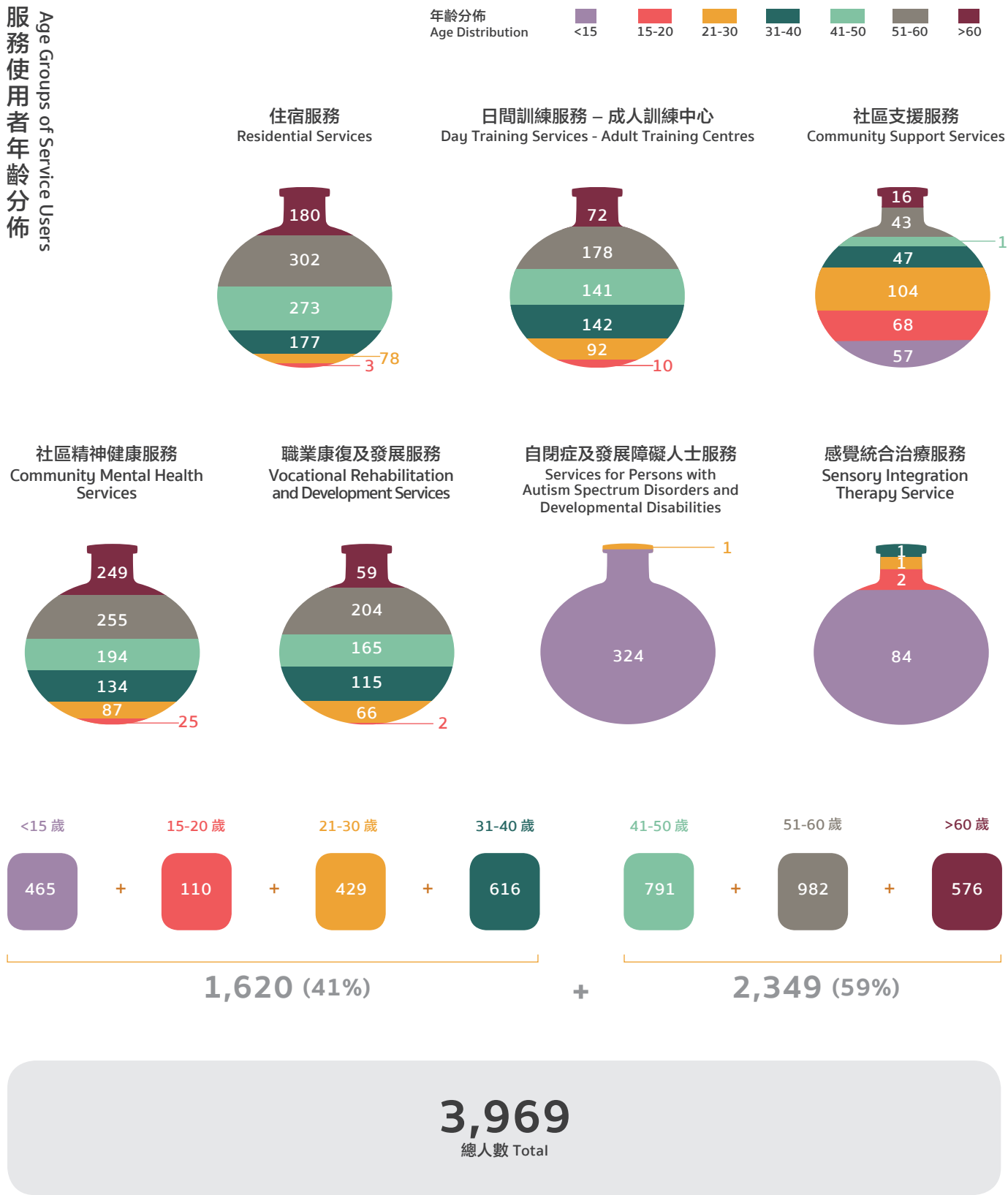
3,969
總人數 Total

* 包括學習遲緩、注意力缺失及過動和發育遲緩
Includes Limited Intelligence, Attention-deficit Hyperactivity Disorder and Developmental Delay

智障服務使用者次要殘障類別
Classification of Service Users with Intellectual Disabilities by Second Disabilities

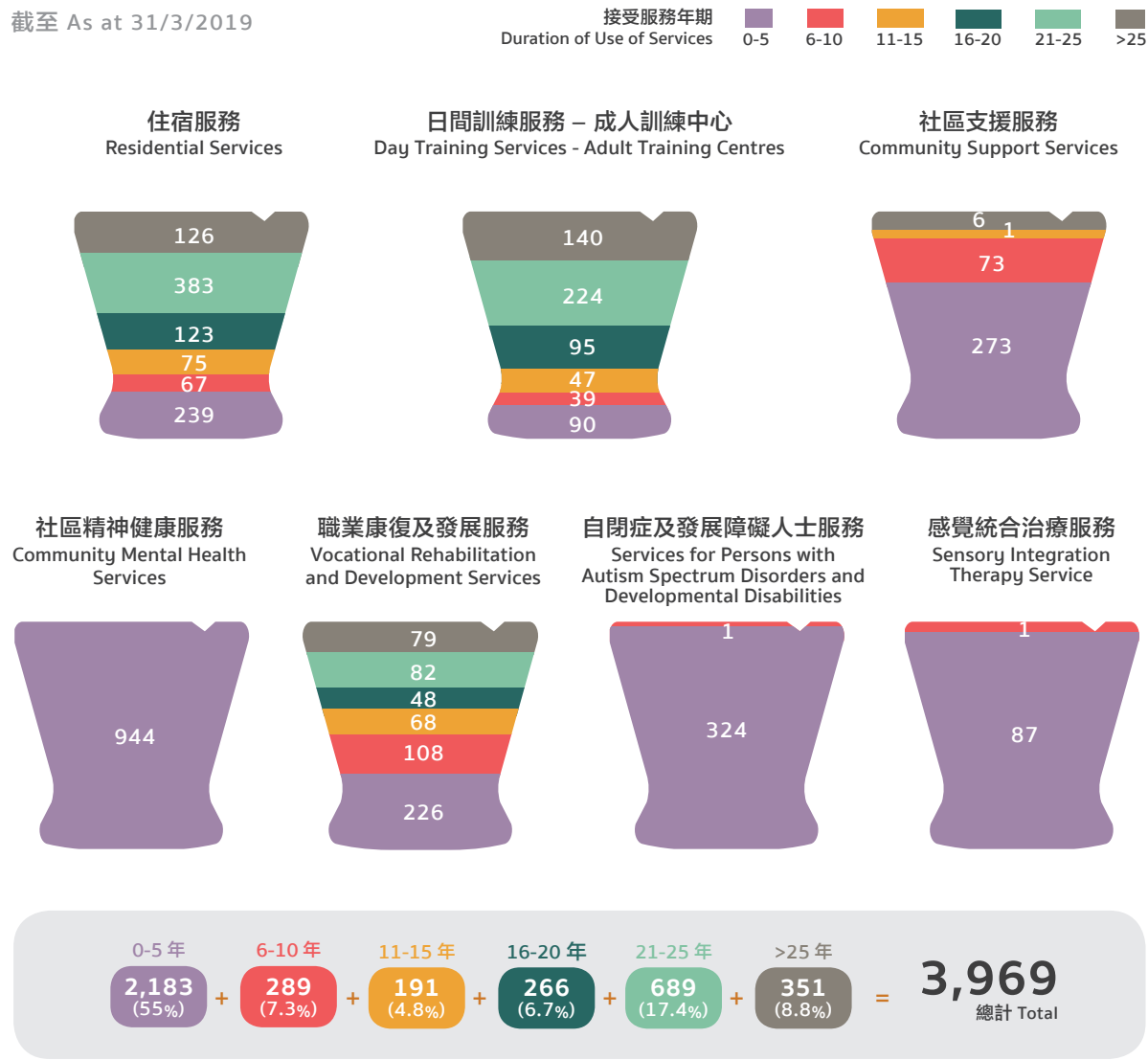
	輕度智障 Other Developmental Disabilities	中度智障 Moderate Intellectual Disabilities	嚴重智障 Severe Intellectual Disabilities	智障服務使用者次要殘障類別的百分比 Classification of Service Users with Intellectual Disabilities by Second Disabilities (in %)
沒有肢體傷殘 No Physical Disabilities	288	658	240	56.3%
肢體傷殘 Physical Disabilities	46	175	349	27%
精神障礙 Psychiatric Disabilities	45	17	2	3%
自閉症 Autism Spectrum Disorders	47	128	9	8.7%
其他 Others	8	54	42	5%
小計 Sub-total	434	1,032	642	2,108 總人數 Total

服務使用者年齡分佈



服務使用者接受服務年期

服務使用者個案來源



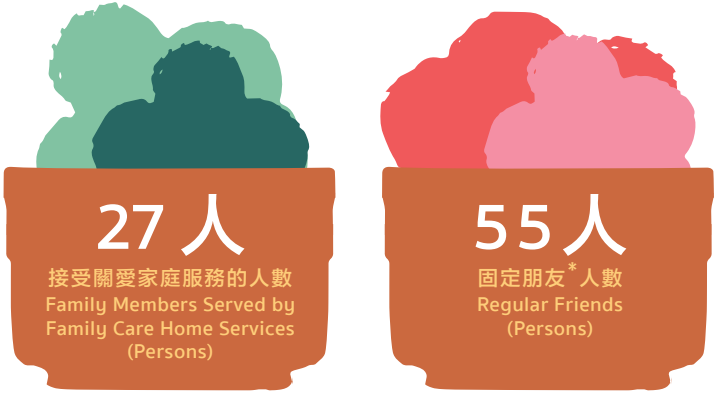
主要表現指標
Key Performance Indicators



社區共融
Social Inclusion

本會致力倡導社區共融，並透過關愛家庭服務及扶康會「香港最佳老友」運動，與社會各界一起建立關愛共融、平等互享的社會。
The Society actively promotes social inclusion through Family Care Home Services and FHS 'BEST BUDDIES HONG KONG' Movement, creating an inclusive, caring and equal society with concerted efforts from community members.

關愛家庭服務
Family Care Home Services



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

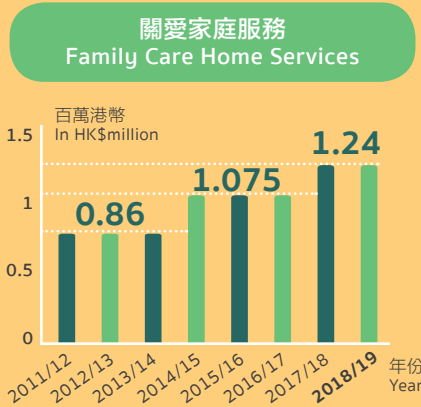


分社數目（按類別）
Number of Chapters (by Types)

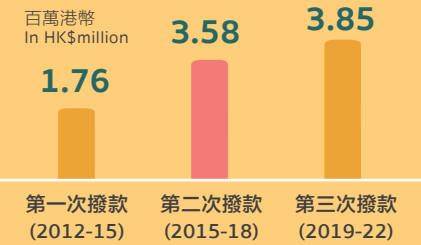


獲香港賽馬會慈善信託基金
撥款支持

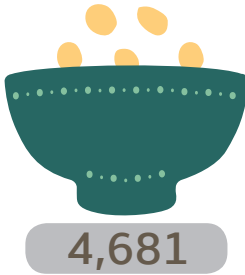
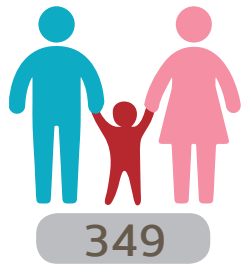
Receiving Funding Support from
The Hong Kong Jockey Club
Charities Trust



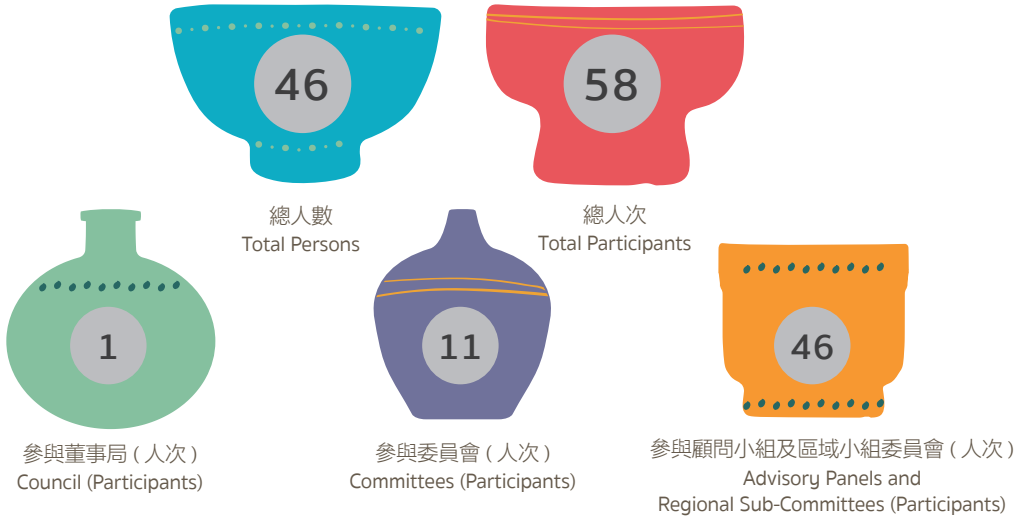
扶康會「香港最佳老友」運動・
賽馬會社會共融計劃
FHS 'BEST BUDDIES HONG KONG' Movement
• Jockey Club Social Inclusion Project



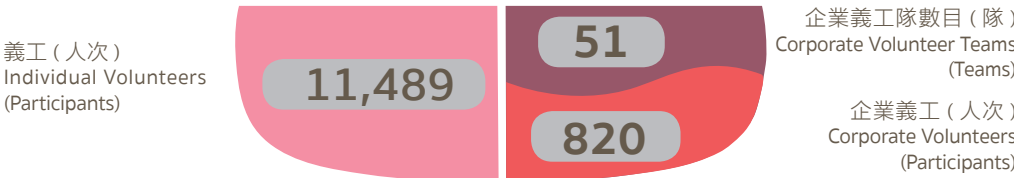
家長／監護人及義工參與
Parents / Guardians & Volunteers Participation



家長／監護人參與扶康會董事局／委員會／顧問小組及區域小組委員會
Parents / Guardians & Volunteers Participation



義工參與
Volunteers Participation



會長的話 President's Message



年長了，究竟是一種福氣，抑或一種禍患？

扶康會一向服務殘疾成年人，而本會已成立四十二年之久，屈指一算，不難了解我們必有不少服務使用者已踏入老齡階段。隨著醫療科技進步，縱然全球人口老齡化，如今一般人活到六十歲只被視為「少老」，大部分的生活功能還是可以。然而，殘疾人士的身體狀況卻會較早較易出現衰退現象，如何面對他們的老齡，確是一種挑戰，一種不能亦不應逃避的挑戰。

面對衰退，最佳方法是進步。除了針對服務使用者老齡化所制訂的策略性方案外，更應用樂齡科技和康復產品以求改進，為服務使用者提供全方位的支援，包括在身、心、社、靈上可讓老齡樂活。

人，總有「生、老、病、死」。事物，出現後亦總有時限。兩者，都曾經歷過，自有精彩過。年長的生命，有如久經歲月洗禮的陶瓷，被欣賞，也別有韻味，甚至更為珍貴……君不見各大拍賣行對古董陶瓷的欣賞和價值嗎！

讓我們以真誠的內心，對任何的人、事和物，無論在任何階段，都付上愛與關懷，欣賞箇中美善，令大家都活得更好！



葉恩明醫生 太平紳士
Dr. IP Yan-ming JP

年長的生命，有如久經歲月洗禮的陶瓷，
被欣賞，也別有韻味……

For aged life,
it is like a piece of antique ceramic,
still worth adoring and appreciated...

Being aged, a blessing? Or a curse?

Our Society has been serving adults with disabilities for over 40 years, it is easy to find that many of our service users have already aged over 40. With the advent of modern medical and technological advances, ordinary people nowadays can still live 'young' when they are old. However, this may not be the case for our persons with disabilities, who are more vulnerable to the adverse effects of ageing. It is a challenge for them, certainly a challenge for us.

To balance the effect of things going down in ageing, one has to grow up. Not only our policy and strategies in dealing with the aged has to 'grow-up' and improve, but our technology and rehabilitation products also. Caring with love, we shall holistically serve our aged service users, in physical, psychosocial and spiritual aspects, to let them live the deteriorating ages happily.

Every life will undergo the stages of 'Birth, Ageing, Sickness and Death'. Every matter will undergo the stage of deteriorating after forming. So it is important to treasure the present moment, when the presence is still here. For aged life, it is like a piece of antique ceramic, still worth adoring and appreciated... can even become more valuable as for antiques in auction houses.

Let us extend our golden heart, to appreciate and love every human, every thing and every matter just as they are. With genuine kindness and regard to one another, our world will then be warm and happy. Care for the aged and who cares about ageing!



董事局主席報告 Council Chairman's Report



施家殷先生 MH
Mr. SZE, Kyrán MH



自 1977 年發展至今，扶康會一直秉承「以求為導」的精神，竭誠服務殘疾人士，並致力凝聚各界力量，促進香港成為一個和諧共融的國際城市。本會非常欣喜我們的創辦人及神師方叔華神父，於 2018 年榮獲香港特別行政區政府頒授銅紫荊星章，以表揚他對殘疾人士服務所作的傑出貢獻。這項殊榮對本會而言亦是一大鼓勵和肯定。

回顧 2018/19 年度，本會一貫以殘疾人士福祉為依歸，力求上進，持續優化服務。有賴各持份者的積極參與和支持，本會不論在服務發展、機構能力建設及推動社會共融等方面，也取得良好進展。

Since 1977, Fu Hong Society has adhered to the spirit of 'Meet the Need, Take the Lead' in devotedly serving persons with disabilities. We are committed to building Hong Kong as a harmonious and inclusive international city. We are very pleased that our Co-founding Member and Spiritual Adviser Fr Giosuè BONZI was awarded the Bronze Bauhinia Star by the Government of the Hong Kong Special Administrative Region in 2018 in recognition of his and the Society's outstanding contributions to services for persons with disabilities. This award was a great encouragement for the Society.

In 2018/19, the Society worked hard to continuously enhance the quality of our services and to safeguard the best interests of persons with disabilities. Thanks to the active participation and support of all stakeholders, the Society has made solid progress in areas such as service development, enhancement of organisational capacity and promotion of social integration.

攜手策劃建未來 Joining Hands to Map Out the Future Together

■ 制定 2019 至 2022 年策略性計劃：本會邀請顧問公司於 2018 年 9 月 29 日及 10 月 13 日主持兩節董事局退修會，帶領董事局委員及高級管理團隊一同檢視本會的服務現狀及定位，以計劃未來三年的發展及策略性部署。本會亦安排顧問公司於 2018 年 6 月至 2019 年 3 月期間，為二十八位來自不同職級的管理員工提供八節「策略大使」培訓，以加強他們對制訂策略性計劃的認識和技巧。

■ Developing the 2019-2022 Strategic Plan: Facilitated by a consultant appointed by the Society, two Council Retreats were held on 29 September and 13 October 2018, during which Council and Senior Management reviewed the Society's services and set out strategic directions for the coming three years. Besides this, a group of 28 strategic ambassadors from different levels of management underwent 8 sessions of training from June 2018 to March 2019 to enhance their strategic planning skills and knowledge.



2019 至 2022 年策略性計劃的建議方案包括四大方向，分別是促進社會共融、提升殘疾人士的家庭生活質素、推動高齡殘疾人士實踐積極樂頤年，及提升國內康復服務從業員的知識和技巧。策略性計劃的建議方案經策劃及發展委員會詳細討論後，已呈交董事局審批並獲通過，於 2019 年 4 月開始落實執行。

■ **就制定新的《香港康復計劃方案》提交意見書：**除了重視會方的策略性計劃外，本會亦十分關注本港的康復政策及《香港康復計劃方案》(《方案》)的進展。本會先後於 2018 年 5 月及 2019 年 4 月在第一及第二階段的公眾諮詢期內，就《方案》的檢討工作及內容，向政府委託的香港理工大學顧問團隊提交意見書，當中包括尋求特區政府支持關愛家庭的服務模式。

與此同時，本會樂見「扶康家長會」在林禮勝主席的帶領下，積極參與《方案》的檢討及對不同的範疇進行討論，並合力撰寫《扶康家長會 2019 年香港康復計劃方案檢討工作小組意見書》，於 2019 年 4 月先後向勞工及福利局和社會福利署提交有關意見書。扶康家長會的成員不單是為殘疾家人發聲，更是為完善本港康復界的發展默默地作出貢獻，實在值得敬佩。



The four proposed Strategic Directions for 2019-2022 are: 'Strengthen Social Inclusion', 'Enhance the quality of family life of persons with disabilities', 'Improve active ageing', and 'Enhance knowledge and skills of rehabilitation workers in Mainland China'. After detailed discussions in the Committee on Planning and Development, the proposed strategic plan was submitted and approved by the Council and implementation began in April 2019.

■ **Submissions on 'Hong Kong Rehabilitation Programme Plan' (RPP):** Apart from formulating its own strategic plan, the Society was also concerned about the local rehabilitation policy and the progress of the Hong Kong Rehabilitation Programme Plan (RPP). A consultant team led by The Hong Kong Polytechnic University was commissioned by the Hong Kong Government to assist in the formulation of a new RPP. During the first and second stages of public consultation in May 2018 and April 2019, the Society submitted views and suggestions, including seeking the support of the Hong Kong Government for a Family Care Home practice model.

At the same time, the Society was pleased that, under the leadership of their Chairman LAM Lai-shing, Fu Hong Parents' Association actively participated in the review and discussions of the RPP. With the concerted efforts of their members, copies of the 'Fu Hong Parents' Association Working Group's Submission on 2019 RPP Review' was sent to the Labour and Welfare Bureau and the Social Welfare Department in April 2019. The members of the Fu Hong Parents' Association not only raised their voices for the families of persons with disabilities, but also quietly contributed to the future development of the rehabilitation sector in Hong Kong. This is commendable.

■ **Measuring the Governance Health of the Society:** To enhance corporate governance and sustainability of the Society, our Council and Management representative participated in the 'Hong Kong NGO Governance Health Survey', which was jointly organised by The Hong Kong Council of Social Service, the ExCEL3 of The University of Hong Kong and the Governance and Management Excellence (GAME) for Public Benefit in 2018/19. Data was collected through a self-assessment survey which looked at the merits and areas for improvement in terms of corporate governance. According to the Society's individual corporate governance health report, the Society scored higher in three areas, namely: adoption of good practices for board design and processes, board role execution, and board dynamics and behaviours, when compared with the peer group of other large NGOs. Our three priority areas for improvement were: stakeholder representation and accountability, the monitoring of programmes and organisational performance, board recruitment and development practices. Management will refer to the relevant reports, review and study areas for improvement in order to further strengthen our corporate governance and enhance the long-term competitiveness of the Society.

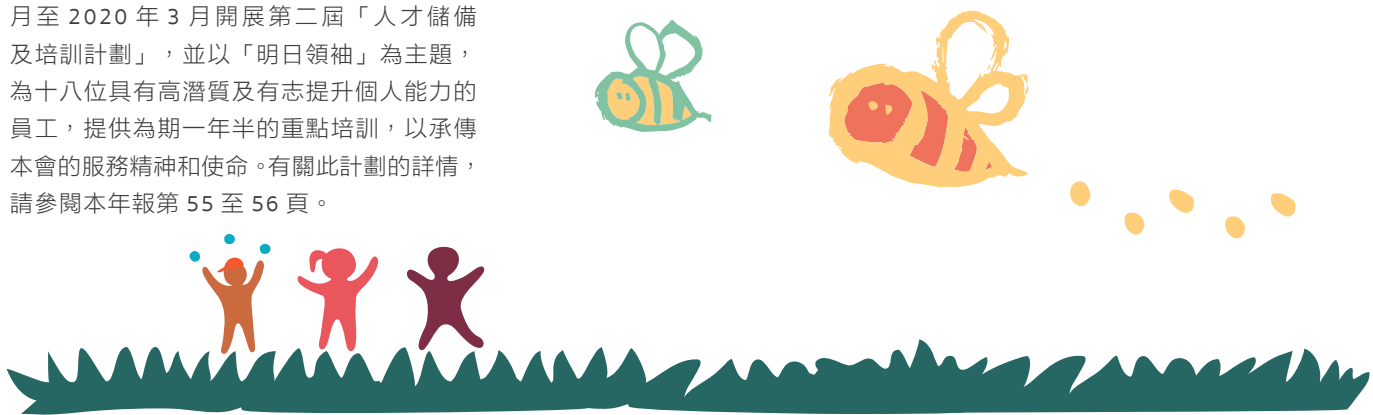
■ **Comprehensive Service Review:** To optimise our services and to continually enhance our quality of service, the Society began its service review exercise in early 2019. The first phase covered three types of services: supported hostel, day training centres cum hostels, and supported employment services. Other services/units will be reviewed later and the entire review will be completed by the end of 2019. The Society will review its existing manpower structure by referring to this service review report and consider increasing or redeploying human resources to meet the development needs of the Society.

■ **2nd Management Staff Development Programme:** The Society launched its 2nd 'Management Staff Development Programme' from October 2018 to March 2020 with the theme 'Tomorrow's Leader'. An 18-month training programme will be provided for 18 selected employees, showing high-potential and keen interest in improving their personal capacities, to pass on the service spirit and mission of the Society. More details are given on P.55 to P.56 of the annual report.

■ **量度機構管治健康狀況：**為了提升機構的管治效能及可持續性，本會董事局委員及管理層代表於 2018/19 年度參與由香港社會服務聯會、香港大學睿智計劃及良管善治工作室合作進行的「香港非政府機構管治健康狀況調查」，透過填寫問卷的方式，檢視機構在管治工作方面值得保留的優點和有待改善的空間。根據個別管治健康檢視報告，本會對於採用良好管治做法的自我評估分數，也較大型 NGO 為高，當中的元素包括有董事局組成、董事局角色及執行職責等，而三大可以做得更好的地方分別是持份者代表性及問責、服務監管及機構績效，以及董事局招募及發展方式。管理層將會參照有關報告，進行檢討、反思及識別有待優化的範疇，從而強化機構管治及提升機構長遠的競爭力。

■ **全面檢視服務：**為了持續優化服務及提升服務質素，本會於 2019 年初開始進行服務檢視的工作，首階段先涵蓋三類服務／單位，包括輔助家舍、日間訓練中心暨宿舍及輔助就業服務，其他服務／單位將分階段進行檢視，預計整個檢視工作於 2019 年底前完成。本會將會參照服務檢視的報告，檢討現時的人手架構，按實際需要考慮增加或調配人力資源，以配合本會的服務發展。

■ **第二屆「人才儲備及培訓計劃」：**承接第一屆的成果和經驗，本會於 2018 年 10 月至 2020 年 3 月開展第二屆「人才儲備及培訓計劃」，並以「明日領袖」為主題，為十八位具有高潛質及有志提升個人能力的員工，提供為期一年半的重點培訓，以承傳本會的服務精神和使命。有關此計劃的詳情，請參閱本年報第 55 至 56 頁。



熱誠服務求突破 Striving for Breakthroughs in our Services

■ **成功競投社會福利署兩個新項目：**本會於 2019 年 1 月獲社會福利署通知，成功競投位於觀塘啟能綜合康復服務大樓內的展能中心暨宿舍及護理院舍。兩個新單位可提供一百個住宿及五十個展能中心名額，員工人數約一百人，預計每年營運經費超過三千一百萬元。董事局已通過兩個新單位分別命名為「啟悅成人訓練中心暨宿舍」及「啟康之家」，預計於 2020 年初正式投入服務。這兩所新成立的單位，不但讓本會能夠於觀塘區發揮更大的協同效應，而且見證本會積極把握機會擴展日間訓練中心及宿舍服務，以服務更多有需要的殘疾人士。

■ **申領殘疾人士院舍牌照的進度：**截至 2019 年 7 月 31 日，本會有十六所殘疾人士院舍已獲發牌照，尚有五間將會於 2019 年底或之前取得牌照；另外兩所院舍（麗瑤成人訓練中心及麗瑤之家）因需要進行大規模改善工程及擴建計劃，故此無法在社會福利署 2019 年底的期限前取得牌照。本會將繼續密切跟進內部住宿服務單位申領牌照的情況，以確保本會的住宿服務達到法定標準，並有效地保障殘疾人士的利益。

■ **家庭支援服務及特殊需要信託：**本會獲熱心人士捐贈八十萬元，於 2018 年 10 月開展「愛·共行」家庭支援先導計劃，以提升智障人士主要照顧者應對照顧壓力的技巧和知識，及促進智障人士家庭成員之間的連繫。此外，社會福利署於 2019 年 2 月約見本會管理層介紹「特殊需要信託」計劃的詳情，並邀請本會成為其中一個「機構照顧者」。本會的工作小組正研究擴展家屬支援服務的具體方案，以配合及支持政府推出非牟利「特殊需要信託」服務，積極回應部分中產家長擔憂離世後有特殊需要子女的長遠照顧問題。

■ **Two New Projects of the Social Welfare Department:** The Society was pleased to hear from the Social Welfare Department in January 2019 that we have been awarded the tender to operate a Day Activity Centre cum Hostel, and a Care and Attention Home in the Kai Nang Integrated Rehabilitation Services Complex in Kwun Tong. The two new service units can provide a total of 100 residential and 50 day training service quotas with about 100 employees. The annual operating expenses are estimated to exceed HK\$31 million. The Council has approved naming the new units 'Kai Yuet Adult Training Centre cum Hostel' and 'Kai Hong Home' respectively. It is expected that the new service units will open officially in early 2020. These two new units will enable the Society to achieve greater synergy in Kwun Tong District, and show that the Society seizes appropriate opportunities to expand its services to more persons with disabilities.

■ **Application for Licences of Residential Care Homes for Persons with Disabilities (RCHDs):** As at 31 July 2019, 16 of our RCHDs are licensed while five will be licensed before the end of 2019. The other two hostels (Lai Yiu Adult Training Centre and Lai Yiu Home) are unable to fulfil the licensing requirements of Social Welfare Department in time due to the need for large-scale upgrading works and expansion plans. The Society will follow up closely on the licencing application status of our residential service units to ensure our services fulfil statutory standards and to protect the interests of persons with disabilities effectively.

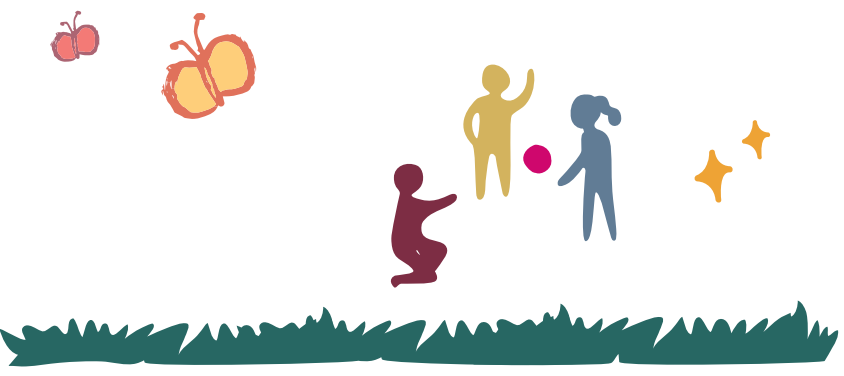
■ **Family Support Services and Special Needs Trust:** The Society gratefully received a private donation of HK\$800,000 to establish 'By Your Side - Family Support Pilot Services' in October 2018 for primary caregivers of persons with disabilities. The project aims to enhance their coping skills and knowledge in handling stress and promoting connections between family members and persons with intellectual disabilities. In February 2019, the Social Welfare Department met with our Management to introduce the details of their 'Special Needs Trust' Scheme and invited the Society to become one of the 'Institutional Carers'. A working group of the Society is now studying the proposal to extend our family support services to the Government launched non-profit making 'Special Needs Trust'. The project responds to the concerns of middle-class parents about the long-term care of their special needs children after their death.



■ **應用「國際健康功能與身心障礙分類系統」（簡稱「ICF」系統）：**ICF 系統是回應聯合國《殘疾人權利公約》的框架，尤其重視人權及對殘疾的理解，以體現「以人為本」的精神。本會期望透過應用 ICF 系統，更準確地識別服務使用者的需要，以釐定個別康復及發展計劃及檢討成效。本會於 2018 年 11 月為近百名專業 / 管理員工舉行大型培訓活動，加強他們對 ICF 的認識及應用這評估工具的信心。為期一年的首階段試行計劃已於 2019 年 4 月開始，本會將適時總結有關經驗，為日後全面應用 ICF 系統作好準備。

■ **石圍角工場現代化計劃：**承蒙香港賽馬會慈善信託基金捐助港幣一千一百二十九萬，本會石圍角工場於 2018 年 8 月開始進行現代化裝修工程，並已於 2019 年 6 月竣工。獲社會福利署的批准，石圍角工場已於同年 7 月 1 日重新命名為「扶康會賽馬會石圍角工場」，並逐步投入服務，以現代化的方式積極回應高齡服務使用者的需要，緊貼職業康復服務的發展趨勢，並發揮促進社區共融的功能。

此外，本會於 2018 年 5 月聯同香港耀能協會、香港明愛及香港心理衛生會約見社會福利署相關官員，就非政府機構以捐款人姓名為項目命名而須要向獎券基金作出指定捐款的規定進行討論，以尋求更合理的處理方法。經社署考慮後，本會於 2019 年 3 月欣悉，早前就石圍角工場易名而向獎券基金作出港幣九十四萬元的捐款，獲全數發還。本會將繼續妥善分配及運用財政資源，務求為殘疾人士提供更優質的服務。



■ **Implementing the 'International Classification of Functioning, Disability and Health (ICF)':** The ICF corresponds to the framework of the UN Convention on the Rights of Persons with Disabilities, with particular emphasis on human rights and the understanding of disabilities reflecting the 'people-oriented' spirit. It is expected that the application of the ICF would identify the needs of service users more accurately when formulating individual rehabilitation and development plans and reviewing the effectiveness of services. In November 2018, the Society organised large-scale training activities for nearly 100 professional / management staff to enhance their understanding of the ICF and to promote their confidence in the application of this assessment tool. The one-year pilot project for the trial implementation of ICF began in April 2019. The Society will consolidate relevant experiences and prepare for the future full implementation of ICF.

■ **Shek Wai Kok Workshop (SWKW) Modernisation Project:** The SWKW Modernisation Project was made possible by a generous grant of HK\$11.29 million from the Hong Kong Jockey Club (HKJC) Charities Trust. The project was completed in June 2019. With the approval of the Social Welfare Department, the SWKW was renamed 'Fu Hong Society Jockey Club Shek Wai Kok Workshop' on 1 July 2019 and it will gradually serve the needs of our ageing service users and catch up with the trend of vocational rehabilitation services. The modernised SWKW is one step further in promoting community integration.

In addition, the Society joined with the Spastics Association of Hong Kong, Caritas Hong Kong and the Mental Health Association of Hong Kong to meet relevant officials of the Social Welfare Department in May 2018 to discuss and find solutions for the customary practice of 'naming-after contributions' paid by NGOs for their right to have a proposed project named after a particular donor. In March 2019, the Society was pleased to learn from the SWD that the Society's naming-after contribution of HK\$0.94 million paid to the Lotteries Fund would be fully refunded. The Society will continue to allocate and use financial resources properly to provide better services to persons with disabilities.

■ **「香港最佳老友」運動：**自 2004 年開始，「香港最佳老友」運動（簡稱「最佳老友」）成為本會其中一個重點發展的社區教育項目。「最佳老友」透過讓社區人士與智障人士建立一對一友誼，於社區傳遞傷健共融的信息，以及建立關懷尊重的文化。承蒙香港賽馬會慈善信託基金的支持，於 2019 年 4 月第三度撥款捐助此項運動的行政及活動開支（直至 2022 年 3 月），捐助總額達三百八十五萬元，讓本會能進一步推展這項友誼運動至特殊學校層面。未來三年，「最佳老友」將會主力成立更多特殊學校分社，並為特殊學校畢業生提供出路支援。有關此運動的詳情，請參閱本年報第 129 至 138 頁。

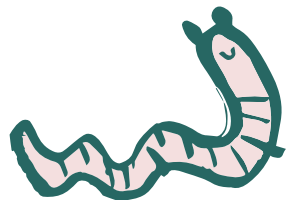
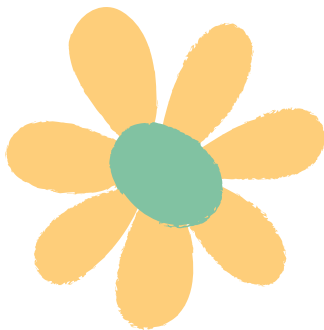
■ **促進跨界別合作：**本會致力與各行業的企業建立良好的夥伴關係，並推動成立企業義工隊，促使企業切實地履行社會責任。在 2018/19 年度，本會成功提名一百一十間企業和專業團體，獲香港社會服務聯會頒發「商界展關懷」及「同心展關懷」的標誌，藉以表揚跨界別合作的努力。同時，共有五十一隊企業義工隊參與本會的活動，企業義工超過八百二十人次，詳情請參閱本年報第 153 至 160 頁。

■ **加強宣傳機構形象：**本會於 2019 年初推出 Facebook 及 Instagram 專頁，加強宣傳本會的多元化服務、最新動向和共融活動，並進一步建立及推廣機構的活力形象。我們亦會善用網絡世界及社交媒體，以吸引更多社區人士關注殘疾人士的需要及參與義務工作，積極推廣傷健共融的精神。

■ **FHS 'BEST BUDDIES HONG KONG' Movement:** Since 2004, the FHS 'BEST BUDDIES HONG KONG' Movement ('BBHK') has become one of the key community education projects of the Society. The BBHK is dedicated to providing opportunities for one-to-one friendships between persons with intellectual disabilities and members of the general community. The aims of BBHK are to increase social inclusion and develop a culture of care and respect. With the generous support of the Hong Kong Jockey Club Charities Trust, a total of HK\$3.85 million was granted to the BBHK in April 2019 to support administrative and activity expenses until March 2022. This was the third time BBHK has received sponsorship from the HKJC Trust. The funding enabled us to further promote BBHK to special schools. In the coming three years, BBHK will focus on setting up more special school chapters and providing support to special school graduates. More information on the BBHK Movement can be found on P.129 to P.138 of the annual report.

■ **Promoting Cross-sectoral Cooperation:** The Society actively sought partnerships with corporations in different sectors and promoted the formation of corporate volunteer teams to fulfil their corporate social responsibility. In recognition of their efforts and contributions to cross-sector cooperation, the Society successfully nominated a total of 110 companies and professional bodies in 2018/19 to receive the right to use the logos 'Caring Company' and 'Caring Organisation'. There were a total of over 820 volunteers from 51 corporate volunteer teams who participated in the Society's activities this year. Please refer to P.153 to P.160 of the annual report for more details.

■ **Enhancing the Image of our Organisation:** The Society launched its Facebook fan page and Instagram page in early 2019 to introduce its diversified services, latest trends and inclusive activities to a wider audience, and to further establish and promote its active image. We will make good use of online platforms and social media to attract more community members to pay attention to the needs of persons with disabilities and to participate in voluntary work in order to promote the spirit of social inclusion.



■ **「健持之家」搬遷：**本會的「健持之家」，基於樓宇建築設計所限，無法符合殘疾人士院舍條例的要求，已於 2019 年 1 月搬遷。本會計劃把健持之家重置於擴建後的扶康會康復中心，但礙於擴建計劃審批需時，未能無縫銜接。因此，十五名受影響的住宿服務使用者已由內部單位暫時收納，而五名日間訓練服務使用者則在社會福利署的安排下，於其他機構繼續接受服務。本會冀政府能盡快批准康復中心進行擴建計劃，以加快重置健持之家的步伐，減低對服務使用者的影響。

因「健持之家」搬遷而空置的單位，屬本會的私人物業。本會正就這空置物業的運用作審慎及周全考慮，不論是把物業租售或用作發展自負盈虧服務，也會以殘疾人士的需要及福祉為依歸，確保本會的資源可充分善用。

■ **Relocation of 'Priscilla's Home' (PH):** Due to inherent physical limitations of the existing building, Priscilla's Home was unable to fulfil the licensing requirements of the Residential Care Homes (Persons with Disabilities) Ordinance. Thus all of its residential service users moved out in January 2019. It was planned that PH be relocated to the expanded area of the FHS Rehabilitation Centre after extension works are completed. As it will take time for the extension works to be completed, it is unlikely that the affected service users can be relocated seamlessly. During the interim period, fifteen affected residential service users have been temporarily re-accommodated to internal units while five day-training service users will go to other rehabilitation agencies by arrangement of the SWD. The Society hopes that the Government will give all necessary approvals for the extension works as quickly as possible so that the Society can speed up the pace of the PH relocation to minimise the impact on service users.

After the relocation of PH, the Society will make a thorough and comprehensive consideration of the potential uses of the vacant premises which are owned by the Society. Whether to sell/ lease it or use it to develop self-financing services, the best interests of persons with disabilities is our primary consideration and we shall ensure that the resources of the Society are utilised fully.



■ **服務使用者老齡化：**本會與其他康復機構一樣，正面對服務使用者老齡化的問題。截至2019年3月底，本會為三千九百六十九名殘疾人士提供服務，當中有超過二千三百四十九名（59%）服務使用者已年過四十歲，而年屆六十歲以上的服務使用者佔五百七十六名（15%）。老齡化現象加劇，意味本會除了要提升護理服務的質素及適時檢視訓練內容外，還需要密切關注服務單位的人手需求和組合，以便有效地回應高齡服務使用者的需要。

2018年本會首次參與由《Classified Post》、cpjobs.com及《招職》舉辦之「護理精神大獎」比賽，我們非常榮幸天耀之家的護理團隊從芸芸對手中脫穎而出，獲得「護士 / 護理員（團隊）精神獎」，而怡諾成人訓練中心護理員李莉女士及保健員談乃華女士均獲頒發「護理員精神優異獎」。對於本會護理專業人員的表現獲得業界及社會的肯定，我們實在感到十分鼓舞。這些獎項亦鞭策我們要繼續秉持「以人為本」的原則及專業精神，因應高齡服務使用者的不同需要而提供服務，以及通過運用資訊科技，加強服務使用者應對老齡化的能力，讓他們擁有屬於自己的積極樂頤年。



■ **Ageing of Service Users:** Similar to other rehabilitation counterparts, the Society also faces the problem of ageing service users. At the end of March 2019, the Society provided services to 3,969 persons with disabilities. More than 2,349 (59%) of these service users are aged over 40 years old, and 576 (15%) of them are aged 60 years or older. The ageing of our service users means that the Society must improve the quality of our health care services and review the content of our training courses. It is also necessary to pay close attention to staffing needs and composition in order to effectively respond to the needs of ageing service users.

The Society participated for the first time in the Healthcare Spirit Awards 2018 organised by 'Classified Post', cpjobs.com and 'Jiu Jik'. We are honoured that the nursing team of our Tin Yiu Home stood out from the competition and won the 'Spirit in Nursing/ Care Work (Team Award)', while Ms. LI Lee (Personal Care worker) and Ms. TAM Nai-wa (Health worker) of our Yi Lok Adult Training Centre received the 'Spirit in Care Work' award. We are happy and honoured at such great recognition of our nursing professionals. These awards encourage us to uphold our 'people-oriented' approach and professional spirit in the provision of different services to meet the needs of our ageing service users, and to enhance the abilities of all service users in coping with their ageing problems through the use of information technology so that they can enjoy an active and happy old age.

總結 Conclusion

本會於2018/19年度不斷求進，並逐步拓展服務領域，為更多殘疾人士及其家屬提供服務，切實回應他們的所想所需，協助他們走出困境，活出生命的彩虹。本會穩健、可信賴的機構管治和財務管理制度，亦讓我們有信心與服務使用者和家屬一起跨越未來的挑戰，實踐機構可持續發展。

我很榮幸能夠與會長、副會長、神師、董事局及委員會委員一同共事，並感謝他們在各專業領域上對本會的支持及無私奉獻。同時，我謹代表董事局感謝全體員工克盡己任，充份發揮協同效應及專業精神。

在此，我特別代表董事局向榮休總幹事陸慧妍女士（2019年9月1日起），致衷心謝意。陸女士盡心盡力服務本會超過三十五年，在任總幹事七年以來展現傑出的領導才能和努力不懈的敬業精神，為本會作出卓越的貢獻。董事局衷心祝願陸女士退休生活愉快。

最後，我謹代表扶康會衷心感謝香港特區政府和各部門、獎券基金、香港賽馬會慈善信託基金、捐助本會的社區人士和團體，以及所有義工。全賴各位的熱心支持及慷慨解囊，本會才能不斷發展切合社會需要的服務。本會將繼續以堅定不移的態度履行使命，並與政府及社會各界同心協力，為殘疾人士謀取最大福祉，進一步推動香港邁向傷健共融。



In 2018/19, the Society actively sought new opportunities to gradually expand our services to more persons with disabilities and their families, and to respond effectively to their needs, and to help them out of their predicaments so that they could live meaningful lives. Our robust and credible corporate governance and financial management systems gave us confidence to work with our service users and their families to overcome future challenges and achieve sustainable development for the Society.

I felt honoured to work with our President, Vice Presidents, Spiritual Adviser, and members of the Council and Committees. I thank you for your support and selfless dedication to the Society in your different professional areas. At the same time, on behalf of the Council, I wish to express my appreciation to all our staff for doing their utmost efforts to fulfil their duties and actualise the values of synergy and professionalism.

In addition, on behalf of the Council, I would like to express my heartfelt gratitude to Ms Becky LUK, our Chief Executive Officer retiring on 1 September 2019. Ms LUK has rendered over 35 years of loyal and dedicated service to the Society. During her seven years' tenure as Chief Executive Officer, she showed outstanding leadership and dedicated commitment and has contributed invaluable to the Society. The Council sincerely wishes her a happy retirement.

Last but not least, on behalf of the Society, I would like to extend our heartfelt gratitude to the HKSAR Government and all government departments, the Lotteries Fund, the Hong Kong Jockey Club Charities Trust, all donors - individuals and organisations, and all volunteers. Your staunch support and generous donations made it possible for the Society to continuously improve and expand our services to best meet the needs of the community. The Society will work unceasingly to accomplish its mission with unswerving determination. Together with the concerted efforts of the Government and the public, we strive for the optimal well-being of persons with disabilities and to further promote social inclusion.

機構管治架構 Corporate Governance Structure

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

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



備註 Notes

1. 服務監察委員會亦監督四個區域小組委員會。
Services Monitoring Committee also oversees four Regional Sub-Committees.
2. 康融服務有限公司及友愛之家協會有限公司的董事局委員必須為扶康會董事局委員，全屬非受薪董事。
Council members of Hong Yung Services Limited and Agape Society Limited must be Council members of Fu Hong Society and they all serve without any remuneration.

3. 扶康會於 1978 年註冊成為擔保有限公司，一直致力提供多元化康復服務，積極為殘疾人士及其家人的需要而努力。現時，本會大部分的服務均由社會福利署資助。服務詳情載於本年報第 57 至 106 頁。
Since 1978, Fu Hong Society, a company limited by guarantee, has begun to provide multifaceted services for addressing the needs of persons with disabilities and their families. The majority of services are now funded by Social Welfare Department. Service details are shown on P.57 to P.106 of this Report.

扶康會會員大會 FHS General Meeting

會長
President

副會長
Vice Presidents

董事局
Council

扶康會委員會 Committees of Fu Hong Society

常設委員會 Standing Committees

- 審核委員會 Audit Committee
- 策劃及發展委員會
Committee on Planning and Development
- 財務及投資委員會
Finance & Investment Committee
- 人力資源委員會
Human Resources Committee
- 提名委員會 Nomination Committee
- 服務監察委員會¹
Services Monitoring Committee¹
- 建築拓展及維修委員會
Building Development & Maintenance Committee
- 招標委員會 Tender Board

顧問小組（非常設）Advisory Panels (non-standing)

- 「香港最佳老友」運動顧問小組
Advisory Panel on FHS 'BEST BUDDIES HONG KONG' Movement
- 機構傳訊及資源發展顧問小組
Advisory Panel on Corporate Communications and Resources Development
- 社區精神健康服務顧問小組
Advisory Panel on Community Mental Health Services Development
- 資訊及通訊科技顧問小組
Advisory Panel on Information and Communication Technology
- 港外服務顧問小組
Advisory Panel on Services Outside Hong Kong
- 上訴小組
Appeal Panel

多元化康復服務³ Multifaceted Rehabilitation Services³

- 住宿服務 Residential Services
- 日間訓練服務 Day Training Services
- 職業康復及發展服務
Vocational Rehabilitation and Development Services
- 社區精神健康服務
Community Mental Health Services
- 殘疾人士社區支援服務
Community Support Services for Persons with Disabilities
- 機構輔助醫療服務
Agency-Based Paramedical Services
- 關愛家庭服務⁴
Family Care Home Services⁴
- 自閉症及發展障礙人士服務
Services for Persons with Autism Spectrum Disorders and Developmental Disabilities

康融服務有限公司
董事局²
Council of Hong Yung Services Limited²

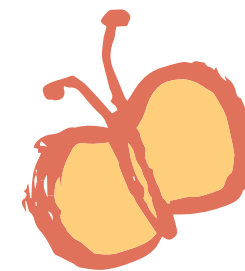
友愛之家協會有限公司董事局²
Council of Agape Society Limited²

社會企業 Social Enterprises

- 禮品包裝服務 Gift Wrapping Services
- 清潔服務 Cleaning Services
- 空氣消毒及滅蟲服務
Air Sterilization & Pest Control Services
- 餐飲服務⁵ Catering Services⁵

4. 關愛家庭服務是本會其中一項自負盈虧服務，現時獲香港賽馬會慈善信託基金贊助部分經費。
The Family Care Home Services is one of the Society's self-financed projects and is now partially funded by the Community Project Grant of The Hong Kong Jockey Club Charities Trust.

5. 由扶康會社會企業營運的餐飲服務，包括位於尖沙咀歷史博物館的《香城茶室》，位於香港海防博物館的《康姨咖啡室》及位於高山劇場《康姨小廚》。
The catering services operated by the Social Enterprises of Fu Hong Society include City Café at the Hong Kong Museum of History, Madam Hong Café at the Hong Kong Museum of Coastal Defence and Madam Hong Restaurant at Ko Shan Theatre.



機構管治成員 Corporate Governance Members



贊助人 Patron

香港特別行政區行政長官
林鄭月娥女士 大紫荊勳賢, GBS

Chief Executive of HKSAR
The Honourable
Mrs. Carrie LAM CHENG Yuet-ngor
GBM, GBS

會長 President



葉恩明醫生 JP
Dr. IP Yan-ming JP

副會長 Vice President



王淦基醫生 JP
Dr. WONG Kam-kee,
Simon JP

副會長 Vice President



許宗盛先生 SBS, MH, JP
Mr. HUI Chung-shing,
Herman SBS, MH, JP

副會長 Vice President



林余佩馨女士
Mrs. LAM YUE Pui-hing,
Eleanor

副會長 Vice President



蕭偉強先生 GBS, JP
Mr. SUI Wai-keung,
Stephen GBS, JP

主席 Chairman



施家殷先生 MH
Mr. SZE, Kyran MH

副主席 Vice Chairman



王林小玲女士 MH
Mrs. WONG LAM Siu-ling,
Cecilia MH

義務秘書 Hon Secretary



陳雪湄女士
Ms. CHAN Suet-mei, Jane

義務司庫 Hon Treasurer

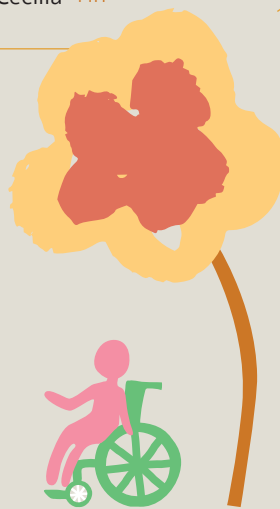


錢國強先生
Mr. CHIEN Kwok-keung, Kenny

神師 Spiritual Adviser



方叔華神父 BBS
Fr. Giosuè BONZI PIME BBS



董事局委員 Council Members



李百灝先生 MBE, JP
Mr. LI Pak-ho, Simon MBE, JP



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



許國賢神父
Fr. Fernando CAGNIN PIME



陳紹沅先生
Mr. CHAN Siu-yuen,
Stephen



許盧萬珍博士
Dr. HUI LO Man-chun,
Jenny



陳達文先生
Mr. CHAN Tat-man, Pele



冼權鋒教授
Prof. SIN Kuen-fung,
Kenneth



李春霖先生
Mr. LEE Chun-lam, John



王明樂醫生
Dr. WONG Ming-cheuk,
Michael



范德穎醫生
Dr. FAN Tak-wing, William



郭鍵勳博士 BBS, JP
Dr. KWOK Kin-fun,
Joseph BBS, JP



胡君仲先生
Mr. WU Kwan-chung, Derek



盧鴻業先生
Mr. LO Hung-yip



陳曉峰先生 MH
Mr. CHAN Hiu-fung, Nicholas MH



蔡惠琴女士 JP
Ms. CHOI Wai-kam,
Virginia JP



黃光磊先生
Mr. WONG Kwong-lui

榮譽顧問 Hon Advisers

羅友聖先生 MH
Mr. Joseph SALAROLI MH

余柏銓先生
Mr. YU Pak-chuen, Henry

榮譽法律顧問 Hon Legal Adviser

梁肇漢律師樓
Messrs. S H Leung & Co

核數師 Auditor

謝盧會計師事務所有限公司
Tse Lo CPA Ltd., Certified Public Accountants

委員會委員 Committee Members

董事局委員
Council Members

扶康會委員會 Committees of Fu Hong Society

常設委員會 Standing Committees

顧問小組（非常設） Advisory Panels (non-standing)

相關公司 Related Companies

姓名	Name	AC	BD&MC	CPD	F&IC	HRC	*NC	SMC	TB	BBHK	CR&D	CMHS	I&CT	SOHK	HYS	Agape
施家殷先生 MH	Mr. SZE, Kyran MH															
王林小玲女士 MH	Mrs. WONG LAM Siu-ling, Cecilia MH															
陳雪湄女士	Ms. CHAN Suet-mei, Jane															
錢國強先生	Mr. CHIEN Kwok-keung, Kenng															
郭鍵勳博士 BBS, JP	Dr. KWOK Kin-fun, Joseph BBS, JP															
李百灝先生 MBE, JP	Mr. LI Pak-ho, Simon MBE, JP															
林振敏先生 SBS, QFSM, CPM	Mr. LAM Chun-man, Anthony SBS, QFSM, CPM															
許國賢神父	Fr. Fernando CAGNIN PIME															
陳紹沅先生	Mr. CHAN Siu-yuen, Stephen															
許盧萬珍博士	Dr. HUI LO Man-chun, Jenny															
陳達文先生	Mr. CHAN Tat-man, Pele															
冼權鋒教授	Prof. SIN Kuen-fung, Kenneth															
李春霖先生	Mr. LEE Chun-lam, John															
王明燦醫生	Dr. WONG Ming-cheuk, Michael															
范德穎醫生	Dr. FAN Tak-wing, William															
胡君仲先生	Mr. WU Kwan-chung, Derek															
盧鴻業先生	Mr. LO Hung-gip															
陳曉峰先生 MH	Mr. CHAN Hiu-fung, Nicholas MH															
蔡惠琴女士 JP	Ms. CHOI Wai-kam, Virginia JP															
黃光磊先生	Mr. WONG Kwong-lui															
方叔華神父 BBS	Fr. Giosuè BONZI PIME BBS															
方志剛先生	Mr. FONG Chi-Kong, Derry															

備註
Notes

- 董事局主席 Council Chairman
- 委員會主席 Committee Chairman
- 委員會委員 Committee Members
- 神師 Spiritual Adviser
- 家長代表 Parent Representatives

- AC 審核委員會 Audit Committee
- BD&MC 建築拓展及維修委員會 Building Development & Maintenance Committee
- CPD 策劃及發展委員會 Committee on Planning and Development
- F&IC 財務及投資委員會 Finance & Investment Committee
- HRC 人力資源委員會 Human Resources Committee

- *NC: 提名委員會 Nomination Committee (2018年7月至9月 / July to September 2018)
- SMC: 服務監察委員會 Services Monitoring Committee
- TB: 招標委員會 Tender Board

扶康會委員會 Committees of Fu Hong Society

常設委員會 Standing Committees

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姓名	Name	AC	BD&MC	CPD	F&IC	HRC	*NC	SMC	TB	BBHK	CR&D	CMHS	I&CT	SOHK	HYS	Agape
王陳芝英女士	Mrs. WONG CHEN Chi-ying															
李世昌先生	Mr. LI Sai-cheong, Barry															
李常友醫生	Dr. LI Seung-yau, Derek															
李燕瓊教授	Prof. LEE Yin-king, Linda															
沈靜姿女士	Ms. SHUM Ching-chi, Nancy															
林水祥先生	Mr. LAM, Raymond															
林國偉先生	Mr. LAM Kwok-wai, Denny															
吳錫汶女士	Ms. NG Shik-man															
容美鳳女士	Ms. YUNG Mei-fung															
徐慕菁醫生	Dr. CHUI Mo-ching, Eileen															
梁郭淑燕女士	Mrs. LEUNG KWOK Sok-yin															
陳玉堂先生	Mr. CHAN Yuk-tong															
陳惠芳女士	Ms. CHAN Wai-fong, Christina															
陳煒國先生	Mr. CHAN Wai-kwok, Kenneth															
陸亞芳女士	Ms. LUK Ah-fong															
馮布玉娟女士	Mrs. FUNG PO Yuk-kuen															
楊全盛先生	Mr. YEUNG Chuen-shing, Eric															
楊綺玲女士	Ms. YEONG Yi-ling, Eileen															
劉志强博士	Dr. LAU Chi-keung															
劉詩韻測量師 JP	Sr. LAU, Serena JP															
鄭建中先生	Mr. CHENG Kin-chung															
簡聚坤醫生	Dr. KAN Chui-kwan															
石楊小玲女士	Mrs. SHEK YEUNG Siu-ling															
吳文堅先生	Mr. NG Man-kin															
方啟良先生	Mr. FONG Kai-leung															
湯戴夏萍女士	Mrs. TONG TAI Ha-ping															

- BBHK: 「香港最佳老友」運動顧問小組 Advisory Panel on FHS 'BEST BUDDIES HONG KONG' Movement
- CR&D: 機構傳訊及資源發展顧問小組 Advisory Panel on Corporate Communications and Resources Development
- CMHS: 社區精神健康服務顧問小組 Advisory Panel on Community Mental Health Services
- I&CT: 資訊及通訊科技顧問小組 Advisory Panel on Information and Communication Technology
- SOHK: 港外服務顧問小組 Advisory Panel on Services Outside Hong Kong

- HYS 康融服務有限公司董事局 Council of Hong Yung Services Limited
- Agape 友愛之家協會有限公司董事局 Council of Agape Society Limited

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

中區及南區
Central & Southern

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

陸亞芳女士 副主席 / 家屬義工
Ms. LUK Ah-fong
Vice Chairman/Family Member Volunteer

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

李炯怡先生 毅誠工場家長代表
Mr. LEE Kwing-ye
Parent Representative of RCNSW

蘇麗珍女士 毅誠工場服務使用者代表
Ms. SO Lai-chun
Service User Representative of RCNSW

梁國賢先生 悅群之家服務使用者代表
Mr. LEUNG Kwok-yin
Service User Representative of RCYKH

李宏標先生 悅智之家服務使用者代表
Mr. LI Wang-biu
Service User Representative of RCYCH

陳英儀女士 悅行之家服務使用者代表
Ms. CHAN Ying-ye
Service User Representative of RCYHH

郭寶蓮女士 康晴天地會員代表
Ms. KWOK Po-lin
Member Representative of SC

吳婉冰女士 康晴天地會員代表
Ms. NG Yuen-ping
Member Representative of SC

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

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

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

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

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

石小蓮女士 興華成人訓練中心家長代表
Ms. SHEK Siu-lin
Parent Representative of HWATC

李祖銘先生 興華成人訓練中心家長代表
Mr. LEE Cho-ming
Parent Representative of HWATC

馮美玉女士 樂華成人訓練中心家長代表
Ms. FUNG Mei-yuk
Parent Representative of LWATC

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

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

張蔡秀珍女士 順利成人訓練中心家長代表
Mrs. CHEUNG CHOI Sau-chun
Parent Representative of SLATC

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

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

徐玉卿女士 主席 / 社區義工 (至 2018 年 10 月)
Ms. TSUI Yuk-hing
Chairman / Community Volunteer (till Oct 2018)

吳錫汶女士 主席 / 麗瑤成人訓練中心家長代表
(由 2018 年 11 月) ; 副主席 (至 2018 年 10 月)
Ms. NG Shik-man
Chairman / Parent Representative of LYATC
(from Nov 2018); Vice Chairman (till Oct 2018)

湯戴夏萍女士 副主席 / 長康之家家長代表
(由 2018 年 11 月)
Mrs. TONG Tai Ha-ping
Vice Chairman / Parent Representative of CHH
(from Nov 2018)

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

鄧頌儀女士 上李屋成人訓練中心家長代表
Ms. TANG Shek-ye
Parent Representative of SLUATC

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

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

何文先生 麗瑤之家家長代表
Mr. HO Man
Parent Representative of LYH

柳林玲英女士 祖堯成人訓練中心家長代表
Mrs. LAU LAM Ling-ying
Parent Representative of CYATC

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

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

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

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

徐潔靈女士 葵興職業發展中心家長代表
Ms. CHUI Kit-ling
Parent Representative of KHVDC

林亞妹女士 長康之家家長代表
Ms. LAM Ah-mui
Parent Representative of CHH

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

屯門及元朗區
Tuen Mun & Yuen Long

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

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

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

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

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

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

何家明先生 良景成人訓練中心家長代表
Mr. HO Ka-ming
Parent Representative of LKATC

張志偉先生 潔康之家家長代表
Mr. CHANG, Kelvin
Parent Representative of KHH

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

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

機構管治工作

Corporate Governance Practices

本會遵照新《公司條例》要求和實施社會福利署（社署）推行的《最佳執行指引》，致力達到高水平的機構管治，向各個持份者負責。此部分總結了本會於 2018/19 年度的機構管治工作情況。

The Society complied with the Hong Kong Company Ordinances and the Best Practices Manual of the Social Welfare Department (SWD) to maintain high standards of corporate governance and to be accountable to stakeholders. Here is a summary of the corporate governance practices of the Society in 2018/19.

董事局



職責

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

董事局委員

董事局匯聚二十位不同專業界別的委員。董事局特意安排及邀請不同背景的專業人士處理事務，旨在以相關的知識及平衡的觀點，協助本會管理各種事務，同時保持決策過程的獨立客觀。

委任條款

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

委員會



為加強機構管治，本會經過 2017 年的董事局附屬架構重組後，現設有八個委員會及六個顧問小組處理本會事務。當中除審核委員會外，各委員會 / 顧問小組委員均由董事局委任。委員會 / 顧問小組須向董事局匯報，分別負責監督不同範疇的運作及職能，或從專業角度處理特別個案；當中，為了維持機構管治的獨立性，審核委員會直接向會長匯報。而在 2018/19 年度（截至 2019 年 7 月 31 日），整體委員會會議的平均出席率接近八成。

The Council



Role

The Council has overall, ultimate responsibility in managing the businesses of the Society in accordance with the Articles of Association.

Council Members

The Council had 20 members from various professional backgrounds. This diversity is deliberate, so as to avail the Society of various kinds of expertise necessary to manage the multiple activities of the Society in a fair, objective and balanced manner.

Terms of Appointment

Members of the Society's Council serve on a voluntary basis. Through General Meetings of the Society, the Members delegate their authority to govern the Society to a Council which resembles a board of directors. The Council answers to the President and Vice President(s), who are also elected at the Society's Annual General Meetings and are tasked to support the Council in leading Senior Management to achieve the vision, mission and objectives of the Society as determined by the Society's Members in general meeting.

Committees



In order to strengthen corporate governance, plans for the optimisation of the Council substructure were implemented in 2017. Under the new structure, the Society established 8 Committees and 6 Advisory Panels to support the work of the Council. Members of these Committees, except those of the Audit Committee, were appointed by the Council. The Committees oversee various operations and functions, and deal with special cases from their professional perspectives. To maintain independence, the Audit Committee reports to the President directly. The average overall attendance rate in 2018/19 at meetings of these Committees and Panels was 80% (as at 31 July 2019).

內部管控及風險管理

本會設有完善而具制衡作用的內部監控機制，有利於維護本會資產、持份者利益，以及符合規則和條例、法律或其他方面的要求。本會因應運作及條例的轉變，持續檢視整個內部監控機制。因完善的內部監控系統是有賴於對會方所面臨的風險的性質及程度進行全面及定期的評估，於 2018/19 年度，由本會高級管理層組成的核心團隊在專業顧問的協助下建立企業風險管理框架，有助會方識別、評估、應對及匯報可能影響本會實現其目標之風險。

董事局對評估及釐定本會於達成策略目標過程中所願意承擔之風險性質及程度有最終決定權，亦須確保本會設立及維持合適有效的風險管理系統。

策劃發展委員會協助董事局監督機構的風險管理，就本會的風險相關事宜向董事局提供意見，同時亦負責審批企業風險管理政策及框架，並確保本會之風險管理系統有效地執行。相關委員會 / 顧問小組將檢視各服務單位的風險管理項目，及呈交策劃及發展委員會審閱，確保其維持在承受程度之內，並向董事局匯報須特別關注的重大及剛冒起的風險。為更有效監察本會的風險管理，會方於 2019 年第三季推行網上風險登記，讓服務經理、服務總監及風險持有人，可以直接檢視及更新相關風險項目。

外部評估

社署對選定的服務單位進行定期評估探訪，及進行兩至三年一次的財務審計。在 2018/19 年度，本會有九所服務單位曾進行上述評估探訪，署方非常滿意本會各方面的表現。另外，本會於周年會員大會委任謝盧會計師事務所有限公司為回顧年度內的外聘核數師，為本會及相關公司進行法定賬目審計。

Internal Controls and Risk Management

The Society's well-established internal control system of checks and balances safeguards the assets of the Society and the interests of stakeholders, and also ensures compliance with statutory and non-statutory rules and regulations. The entire system is constantly under review to continuously improve operations and regulations. The Society established an Enterprise Risk Management framework in 2017/18 to identify, assess, respond to and report on risks that might affect the Society in pursuit of its objectives and goals.

The Council decides on material risks that warrant attention and supervises the risk management process to effectively deal with them so as to ensure the achievement of the Society's objectives.

The Committee on Planning and Development assists the Council in overseeing organisational risk management and advises the Council on risk management matters. It reviews and approves risk management-related policy and procedures and monitors the effectiveness of the risk management system. It also reviews the significant risks of the Society and ensures that there are adequate and effective control measures to mitigate these risks. It also alerts the Council of any emerging risks and issues. To monitor the risk management of the Society more effectively, the Society launched an online risk registration system in the third quarter of 2019, allowing service managers, service directors and risk owners to directly review and update relevant risk items.



Reviews by External Parties

The SWD conducts regular reviews to selected service units and also conducts accounting inspection once every 2 to 3 years. In 2018/19, SWD visited 9 service units of the Society and was very satisfied with the Society's performance. Tse Lo CPA Limited was appointed external auditor of the Society and related companies at the 2018/19 Annual General Meeting.

問責性及透明度

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

本會以公開及具透明度的方式發放相關資訊、財務狀況及其他資料，透過官方網站經常並定期更新營運表現、企業合作夥伴和義工活動的資訊、並印製通訊及年報。至於投訴方面，會按程序交由負責的管理人員及 / 董事局 / 委員會委員作適時回應及徹底調查，及採取必要的改善措施及跟進工作。

促進溝通

本會對外透過網站及不同的途徑，包括出版《扶康通訊》、年報及其他刊物、進行問卷調查，及舉辦傳媒午宴等，向大眾發放本會最新的消息和發展，以加深大眾及政府了解殘疾人士不斷變化的需求、以及本會的服務發展和成果。而本會對內採取雙向溝通方法，透過董事局 / 委員會定期會議、各個員工會議、服務單位家長代表和扶康家長會代表等，收集不同持份者，包括服務使用者及家屬、員工及董事局 / 委員會委員的意見，促進他們保持有效溝通。此外，本會於去年 10 月開展了「愛·共行」家庭支援先導計劃，以多元方式為照顧者及家屬提供支援，於年度內有近二百人次的家長參與。

Accountability and Transparency

The Society has clear delegation of authority which facilitates the conduct of its business and operations. The Council oversees the Society's overall performance, strategic directions and developments in pursuit of the set vision, mission and objectives. Senior Management, on behalf of the Council, administers services and supports operations to implement strategies and projects approved by the Council. Through years of experience, the division of power and responsibilities among the Council, Committees and Senior Management are clearly understood and appreciated by the respective parties in the discharge of their obligations and duties.

The Society adopts an open and transparent approach to disclosing relevant information, financial and otherwise. Information relating to the Society's operations and performance, corporate partnership and volunteer activities is regularly updated, as are our newsletters and annual reports as published on our official website. Complaints are handled promptly by responsible managerial staff or Council/Committee members as appropriate, with proper and thorough investigations, and the necessary remedial action.

Communication

Latest news and developments of the Society are made public through the Society's website, the Fu Hong Newsletter, our Annual Report and other publications, as well as surveys, media luncheons and so on. This is to help the public and the Hong Kong Government to know the Society's achievements and to better understand the changing needs of persons with disabilities and consequently the needs of service development. Within the Society, we use two-way communication to collect the views of different stakeholders, including service users and their families, staff members and Council/Committee members. We hold regular Council and Committee meetings, staff meetings and meetings with parent representatives from service units and the Fu Hong Parents' Association and maintain effective communication with them. In addition, in October last year, the Society launched the 'By Your Side - Family Support Pilot Services' to provide support to caregivers and their families in a variety of ways. Nearly 200 parents participated this year.

企業管治交流

本會董事參與多項與企業管治常規有關的專業發展研討會，以持續更新並提升有關知識及技能。部份董事出席由政府機構、專業團體及業界組織籌辦與企業管治、法律、規則及規定、會計、財務、管理或其他專業技能有關的研討會及會議，與各界專業人士交流及分享企業管治的經驗及心得。本年度，本會董事出席的企業管治活動共有十個，其中包括：「機構管治與公眾信任」、「建立穩健財務以達機構使命」、「豁免繳稅資格之慈善團體的合規責任」及「人才發展」等議題。

Corporate Governance Exchange

The Society encourages its Council Members to participate in a wide range of professional development seminars relating to corporate governance practices so that they may continuously update their relevant knowledge and skills. Certain Council Members attended seminars and conferences organised by government authorities, professional bodies and industrial organisations. The topics covered include: corporate governance, changes in relevant laws, rules and regulations, accounting practices and standards, financial management and other professional skills, exchanging and sharing experiences of corporate governance with professionals from different fields. In this year, our Council Members have attended 10 professional seminars which include 'NGO Governance and Public Trust', 'Building Financial Resilience for Mission Accomplishment', 'Compliance Requirements for Charities with Recognition of Tax Exemption Status under the Inland Revenue Ordinance' and 'People Development and Succession', among others.

營運效率

為了提升個案管理系统（CMS）和內聯網，本會已取得社會福利發展基金第三階段的資助，把「國際健康功能及身心障礙分類系統（ICF）」的「以人為本」框架應用於個案管理系统，以提高服務規劃、實施、監察和評估的效率和成效，並讓跨專業人員共享平台和加強協作，提供適時的介入治療。此外，優化後的內聯網於應用上更為簡便，員工能更好地進行溝通、傳遞資訊和分享知識，促進團隊合作及提高工作效率。預期該兩套系統將於兩至三年內完成。值得一提的，本會透過申請相關基金——「樂齡及康復創科應用基金」，將續步購置及應用科技產品於服務上以改善服務質素。

Operational Efficiency

In order to enhance the Case Management System (CMS) and the Intranet, the Society obtained a third payment from the Social Welfare Development Fund to apply a 'People-oriented' framework of the 'International Classification of Functioning, Disability and Health (ICF)' to our Case Management System, to improve the efficiency and effectiveness of service planning, implementation, monitoring and evaluation and to enable the collaborative work of inter-disciplinary professionals for providing timely interventional therapies. Moreover, the optimised intranet is easier in application. Staff can better communicate, transfer information and share knowledge, promote teamwork and increase work efficiency. The two systems are expected to be completed in two to three years. It is worth mentioning that through the application of a related fund – 'Innovation and Technology Fund for Application in Elderly and Rehabilitation Care', the Society will purchase and apply technology products in stages in order to improve the quality of services.

策略性計劃

本會制訂了三年的策略性計劃（2019 年 — 2021 年），包括四個策略性方向，即 i) 強化社會共融、ii) 提升殘疾人士的家庭生活質素、iii) 提升樂活老齡、iv) 提升國內康復服務從業員的知識和技巧，在四個方向下有十一個策略性項目，而每個項目訂有策略性目標、行動計劃及主要成效指標等。與此同時，本會進行了全面服務檢視，重新檢視各類型服務的服務目標，並採用邏輯模式（Logic Model），系統地分析及聚焦服務使用者的需要，以能提供更到位的服務予殘疾人士。

主要表現指標

本會為管治及服務範疇的重要事務制訂了各項主要表現指標，根據 2018/19 年度報告顯示，在「增加服務使用者的生活質素及滿意程度」一項，服務使用者滿意服務的比率在「日間及住宿」和「社區支援」方面，分別為 96.9% 和 99.5%；在「增加照顧者的滿意程度」一項，照顧者滿意服務的比率為 99.5%；而在「遵照社會福利署的服務要求」一項中，在「滿足服務質素標準的要求」及「滿足服務及津助協議的要求」方面，亦分別達 100% 及 96%，反映本會致力為殘疾人士提供適切的服務，成效和質素得到相關持份者的認同。



Strategic Plan

The Society has formulated a three-year strategic plan (2019 -2022), which includes four strategic directions, namely:

- i) strengthening social inclusion,
- ii) improving the quality of family life of persons with disabilities,
- iii) encouraging active ageing, and
- iv) enhancing the knowledge and skills of our rehabilitation service practitioners from mainland China.

Under four strategic directions, there are 11 strategic items, each with strategic objectives, plans and key performance indicators.

At the same time, the Society conducted a comprehensive service review, re-examined the service objectives of each of our services, and adopted a Logic Model to systemically analyse and focus on the needs of service users and to provide more in-place services for persons with disabilities.

Key Performance Indicators

The Society set out key performance indicators (KPI) for important areas of our governance and services. According to the 2018/19 annual report on KPI, the satisfaction level of our service users regarding 'increasing the quality of life and satisfaction of service users' at our 'day training and residential services' and 'district support services' was 96.9% and 99.5% respectively; and regarding 'increasing the satisfaction of caregivers', their level of satisfaction was 99.5%; while 'meeting the requirements of Service Quality Standards' and 'meeting the requirements of Funding and Service Agreements' 'in compliance with the service requirements of the Social Welfare Department', reached 100% and 96% respectively. These results show that the Society is committed to providing appropriate services to persons with disabilities, and our effectiveness and quality are recognised by the relevant stakeholders.

人力資源 Human Resources

僱員關係及發展

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。

年內工作重點

服務檢視及基本人手編制檢討

為應對服務使用者老齡化的情況，本會於本年度按不同服務類別成立「服務檢視工作小組」，以服務類別來確定，會更能反映服務目的和需要，在這運作模式之上，進行基本人手編制檢討。本會相信經過服務檢視及基本人手編制檢討後，將會提高單位管理能力，優化服務和更全面應付未來發展的挑戰。

關顧員工需要

作為關愛僱主，本會一直重視及關顧員工的需要，並持續檢討及推出切合員工以至家庭需要的福利措施。

延長有薪產假

為讓女性員工有更多時間陪伴和照顧初生嬰兒，由 2019 年 2 月 1 日起，員工於本會連續工作滿四十星期，可享有之有薪產假由十星期延長至十四星期。

Staff Relations and Development

The human resources policies of the Society include care and respect of staff. The provision of professional and quality services to our service users depends on the professionalism and work efficiency of our staff. Staff members are valuable assets of the Society.

Key Tasks for the Year

Service Review and Review of Staffing Levels of all service units

Faced with ageing issues, the Society formed a core group to review service development and operations in different service sectors. While coping with changes of our service modes in different settings, we continue our standard staffing provision reviews. The Society believes that the new staffing plan to be implemented in early 2020 will raise management abilities, enhance quality of services and meet our future development challenges.

Caring for the Needs of our Staff

Caring for our staff is one of the core values of the Society, thus staff benefits and employment terms are reviewed and upgraded periodically.

Extension of Maternity Leave

From 1 February 2019, staff on continuous contract for 40 weeks or more, are entitled to fully paid maternity leave, extended to 14 weeks (from 10 weeks). Our female staff will have more time to care for their new born.



策劃退休生活

為讓員工更妥善計劃未來退休後的生活，及加強對各項投資項目過去一年之回報表現的了解，本會舉辦了兩場強積金講座，在員工積極報名下，出席人數超過一百人。



Retirement Planning

To let staff better plan for their retirement and understand the investment performance of their provident fund, the Society organised two sessions on the Mandatory Provident Fund. Feedback on the sessions was good and more than 100 staff attended.

員工參與強積金講座，預早計劃退休後的生活
Staff participated in the MPF Talk to plan for their retirement life



員工溝通

建立雙向溝通

為加強員工的凝聚力及團隊精神，本會設立多種渠道，包括新入職員工導向工作坊、員工分享大會、「扶康講場」及職員事務諮詢及發展會等，透過與管理層雙向的溝通，除收集員工的意見外，亦讓員工了解機構理念、使命及服務方向。

Staff Communication

Developing Two-Way Communication

Communication among staff and management is valued and effective communication is formed through diversified channels including new staff orientation workshops, all staff meetings, Focus Group meetings, staff consultative and development meetings and so on. Through two-way communication, the views of staff reach management whilst staff members can better understand the Society's vision, mission and policy.



員工積極參與「員工分享大會」表達意見
Staff actively participated in the 'All Staff Meeting' to express their views

與總幹事對話

為更了解員工的需要，總幹事陸慧妍女士以開放、持平的態度聆聽員工意見，與各階層員工建立和保持良好的溝通。在 2018/19 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會議及九次「扶康講場」，讓不同職級的員工可以與總幹事直接對話，就改善服務質素、員工福利及工作發展提出意見。

Dialogue with Chief Executive Officer

To better understand the needs of staff, Ms. LUK Wai-yin Becky, the Chief Executive Officer, created opportunities for staff to share their opinions in an open and fair forum. She also maintains good communication channels with staff of all levels. In 2018/19, four All Staff meetings, three Staff Consultative and Development Meetings and nine 'Fu Hong Focus Group' were held, providing all members of staff with opportunities to engage the Chief Executive Officer directly on topics of interest, such as service quality, employee benefits and staff development.

不同職級員工出席「扶康講場」，與總幹事直接交流
Staff members of various job levels attended the 'Fu Hong Forum' and exchanged with the Chief Executive Officer directly



關懷與獎勵

長期服務獎及聯誼活動

在 2018/19 年度，本會共有一百一十九位員工獲頒長期服務獎，當中為本會服務三十年或以上的資深員工共有四位，其中包括兩位為已服務三十五年的員工。本會於本年度亦舉辦多項活動，包括秋冬滋補蛇宴及周年員工聚餐等，期望員工於工作與生活之間獲得平衡。

Care and Reward

Long Service Awards and Recreational Activities

A total of 119 employees received Long Service Awards in 2018/19. Among them, four had served the Society for more than 30 years and two staff in particular for 35 years. To encourage work-life balance, the Society organised a number of activities, including a snake feast and the Annual Staff Dinner.



於康娛小廚舉行秋冬滋補蛇宴，齊齊歡度一個暖洋洋的晚上
Held snake feast at Madam Hong Restaurant, we all spent a warm and pleasant evening together



蛇宴抽獎環節的幸運兒與大家分享喜悅
Sharing the happiness with prize winners during Lucky Draw at snake feast

陸慧妍女士
Ms. LUK Wai-yin, Becky

扶康會總幹事
Chief Executive Officer



1983 年 12 月，一位年輕的女社工，充滿好奇、興奮，懷著憧憬和盼望來到順利成人訓練中心報到上班。那個女孩子便是當年的我，從那天起我和扶康會已經共同走過了三十五年。驀然回首，就像昨天的事。

多年以來，我從擔任順利成人訓練中心主任導師開始，當過友愛之家主任，麗瑤成人訓練中心和麗瑤之家經理、以及助理區域經理、區域經理，直至 2012 年開始擔任總幹事。我非常感恩在每一個階段都有很好的工作伙伴，從來沒有感到半點孤單。一直以來，我經歷過很多工作上的高低起落、克服了各式各樣的困難和挑戰，讓我有機會培養出堅韌的意志和動力。每一天我都會想著怎樣可以把事情做得更好，為此，我經常問我身邊的人，包括同級同事 / 上司和下屬對我的工作有什麼評價，在那些方面我應該做得更好？以及怎樣做得更好？在這過程中，我獲得極大的人生學習和充實感。

我要衷心感謝扶康會內不同崗位的同事——特別是管理層 / 家長以及業界伙伴和好友——一直以來對我的支持 / 合作和鼓勵。我更要感謝各董事局成員給予我的機會和指導，尤其是對我的信任和尊重，讓我可以發揮力量，帶領扶康會創造了一些正面的機構改變和令人欣喜的服務成果。從各方面得到的回饋中，我卑微的付出得到了肯定，從而得到欣慰和滿足。我知道自己並不優秀，每個人都有一些值得讓我學習的地方，慶幸您們每一位給我的指導、提點和機會，讓我不斷反思、不斷學習、不斷成長。



In December 1983, a young female social worker, full of curiosity and excitement, came to work at FHS Shun Lee Adult Training Centre with longing and hope. That girl was me. Since that day, I have been walking together with Fu Hong Society for over thirty-five years. When looking back, just like what happened yesterday.

Throughout the years, I have taken up different posts, from Head Teacher of Shun Lee Adult Training Centre, Manager of Lai Yiu Adult Training Centre and Lai Yiu Home, Assistant Regional Manager, to Regional Manager, and serving as Chief Executive Officer since 2012. I am very grateful to have good working partners at every stage and never feel lonely. I have experienced many ups and downs in my work and overcome all kinds of difficulties and challenges. All these allowed me to cultivate a strong will and to motivate myself to think about how to do things better every day. To this end, I often ask people around me, including colleagues, supervisors and subordinates, about my work performance, areas for further improvement and ways to do better. In this process, I have learnt a lot from them and gained fulfilment in life.

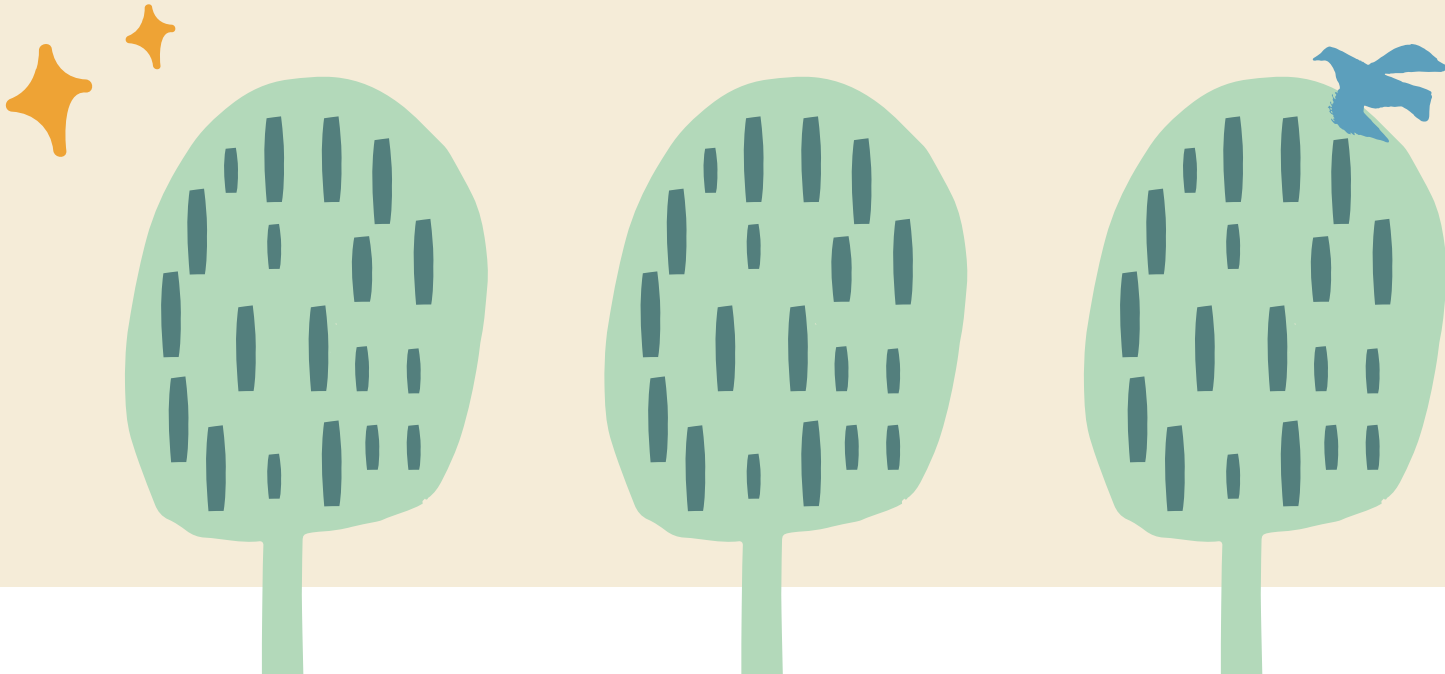
I would like to sincerely thank my Fuhong colleagues in different positions, especially the management/parents, NGO partners and friends, for their support/cooperation and encouragement. I must also thank the Council Members for their guidance and opportunities given to me. Their trust and respect enabled me to exert my strength to lead Fu Hong Society to make positive changes and achieve gratifying service results. All the feedback received recognised my humble efforts, and this makes me feel gratified and satisfied. I know I am not excellent, and everyone has something worth learning. Thank you for giving me guidance, suggestions and opportunities, so that I can continue to reflect myself, to keep learning and to grow with every one of you.

今天的扶康會已經發展得很成熟，包括：

- 機構管治優秀卓越，董事局人材濟濟；
- 管理層 / 行政同事 / 專業團隊 / 前線員工等經驗豐富，積極進取；
- 員工人事架構不斷改善及強化，加強效能和執行力；
- 機構財政健康穩健；
- 我們有最強大、最有組織性的家屬力量；
- 我們機構服務不斷擴張、創新和優化；
- 機構形象迅速提昇，社會認受性愈來愈高；
- 有完善的人材培訓和傳承計劃，裝備他們隨時準備擔當更高層次的工作和任務。

儘管如此，以上的優勢仍有很大的進步空間，我們仍要追求卓越 - From Good to Great! 我的總幹事任期將於 2019 年 8 月底屆滿，說實話是有點臨別依依，但我深信扶康會在董事局的指導和新任總幹事的帶領下，一定會以新的思維和新的動力去策勵全體員工朝向更高境界前進，讓扶康會成為首屈一指的康復機構，繼續以積極而謙遜的心志持續為社會服務。

而我，仍會終身秉承著「扶康人」的精神，並且在不同的領域及以任何的形式，和我志同道合的伴侶，繼續把愛與關懷傳送給有需要的人。



The current development of Fu Hong Society has reached a very mature stage, including:

- Excellent corporate governance and Council Members with abundant talent;
- Experienced and proactive management team/ administrative staff/ professional team/frontline staff;
- Continuous improvement and enhancement of the staffing structure to increase effectiveness and execution capabilities;
- A healthy and sound organisation's finance;
- The strongest and most organised family power;
- Continuous expansion, innovation and optimization of services;
- Rapidly enhanced corporate image and increasingly higher social acceptance; and
- A comprehensive talent training and succession programme to equip staff to be readily prepared to take on higher levels of work and duties.

Nevertheless, there is still much room for improvement in the above advantages, and we still need to pursue excellence - from Good to Great!

My term of office as the CEO will expire at the end of August 2019. Frankly, it is quite hard to bear that my retirement is just around the corner. However, I am convinced that under the guidance of Council and the leadership of the new CEO, the staff of Fu Hong Society will move towards a higher level with innovative thinking and new motivation, enabling the Society to become a leading rehabilitation agency to humbly serve the community with proactiveness.

I will continue to uphold the spirit of 'Fuhongian' all my life, and together with my like-minded partner, to love and care for the needy persons in different fields and any forms.

關志生先生 Mr. KWAN Chi-sang, Aldous

總辦事處 — 服務總監（輔助醫療服務）
Service Director (Paramedical Services) – Head Office



每當別人知曉我畢業後在唯一機構 — 扶康會工作了三十五年，反應都很驚訝。我當中的經歷和感受真難以用三言兩語去表達，我只知道能享受與服務使用者、家長和同事之間的相處是一種緣份和福氣。能見證扶康會由三數間服務單位擴展成現在的數十間單位，實感榮幸，當中不少的「扶康人」盡心盡力、竭盡所能，為扶康會寫下美好的一頁，亦令本人深深敬佩和欣賞。在這三十五年的路途上，能成為「扶康人」其中一份子參與發展的里程，就如一個足球員能代表自己的國家去踢好每一場賽事，為國爭光，那份自豪和光榮感難以用筆墨形容，過程中經歷歡笑、淚水、汗水、失望、憤怒、無奈，但背後總有學習，就正是這樣的學習和經歷，才明白甚麼是「以人為本」的服務。感謝扶康會在這段人生道路上給我的啟迪，給我的所有得與失。



People are amazed whenever they hear that for thirty-five years since graduation, I have worked for a single organisation, Fu Hong Society. It is difficult to express my feelings in a few words. One thing I know, it is truly a blessing to be able to enjoy warm relationships with service users, their parents, and my colleagues. It is an honour to have witnessed the growth of Fu Hong Society from a few service units to its current size of several dozens. I admire the unwavering devotion and effort of all who participated in the beautiful history of Fu Hong Society. During these thirty-five years, being one of the many participants to build the milestones along the way was like a soccer player representing his national team and after a good game, earning applause for his country. The pride I feel is beyond description. Behind all the laughter, tears, sweat, disappointment, anger and helplessness, there was always a lesson to learn. It is exactly through this process that I now understand the meaning of 'people-oriented service'. Thank you, Fu Hong Society, for being the inspiration on this road of my life, and thank you for the lessons.



彭江雲先生 Mr. PANG Kong-wan, Henry

思諾成人訓練中心 — 福利工作員
Welfare Worker of Si Lok Adult Training Centre



時日如逝水，轉眼已三十載。其間予學員訓練，冀彼能共融於社會。一事為吾以為傲之，學員曾出席一宴會，其間座上賓客稱讚學員能安坐，無喧嘩。吾聽而悅之，其舉止為他人所認同。然世事無常，而今各奔前程，願彼能既來之則安之。



張玉娟女士 Ms. CHEUNG Yuk-kuen

靄華之家 — 福利工作員
Welfare Worker of Oi Wah Home



第一日，接觸他們，沒有驚慌、沒有亂。第一日「開組」，各同事的支援教導。第一日「ON CALL」，斷斷續續的睡，門口前竟有人坐著守夜。有多少個第一日……

待在健持之家十八年，突通知被調遷，「心痛」「驚惶」……

靄華之家，不一樣的宿舍，再「第一日」、「第一日」……

有一本書中的前題：「歲月不只偷走了什麼，它還給了我們更多」

他們的一聲「張姑娘，你返工啦！」、「你放完假啦！」，拉著你的手，熱情的抱抱……，甜在心。他們的執著、堅持、搗蛋……，「WHY??？」

離離別別，珍惜當下。



Time flies. Thirty years went by in a blink. During this period, we provided training for our members, hoping that they would integrate well into society. There was one occasion which gave me great pride. Our members attended a banquet and the other guests praised the good manners of our members who had sat quietly and poised throughout. I was delighted to hear the acknowledgement. However, life does not stand still. Now these members all take different paths. I wish them well and that they have a peaceful life journey.



The first day I met them, I was unruffled, no panic. The first day when group work began, I received instructions and support from colleagues. The first day 'on call', I slept intermittently. I was surprised to find someone sitting at the door to keep watch during the night. Then, countless 'first days' followed ...

Having worked at Priscilla's Home for eighteen years, suddenly, I got a transfer notice. I felt heartache and fear ...

Oi Wah Home, a different hostel, but again 'the first day', and 'the first day', and ...many more first days followed.

The prologue of a book reads: 'Time not just steals something from us, it gives us back a lot more.'

Their greetings, 'Ms. Cheung, you're back,' 'Holidays over, back to work la!' They took my hand; they gave me a passionate hug ... How heart-warming! Their tenacity, perseverance, mischief, and WHY???

We are parting again. Cherish every moment.

職員培訓及發展 Staff Training and Development

提倡樂活老齡的理念與實踐

過去數年，本會為應對高齡智障人士帶來的挑戰作出準備，包括：提升員工的相關知識、技巧和態度，提倡樂活老齡的理念及服務實踐。在2018年，本會舉辦了十次培訓，以進一步落實推行樂活老齡的理念及方案。此外，本年度亦舉辦了一系列高齡智障人士的照顧和健康相關的活動，包括八次課程及一次交流活動，如日常照顧及疾病護理、防止摔倒、營養與健康及輪椅檢查等講座。為了促進員工認識及應用科技產品，本會還特意邀請復康器材公司，為洗牙器及健康儀器的操作提供了示範，在科技產品的輔助下，減低老化為服務使用者在日常生活上帶來的困難。



護理職級員工參加心肺復甦法課程，更新員工知識及技巧
Nursing staff attended training sessions to refresh their skills and knowledge of cardiopulmonary resuscitation



員工細心學習自動洗牙機的操作，以提升服務使用者的口腔衛生
In order to enhance the oral hygiene of service users, staff members learnt the operation of dental equipment intently

Promotion and Implementation of Active Ageing

In order to prepare as early as possible for the needs of ageing service users, the Society organised staff training programmes to enhance staff skills, knowledge and attitude in responding to the challenges. In 2018, 10 training sessions were organised to develop an active ageing implementation plan to prepare service users with intellectual disabilities to better face the challenges in life during ageing. The training programmes included 8 training courses and one exchange activity on topics like potential health issues faced by elderly persons with intellectual disabilities and methods of caring for them, such as fall prevention, nutrition and wheelchair repairing tips. Medical health care companies were invited to demonstrate new technology in dental and health equipment respectively, which could be used daily to meet the specific needs of ageing service users, to our staff members.



員工在「策略性計劃」課堂，一起制訂活樂老齡模式及執行策略
Staff members developing the active ageing model and implementation plan in the Strategic Planning Training Workshop



員工藉營養及健康講座增加相關知識，為服務使用者提供合適的膳餐服務
For enriching the knowledge of nutrient and health and offering suitable meals to service users, staff members attended a Nutrition Training Workshop

與此同時，為了讓服務使用者享有積極而充實的樂頤年生活，本會提供了五個培訓課程，包括「圓滿人生計劃之樂活老齡」、「夢想中的菠蘿油」、「園藝治療體驗」、「藝術工作坊」及「認識地壺球」。此外，本會亦向不同職級的員工提供「生死教育」及「善別輔導課程，為服務使用者面對死亡作出準備及妥善處理各種情緒反應。同時又安排了社會福利署推行的「特殊需要信託」介紹講座，讓員工及家屬了解如何利用有關財產，妥善地應用於殘疾子女的長遠生活安排上。



員工認識地壺球的玩法，為服務使用者安排積極而充實的樂頤年生活
Staff members learnt how to play floor curling with the aim of introducing the activity to service users for leisure and fun

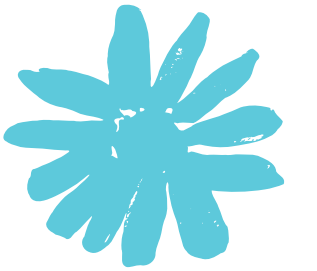


員工參與園藝治療體驗工作坊，感受園藝治療帶來的效果和益處
Staff members attended the horticulture workshop to experience the advantages of the Horticultural Therapy

In the meantime, in order to let our staff members understand the concept of active ageing and design activities to enable our service users to enjoy a good quality of life in old age, five training programmes were organised. These were 'Active Ageing', 'Dream Come True of Pineapple Bun', 'Art Workshop', 'Horticulture Workshop' and 'Floor Curling Workshop'. In addition, our staff members also attended life and death education and bereavement counselling training workshops to implement life and death education for those in their care. Another workshop on the 'Special Needs Trust' was arranged to equip staff with knowledge about management of assets and long-term living arrangements for service users whose parents have passed away.



透過參與「夢想中的菠蘿油」活動，理解樂活老齡的心態與情緒健康的重要
Staff members participated in the activity of 'Dream Come True of Pineapple Bun' to understand the importance of physical and emotion in ageing of service users





「國際健康功能與身心障礙分類系統」(簡稱 ICF) 培訓，學習為服務使用者規劃適切的服務

Staff members learnt to formulate appropriate rehabilitation programmes for service users in the ICF Training Workshop

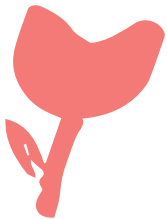


推行「國際健康功能與身心障礙分類系統」

現時本會積極推行「國際健康功能與身心障礙分類系統 (ICF)」，並安排了兩次培訓工作，期望職員能夠全面了解服務使用者生活上的功能與障礙，透過排序需要、規劃合適個人狀況的介入工作計劃及成效檢討，從而提升服務使用者的生活質素。由於智障人士的機能相對一般人較早退化，為達致樂活老齡，我們需要盡早為他們準備，紓緩老化將會帶來的挑戰。ICF 的應用有助跨專業協作，共同識別服務使用者的全面需要，從而制訂適切的訓練及支援，以緩減機能退化、促進身心健康及積極參與社交活動。

The ‘International Classification of Functioning, Disability and Health (ICF)’

The Society has actively taken steps to implement the ‘International Classification of Functioning, Disability and Health’ (ICF) and two training sessions were arranged. It is expected that through these holistic reviews, we can understand the individual needs of our service users more comprehensively. Through prioritization of needs, intervention plans can be tailor-made and then our routine Service Evaluation assists us to review the intervention method chosen and seek improvements. Our service users’ quality of life is thereby enhanced. Normally, the health condition of Persons with Intellectual Disability declines much earlier and faster than ordinary persons. In order to mitigate the ageing challenges faced by our service users, we must take preparatory actions as early as possible. The application of ICF facilitates transdisciplinary collaboration and through teamwork, to identify the needs of service users’ more comprehensively. Hence person-centered intervention and support can more effectively slow down functional deterioration, promote physical and mental health and allow ageing service users to actively participate in social activities for longer.



學習「以人為本」的照顧理念

本會為了讓員工加深應對服務使用者老化相關措施的認識，於 2018 年 12 月，組織了一隊包括社工、護士、職業治療師和前線員工等十五位同事的參訪團前往日本，實地了解當地應對高齡智障人士的策略及配套服務，探訪當地復康機構，學習更具前瞻性的工作模式和手法，交流經驗和心得。更寶貴的是，學習日本「以人為本」的基本照顧理念。與此同時，本會安排前線員工觀賞日本電影「照護人」，鼓勵員工對現時的職務作出正面的反思。此外，為體現「以人為本」的照顧，本會為員工舉辦了「零約束策略」講座，推動院舍在可行情況下減少約束措施，達致「零約束」的目標。

‘People-Oriented’ Care

To facilitate our staff learning the new service model and strategies in responding to the needs of our service users, a study tour to Japan was organised in December 2018. Fifteen staff members, including front-line and professional staff from the Society, visited Japanese organisations and shared working strategies and experiences with their Japanese counterparts. The most valuable and inspirational insight from the trip was a ‘peopled-oriented’ working attitude. Frontline staff also went to see a Japanese movie which inspired them to reflect positively on their service role. A training workshop ‘Restraint-Free’ was organised to share the restraint-free experience and strategies implemented in an elderly home. It is expected that our staff members would put into practice such strategies in our service units.



日本高齡智障服務參訪團參觀日本機構，了解當地應對高齡智障人士的策略及交流意見

Delegation of Japan study tour visited organisations there to know more about the ageing models and exchanged views with them



增進員工對施行「零約束策略」的了解，鼓勵服務使用者自立生活

To deepen staff’s understanding of ‘free-restraint strategies’ for encouraging self-reliance of service users

推行第二屆「扶康傳承：人才儲備及培訓計劃」——明日領袖

扶康傳承計劃以有系統的管理和領導能力培訓，培育優秀的員工成為機構未來的管理人才，以傳承機構的理念、使命、價值和策略的發展。秉承第一屆傳承計劃的成功，本會於 2018 年 10 月，推行為期十八個月的第二屆「扶康傳承：人才儲備及培訓計劃」——明日領袖計劃。本屆計劃共吸納了十九位來自不同職級的專業及行政管理員工參與，他們都是經由自我推薦並得到所屬上司的支持下申請參與計劃，經審核後，全部均獲會方接納。參加者需要參與多元化的密集培訓，以擴闊他們的思維和視野、強化個人能力、提升管理知識和技巧，並激勵他們為承擔更高層次及重要的職務作好準備。計劃內容包括專業管理培訓課程、本地及海外交流活動、於會內及會外不同性質的服務單位實習，由資深管理級員工擔任師友分享工作經驗和心得，以及由專業領航教練提供個人指導等。

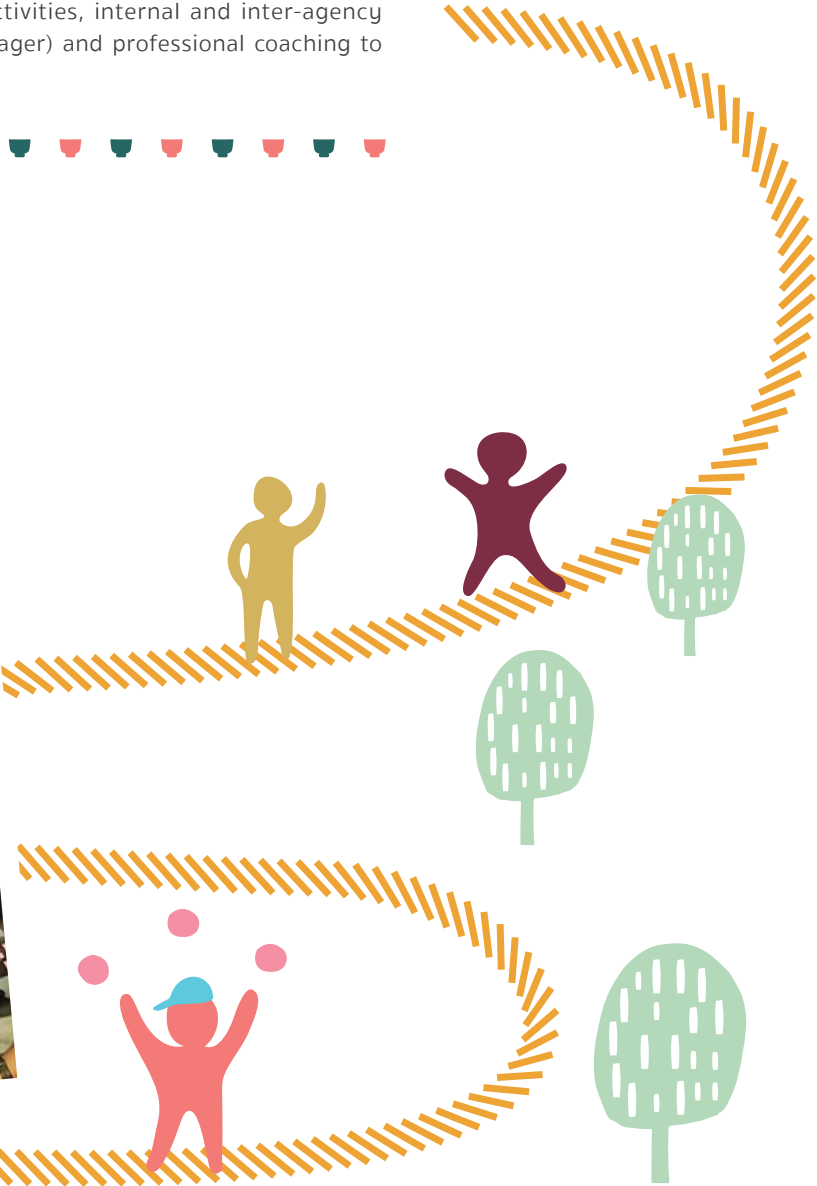


第二屆人才儲備及培訓計劃——「明日領袖」參加者學習成為高效管理人
Participants of 'Tomorrow's Leader' (the 2nd Management Staff Development Programme) learnt how to become high performance executives in a leadership training workshop

The 2nd Management Staff Development Programme - Tomorrow's Leader

The Management Staff Development Programme (MSDP) provides systematic training to our high performing staff. The aim is to develop their skills and nurture them for future organisational roles, so as to ensure the continuation of the vision, mission, values and strategic development of the Society. After positive feedback of the 1st MSDP, the 2nd MSDP - Tomorrow's Leader was launched in October 2018.

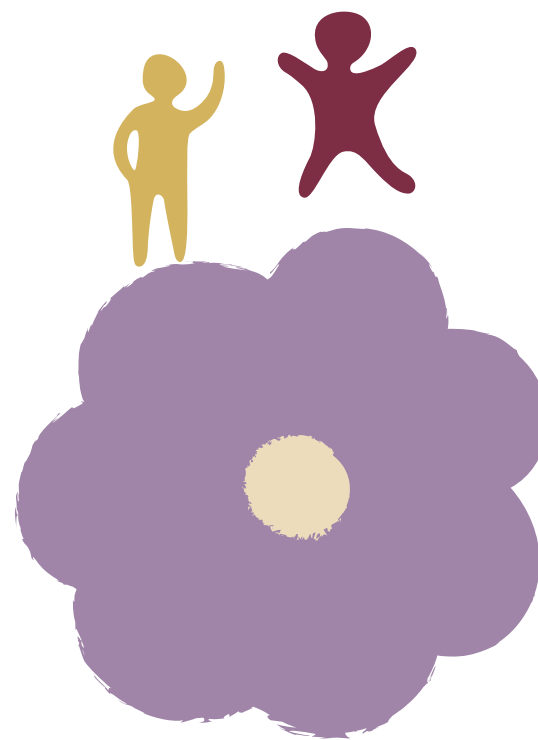
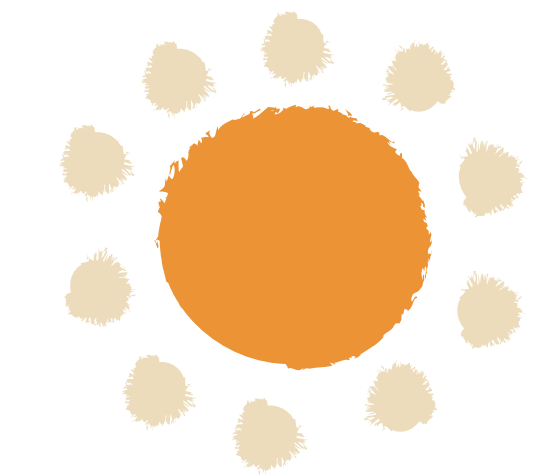
Nineteen participants from various organisational levels of the Society enrolled, all self-nominated or nominated by their supervisors. Participants underwent 18-months of diversified intensive training to enhance their creative thinking, widen their perspectives, strengthen their capacities and enhance their management knowledge and techniques, in preparation for higher level roles. The programme included professional management training courses, local and overseas exchange activities, internal and inter-agency placement, mentorship (with an experienced manager) and professional coaching to enhance personal strengths and capacities.





3

服務
Services



住宿服務 Residential Services

積極老年，社區共融 Active Ageing and Social Inclusion



硬地滾球培養專注力及身體協調能力
Cultivate mental focus and physical coordination through Boccia practice

本會為殘疾人士提供住宿服務超過四十二年，現約有接近六成的服務使用者已年滿四十，以智障人士而言，他們正步入老年。積極協助服務使用者作好準備，以應對老齡化帶來的挑戰，成為了住宿服務的重點。本會由跨專業成員組成的關注智障人士老化工作小組，持續檢視服務使用者的老化狀況和服務需要，並作出行動建議提升服務質素。本會護士團隊近年積極在院舍內推動骨質疏鬆症、護眼和護齒檢查，以及早預防、及早介入的方式應對。此外，住宿服務會議亦積極協調會內各院舍的服務，除了關注服務使用者的日常照顧和護理外，亦為他們規劃適切而賦意義的閒暇家舍生活。

We have provided residential services for persons with disabilities for over 42 years and currently around 60% of our service users are above 40 years old. For persons with intellectual disabilities, they are approaching the year of ageing. To actively prepare service users to face the challenges of ageing has become the focus of our residential services. The Working Concern Group on Persons with Intellectual Disabilities comprises different professionals who continuously review the conditions of the service users and formulate appropriate intervention strategies to respond to their service needs. In recent years, our nursing team emphasised osteoporosis, eye and dental care checkups in our hostels, as coping with the early prevention and early intervention measures. Our Residential Services Meeting coordinates the services of our different hostels, monitors daily operations and nursing care provided and plans meaningful leisure activities for service users.



動物醫生探訪
Visit of animal doctor



針對性的訓練，減慢老化 Tailormade Training Programme to Slow Down Ageing



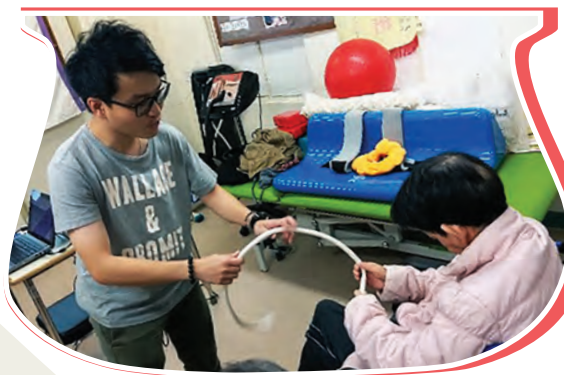
職業治療有助訓練學員手眼協調的能力
Provide eye-hand coordination training through Occupational Therapy



桌上認知訓練活動
Cognitive training through table task

本會的物理治療師、職業治療師和言語治療師，因應個別服務使用者的需要，為他們安排最適切的訓練和運動項目，以保持他們的身體機能，減慢老化帶來的衰退。院舍亦透過靈活運用不同媒體，包括桌上活動、魔術遊戲、手機軟件等持續為服務使用者提供多元化的感觀刺激，及思維和認知能力的訓練。

Our physiotherapists, occupational therapists and speech therapists continuously assess the needs of individual service users, and develop tailormade training and sport activities for them to maintain physical strength and slow down their ageing process. Staff at our hostels utilise various media flexibly, such as table tasks, magic games and smartphone apps to provide sensory stimulation and cognitive training for the service users.



魔術遊戲能刺激手眼協調能力和思維
Training of cognition and eye-hand coordination through magic play

透過多元化活動展現服務使用者的才能 Unleash Potential through Multifaceted Activities

藝術活動 Art Activities

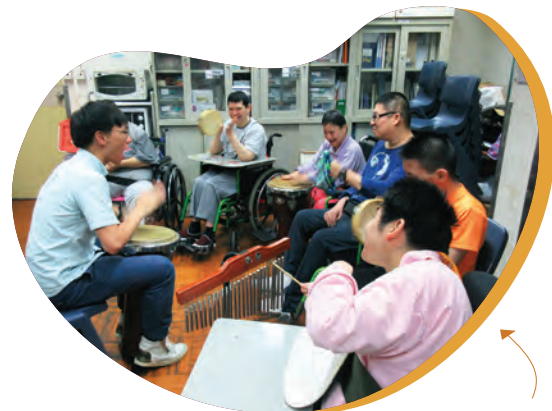


以音樂活動發展學員的潛能
Unleash of users' potential through musical activities

學員參與視覺藝術活動
Users participate in visual art activities



學員的藝術創作展覽
Exhibition of user's art creations



音樂治療小組
Music therapeutic group

智障人士縱使在智力和體能上受到限制，他們同樣擁有各自的潛能和天賦。我們透過音樂、視覺藝術和園藝等不同活動，發掘及發展服務使用者的潛能，並藉著社區活動向公眾人士展示他們的才能，和分享創作的成果。

While persons with intellectual disabilities may be limited in intelligence and mobility, like everyone else, they have potential and talents. This potential can be unleashed by music, visual art and horticultural activities. Art can also become the way of social inclusion as the talents of persons with disabilities are shared with the public.

園藝活動 Horticultural Activities



以園藝活動作為社區共融的媒介
Horticultural activities being the media of community inclusion



學員快樂參與園藝活動
Users participate in horticultural activities happily

走出院舍，參與社區 Community Participation

學員回饋社會，參與賣旗活動
User participated in flag selling activity



密那小朋友在院舍內一同參與活動，推動傷健共融

Social Inclusion Programme with participation of children in hostel activity



院舍除為服務使用者提供照顧外，亦經常安排他們參與社區。各院舍均積極舉辦不同類型的外出活動，讓服務使用者能夠享用社區的設施和欣賞大自然的美景，甚至參與社區服務，成為義工助己助人。同時，院舍透過與不同團體協作，舉辦各式各樣的共融活動，實踐傷健一家和長幼共融。

While some of our service users reside in hostels, they also have the opportunity to participate in the community. They can enjoy public facilities and the natural environment and contribute to community service through various outings and activities organised by the hostels. Social inclusion is seen in various activities jointly organised by the hostels, schools, voluntary associations and different collaborating parties.

日間訓練服務 Day Training Services

本會的成人訓練中心為中度至嚴重智障人士提供日間訓練服務，包括正常化的生活體驗，和在真實環境中學習，以拓闊智障人士的生活領域；並透過多元化的學習模式，如個別訓練、小組活動、實況學習、藝術媒介和多媒體等，讓智障人士在工作、社交、家居、自我照顧、休閒和社區生活等各方面都得到發展，改善生活質素和融入社會。

The Adult Training Centres of the Society provide day training services for persons with severe to moderate intellectual disabilities through normalised life experience and learning in real environment, and to use diversified learning models, such as individual training, group activities, live teaching, art media and multimedia, etc. to help the development of persons with intellectual disabilities in different aspects of work, social, home, personal self-care, leisure and community life, in order to improve their quality of life and promote social inclusion.

修訂「智障人士訓練手冊」

Revision of the 'Training Handbook for Persons with Intellectual Disabilities'

本會編制的「智障人士訓練手冊」，可讓各單位服務團隊掌握「個別康復及發展計劃」及「生活經驗互動訓練」的理念和實施程序。我們去年修訂了訓練手冊，除在程序上有更仔細的論述外，並加插了流程圖和更新了表格，促進服務團隊更有效使用訓練手冊，以配合服務上的需要。

The Society edited the 'Training Manual for Persons with Intellectual Disabilities' which has enabled the service teams of various service units to master the concepts and implementation of the 'Individual Rehabilitation and Development Plan' and 'Life Experience Interactive Training'. Last year, we revised the Training Handbook. This version not only focuses on more detailed description of the procedures, but also adding flow charts and updating forms to facilitate the effective use of the Training Handbook by the service teams so as to cope with the service needs.

應用密集互動和圖卡交換溝通系統

Application of Intensive Interaction and Picture Exchange Communication System

提升嚴重智障和自閉症服務使用者的獨立生活能力和融入社會，改善他們的溝通和社交技巧是十分重要的。本會在十一個日間訓練服務單位一直積極推動「密集互動」和「圖卡交換溝通系統」的訓練手法，近年更收集了數據來進行成效研究，整合累積經驗，為嚴重智障和自閉症服務使用者建立更有效的溝通訓練方法。

To help persons with severe intellectual disabilities and autism spectrum disorders to achieve independence and social inclusion, it is important to improve their communication and social skills. All along, 11 day training centres of the Society are actively applying the training methods of 'Intensive Interaction' and 'Picture Exchange Communication System (PECS)' and even collecting data in recent years for conducting effectiveness studies in order to consolidate the experience gained to formulate a more effective communication training method for service users with severe intellectual disabilities and autism spectrum disorders.

回應服務使用者老齡化的需要

Responding to the Needs of Ageing Service Users

現時成人訓練中心超過四十歲以上的服務使用者近百分之六十。社署在2015年推出「展能中心延展照顧計劃」，特意為符合條件的高齡智障人士（五十歲以上）在生活流程、訓練、環境、設施等作出重新設計，本會目前有近一百八十名服務使用者參與此計劃。成人訓練中心一直積極發展不同的訓練模式，以配合高齡服務使用者的需要，如推行配合身體肌能狀況的運動，以減慢身體機能退化；舉辦多元化趣味活動和閒暇活動，包括園藝治療、沖泡花茶、香薰、藝術等，以培養服務使用者的興趣，讓他們生活更充實。此外，為提升對高齡智障人士服務模式和工作手法的認識，本會於去年舉辦職員培訓，前往日本關東地區進行參訪，認識當地的實務經驗，和對老化的智障人士所抱持的正面態度，為員工在這課題上有更好的裝備。

At present, around 60% of service users at adult training centres are aged over 40 years old. The Social Welfare Department has launched the 'Extended Care Programme' since 2015, in which daily schedule, training, environment and facilities are re-designed to cope with the eligible aged persons with intellectual disabilities (50 years old or above). The Society currently has nearly 180 service users participating in this Programme. The Centre has been developing different training models to meet the needs of the elderly service users, such as appropriate physical exercises to slow down the deterioration of their bodily functions. Organising a variety of fun and leisure activities, including horticulture therapy, brew scented tea, aromatherapy and art, etc. to foster the interest of service users and let them live a more fulfilling life. In addition, with the hope of enhancing staff's understanding of the service models and work methods for the aged persons with intellectual disabilities, the Society arranged staff training and visit to the Kanto region of Japan last year to learn about related local practical experience and positive attitudes towards aged persons with intellectual disabilities, better equipped the staff to deal with the challenges from the ageing of service users.

應用「國際健康功能與身心障礙分類系統」

Applying the International Classification of Functioning, Disabilities and Health (ICF)

自去年始，本會積極探討應用「國際健康功能與身心障礙分類系統 (ICF)」的可行性，目前已在各成人訓練中心嘗試應用，評估及分析服務使用者在健康、身體功能、活動參與、及環境因素等情況的相互關係，服務對象的需要作全方位的了解、制定跨專業的個別計劃及成效評估。

Since last year, the Society has actively explored the feasibility of applying the 'International Classification of Functioning, Disabilities and Health (ICF)', which has been applied in adult training centres currently for evaluation and analysis of the relationship among health, physical function, activity participation and environmental factors of the service users, so as to enable a comprehensive understanding of the needs of our service group and formulate interdisciplinary individual plan and effectiveness assessment.

樂華成人訓練中心
Lok Wah Adult Training Centre



我和義工一同參與信旗日活動，落力支持
Volunteer and I participated enthusiastically in the Flag Day



於國際廚師日，我們得到廚師的殷勤款待
We received attentive service from the chef on International Chef Day

我們花扶康會「最佳老友電能這飯比賽」中，
獲得傷健合拍這飯大獎，是實至名歸的好拍檔呢！
We won the 'The Most Cooperative Team' in
FHS BBHK Electric Cooking Competition',
we are really the Best Buddies!



跟真光苑的長者一起做手工，愉快又充實
It is so cheerful and fulfilling to
do handicrafts with the elderly at
True Light Villa together



我們與學生義工參與沙灘清潔活動，為保護環境出一分力
The student volunteers and we participated in a beach
cleaning activity to contribute for environmental protection

秦石成人訓練中心
Chun Shek Adult Training Centre



尊賢會特別為中心服務使用者設計的「精叻操——熱敷按摩」，
有助放鬆心情，為一連串的活動作熱身準備
The tailor-made hot pad massage by Jade Club Mind
Body Exercise for our service users helped them to
relax and warm up for the coming activities



我們愉快暢遊樂富廣場，增加與社區的接觸與互動
We were delighted to visit the Lok Fu Place
and increase our interactions and contacts
with the community



「精叻操——拋繩圈」既可訓練
手眼協調，又充滿樂趣！

This game arranged by Jade Club
can train eye-hand coordination
and full of fun too!



在掌聲鼓勵下擲中了目標，看！我的眼界真不錯啊！
I hit the target with encouragement of applause,
look! I really made it!



我與兩位香港展能藝術會的導師一起自製木偶，上演了一場有趣的「木偶劇」

2 tutors from 'Arts with the Disabled Association Hong Kong' and I enjoyed an interesting puppet show with hand-made puppets of our own



學習太極既有趣味，又可強身健體，演出時還很有滿足感呢！

Learning Tai Chi is fun and good for health, and we feel great satisfaction in performance too!



義工跟我們在順利邨公園與街坊結伴演奏樂器，悠揚悅耳，快樂融和
Volunteers played pleasant music in Shun Lee Park with us and the neighbours there happily

澤安競技大激鬥 Chak On Games Competition



一起熱身散散步
Warm up and take a walk together



全情投入，樂活老齡
Play hard and enjoy happy ageing

與你手牽手，快步向前走
We run forward hand in hand



從集體遊戲增進彼此交流與互動
Enhance mutual communication and interaction through group games



積極參與，樂趣無窮
Active participation with great fun

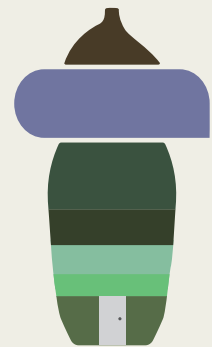
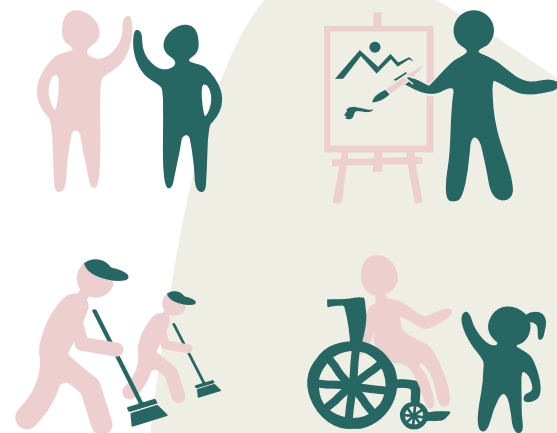
職業康復及發展服務 Vocational Rehabilitation and Development Services

本會的職業康復及發展服務涵蓋多個範疇，包括工場訓練、輔助就業、在職培訓計劃、職業康復延展服務和就業後支援服務等。工場透過特別設計的訓練環境，為不同能力的服務使用者配對合適的培訓項目，發展和提升他們的職業技能和社交技巧，以增加他們在公開就業中獲得受聘的機會，達致自力更生及向上流動的目標，更重要的，讓他們在工作崗位上發揮所長，為社會作出貢獻。在2018/19年度，有超過七百五十名服務使用者接受本會的職業康復服務。

The Society offers diversified vocational rehabilitation and development services including workshops, supported employment, on-the-job training, work extension programmes and post-employment support services etc. The training environment is specially designed to accommodate the limitations arising from their disabilities. Persons with disabilities are given the opportunities to develop their potential, give full play for their strengths and skills in the open market and widen their career choice to achieve upward mobility in vocational rehabilitation. In 2018/19, over 750 persons with disabilities have received our vocational rehabilitation and development services.

毅誠工場及石圍角工場於本年度分別獲社會福利署資助三十個及十個「職業康復延展計劃」名額，對象為年老及身體機能退化而無法繼續進行日常工作訓練的服務使用者。計劃內容包括維持工作的基本能力、發展社交、藝術技能，和配合服務使用者健康及身體需要的照顧服務等。

Ngai Shing Workshop and Shek Wai Kok Workshop are offered quotas of 30 and 10 for the 'Work Extension Programme' respectively with the new subvention from Social Welfare Department this year. The Programme aims to meet the needs of service users who could no longer manage normal work training activities or have become deteriorating in work abilities. The programme includes items for work abilities sustainment, social and recreational skills development, and also caring services for meeting the health and physical needs of service users.



現時，「輔助就業」及「殘疾人士在職培訓計劃」共為超過一百位殘疾人士提供在職訓練及支援，以增加他們持續工作的信心及自我效能感，他們從事清潔及餐飲業的佔大多數，分別為 29.7% 及 27.7%，其他行業包括銷售、文職、保安、園藝、單張或報紙派發、印刷、倉務、滅蟲及洗衣等，則分別佔 1% 至 5%，公開就業率達 83.2%。

Our Society has been providing various work training and support to strengthen the confidence and self-efficacy of service users. 'Supported Employment' and 'On the Job Training Programme for People with Disabilities' are now providing services and support to more than 100 persons with disabilities and most of them are working in cleaning and catering sectors, about 29.7% and 27.7% respectively, while others are in sales, clerical, security service, gardening, leaflet and newspaper distribution, printing, warehouse management, pest control, laundry, etc., ranging from 1% to 5%. The open employment rate has reached 83.2%.

為進一步加強殘疾人士就業的支援，本會獲董事局支持，職業康復及發展服務團隊於 2017 年率先開辦了「殘疾人士就業後支援延展服務」先導計劃，在評估成效方面，94% 參與計劃的會員能維持公開就業一年或以上，他們的信心及就業能力方面亦有所提升。隨後，政府於 2018 年 12 月起增撥資源以改善「輔助就業」及「殘疾人士在職培訓計劃」，個案跟進年期由六個月延長至十二個月。

To further strengthen the employment support service for persons with disabilities, with the support of Council, our Vocational Rehabilitation and Development Team launched a pioneer project 'Post-employment Support Extension Services' in 2017, which enabled 94% of the members who participated in the project to sustain open employment for 1 year or more and their confidence and employability had been enhanced. Later, the Government increased resources to further improve services in 'Supported Employment' and 'On the Job Training Programme for People with Disabilities' starting from December 2018, in which the post placement follow-up services have been extended from 6 months to 12 months.





提供多元化訓練，提升服務使用者的工作能力

We offer a variety kind of training to our service users to enhance their working abilities.

智能貨倉管理系統和物流訓練

Smart Warehouse Management and Logistic Training



訓練增加了我們對科技產品的認識，與時並進

Training has increased our understanding of technology products and let us keep pace with the times



食品包裝

Food Packaging

我學會操作機器進行食品包裝，工作技能得到提升

I learnt to operate the machine for food packaging and improved my work skills



皮革製作

Leather Crafting



運用導師教授的知識，專心製造皮革鎖匙扣，實用又有趣

Making leather key ring with the knowledge taught by the instructor, practical and interesting

升級再造

Upcycling

我們聚精會神把循環再用物料加工製成精美層架，能為環保出一分力真快樂

We are so involving in making beautiful display shelves with recycling materials, it's happy for contributing to environmental protection



洗衣訓練

Laundry Training



衣物整理要細心，洗衣工序要留神，齊來學習做個盡責的僱員

Be careful in handling the clothes and pay attention to the laundry process, learn to be a responsible employee together

曲奇製作

Cookies Production



由曲奇製作訓練到追求優越品質，講究技巧之餘，專注、認真不可少

Concentrate and work hard for pursuing superior quality of cookies with the techniques we learnt

在社區推銷曲奇，推廣共融

We sold cookies to promote inclusion in the community



與義工協力擺設展銷攤位，向大家推介美味鬆脆的曲奇，促進互動與交流

Cooperate with volunteers through exhibition booths, introduce delicious and crispy cookies to the public to promote mutual interaction and communication

「以餅會友」，齊建共融

Build up social inclusion through Madam Hong's Cookies



與社區人士一起製作曲奇，加深彼此的認識和了解

Made cookies together with community members to deepen our understanding of each other

多做運動有益身心

Regular exercises for physical fitness



運動有助延緩老齡化，我們也來參與長跑活動，保持身體健康

Exercise can slow down the ageing process, we joined the distance run to keep us healthy

職業康復及發展服務聯合運動日

Vocational Rehabilitation and Development Services Joint Sports Day



齊齊運動精神好，熱鬧又開心

Let's do exercise together, it's lively and happy!

葵興職業發展中心服務使用者於「展才設計 2018」中獲優異獎和最佳舞台演繹獎

Service Users of Kwai Hing Vocational Development Centre, received the 'Merit Award' and the 'Best Stage Performance Gold Award' at 'Youreable Fashion Design 2018'



職業康復及發展服務聯合春茗

Vocational Rehabilitation and Development Services Spring Luncheon



作品獲得欣賞和嘉許，才能得以展現，成果得到肯定，大家都感到十分鼓舞

The works are appreciated and our talents are showed. The awards affirm our effort and everyone is so delighted!

超過六百位服務使用者及家屬，以及三十位合作伙伴一起參與，充分體現接納、尊重與融和

Over 600 service users with family members and 30 partners attended our Vocational Rehabilitation Spring Luncheon this year, fully expressed acceptance, respect and harmony

盡我責任，服務社群

We take our responsibilities to serve the community



探訪獨居長者，傳遞愛與關懷

We visited the aged singleton with love and care



探訪老人院與長者同樂，我們的演出還得到熱烈的掌聲呢！

Visiting the elderly home to have fun with the aged members, they gave us a warm applause for our performance too!

積極參與活動，擴闊視野

Participate different activities to extend our horizons



參觀香港航空及了解航空設施

Visit to Hong Kong Airline and touring around the airport facilities



參觀立法會綜合大樓

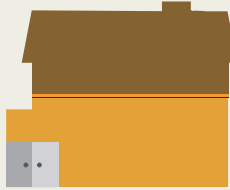
Visit to Legislative Council Complex



員工與服務使用者合作協助扶康社區日活動，宣揚傷建共融精神

Staff and service users promote social inclusion through cooperation in the Fu Hong Community Day

社區精神健康服務 Community Mental Health Services



本會的社區精神健康服務包括三所中途宿舍和一間精神健康綜合社區中心「康晴天地」。中途宿舍提供以「社區為本」的住宿支援服務，協助精神康復者重新融入社區。「康晴天地」服務港島中區及南區居民，除了提供一站式精神健康及社區支援服務外，更積極推行公眾教育，加強居民對精神健康的關注。

The Society provides community mental health services through three Halfway Houses and one Integrated Community Centre for Mental Wellness – Sunrise Centre. Halfway Houses provide community-based hostel support services to persons with psychiatric disabilities, helping them reintegrate into the community. Sunrise Centre, which serves residents of Central and Southern Districts, provides one-stop and district-based integrated community mental health support services. In addition, the Centre takes an active role in community outreach to enhance public awareness of mental health issues.

中途宿舍 Halfway Houses

從改善社區生活能力到重回社區

中途宿舍旨在為精神康復者提供以復元為導向的康復服務，因應康復者的個別情況及需要評估，每年為康復者設定個別復元計劃，以個案及小組方式進行，務求達致計劃目標。過去一年，中途宿舍以「提升服務使用者的能力以促進社會共融」為服務策略目標，介入策略包括：(i) 為精神康復者提供促進社區生活能力的個別復元計劃，和 (ii) 提升工作人員對復元概念的掌握，並應用於促進服務使用者社區共融。

From improving community living skills to living in a community

Halfway houses provide rehabilitation services for persons with psychiatric disabilities, always with helping recovery in mind. Annual recovery plans are drawn up for each service user after assessing the case and needs. For best results, these plans are implemented at individual level and also at group level. In the past year, with the idea of 'improving the ability of service units to promote social inclusion' as our strategic service objective, intervention strategies included: (i) tailor-made individual recovery plans for enhancement of community living skills for each service user with psychiatric disability and (ii) reinforcing staff the concept of recovery and the implementation of social inclusion of service users.



「精神健康月2018」
把精神健康訊息帶進社區

We conveyed messages of mental health through activities of 'Mental Health Month 2018'

提供多元化活動以建立個人優勢

中途宿舍透過舉辦多元化活動，建立服務使用者個人優勢，為將來重返社區生活作好準備。綜合運動小組培養參加者對運動的興趣及持續運動的習慣，中途宿舍籌辦了遠足、健步、球類、游泳訓練班等活動，同時推動他們積極參與社區比賽，如香港仔龍舟競渡2018、「苗圃挑戰12小時」慈善越野馬拉松2018、新創建勇跑地貌王2018及風箏同樂日等活動，從中提升參加者的自信心及能力感。中途宿舍同時為服務使用者成立互助社，通過恆常聚會，增加舍友彼此之間的友誼及社交支持網絡；與此同時，透過與不同社區團體合作，參與義工活動，讓社區人士認識和接受精神康復者，達致社區共融。

「苗圃12公里挑戰賽」，
參賽健兒對取得佳績感到鼓舞

In 'Sowers Action Challenging 12 Hours', the athletes were delighted with the success



在《互助社 TEEN 使行動》中，服務使用者與學生一起
炮製美食，促進互動與交流

In 'Health in Mind' Programme, service users worked with students in making tasty food, promoting interaction and communication



歷奇訓練日的活動新奇富挑戰性，
別有一番體會

The activities in Adventure Day Camp were novel and challenging, and brought me very special experience



團結就是力量，享受參賽過程中的互勵互勉，合作無間

United we stand, enjoyed the mutual encouragement and perfect teamwork during the competition



我們踴躍參與端午龍舟競渡，全力以赴，氣氛熱烈

We enthusiastically participated in the dragon boat race, committed fully in lively atmosphere

Strengthen connections with the community through diversified activities

Halfway houses, through a variety of activities, strengthen the connection between service users and the community so that they experience full and meaningful social integration. To encourage service users in sports and physical exercise and to help them develop good habits, halfway houses organised hikes, walks, ball games, swimming events and other physical activities. To improve their physical and mental health, service users were also encouraged to take an active part in community competitions such as the Aberdeen Dragon Boat Race 2018, the Sowers Action 12 Hours Challenge 2018, the NWS Geo Hero Run 2018 and the Kite Fun Day. Halfway houses also set up mutual support clubs for service users and through regular meetings, friendship and social support networks were established amongst roommates. At the same time, through collaboration with different community entities and participation in volunteer activities, the community can more easily understand and accept persons with psychiatric disabilities, thereby achieving community integration.

提供陶冶性情活動以培養正向情緒

中途宿舍同時著重為服務使用者提供接觸藝術、宗教、園藝等各種陶冶性情的機會。除舉辦繪畫、手工藝、音樂等活動外，亦透過園藝活動如盆景創作、農作物及花卉種植等，藉著接觸和感受大自然以培養康復者的正向情緒。

Foster positive emotions through mind cultivating activities

Service users were given opportunities to access the arts, religion, gardening and other therapeutic pastimes. Apart from painting, crafts and music, they were encouraged to participate in horticulture activities such as bonsai cultivation, growing crops and flowers so that the smell, touch and feel of Mother Nature may help positive emotion grow.



康晴天地 Sunrise Centre

「康晴天地」為一所精神健康綜合社區中心，由社工、職業治療師、精神科護士及臨床心理學家組成的專業團隊，透過一站式綜合服務模式，為有需要的精神康復者、懷疑有精神健康問題的人士、他們的家人/照顧者及居住中區及南區居民，提供及早預防以至危機管理的一站式、「地區為本」和便捷的社區精神健康支援服務。本年度康晴天地共有九百四十四名康復者和一百八十三名家屬/照顧者受惠。

Sunrise Centre is an Integrated Community Centre for Mental Wellness (ICCMW) comprising a professional team of social workers, occupational therapist, psychiatric nurse and clinical psychologist. It provides one-stop integrated district-based mental health services, ranging from early prevention to risk management for persons with psychiatric disabilities or suspected mental health problems, their families and caregivers, and for residents living in Central and Southern Districts. A total of 944 persons with psychiatric disabilities and 183 family members/caregivers have benefited from the services.



「我的故事·你的意義」閃亮計劃，精神康復者隨音樂伴奏分享復元故事，向公眾人士傳遞積極正面訊息

In 'Telling My Story' Programme, the persons with psychiatric disabilities shared their stories of recovery with music accompaniment and delivered positive messages to the public

改善情緒 — 提升能力

因應有過半會員曾患抑鬱症等情緒病的康復者，本年度康晴天地以「改善情緒，提升能力」為服務策略目標，介入策略包括讓服務使用者學習處理負面情緒，與此同時，提供更多機會建立和發揮他們的優勢，從中體驗更多正向情緒。

Improve emotion - enhance capacity

In view of the fact that over 50% of members suffered from mood disorder such as depression, in 2018/19 Sunrise Centre chose as its service strategic objective 'Improve emotion, enhance capacity'. The intervention strategies included: supporting members to learn to deal with their negative emotions, and at the same time, to provide members with more opportunities to develop and give full play to their strengths and to experience more positive emotions.

朋輩支援 — 分享自身的復元經驗

2018年3月，社署資助朋輩支援員由二人增加至二點五人，透過朋輩支援員分享自身的復元經驗，為服務對象提供支援，同時向社區人士宣揚精神健康訊息，消除歧視。九十五名受訪會員均表示滿意朋輩支援服務，其中九十三人同意促進了他們對精神健康的知識和對復元的認識。

Peer Support – Sharing own recovery experience

In March 2018, the number of peer support workers subvented by the Social Welfare Department increased from 2 to 2.5 staff. Through sharing their experiences and thoughts about their own recovery, the peer support workers encouraged members in their rehabilitation journey. Peer support workers also promoted mental health messages to the community to eliminate discrimination. A survey of 95 respondents showed that all were satisfied with their peer support services and of these, 93 agreed their knowledge of mental health and recovery had increased.



朋輩復元經歷與智慧分享，為同路人打打氣，齊齊努力向前邁進

Persons with psychiatric disabilities shared the experience and wisdom of recovery with peers, cheering them to try their best and move forward together

提供臨床心理服務

配合服務發展需要，康晴天地獲社署提供額外資源，增聘三分之一位臨床心理學家提供治療小組/活動，和為員工提供個案諮詢/培訓，另增聘一名社會工作員，將支援服務擴展至會員的十八歲以下子女。

Provision of clinical psychologist services

In line with development needs, the Social Welfare Department provided additional resources to Sunrise Centre to recruit the services of one third of a clinical psychologist, to provide treatment groups/activities and case counselling/training for staff. In addition, one additional social worker was subvented to extend support services to the children of members below 18 years of age.



透過畫作讓服務使用者小家屬抒發感受，緩和情緒

The young family members of service users express their feelings and ease their emotions through painting

推動互助平台 — 讓會員發揮所長

在推動會員積極走進社區，自助小組「連友Club」繼續成為康晴天地會員恆常聚會的互助平台，並透過提升組員參與，讓他們發揮所長。「連友Club」與康晴天地攜手合作，成功向房署爭取租用兩個相連單位以紓緩地方不足情況，之後繼續積極關注華富邨重建事宜，並透過參加區內多間機構建立的「關注華富重建」群組，繼續向區議會和有關的政府部門表達意見。



於華富邨舉辦精神健康講座，居民深感興趣，細心聆聽

Residents attended the Mental Health Seminar held in Wah Fu Estate, they were deeply interested and listened carefully

「老友三缺一」透過非結構性小組形式，配對三至五位有相同興趣和背景的會員，自主參與自發、會員為本的社交活動。於2018年11月邀請了香港理工大學進行研究，了解非正式及非結構介入對促進會員感受到社交支持和建立關係的效用。

另一方面，康晴天地又透過舉辦社區教育活動，提高社區人士對精神健康的認識及關注，加深社區人士對精神康復者的了解，以達致齊建共融社區的願望。



服務使用者於共融活動「綠色市集」演出精彩，盡顯自信與才華

The brilliant performance of service users in 'Walk·In' Inclusive Green Bazaar fully demonstrated their confidence and talents

Active self-help platform – for members to play to their strengths

To prepare members for active community participation, the self-help group and 'Link Club', continued to hold regular gatherings for members of Sunrise Centre to let them develop strengths. 'Link Club' and Sunrise Centre together managed to rent two adjacent units from the Housing Authority to ease space constraints. The Club continues to draw attention to issues related to the redevelopment of Wah Fu Estate and to communicate our views to District Councils and relevant government bodies, along with the 'Wah Fu Redevelopment Concern Group', which was set up by several organisations in the district.

In November 2018, the Hong Kong Polytechnic University was invited to conduct an evaluation with Sunrise Centre on the effectiveness of its 'Best Buddies Three plus One' programme which looked at informal and non-structured interventions. The staff initiated the formation of informal groups of about 3 to 5 members grouped by similar interests and background, to enhance their perception of social support and to enrich their social relationship with other members.

On the other hand, Sunrise Centre also organised community education programmes to increase public awareness and concern for mental health issues and to deepen public understanding of people recovering from mental illness, with the hope of building an inclusive community.



在中西區健康節擺設攤位，喚起該區居民對精神健康的關注

Exhibition booth in Health Festival of Central and Western Districts arouse the attention of residents in the area to mental health

第四屆「行出健康」遠足比賽 The 4th 'Hike for Health' Competition



社區精神健康服務機構、社區人士和義工熱心參與，攜手推動傷健共融

Community mental health service organisations, community members and volunteers joined hands to promote disability inclusion

結伴同行，行出健康

Let's walk for health together



本會的社區精神健康服務一向致力推廣以運動提升身心健康，實證研究亦顯示運動有助精神康復者復元。在運動項目當中，「遠足」最受本會的康復者喜愛。本會於2019年3月30日舉辦第四屆「行出健康」遠足比賽，以「結伴同行，行出健康」為主題，活動得到懲教署體育會慈善基金撥款資助部份費用。今屆活動有超過五百人參與，參加者來自全港的社區精神健康服務機構、團體、社區人士和義工團體，充分體現共融的精神及大眾對精神健康的日益關注。

Our community mental health services are committed to promoting physical and mental health through exercises. Empirical studies show that physical exercise is beneficial to the recovery of mental illness. Among the many sports, 'hiking' is most popular with people in recovery. Following the theme 'Companions Walk for Health' and with the support from the Correctional Services Department Sports Association Charity Fund, the 4th Hike for Health Competition was held on 30 March 2019. There were more than 500 participants from community mental health service organisations and groups, volunteer groups and individuals in Hong Kong. This reflects the spirit of inclusion and the public's growing awareness and concern for mental health.

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

天水圍地區支援中心 Tin Shui Wai District Support Centre

本中心為全港首間的殘疾人士地區支援中心，提供多樣化活動、訓練小組、照顧服務及跨專業服務予天水圍區內的殘疾人士及家屬。配合今年主題——《展藝綻放，共享社區》，服務使用者藉著十多項社區活動，包括：《屯門及元朗區硬地滾球錦標賽》、《「老友鬼鬼」共融故事演繹比賽》、《「玩·樂·味·緣」共享社區計劃——元朗開心友情懷》、《「圓滿人生夢飛翔——夢想成真」計劃》等，發揮個人潛能，各展所長，並於公開表演中分享成果，為社區增添歡樂氣氛。他們充滿自信的演出，讓家人、照顧者及中心員工感到無比鼓舞，並獲得社區人士的認同及讚賞，傷健攜手創建美好的共融社區。

Being the first ever in Hong Kong, our District Support Centre for Persons with Disabilities offered a range of activities, training groups, care services and multi-disciplinary professional services to people with disabilities and their caregivers. Under the theme 'Arts and Inclusion', the Centre organised a series of activities to enable service users to unleash their potential and shows their talent to the public. These included 'Tuen Mun and Yuen Long Boccia Competition', 'BBHK Social Inclusion Story-telling Competition', 'Friendship in Yuen Long' and 'Let Dreams Come True - The Fullness of Life' Project. In addition to the jolly atmosphere created in the community, their families, caregivers and our staff were impressed with the competence and confidence shown by the service users. These activities provided a unique platform to demonstrate the abilities of service users and promote social inclusion.

屯門及元朗區硬地滾球錦標賽

Tuen Mun and Yuen Long Boccia Competition

本中心2013年起推行硬地滾球訓練班。去年，我們獲「余兆麟醫療基金」贊助，租用社區體育館舉行大型的訓練班，並聘請多位專業導師教授技巧和知識。我們希望藉硬地滾球運動，讓殘疾人士展現運動才能和精神，融入社區。

The Centre has organised Boccia training classes since 2013. Last year, sponsored by the 'S.K. Yee Medical Foundation', we held large-scale training classes with experienced Boccia coaches in a government-run, indoor sports stadium. We hope, through playing the sport of Boccia, service users can display their talent and sporting spirit and integrate into the community.



看看我的本領吧！

Let me show you my talent!



看看硬地滾球的運動健兒聚精會神的樣子，場上比併高下難分

The athletes concentrated, it's hard to tell who are leading the game



細心的觀察，專注地投球，發揮平日練習的水準

With precise observation, we show our hard work



燦爛的笑容展現我們對硬地滾球的熱愛

We really love Boccia! They smile cheerfully



全神貫注地投球、全力以赴做到最好！
Hold your breath and try your best!



「老友鬼鬼」共融故事演繹比賽 BBHK Social Inclusion Story-telling Competition

「天生我才必有用」，每一位服務使用者均有自己的強項，用心觀察、用心嘗試、用心栽培，他們定能在舞台上佔一席位。

Every service user has his own strengths; with encouragement and coaching, they can shine brightly.

義工的陪伴、支持和鼓勵，是我的動力，謝謝你跟我練習，讓我成長
Thank you for your companion and support to help me become a better me



有趣靈巧的動作，引來觀眾的歡呼拍掌
My performance received much applause



一個個動人的故事，編織每個共融和諧的夢兒
Each story shows how much we want our dreams to come true

「玩·樂·味·綠」共享社區計劃 — 元朗開心友情懷 Friendship in Yuen Long



中心服務使用者與區內復康單位合作，一起錄製推廣元朗區特色的歌曲

We collaborate with other rehabilitation units of the district to promote songs with Yuen Long's characteristics



一眾服務使用者用歌聲表達對社區的熱愛，促進彼此認識、包容和接納
Service users express their love to the community with songs, promote mutual understanding and acceptance

「圓滿人生夢飛翔 — 夢想成真」計劃 'Let Dreams Come True - The Fullness of Life' Project

中心服務使用者成功入選「圓滿人生夢飛翔 — 夢想成真」計劃，獲贊助購置衣車，進一步鍛鍊車衣工藝。

Our service user is sponsored a sewing machine by 'Let Dreams Come True - The Fullness of Life' Project to further polish her skills in sewing.



得到夢寐以求的新衣車，滿心歡喜！
Get the new sewing machine that I dream of, full of joy!



讓我來試試這部衣車的手感，我可以製作更多精美的衣飾了
I can make more stuffs on my own with the sewing machine now

啟亮坊 Enlighten Square

中心為區內正輪候展能中心的中度至嚴重智障人士提供過渡性服務 — 啟亮坊，內容包括訓練及外出活動，啟發他們不同範疇的潛能及減輕照顧者的壓力。

The Centre provides transitional services - Enlighten Square, for persons with moderate to severe intellectual disabilities to develop their potential and relieve the stress of their caregivers.



第一次踏足寶蓮寺，廣闊寧靜的環境令人身心舒暢
Our first time to visit Big Buddha, it is very impressive



展現招牌姿勢和笑容，流露難得的興奮心情
His unique smile is what we treasure

共融活動 / 社區宣傳 Inclusion Activities / Community Promotion

透過在社區擺設攤位，與街坊玩遊戲，製作環保手工等，增進相互認識，促進社區共融
Booths and games to promote mutual understanding and social inclusion in the community



機構輔助醫療服務 Agency-based Paramedical Services

本會設有臨床心理服務、物理治療服務、職業治療服務及言語治療服務，運用各種專業的知識訓練服務使用者，協助他們身心得到平衡發展，和應對老化帶來的身體機能衰退及吞嚥困難等問題。

The Society is always concerned about the physical and mental development of service users. Hence, the Society provides the services of clinical psychology, physiotherapy, occupational therapy and speech therapy to train the service users by applying professional knowledge for them to achieve balanced physical and mental development and cope with the problems of physical decline and aggravate swallow due to ageing.

臨床心理服務 Clinical Psychological Services

臨床心理學家透過心理評估及心理治療，協助有需要人士預防及處理各種情緒、思想及行為上的困擾，幫助他們面對生活壓力、人際及家庭等問題，以促進他們發展潛能及積極投入社區生活。臨床心理學家亦會透過專業培訓、講座及工作坊等推廣心理健康以及共融精神。

Clinical psychologists help people deal with life stressors, interpersonal relationships and family issues so that these people can develop their potential and actively participate in community life. They use psychological assessment and psychotherapy to diagnose, prevent and deal with various emotional and behavioural problems. Clinical psychologists also promote mental health awareness and social inclusion through professional training sessions, talks and workshops.

失智症評估諮詢服務 Consultation for Dementia Screening

服務單位為高危的年老服務使用者進行初步的失智症評估，心理學家提供諮詢服務，期望能更準確了解服務使用者的情況，及早提供介入工作。

Initial dementia screening will be provided to our ageing service users in consultation with clinical psychologists. This is to ensure that our ageing service users receive appropriate and timely treatment.

心理治療 Psychological Treatment

服務使用者會因年老而出現不同程度的情緒困擾，臨床心理學家會以心理學理論為基礎的治療方法，減低他們的困擾，穩定服務使用者的情緒，讓他們學習放鬆和溝通技巧，及改善社交。

The problems associated with ageing can cause varying degrees of emotional distress. Clinical Psychologists provide evidence-based treatment to deal with the concerns of our ageing service users and teach them how to relax, communicate and enhance their social skills.



臨床心理學家為有需要人士提供專業服務
Clinical psychologist provides professional services for persons in need



精神健康綜合社區中心 – 康晴天地 Integrated Community Centre for Mental Wellness – Sunrise Centre



職員培訓及諮詢服務 Staff Training and Consultation Service



治療小組及輔導服務 Treatment Group and Counseling Service



康晴天地於2018年11月開始，加入臨床心理服務，為精神康復者提供個案評估及輔導和具治療性的小組活動，此外，臨床心理學家亦會為職員進行培訓和提供諮詢服務。

Sunrise Centre began clinical psychological services for its members in November 2018. These include individual and group sessions for services users, consultation services and training for Centre staff.

「智障人士高齡化」的職員培訓 Staff Training on Ageing of Persons with Intellectual Disabilities



臨床心理學家定期舉辦行為處理培訓課程，讓職員掌握處理服務使用者因年老而出現的轉變，及應對挑戰性行為的技巧。

Clinical Psychologists offered regular staff training sessions so that our staff would know and understand more about the changes and challenges of ageing service users.

協助自閉症譜系障礙人士達致社會共融 Facilitating Social Inclusion of Persons with Autism Spectrum Disorders



情緒管理小組 Emotional Management Group



臨床心理學家舉辦情緒管理小組，讓學員學懂如何有效地管理自己的情緒。

Clinical psychologists conduct Emotional Management Groups to let our service users learn how to manage their emotions effectively.



透過參加治療小組，服務使用者學習如何處理負面情緒。The service users have learnt how to handle their emotions through the treatment group.

天水圍地區支援中心 Tin Shui Wai District Support Centre



在社區生活的智障人士和我們一樣，都會面對年老帶來的身體和心理上的轉變，臨床心理學家透過個別輔導協助他們適應老化的轉變。

Persons with intellectual disabilities living in the community also face physical and psychological changes due to ageing like ordinary people. Clinical psychologists help them adjust to the ageing process through individual counselling.

物理治療服務 Physiotherapy Services

面對服務使用者高齡化，本會早於2013年開始，按照服務使用者的個別肌能和認知能力，設計相應的治療方案，及推行「互動運動餐單」的訓練模式，以延緩服務使用者老化。「互動運動餐單」提供各樣合適的運動項目予不同殘障程度的服務使用者練習，藉以增加服務使用者運動的機會，從而改善他們對身體的控制、柔軟度和平衡力等，同時，亦希望透過不同類型的運動項目，促進服務使用者與社區人士的接觸和交往，讓他們融入社群，提升生活質素。

In response to the ageing of our service users, the Society has formulated individual treatment programmes to improve their muscle strength and cognitive ability and also promoted the use of an 'Interactive Exercise Menu' to slow down the ageing process since 2013. The 'Interactive Exercise Menu' provides a list of suitable exercises to service users with varying degrees of disabilities to help their exercising and thereby improving their body control, flexibility and balance. At the same time, these various exercises promote contact and communication between service users and the community, thus making better integration and quality of life.



我表演八段錦功架十足，勤加練習不但有助鍛鍊平衡力，還可保持手脚靈活，有益身心

I performed Chinese Health Qigong proficiently, it not only helps training my balance, but also keeps me flexible physically, really good for health



透過日常生活流程的安排，及宿舍活動設計，治療方案加入了「運動餐單」技巧的訓練，透過不同的運動項目的設計，利用集體運動組合的形式，從而提高舍友參與特定運動課堂的機會或能力，重點為預防骨質疏鬆症，腦退化症和防止摔倒等，而在舉行義工活動中，亦加入了運動元素，讓大家一同享有參與運動的機會。



結合身、心、靈元素的大笑瑜珈，讓我們放鬆心情，緩減壓力，提升快樂的感覺

Laughing Yoga that combines of mental, physical and spiritual elements let us feel relax, less stress and happier

齊齊學習生式經絡瑜珈操，提升身體機能，延緩老化，有趣又健康

Let's practice the seated Meridian Yoga together with fun to enhance our body function and slow down ageing



與小朋友一起示範的手指操動作，能預防腦退化症，改善四肢協調和平衡力，老少咸宜
The Healthy Finger Manipulation which is demonstrated together with children can prevent dementia, improve the coordination of limbs and balance, suitable for all ages

The treatment programme of 'Exercise Menu' skills are included in daily schedules and dormitory activities planning. Different tailor-made exercises in forms of collective and interactive groups increase the opportunities or the abilities of service users for participating in specific exercise classes, which focus on preventing osteoporosis, dementia and falls mainly. Meanwhile, 'Exercise Menu' elements are also included in our volunteer activities so that all participants can enjoy exercising together.



經常運動的服務使用者不但能擴闊生活體驗、豐富閒暇生活，還能滿足心、身、靈的需要，融入社區及建立積極正面的形象。

Service users who exercise regularly not only broaden their life experience and enrich their leisure time, but also can fulfill their mental, physical and spiritual needs. Establishing an active and positive self image facilitates their integration into the community.

職業治療服務 Occupational Therapy Services

為應對及減慢服務使用者老齡化對健康及肌能的影響，職業治療師揀選及使用合適的復康工具，如進食用具、特別座椅及輪椅等，讓服務使用者的起居飲食方面更舒適便利，從而提升整體的生活質素，達致樂活老齡。

To manage and slow down the problems of ageing, occupational therapists recommend and provide appropriate rehabilitative aids to our service users; such as feeding utensils, special seats and wheelchairs to ease the difficulties of daily living. It is hoped that enhancement of their quality of life will help them achieve healthy ageing.

職業治療其中一項重要工作是令使用輪椅的高齡智障服務使用者進行正確的「坐姿擺位」，確保維持良好姿勢、預防身體變形、維持日常功能及活動參與、提升他們使用輪椅的耐力，以能持續與社區人士接觸，達致社會融合及社區參與。

One of the important tasks of occupational therapy is to enable ageing service users to sit correctly. The proper 'sitting position' ensures good posture, prevents physical deformity, maintains regular daily body functions and enables participation in all kinds of activities. Increased endurance of wheelchair use by the service users provides them more opportunities for social inclusion and participation with the community.

經專業評估後，職業治療師透過以下的介入流程，協助服務使用者正確使用合適的輪椅：

With professional assessment, occupational therapists help service users properly use the wheelchair by the following interventions:

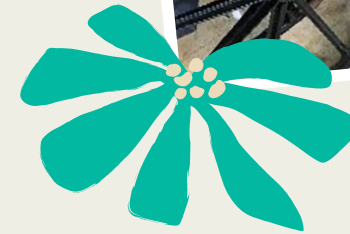
- 1 輪椅及坐姿評估：確認使用的輪椅能否配合服務使用者的坐姿需要
Wheelchair assessment: to ensure whether the service user's positioning needs are met with the current wheelchair
- 2 制定改善方案：輪椅是否需要更換、選擇合適的輪椅（手動輪椅、後傾輪椅、躺背輪椅等）及擺位系統（座墊、背靠、頭靠、側支托、骨盆定位帶等）
Formulation of improvement plan: to ensure whether wheelchair replacement is needed and to prescribe the appropriate wheelchair (e.g. manual, tilt-in-space, reclining, etc.) and positioning system (e.g. contoured seat, backrest, headrest, lateral support, pelvic strap, etc.)
- 3 索取報價 Request for quotation
- 4 撰寫建議信（若需要申請政府資助）
Writing of letter of recommendation for application of government subsidy (if required)
- 5 檢查新輪椅及裝置擺位系統
Checking and fitting the new wheelchair and positioning system
- 6 進一步評估：確定坐姿擺位問題獲得解決、服務使用者的輪椅坐姿良好，並指導職員、服務使用者及其家人正確使用新輪椅和擺位系統
Reassessment: to check that the service user's sitting problems have been resolved with the correct posture and to conduct training for staff, the service user and the family caregivers

得到專業的評估、指導、跟進及使用合適的輪椅後，服務使用者的輪椅坐姿得到大大改善，身體及精神狀況有所提升，參與社會活動的次數亦較以往增加，促進他們更積極地走進社區，融入社群。

With professional assessment, guidance and follow-up plus the suitable wheelchair, the sitting postures of our service users have greatly improved. This enhances their physical and mental health and facilitates their greater participation in social activities. They become more active and more able and willing to integrate into society.



治療師進行輪椅評估，以決定適合學員的輪椅尺寸
Occupational therapist assesses the appropriate size wheelchair for service users



治療師建議使用輪椅輔助輪，可幫助家長和照顧員輕鬆省力地推輪椅

The wheelchair power-pack helps family members and caregivers push a wheelchair more easily with less effort



坐得好，精神自然好，玩得更開心！
Sit better, feel better and have more fun!



輪椅輔助輪
Wheelchair powerpack

言語治療服務
Speech Therapy Services

本會自2016年開展言語治療服務至今，言語治療師人數已增至四名，服務目的為改善服務使用者的溝通和吞嚥能力，從而提升他們的生活質素。應對服務需要，言語治療師會定期到服務單位為智障服務使用者提供個人或小組的評估及治療，同時舉行教育講座、分享會、照顧者培訓及提供諮詢服務等，服務亦伸延至幼兒及與外間機構進行研究合作。根據服務檢討的結果顯示，在接受言語治療的服務使用者中，達九成以上能夠維持或改善吞嚥能力，亦有九成以上的餐膳類別能夠維持或得以提升。

推行口肌操抗退化

不少服務使用者礙於咀嚼意識或吞嚥能力不足，難以進食一般固體食物。有見及此，言語治療服務於去年製作了一套「口肌操」，旨在維持和提升服務使用者運用口肌的能力。

口肌操共有十二款動作（見右表），適用於所有服務使用者。一般情況下，服務使用者可自行完成每款動作。因應服務使用者認知、理解能力或配合程度各有不同，導師可利用不同道具，如食物、醬汁、哨子、泡泡水等，引導服務使用者進行練習，完成目標動作。

Since the launch in 2016, the number of speech therapists employed by the Society has increased from one to four. The purpose of speech therapy is to improve communication and the swallowing abilities of service user; thereby enhancing their quality of life. In response to service needs, our speech therapists regularly visit the service units and provide individual or group assessments and treatments for service users. At the same time, they arrange educational seminars, sharing sessions, training for caregivers and counselling services. Also, speech therapy services are extended to young children and to research cooperation with external institutions. According to the results of our service review, more than 90% of service users who received speech therapy maintain or improve their swallowing abilities, while more than 90% of their present diets can be maintained or upgraded.

Promoting ‘Oro-motor Exercises’

Some of our service users lack the awareness to chew and the oro-motor skills to manipulate and swallow solid foods safely. Last year, our Speech Therapy Services developed a set of oro-motor exercises for service users with the aim to maintain and improve their oro-motor function.

The oro-motor skills workout includes 12 short exercises (see right table), which are applicable to all service users. In general, service users should be able to complete each exercise on their own. Depending on their cognitive level and their ability to comprehend and follow instructions, their instructors may consider using other tools to facilitate or cue a target motor movement.

言語治療師製作的「口肌操」共有12款動作
Set of Twelve Oro-Motor Exercises devised by our Speech Therapists

- | | |
|-----------------------------------|--|
| 1. 岳高頭 Neck extension | 7. 合唇或發「唔」音 Lip press |
| 2. 耷低頭 Neck flexion | 8. 伸出舌頭 Downward tongue stretch |
| 3. 張口或發「呀」音 Jaw opening | 9. 將舌尖伸向左右腮
Lateral movements of the tongue |
| 4. 露齒笑或發「衣」音 Clenching teeth | 10. 用舌尖舔上唇 Tongue elevation |
| 5. 嘟起嘴或發「鳴」音 Lip purse/ kissing | 11. 把舌頭向後縮或發「加」音 Tongue retraction |
| 6. 發「衣鳴」音 Alternate lip movements | 12. 鼓起泡腮或作勢漱口 Cheek puff |

改良特別餐製作方法

本會十分重視服務使用者的膳食安排，特別餐膳如「碎餐」、「免治餐」和「糊餐」在本會服務單位很常見。有別於一般飯餐，特別餐膳需要額外人手或機器預備，才能將食物打碎成免治或糊狀，這對於一些體弱、吞嚥能力較差的服務使用者來說，可減低進食質地欠幼滑的食物而出現濁咳的機會，為此本會特意挑選了數款性能理想的器材，當中包括便攜的手動攪拌機，及適合攪拌蔬菜的電動攪拌機，以便外出進食或於服務單位內使用。

Improving Modified Diets

Modified diets like 'chopped meals', 'minced meals' and 'pureed meals' are common at the service units of our Society. Unlike regular diets, their preparation requires trained manpower and special equipment like high-speed food processors. For frail service users with poor swallowing abilities, foods that have lumps or are less smooth might cause coughing or choking. We observed that the food processors being used by service units varied significantly in quality and some pureed meals were served full of lumps and fibrous strings. We therefore searched for better equipment, which included handy mini -choppers and high-speed food processors for service units.





十分期待外出用餐，
份外滋味！
*I look forward to
dining out so much!*



把食物切碎就最適合我了
*Chopped food is just the
right option for me*



糊餐夠幼滑，易食好味，又營養豐富
*The smooth puree is much easier
to swallow, tasty and nutritious*



舍友幫忙準備碎餐
*A service user helps to
prepare chopped meals*

這個芝士漢堡餐實相真美，
令人垂涎三呎...
*The cheese burger set
looks so mouth-watering..*



本會重視及早識別服務使用者吞嚥困難的重要性，期望透過日常口肌訓練，以及把《國際健康功能與身心障礙分類系統》納入個案管理系統中，達致持續改善服務質素，讓每位服務使用者都得到最適切的照顧。

The Society values the importance of early detection of dysphagia among our service users. Through daily oro-motor training, and the application of the 'International Classification of Functioning, Disability, and Health' (ICF) to our case management system, we hope to continuously enhance our service quality, and let every service user receive the most appropriate care possible.

關愛家庭服務 Family Care Home Services

本會成立關愛家庭，讓孤兒或父母年老而無能力照顧的智障成人享有家庭生活，並透過增加社區人士與智障人士的日常接觸，提高他們對智障人士的認識及接納，協助智障家庭成員融入社會。現有的三所家舍：邂逅軒、婉明軒及超瑩軒，合共為二十七位智障家庭成員提供服務，透過關愛家庭兩大服務元素——「家庭生活」和「融入社會」，讓他們感受到家庭的溫暖。

The Society establishes the Family Care Home Services to bring the joy of family life to adults with intellectual disabilities who are orphans or whose aged parents cannot take care of them, and by increasing daily contact with community members, to enhance public awareness and acceptance of them and assist the family members to integrate into society. There are three family care homes (Encounter Family, Splendor Family and Radiance Family) which provide services for 27 family members and let them feel the warmth of a family through two main service elements of Family Care Home Services - 'Family Life' and 'Social Inclusion':

「家庭生活」的服務元素包括： The service elements of 'Family Life' include:



為智障家庭成員提供二十四小時身、心、社、靈的全人照顧。

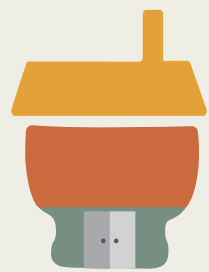
Provide 24-hour holistic care for family members with intellectual disabilities to fulfill their physical, psychological, social and spiritual needs.

由於家庭成員人數少，生活流程具彈性和靈活性，可滿足成員的個別需要。

Due to the small number of family members, the daily schedule will be flexible and specific to meet the individual needs of members.

建基於成員間互相尊重，關係平等。透過有計劃的活動，促進成員間的相互了解和友誼。

Based on mutual respect and equal relationship among members, to promote mutual understanding and friendship among them through planned activities.



為應對智障成員的老齡化，到診醫生為有需要的成員處方預防骨質疏鬆藥物，以減慢骨質疏鬆的情況。與此同時，家舍安排了有牙患的成員，接受義務牙醫服務，家舍亦製訂餐單，促進成員均衡飲食，防止「三高」(高血脂、高血壓、高血糖)。在成員相處方面，家舍安排一些能力較高的成員照顧能力較弱的成員，推動成員彼此正向互動關係。另一方面，婉明軒於去年8月至11月進行消防及屋宇改善工程，讓成員享有更安全及舒適的家居生活環境。

In order to cope with the ageing of members with intellectual disabilities, the visiting doctor will prescribe osteoporosis drugs for individual members in need to slow down their osteoporosis. In addition, the Family arranges those members who are suffering from dental diseases to receive free treatment of volunteer dentists so as to get their teeth properly cared for. Moreover, the Family will also formulate balanced diet menus for the members to prevent 'three highs' (hyperlipidemia, high blood pressure, high blood sugar). In terms of membership, the Family arranges members with higher abilities to take care of the weaker members to promote positive interactions among members. Furthermore, Splendor Family has undergone renovations for fire safety and building improvement from August to November last year with the aim of providing a safer and more comfortable home environment for members.



婉明軒經過裝修後，睡房煥然一新，讓成員享有更舒適的生活環境

A new look in the bedroom after renovation of Splendor, providing family members a more comfortable living environment



裝修後的婉明軒飯堂光綫更充足，還配套了新的傢俱，愜意的休閒空間有助學員投入活動

The dining room is brighter and equipped with new furniture now, the pleasant leisure space helps us concentrate on the activities

協助家庭成員「融入社會」的服務元素包括： The service elements that assist family members' 'Social Integration' include:

家舍位處民居，以社區為本。

The Family is located in residential areas and is community-based.

建立睦鄰關係，發展義工網絡。

Establish good neighbourly relationships and develop volunteer networks.

協助成員積極參與社區活動。

Assist members to actively participate in community activities.





榮休主教陳日君樞機出席扶康社區日，與關愛家庭成員交談甚歡

Bishop Emeritus Cardinal Joseph Zen Ze-kiun, SDB attended the Fu Hong Community Day and had a good conversation with the family member

過去一年，家庭成員在職員和義工的幫助下，如社區人士般享受及參與各類休閒活動，包括購物、旅行、舞蹈和手工製作等。擁有較高自我照顧和行動能力的成員，可以自行外出享受各種社交生活。而大多數家庭成員為天主教徒，在家姆和義工的陪同下，他們出席週日彌撒和天主教教區牧民中心安排的「樂融融慕道班」，與其他教友分享生活經驗。與此同時，義工在服務的過程中獲得成就感，亦讓智障家庭成員在社區生活中獲得尊重和接納，促進社會共融。

For the past year, family members with intellectual disabilities have been able to participate in various activities like ordinary citizens with the help of staff and volunteers. Family members join in a variety of leisure activities, including shopping, travel, dancing and handcrafting. Members with higher self-caring and mobility capacities can enjoy social life outside by themselves. Besides, since most of the family members are Catholics, accompanied by Housemother and volunteers, they will attend the Sunday Mass and 'Lok Yung Yung Catechism Class' arranged by the Catholic Diocesan Herds Centre, to share their life experiences with other church members. Meanwhile, the volunteers gain a sense of accomplishment from providing service and let family members with intellectual disabilities enjoy greater respect and acceptance in the community and promote social integration.

周年共融活動「共融同行齊成長」中，成員、家屬、義工和職員，歡聚一堂！
Family members, their families, volunteers and staff gathered happily in the annual inclusive event 'Walk Grow Together'



蔚藍天空下的烏溪沙之旅，成員及家屬踴躍參與，盡興而返

Family members and their families enthusiastically participated in the trip to Wu Kai Sha with fun and happiness



藉周年共融活動，對熱心服務的義工表示嘉許及感謝

We express our appreciation and gratitude to the volunteers who committed so much in providing services



農曆新年前，成員、義工及職員探訪觀塘翠屏邨的長者，與社區人士交流，傳達關心，促進共融

Family members, volunteers and staff visited the elderly in Tswi Ping Estate before the Lunar New Year with care and promoted communication and inclusion



飽覽濕地生態景致，風光明媚，心境豁然開朗
Feeling refreshed with the beautiful ecological scenery at the wetlands, what a wonderful day!



舞蹈小組讓我們舒展筋骨，保持靈活，身心愉快！
Joining the dance team keeps us flexible physically and feeling so amused!



自閉症及發展障礙人士服務

Services for Persons with Autism Spectrum Disorders and Developmental Disabilities

對於自閉症及發展障礙人士者來說，大部份職業治療師都會使用感覺統合方法進行治療，簡單來說，感覺統合就是大腦會把我們每日不停接收來自環境及身體的各種感覺訊息，經過整理、組織及解讀後，指示我們作出適當的反應，但當感覺在統合過程中出現問題，我們會對感官的刺激作出過敏或過細的反應，便可能出現一些異常的情況。而大部份自閉症譜系障礙人士，對感官刺激都有較多異常的反應，即出現感官失調，因此，若我們能給予患者適當的感覺刺激，經過一段時間的治療後，大腦內的神經網絡會得到整合，他們的大腦感統功能便可以恢復有效地運作。感覺統合治療均有應用於本會的成人訓練中心及特殊需要兒童中心，大部份自閉症服務使用者對感覺統合治療都有正面反應，他們在治療過程中表現合作和感到快樂。

For persons with autism spectrum disorders and developmental disabilities, occupational therapists would usually adopt sensory integration therapy in dealing with their sensory problems. Simply speaking, sensory integration refers to when we take in sensory information from inner and external environment, our brain will organise, integrate and interpret the sensory information and then elicit an adaptive response to the environment. However, when we have problems with sensory integration, we might either over-react or under-react to sensory stimulations and some sort of eccentric behaviours might be resulted. Many of the persons with autism spectrum disorders have this kind of eccentric behaviours and suffering from sensory dysfunction. Thus, if we could provide optimal and appropriate sensory stimulations for the persons with sensory dysfunction for a period of time, there will be changes at the neurobiological process at the brain, then the persons could be functional in processing sensory information gradually. The sensory integration therapy is adopted in our adult training centres and special needs children's centres. Most autistic service users have positive response to the therapy and they are cooperative and happy during the process.

除此以外，本會的「牽蝶康兒中心」和「牽蝶中心」亦為自閉症譜系障礙或發展障礙小朋友提供小組訓練，增加他們與別人相處的機會，提升溝通和社交能力。

Apart from the sensory integration therapy, 'Hin Dip Hong Yee Centre' and 'Hin Dip Centre' also provide group training for children with autism spectrum disorders and developmental disabilities to increase opportunities for them to interact with others, thus improving their social skills.



感覺統合治療訓練服務使用者的平衡力和反應

Service users received sensory integration therapy for improving their sense of balance and response



牽蝶中心 Hin Dip Centre

音樂社交小組

音樂社交小組營造輕鬆愉快的氣氛，讓學員藉著音樂及遊戲情境，培養專注力和自發性，進而發展表達能力，學習與人溝通互動。小組亦有社交遊戲，從角色模仿中學習相處與分享，建立學員社交發展及情緒平衡的基礎。

Music Social Group

Through music and games, Music Social Group creates a joyful and relaxing atmosphere that helps foster members' attentiveness and self-motivation so that they can develop their communication and interpersonal skills. This group organises social games and by role-playing, members learn to get along with their peers and share with one another, thus building up the basis for their emotional balance and social development.



導師和我們一起隨著節奏唱歌、拍拍手，輕鬆愉快

We enjoy the happy moment with the instructors, sing and clap hands along with the rhythm together



職員與媽媽、寶兒投入活動，學習聆聽與表達

Staffs, mothers and children engaged in activities to learn listening and express

牽蝶康兒中心 Hin Dip Hong Yee Centre

針對自閉症譜系障礙及發展遲緩幼兒，於理解指令和依從課堂流程方面有困難，導致社交能力較同齡幼兒為弱，故此，牽蝶康兒中心自成立以來，一直推行「密集式訓練小組」，透過有系統的課程設計，讓幼兒在愉快過程中學習，並得以銜接到主流幼稚園或特殊幼兒中心。

本年度，「密集式小組課程」以「關愛生命」作主題，先從自我照顧做起，繼而推己及人，好好愛惜家人，與小朋友和諧共處，再進而愛護動物，讓小朋友學會感恩、接納和珍惜。

It is difficult for children with autism spectrum disorders and developmental disabilities to understand instructions and follow the class schedule, hence they have weaker social skills than children in the same age group. In view of this, Hin Dip Hong Yee Centre has been promoting a service 'Intensive Training Group' since its inauguration. Through a systematic curriculum design, the group helps children learn with joy and prepares them for a smooth transition to mainstream kindergartens or centres for children with special needs.

This year, the main theme of 'Intensive Training Group' is 'Care for Life'. It starts from self-reliance to empathy, to cherish family members, to get along with other children and to care for animals.



與家人在中心一起慶祝聖誕，溫馨歡度佳節
Celebrate the Christmas with family in the Centre, delightful and full with love



耐心教導與鼓勵，令我勇於嘗試
With teaching and encouragement, I dare to try and make my orange juice



讓幼兒自行吃餚，提升自理能力
Let children eat on their own and improve their self-care abilities

小龜細嫩可愛，我們要好好照顧牠啊！
The little turtle is so vulnerable and cute, we have to take good care of it!



新年又到了，大夥兒一起分享美味團年飯
New Year comes again, we share the delicious 'Reunion Meal', yummy!



跟朋友玩耍真開心，學習與人相處
It's fun to play with friends, we learn to get along with others



親子互動遊戲，寓學習於娛樂
Learning through parent-child interactive games

此外，因應家長在照顧及管教嬰幼兒出現困難，中心於本年度推出新服務項目：「百菓園親子遊戲班」，為十五至二十一個月嬰幼兒及其家長提供不同的親子遊戲，加親子互動，建立良好親子關係。在課堂內，亦會加入嬰兒按摩的元素，透過在課堂學習嬰兒按摩的手法，有助舒緩寶寶的緊張情緒，幫助消化，促進生長發育等。

In addition, as parents find it difficult to look after and teach their babies, this year our centre initiated a new service, 'Pagoda Parent-child Play Group', which caters for the needs of babies between 15 to 21 months and their parents. Different parent-child games provide opportunities for parents to interact with their babies and build up a good parent-child relationship. There is also a baby-massage component in class. Parents pick up massage skills to relieve their babies' stress and massage helps digestion and enhances physical growth and development too.

社會企業 Social Enterprises

透過社會企業達致社會共融一直是本會職業康復及發展服務的重要方向之一。我們致力促進殘疾人士公開就業，和鼓勵他們參與各類型的公開活動，與社區人士互動，在社區內獨立生活及自力更生。在2018/19年度，本會透過康融服務有限公司(康融)，為服務使用者提供超過五百小時的培訓，同時聘用了近五十名殘疾僱員，佔康融的總僱員人數百份之六十以上，充份體現傷健共融。

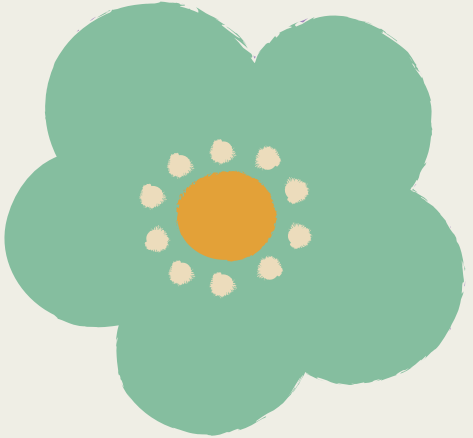
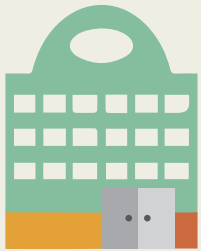
為配合殘疾人士的不同能力和興趣，給予他們學習及發展工作能力的平台，康融致力提供多元化工種及就業機會，其中餐飲服務方面有位於尖沙咀歷史博物館的《香城茶室》，位於香港海防博物館的《康姨咖啡室》及位於高山劇場的《康姨小廚》，為服務使用者提供真實的訓練場地，除了增加與各界人士接觸的機會外，亦有助改善他們的溝通能力，讓他們在工作上獲得滿足感，提升自我形象，增強自信，促進他們積極生活，融入社群。

From Social Enterprise to Social Inclusion is the mission of Vocational Rehabilitation and Development Services of the Society. The Society actively promotes the employment of persons with disabilities in the open job market and encourages them to participate in public events. This is to help them integrate into the community and become self-reliant. In 2018/19, the Society provided over 500 hours of training to service users through Hong Yung Services Limited (Hong Yung) and Hong Yung employed around 50 persons with disabilities (comprising more than 60% of its staff) which reflects a high level of disability inclusion.

Our social enterprises offer multifaceted work and employment opportunities for our service users in consideration of their different abilities and interests by running various businesses and providing them with a platform for learning and development. Our catering services include City Café at the Hong Kong Museum of History, Madam Hong Café at the Hong Kong Museum of Coastal Defence and Madam Hong Restaurant at Ko Shan Theatre, are providing a real training environment for persons with disabilities. These platforms increase opportunities for reaching out to others from all walks of life. It helps them improve their communication skills and boost their confidence through work satisfaction and encourages them to lead active lives in the community.

過去一年，康融在促進社會共融上的重要活動： Public events organised by Hong Yung last year to promote social inclusion

活動 Activities	次數 / 受惠人數 Number of events / beneficiaries
接受傳媒訪問 Media Interviews	6次 times
提供培訓 / 實習機會 Training Opportunities	61人 persons
榮獲優秀員工獎項 Outstanding Employee Awards	4人 persons
參與慈善活動 Charity Events	2次 times



香城茶室
City Café

香城茶室是一個共融愉快的就業平台
City Café is a joyful and inclusive employment platform for persons with disabilities



傷健員工全情投入，
一齊快樂工作！
Whether disabled or not, all staff work together happily!



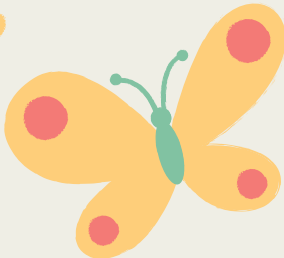
為殘疾人士提供真實的訓練場地
Provides real training environment for persons with disabilities



透過聘用殘疾人士，
增加他們與大眾接觸的機會
Increases the opportunities for reaching out to others through employment of persons with disabilities



殘疾員工能大華銀行員工食堂提供殷勤服務
Staff with disability provides attentive service at the staff canteen of the United Overseas Bank Head Office



香港大學
The University of Hong Kong

康融透過公開競投程序，成功延續香港大學學生宿舍 — 李兆基堂、馬禮遜堂及孫志新堂的清潔服務合約（由2019年1月1日至2020年12月31日）。

Through open bidding, Hong Yung was awarded a renewal of their cleaning services contract for Lee Shau Kee, Morrison and Suen Chi Sun Halls of The University of Hong Kong (from 1 January 2019 to 31 December 2020).



清潔隊傷健員工一同出席
周年晚會，場面溫馨熱鬧！

*All Cleaning Team staff
enjoyed their Annual Party
and had a wonderful evening!*



媒體報導
Media Coverage



殘疾員工與本會職員於電台「開心日報」節目中，分享社企推動殘疾人士就業的苦與樂。

A staff with disability from Madam Hong Restaurant and a staff member of the Society both shared their experiences of encouraging employment of persons with disabilities through the operation of social enterprises on the radio programme 'Happy Daily'.



香城茶室得到日本旅遊書推介，讓更多遊客認識社企餐廳及支持社企。
The introduction of City Café in a Japanese Hong Kong Travel Guide helps attract more tourists to the restaurant and their support to social enterprises.

殘疾員工與本會職員接受電視頻道「飲食男女·人間食堂」的訪問，分享於社企餐廳工作的愉快經歷。

A staff with disability from City Café and a staff member of the Society shared their work experiences of a happy and inclusive employment platform through an interview in the TV series 'May Food Keep Us Together'.



殘疾員工與本會職員接受著名傳媒人方健儀訪問，其報導於「U Magazine」內刊登，詳談康姨小廚推動殘疾人士就業及介紹店內美味佳餚。

A staff with disability and a staff member of the Society shared their experiences in encouraging employment of persons with disabilities and introduced the delicious Chinese cuisine of Madam Hong Restaurant in 'U Magazine'.



4

Feature Stories - Active Ageing 專題故事——豐盛樂齡

與一般人一樣，智障人士都會經歷老化過程，而且較早出現機能退化，包括生理、心理、社交和認知各方面的功能逐漸下降。雖然政府至今仍未有「老齡智障人士」的定義，但有研究指出，智障人士提早於四十歲便出現老化徵狀，由於肌肉萎縮、骨質疏鬆、肢體變形等造成行動和各種功能的障礙，影響生活素質。

樂活老齡是扶康會的策略性方向之一，本會積極為服務使用者作好準備，以應對整個老化過程的挑戰，服務模式包括五項主要的指導原則：健康管理；預防受傷；運動；社交連繫；健康飲食等，並透過本節的九個故事體現出來：

溫情滿載

Kevin和阿儀，踏入老年後得到「愛・共行」家庭支援先導計劃的協助，促進家庭成員之間的和睦相處。張志成退出工場服務後，通過本會輔助就業服務覓得一份公開就業的工作，減輕家庭負擔。

關愛共融

服務使用者搖身一變成為「服務提供者」。阿成往大澳探望獨居長者；胡秋龍教小朋友打中國鼓；王婉儀積極教授魔術，繼續發揮所長。

樂觀積極

梁灼華由老人院轉來扶康會，不再「飲酒作樂」也 No Problem。呂悅平通過各種多元化的運動、合適的膳食餐單，減緩身體機能的退化。

珍貴友誼

兩對「香港最佳老友」：周穎珊和秦嘉琪，黎錦全和黃宇彤，在生活中騰出一點慢，細味友情歲月的韻味。

老不可怕，步伐停滯才可怕。與其逃避，不如正向面對。耄耋不一定衰邁，能夠做到老而彌堅，不單是本會服務使用者的目標，也是每一個人的目標。



Like us, persons with intellectual disabilities experience ageing as well, albeit coming earlier from different aspects including gradual decline of physical, psychological, social and cognitive functions. Although the Government does not have a definition for 'aged persons with intellectual disabilities', studies reveal that early ageing at the age of 40 due to muscle atrophy, osteoporosis and limb deformation are obstacles that affect the quality of life.

Active ageing is one of the strategies of Fu Hong Society in preparing service users to cope with the challenges of the ageing process. The service model includes five main principles: health management, injury prevention, physical activity, social connectedness and healthy eating. These are reflected in the nine stories of this chapter:

Live in Love

Kevin and Yi, though getting old, the 'By Your Side - Family Support Pilot Services' enhanced the family relationship. After withdrawing from the workshop service, CHANG Chi-shing gained a new job in open employment through the Supported Employment Service, thus reducing the financial burden of his family.

Inclusive Care

Service users become 'service providers'. FONG Chi-shing visited the elderly who live alone in Tai O; WU Chau-lung taught children to play Chinese drums; WONG Yuen-gee actively taught magic. Persons with disabilities continue playing to their strengths that are quite equal to us.

Active Happiness

Transferred from the elderly home to Fu Hong Society, LEUNG Cheuk-wah drank no more but he affirmed "No Problem". LUI Yuet-ping is also experiencing ageing, but through various exercises and suitable menus, the body function decline has been slowed down.

Precious Friendship

Two pairs of 'BEST BUDDIES HONG KONG': Sandy and Annie, Ah Chuen and Minnie, making space for 'slowness' in life, enjoying the pace that is not so fast.

Ageing is not scary, stop moving forward is. Better face it than run away from it. Ageing does not necessarily mean weakness, one can be old but still be strong. This is not only the aim of service users in Fu Hong Society, but also the goal of everyone.

溫情滿載 Live in Love
執子之手
Holding Your Hand

倆口子一起去茗茶是他們一星期中最期待的事

The most anticipated activity of a week is going to restaurant together



服務使用者Kevin太太阿儀
Service user Kevin's wife Ah Yi
「愛·共行」家庭支援先導計劃
By Your Side - Family Support Pilot Services

執子之手，
與子偕老
Hold your hands,
till the end!

和Kevin的相識相知是份外的投緣，這可能由於我倆都是腦癱癱瘓病患者吧！雖然自幼行動不便，卻無礙我們相愛和結合二十多年！這是多麼珍貴的夫妻情誼。回首在年青力壯的歲月裡，我們還能克服身體上的殘疾，投入社會工作，過著正常的生活。

我和Kevin的感情隨著時間的流逝越見深厚，但身體的老化和機能的衰退，卻敵不過歲月的消磨！我們的健康狀況每況愈下，Kevin的健康更在六年前急轉直下，並且患上情緒病，需要入住扶康會的護理院舍接受服務。

Our relationship began when Kevin and I first met and we hit it off immediately - perhaps it is because both of us suffer from cerebral palsy. While we had our disabilities since childhood, it was not an obstacle to our falling in love and we have been a couple for over 20 years. Looking back on our youth, we were able to overcome our disabilities, earn our living and have a normal social life.

Time has strengthened our affection for each other but the ageing and decline of body functions could not withstand the challenge of the years. Our respective health conditions worsened. Six years ago, Kevin experienced a drastic health deterioration and emotional disturbance. He was admitted to the Care and Attention Home of Fu Hong Society.

我知道Kevin一方面希望可以回家陪伴我這個近乎失聰的太太，但另一方面卻又因為要使用輪椅，害怕回家後會成為我的負擔，我感受到他內心的矛盾，但亦難掩長期沒有丈夫陪伴在旁的的不安全感，二人各自的困苦觸動了情緒的爆發，大大小小的磨擦令融洽的生活添上陰影。



阿儀表示能夠與丈夫外出，
心中的快樂蓋過身體的痛楚

Yi said that the happiness
for going out with her husband can
overshadow the pain in her body

後來得悉扶康會提供「愛·共行」家庭支援先導計劃，我便主動尋求協助。社工不但與我們分享夫妻溝通和相處技巧，還與院舍社工共同商議及評估，協助提升我在家中照顧Kevin的技巧和能力，讓他可以每星期回家度假三天。除此之外，社工又協助我申請寬頻上網，好讓我獨自在家時有多點娛樂，減少寂寞感，並陪同我到醫院覆診，尋求職業及物理治療師的協助，真可說是無微不至。我如今可以繼續在社區生活和照顧Kevin，即使跟他外出時，雖然用力推著輪椅，但那份安心和喜悅的感覺，卻遠遠蓋過了身體的痛楚。

我想，從壯年步入老年，是人生必經的階段吧！對於殘疾人士而言，這條路會比一般人更難走。社工的協助或許不能讓道路變得平坦，但能使我倆克服身體殘障，相互照顧，以愛共行，也許就是我等殘疾人士家庭的心願。



Kevin表示，家庭支援服務給他們很大的幫助

Kevin
said that family
support services has
helped them a lot

I know that Kevin wants to live at home with me, his almost deaf wife, but on the other hand, he fears that he would become a burden to me as he is now wheelchair bound. I could really feel his dilemma and at the same time, I could not hide my own fears of being alone at home without my man. Our worries and frustration triggered big and small emotional outbursts and emotional conflicts which cast a shadow on our previously harmonious life.

Later on, I learnt about the 'By Your Side-Family Support Pilot Services' offered by Fu Hong Society. I took the initiative to ask for help. A social worker not only helped us enrich our marital relationship, communication and getting along with each other, but also discussed and evaluated with a hostel social worker how to enhance my skills and capacities to take care of Kevin, so that he could enjoy three-days at home weekly. Besides that, a social worker also helped me apply for Broadband Internet access, so that entertainment at home might reduce my sense of loneliness when Kevin was not around. She also accompanied me to hospital for medical consultations and treatments by the Occupational Therapist and Physiotherapist. Now, I can continue to live in the community and take care of Kevin. Even though I need to laboriously push his wheelchair when we go out together, my peace of mind and joy greatly overcomes the physical pain.

每次相聚都得來不易，
他們都好好珍惜

They cherish each
time they meet



Entering the twilight years is a fact of life. For a person with disability, it poses more difficulties than for an ordinary person. The social worker might not be able to smooth the path completely but this kind of 'Family Support', which enhances family inclusion and self-care abilities, is indeed the wish of many families with disabilities.

溫情滿載 Live in Love
手足情深
Deep Brotherhood

服務使用者張志成哥哥
Service user CHANG Chi-shing's brother

關愛家庭超瑩軒
Family Care Home - Radiance Family



晚飯後和家兄談天
說地，不亦樂乎
In full flow after
dinner with Elder brother



主動幫忙做家務，
為別人付出更多

Take initiative in helping
the housework for others

「我覺得自己仍有能力。」這是志成常常掛在嘴邊的一句話。

自從志成在八年前搬到扶康會關愛家庭生活後，他改變了許多。超瑩軒成為了志成的第二個家庭，當他學懂如何獨立生活後，人也變得成熟穩重，我實在十分感謝超瑩軒對我弟弟的教導和付出。他們說志成是超瑩軒的模範生，不僅性格平易近人，更主動協助做家務和幫助其他成員，他認為既然自己有能力，便應該付出更多。志成喜愛參加各式各樣的活動，學習新事物使他感到快樂，超瑩軒亦提供了各種機會讓他學習知識和發展興趣，例如參加跳舞小組和手工藝小組等，只要有空閒，志成便會參與，而且樂在其中。猶記得他當日無奈地搬離家人時的那份失意徬徨，如今在超瑩軒生活得既充實又愉快，令我感到萬般欣慰。



全程投入舞蹈小組，
積極學習

Actively
learning in the
dancing group,
it's fun

不經不覺，志成已到達工場所規定的「退休」年齡一五十五歲，但他卻認為自己仍有工作能力，因此，向超瑩軒的家兄、家姆及自己的家人表達面對退休的失落和擔憂，覺得自己一旦退休後沒有工作，生活會變得無所事事；另一方面，他明白各兄弟姊妹在生活上各自有困難，不想依賴我們，若日後無法工作賺錢，只會增加家人的負擔，於是我向超瑩軒表達了志成期望繼續工作的意願。關愛家庭社工在志成退出工場後，為他聯絡扶康會輔助就業服務，在輔助就業服務團隊的支援下，志成成功找到了一份公開就業的工作，愉快地開展新的工作旅程。

其實年老並不可怕，可怕的是人們往往會因為年紀大了而停下腳步。志成選擇繼續前進，我希望他在扶康會、社會和家人的支持下，能夠繼續發揮自己的能力，亦希望他能保持健康的身體，快樂地邁向更豐盛的人生。

"I feel that I still have the ability!" Chi-shing often insists.

Since Chi-shing moved to Family Care Home eight years ago, he has changed a lot. Radiance Family became his second home. In addition to acquiring independent living skills, he is more mature and stable. I am grateful to Radiance Family for their contribution to my brother's well being. They told me that Chi-shing is a model member; not only does he have a friendly personality, but he also actively assists in household chores and helps other family members. He believes he should contribute more because he is able to do so. Participating in various activities and learning new things makes him happy and that is exactly what Radiance Family provides. He can develop his interests, such as participating in dance groups, arts and craft teams. Chi-shing joins these classes whenever he is free and he enjoys it immensely. I still remember the frustration he felt that day when he felt he had no choice but to leave his own family to stay in the Radiance Family. Now I am glad that he is living joyfully there.

In the blink of an eye, Chi-shing reached 'retirement age' of 55 years old as prescribed by the workshop where he worked. But Chi-shing believes in his ability to work! Thus, he approached Fu Hong Society and the Elder Brother and Housemother of Radiance Family to help him express his worries. He felt that once he was jobless, life in retirement will become idle and meaningless. He also understood our difficulties in earning a living and did not want to increase our financial burden. So I expressed to Radiance Family that Chi-shing is willing to continue working. The social worker from Family Care Homes contacted the Supported Employment of Fu Hong Society and applied for employment support services. Chi-shing now has found a job in open employment and is delighted to embark on a new work journey for himself.

Ageing is not scary, but to stop moving forward because of old age is terrifying. Chi-shing chose not to stop but to continue to move on. I hope that with the support of Fu Hong Society, the community and his own family, he will continue to bring his skills into full play, maintain a healthy body and always happily move forward towards an even better and richer life.

與舍友一起參與最喜愛
的休閒活動——層層疊

Participating in my
favourite game - jenga
with family members



關愛共融 Inclusive Care 鼓聲伴隨快樂共融路 Integrating Happily with the Booming Drums

更出色的表現，成為我生活的追求，一天天的進步令我倍感自信，生活更充實

To perform better becomes my pursuit in life. Making daily progress builds my confidence and helps me live my life to the fullest



我們穿上簇新的服飾準備在「國際廚師日」表演，心情興奮！

We put on our brand-new attire, ready to perform on the 'International Chef Day.' How excited we are!

胡秋龍 WU Chau-lung
友愛之家服務使用者
Service User of
Father Tapella Home



My name is WU Chau-lung. I receive daytime training regularly at Cheung Sha Wan Adult Training Centre and return to hostel in the evening. When I grew older, my tutor arranged some functional training programmes for me, such as sitting Tai Chi, chair dance, and stepping exercises to keep my limbs flexible and maintain my balance in order to prevent falls. The dull but substantial days have gone since the Lunar New Year holidays of 2018, when a group of volunteers visited our Home and performed on the Chinese drums.

記得那是2018年6月，我如常在長沙灣成人訓練中心開班會時，導師帶來了喜訊，中心獲深水埗區議會撥款贊助協辦「才藝閃亮你我他」活動，邀得「耆鼓相嚙」的吳老師等義工來教導我們打中國鼓，學員不但可以發揮潛能，更有機會在12月的才藝表演中一展身手，讓社區人士認識我們的才藝能力，及提升對我們的接納程度，促進社區共融。

「嘩！好開心呀！實在太好了！」雖然我是個中度智障的中年人，但對學習新知識仍是充滿熱誠，便立即舉手報名參加了，之後每逢星期二，我吃過午餐後，便急不及待地走到門口，耐心地等待吳老師和義工們到中心教導我們打鼓。



導師耐心地給我們講解和示範打鼓技巧，他每次的鼓勵都推動我更努力學習，做到最好

Patiently, the teacher explains and demonstrates to us the drumming skills. His every word of encouragement drives me to pay more effort to learn and do my best

吳老師給我們示範打鼓的節奏和一些比較簡單的技巧，然而，我未能如其他年青的學員般應付自如，雙手總是跟不上吳老師的指示，而且感到相當疲累，原來打鼓真不容易啊！每次當我不知所措的時候，吳老師總是笑笑口的對我說：「秋龍，你做得很好呢！」在吳老師不斷的鼓勵下，我聚精會神地重複練習，希望盡力做到最好！

演出的時刻終於來臨了，2018年12月14日是個難忘的日子，「才藝閃亮你我他」——才藝閃亮SHOW假長沙灣元洲邨舉行。在吳老師的帶領下，我和其他學員充滿信心地舉起鼓槌，純熟地演奏出悅耳的中國鼓樂，我們聽到在場的街坊熱烈地拍掌和讚好，那份快樂和滿足真是難以形容。我還藉著這個機會，教小朋友打中國鼓，他們都讚我了不起啊！我期望在往後的日子裡，可以學習到更多不同的技能，到社區不同的地方為大家表演，分享喜悅。

They looked so smart and skillful playing the Chinese drums and I was fascinated with the loud booming sounds. When I met Mr. Ng, the instructor and his band that day, I could not imagine that I would later join them as a band member.

I remember it was in June 2018, while I was attending a class meeting at Cheung Sha Wan Adult Training Centre, when the tutor brought the good news. The Centre had received sponsorship from Sham Shui Po District Council to collaborate in the activities for the 'Shining Talents in Sham Shui Po' project. Mr. Ng and his team of volunteers came to teach us how to play Chinese drum. With their training, we unleashed our drumming potential and also had the opportunity to perform in a talent show that December. The community could recognise our abilities and increase their acceptance of us, consequently establishing a more inclusive society.

"Oh, I am so happy! It's great!" Although a middle-aged person with intellectual disabilities, I am still passionate to learn new things and I signed up immediately for the class. Every Tuesday thereafter, I hurried to wait for Mr. Ng and his team of volunteer drummers to come teach us Chinese drum. I would wait patiently at the door after lunch.

Mr. Ng showed us the rhythm of drumming and some simple techniques. However, unlike other younger students, my hands always failed to follow the instructions of Mr. Ng and I felt tired. It was really not easy to play the drums! Every time when I could not catch up, Mr. Ng kept smiling and always said, "Chau-lung, you are doing well!". With his constant encouragement, I concentrated on practicing repeatedly and hoped to do my best, my very best, at the performance!

The moment of the talent show finally arrived. It was an unforgettable 14 December 2018 when 'Shinning Talents in Sham Shui Po' took place at Un Chau Estate, Cheung Sha Wan. Under Mr. Ng's leadership, the other students and I confidently raised our drums sticks and played the Chinese drums with the skills we had learnt. The people around us expressed their appreciation and applauded warmly. My happiness and satisfaction were hard to describe. I also seized the chance to teach the children there how to play Chinese drums. They all praised me a lot! I look forward to learning more drumming skills and to perform in more places in future and to share joy with the community at large.



難忘在元洲邨的演出贏得那些熱烈的掌聲，街坊讚賞我們的才藝之餘，我們為社區共融也出了一分力呢！

The thunderous applause our performance received at Un Chau Estate is unforgettable. Besides praising our artistic talents, residents there appreciated our contribution to the community integration too!

關愛共融 Inclusive Care
魔術姐姐的正能量
The Positive Energy
of 'Magic Sister'



王婉儀 WONG Yuen-ye
天水圍地區支援中心服務使用者
Service User of Tin Shui Wai
District Support Centre

爭取機會，在課堂上
多作嘗試，努力練習

Grab every chance to try
and practise magic in class



WONG Yuen-ye is a member of our Tin Shui Wai District Support Centre. Although she is over 60 years old, everyone calls her 'Sister'. She lives alone and walks around the community with a cane every day. Despite the inconvenience, she is still full of energy and very attentive, continuing to learn and participate in the 'Little Ambassadors' Volunteer Team' and affecting everyone in the community with her friendly infectious smile.

Ten Years of Hard Work off Stage

The theme of the Centre this year is 'Arts and Inclusion'. Service users from each group will focus on one or two performing arts to enhance their contact with the community. From various alternatives, Yuen-ye chose stage magic. She would bring all her magic accessories with her each time and sit nearest to the instructor during training sessions so that she can learn better from him. Yuen-ye also grasps the opportunities to practise during the class and on other occasions outside class, performing in front of many people and learning to interact with the audience.

王婉儀是扶康會天水圍地區支援中心的會員，年過六十的她，人人暱稱她為「姐姐」，每日都撐著拐杖獨個兒在社區生活著，縱使行動不便的她，仍是充滿活力和用心的持續學習，甚至參與「小奧士家族義工隊」¹，以富有親和力的笑容，感染社區人士。

台下十年功

今年中心的主題是「展藝綻放，共享社區」，每位中心小組的服務使用者，都會專注學習一至兩項表演藝術，以增強他們與社區人士的接觸點。婉儀在眾多項目中，揀選了學習舞台魔術。每一節的魔術班，婉儀都會帶備所有的魔術道具回來，並爭取坐在最近導師的位置，以便可以得到導師最貼身的指導。在課堂內、外的時間，婉儀也會把握練習機會，在多人面前表演，學習與觀眾互動。

台上一分鐘

婉儀很喜歡認識新朋友，她在今年加入了「小奧士家族義工隊」，希望透過探訪及交流活動，把歡樂的氣氛帶到社區，與社區裡不同社群分享喜悅。患有小兒麻痺症的婉儀，左手活動能力較遜，但也無礙她表演魔術的熱誠，憑著熟練的雙手，和善用道具製造聲東擊西的效果，每次都能成功轉移觀眾的視線。例如在一次到訪區內小學與學生義工交流時，婉儀精彩的演出，便令學生們都不禁放下正在進食的午餐，專注地細看著她的魔術表演，還踴躍發問當中的技巧。婉儀感到義工服務很有意義，並引以為榮，充滿自信。



踏入校園，向小學生表演
魔術，活到老，教到老

A magic show for
primary school
students. Live and
Teach - Never too
old to try!

學生主動請教魔術技巧，
婉儀親身教授，彼此樂在其中

The students were so
curious about the magic,
and Yuen-ye taught them
individually - both are
immersed in great joy!



用心教，用心學，學生們
都放下餐具，全神貫注地
細看婉儀的示範

Devoted teaching,
attentive learning.
Students stopped
eating to concentrate
fully on Yuen-ye's
magic show

帶著魔術走進社區

除了表演魔術外，婉儀還擁抱著偉大的夢想，她希望帶動其他服務使用者及社區人士一同參與這個傳播歡樂的任務。因此，她現時積極充當小老師，教導對魔術有興趣的社區人士，例如：小學生、青少年和長者等，為日後建立「社區魔術隊」做好準備，讓笑聲充滿每個角落。

One Minute of Performance on Stage

Yuen-ye likes to make new friends. She joined the 'Little Ambassadors' Volunteer Team' this year and hopes to bring joy to the community through visits and exchanges and share happiness with different sectors of society. Yuen-ye had poliomyelitis: her left hand is weaker and has less mobility, but this does not lessen her enthusiasm for performing magic. She is fond of skillfully distracting the audience's attention with props in order to create the successful magic effect. For example, during a gathering with student volunteers at a primary school in the district, her brilliant performance so attracted the students that they stopped eating their lunch to intently watch her magic show and eagerly ask questions. Yuen-ye is proud of contributing to the volunteer service in a meaningful way which boosts her self confidence.

Bring Magic to the Community

In addition to performing magic, Yuen-ye also has a great dream. She hopes to encourage other service users and community members to participate in this joyful activity. Therefore, she is now teaching community members who are interested in learning magic, such as primary school students, youngsters and the elderly, to prepare them for the future establishment of a 'Community Magic Team' and let laughter fill every corner.

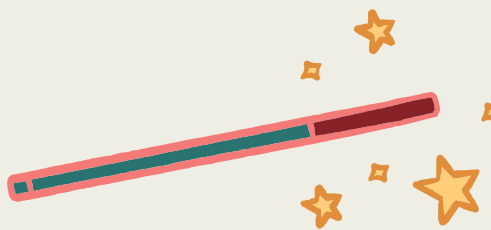
註1：「小奧士家族義工」是由一群充滿愛心的殘疾人士組成，他們透過中心的小組聚會，不斷練習及綵排魔術、音樂、跳舞等各類表演，希望把歡樂的氣氛帶到社區，與社區中不同的社群分享喜悅。

Note 1: 'Little Ambassadors' Volunteer Team' comprises a group of caring persons with disabilities. Through gatherings in the Centre, they practice and rehearse magic, music, dancing and other types of performances, hoping to spread the atmosphere of joy to the community and share happiness together.



婉儀擔當小老師，教
導其他服務使用者，相
信「社區魔術隊」的夢
想不久就會成真呢！

With Yuen-
ye serving as
our instructor
to teach other
service users, the
dream of having a
'Community Magic
Team' must surely
soon come true!



關愛共融 Inclusive Care 豐盛的人生下半場 A Fruitful Second Half of Life

🏠 方志成 FONG Chi-shing
毅誠工場服務使用者
Service User of Nagi Shing Workshop



與「最佳老友」一同到訪
大澳，樂也融融
Enjoyed a pleasant trip
to Tai O with buddy from
'BEST BUDDIES HONG KONG'



探訪大澳的獨居老人，實踐迷暖顯關懷
Expressed our love and care through
visiting the elderly living alone in Tai O

大家好，我叫阿成，我是一名年近四十歲的中度智障人士，患有唐氏綜合症的我比一般人更早出現身體衰退。經社工解釋，我明白到這種現象名為「早發性老化」，他亦安排了物理治療師及職業治療師評估我的身體狀況。

Hello everyone, my name is Ah Shing. As a person with moderate intellectual disabilities and Down syndrome, unlike ordinary people, my physical function starts deteriorating since I am in my early 40 years old. I understood from social worker that this is called 'early ageing'. Physiotherapists and occupational therapist were arranged to assess my physical condition.

治療師發現我的上肢及右腳大腿肌肉輕微退化，以致手部肌能出現衰退和影響了我的平衡力。然而，正當我擔心自己的身體機能會每況愈下之際，社工向我講解了「樂活老齡」的概念。我明白到老化其實是一個生命歷程，只要及早多做運動和多參與社區活動，保持一個積極的「人生下半場」，身體持續衰退並非是必然的。

在社工的協調下，我參加了不少促進「樂活老齡」的活動。除了接受恆常的工作技能訓練以保持向上流動的潛力外，我亦參加了工場和宿舍安排的音樂及藝術小組，促進多元發展，延緩退化。此外，我更參加了不少共融活動以促進健康生活。去年我與社工和其他服務使用者一同前往大澳探望當區的獨居長者，我頓時由服務使用者的身份搖身一變成為了「服務提供者」！當日，我與一眾老友記聊天和唱歌，並帶領他們參與我設計的小遊戲，最後更送出我親手製作的「康姨餅房」曲奇，場面溫馨難忘。

除了從心理和社交層面入手外，治療師亦按照我的身體機能和需要，設計了一系列肌能訓練及有益身心的運動。治療師會定期與我進行上肢肌能訓練，以防止肩膀筋腱萎縮，維持上肢肌能及活動的範圍。他們亦會協助我進行踏單車機和行樓梯訓練，加強我大腿四頭肌的力量，從而改善平衡力。宿舍社工更會定期陪同我到天台曬太陽，增加維他命D和促進鈣質的吸收，強化骨骼。



進行踏單車機及行樓梯
訓練，強化大腿四頭肌
力量以改善平衡力
Strengthening muscles to
improve balance by
using cycling machine and
practicing stair training



通過不同專業人士的幫助，我的身體機能出現顯著的提升，身邊不少朋友從我的臉上都看到充滿自信的笑容。我相信只要堅持「樂活老齡」的生活，我定會擁有更健康和積極的「人生下半場」！



The therapist found that my upper limbs and right thigh muscles were slightly degraded, resulting in a decline in muscles of the hands and affecting my balance. While I was worrying that my body function would get worse, the social worker explained to me the concept of 'active ageing', making me understand that ageing is a fact of life, and continuously exercising, actively participating in community activities, keeping a positive 'second half of life', body worsening is not necessarily a must.

Under the coordination of social workers, I participated in many activities to promote 'active ageing'. In addition to the constant job skills training to maintain my potential upward mobility, I also join music and art groups organised by the workshop and hostel, as diversified development delays degradation. I also engaged myself in many social inclusion activities promoting healthy living. Last year I joined social workers and other service users to visit the elderly living alone in Tai O, from being a service user I was transformed into a 'service provider'! On that day, I chatted and sang with these elderly friends and led them participating in games I designed, then I gave out the 'Madam Hong' cookies that I made by myself. This is an unforgettable and warm moment.



攜手製作美味白豆粥，
滋味有愛
We made the
porridge together,
yummy and healthy

In addition to psychological and social aspects, therapists address my functional needs by tailor-making a series of muscle training and physical exercise for me. They will regularly exercise my upper limbs, perform muscle training to prevent atrophy of rotator cuff and maximising the range of my movement. Cycling machine and stair training are used to strengthen my thigh quadriceps, thus improving my balancing. Social worker in hostel will accompany me to the rooftop for sun bathing on a regular basis, as absorbing vitamin D and calcium can strengthen bones.

With the help of different professionals, my physical function has improved significantly. Friends witness a confident smile in me. I believe that adhering to 'active ageing', I will have a healthier and more active 'second half of life'!

樂觀積極 Active Happiness
人生58 —
'No Problem'
Life at 58 Years Old,
No Problem!

家人相伴到訪澳門巴黎人
娛樂場，溫馨愉快，
愛在心內暖

Visiting the Parisian
in Macau, accompanied
by family with love,
warmth and happiness

梁灼華 LEUNG Cheuk-wah
天耀之家服務使用者
Service User of Tin Yiu Home



起初在老人院的日子，還有朋友可買點外帶東西吃，如常的飲飲酒、買買馬，或到天台看看街景，仍然自在，但後來因為痙攣和早年酒精的後遺症引致經常跌倒，加上老人院人手比例問題，家屬極力游說我入住正規的政府津貼單位，經多番討論，終說不過家人，有點「不甘心、不情願」地離開了生活得非常「自在」的老人院。

在入住扶康會護理院舍之初，由於環境不適應，首一星期便接二連三意外跌倒，院舍被我弄得氣氛緊張，趕緊與我和家人協商，如安排私隱度較高的兩人房間，調整環境的安全設施，如扶手、隨身召喚鈴，又加強我的防跌運動練習等。院舍容許我保持一些習慣，如聽私人收音機、早上喝一杯咖啡、外買加鏈、專責職員跟進……這些貼心的安排讓我感到誠意和尊重，'No Problem' 便成為我回應的口頭禪。



於屯元之友遠館比賽上
展身手，色香味俱全
Participating in
cooking competitions,
very appetising!

融入院舍生活，
開心參與舍友會議
Blended into the
living in the hostel
and enthusiastically
attending a meeting



入住兩年後的今天，明白在院舍的生活也許未能完全滿足個人意願，但既來之、則安之，偶爾也會與職員聊天緬懷「飲酒作樂的日子」，我還笑說這是「違禁品」。雖然沒馬可賭，但逢週三看看賽馬的電視節目，成了我與職員的共同話題。我明白到樂意溝通，才能活得更自在，'No Problem' 已是我養生之道吧……

在閒聊中我曾表達過希望外遊一次，院舍竟為我安排申請華人永遠墳場基金「圓滿人生夢飛翔 — 夢想成真計劃」讓我於2019年5月前往澳門「遠遊」，雖未能入賭場一嘗耍樂的滋味，但能重遊久未踏足的澳門，當然是 'No Problem' 啊！



春光明媚，鳥語花香，
精神煥發的一天
With spring in all
its brightness and
charm, bird song
and blossom, this is
a day of high spirits

In the beginning, life in an elderly home was still free, I had friends bringing me food from restaurants, accompanying with spirit and horse betting, enjoying street views from the rooftop. But my spasms and frequent falling as the consequence of too much alcohol in youth, plus inadequate staffing in the elderly home caused my family to persuade me to move to a standard Government subsidised unit. After many discussions, I ended up leaving the carefree elderly home 'unwillingly and reluctantly'.

When I was first admitted to the Care and Attention Home (C & A Home) in Fu Hong Society, due to unfamiliarity, I fell accidentally two to three times in the first week. The C & A Home was very concerned and quickly communicated with my family to take necessary measures such as moving me to a double room with a comparatively high degree of privacy, adjusting facilities for safety such as handrails, call bells, and strengthening my anti-fall exercises. The C & A Home allowed me to keep some of my habits, such as listening to private radio, drinking a cup of coffee in the morning, buying food from outside and dedicated staff to follow up my case... These intimate arrangements made me feel respected. 'No Problem' became my response mantra.

Today, two years after admission, I understand life here may not fully satisfy my personal wishes, but one should take things as they come. Occasionally I will chat with the staff here about the 'good old days', joking about the 'contrabands'. Although there is no horse betting here, watching horse racing on TV on Wednesday becomes the common language between me and the staff. I understand that being willing to communicate is the key to feeling at home. 'No Problem' is my way of healthy living.



我的旅遊夢想成真了，
出發囉！
My dream of
travelling came true!
Let's go!

I once expressed my wish to travel. The C & A Home responded by applying on my behalf to the Chinese Permanent Cemeteries Fund's 'Let Dreams Come True - The Fullness of Life' Project, thus allowing me to take a trip to Macau. Although I did not go to the casino, re-visiting this piece of land is definitely 'No Problem' for me.

時間飛逝，年輕的我總喜歡在村內遊玩，與村內兄弟飲飲啤酒、賭賭馬、去旅行，好不自在。轉眼數十年，父母老去，我的身體亦日漸衰退，在家跌倒、失禁頻生，家屬為方便照顧，開始安排我入住老人院，從此我的生活便改變了……

Time flies. When I was young I used to play in the village, drink beer, bet on horses with my brothers and go on trips. Those were carefree days. In a blink of an eye, my parents are getting old, and so am I. When falling and incontinence become frequent, my family arranged for me to stay in an elderly home. Since then, my life has changed.

樂觀積極 Active Happiness
盡心攜手緩老化
Devotedly Join Hands to
Slow Down Ageing

呂悅平 LUI Yuet-ping
關愛家庭邂逅軒服務使用者
Service User of Family Care Home – Encounter Family

愛拍照的悅平不會
放過擺姿勢的機會

Grasping every
chance to posture



模仿功夫剪影
紙板，真有趣！
Imitating a Kung Fu
silhouette, it's fun!



悅平是扶康會關愛家庭邂逅軒最受歡迎的成員，他很喜歡在人前表現自己，例如他會在新朋友面前表演他的功夫技藝，乖巧可愛的他很討人歡心。唐氏綜合症患者一般在四十歲以後，身體各方面機能就會逐漸退化，悅平也不例外，今年已經踏入四十四歲的他，身體機能已呈現退化情況，而且他患有痛風症，令他的活動能力大不如前，加上體重超標，情況令人擔憂。

為了鼓勵喜愛參加活動的悅平能夠適當活動身體，保持健康的體機能，關愛家庭給他安排了多元化的活動，讓他一邊多做運動，一邊藉著參加不同的活動，持續與社區人士互動，擴闊社交圈子，以滿足他喜愛與人接觸的性格。這些有益身心的活動包括週末與關愛家庭成員一起外出參加教會的共融活動、週日教會彌撒，以及參加家舍安排的旅行，親親大自然及和不同家舍的成員聚會。

除此之外，邂逅軒家姆亦密切注意悅平的健康狀況，護士為悅平設計合適的膳食餐單，讓他除了享受美味膳食、吸收均衡營養之餘，可以避免進食一些引發他痛症的食物。同時，家姆及支援護士也經常留意他的身體狀況，如體重、血糖和血壓等，如果發現有異常情況，會立即處理，盡力緩減他身體機能的退化速度。

我們希望悅平能夠繼續享有一個開心又豐盛的生活。



悅平每週都會參與天
主教彌撒聚會
Yuet-ping attends
weekly mass



LUI Yuet-ping is the most popular member of Encounter Family, one of the Family Care Homes of Fu Hong Society. Lovable and adorable, he likes to perform before an audience, for example, demonstrating his kungfu skills. Persons with Down Syndrome will experience earlier than normal decline of body functions especially after 40 years of age. Yuet-ping is no exception. This year, he is 44 years old. His body functions have deteriorated and he suffers from gout, while his overweight greatly hinders his mobility making the situation worrying.

In order to encourage Yuet-ping - who loves participating in activities - to exercise properly and maintain healthy body functions, the Family arranged diversified activities for him, allowing him to practise more while interacting with the community, thus broadening his social life to fulfil his love of contact with people. These beneficial activities include: participating in his church's social inclusion activities at weekends and attending mass on Sundays and enjoying picnics with members from other Family Care Homes, just to mention a few.

In addition, the Housemother of Encounter Family pays close attention to Yuet-ping's health status, the nurse designed suitable menus for him, so that delicious and nutritious food will not trigger gout pains. Together, the nurse and his Housemother constantly monitor his physical condition such as weight, blood sugar and blood pressure, addressing immediately any abnormal situation and striving to reduce the degradation rate of his body functions.

We hope that Yuet-ping will continue to enjoy a happy and fruitful life.



於共融活動中親
手製作手工
Making arts and
crafts during social
inclusion activities

珍貴友誼 Precious Friendship
不褪色的友情歲月
Non-fading Friendship

🌸 周穎珊及秦嘉琪
CHOW Wing-shan, Sandy & CHUN Ka-ki, Annie
扶康會「香港最佳老友」運動 —
葵興職業發展中心及香港教育大學分社配對老友
Paired Buddies of FHS 'BEST BUDDIES HONG KONG' Movement -
Kwai Hing Vocational Development Centre and
The Education University of Hong Kong Chapter

澳門交流團，難忘我們
的第一次境外交流活動！

Macau Exchange Tour —
our first exchange activity
outside Hong Kong is
unforgettable!



步行籌款，好玩又健康

Walkathon - good
health and good fun!

「我哋永遠都係好朋友！」這是我們認識以來，穎珊常常跟我說的一句話。回憶起來，我唸大學期間就開始參加「香港最佳老友」運動。當時，中心社工王姑娘介紹穎珊給我認識，第一次見面，就覺得她很可愛、性格活潑又有禮貌，令害羞又慢熱的我都放鬆起來，漸漸配對成為「老友」。

"We will be good friends forever!" This is what Sandy often said to me. When I was studying in university, I joined the 'BEST BUDDIES HONG KONG' Movement (BBHK). The Social Worker of the Centre at that time, Ms. Wong, introduced Sandy to me. I found her cute, lively and polite. As a shy and slow-to-warm-up person, I felt relaxed pairing up with her as Best Buddies.

成為老友以來，我們常常一起參加「最佳老友」活動，四處遊玩，美好的回憶遍佈港、九、新界及澳門，而最難忘的一定是兩日一夜的澳門交流團了！我們終於有機會結伴外遊，還在酒店房間促膝詳談呢！

接納和平等，完全
在我們身上展現出來

Acceptance and
equality, we live these
values completely



有一次，我收到王姑娘的通知，知道穎珊要做手術，我很擔心，不知道穎珊會不會很怕痛呢？幸好她手術後依舊好動，還跟我說不用擔心，她真的很懂得安慰別人。不過，自從那次手術後，從前精靈活潑的穎珊好像變得有點不一樣，我發現她以往濃密的黑頭髮裡，有些白髮悄悄地長了出來；以前我們可以順暢的談天說地，但由於她的聽力變得衰弱了，現在我要常常停頓下來，把說話大聲地重複幾遍，才可以讓她清楚明白；從前爽快的她，也變得像老人家般嘮嘮叨叨，我便知道她已開始慢慢步入年老的階段了。

其實衰老並不可怕，我也曾經陪伴及照顧家中的長者，而中心的職員也曾教導我照顧老齡智障人士的技巧，例如：扶持的方法和說話要放慢及大聲點等等。而我也特別留意她的飲食，她喜歡的那些美味但邪惡的食物，便要盡量少吃一點了。同時，我也會特意和她多點走路，例如：陪她多走樓梯前往活動的地點等，讓她保持健康。其實我又何嘗不是一天天地老去？只要我倆能夠彼此陪伴對方成長，這已是一件最快樂的事，正如穎珊所說：「我哋永遠都係好朋友！」

見證穎珊奪冠一刻，
和她分享喜悅，好叻啊！

Witness the moment
Sandy got the
championship and
share her joy —
Good job, Sandy!



Since becoming Best Buddies, we often participated in BBHK activities together around Hong Kong Island, Kowloon, the New Territories and even Macau and we have many lovely memories. Among the most unforgettable must be the Macau Exchange trip for two days one night. We finally had an opportunity to travel abroad and enjoyed a long heart-to-heart talk in the hotel room.

Once, I received a call from Ms. Wong and I was very worried. I knew that Sandy was to undergo a surgery and I wondered if Sandy was scared or in pain. Fortunately, she was still active after the operation and told me not to worry. She really knows how to comfort others! Unfortunately, I noticed that after the operation, Sandy seemed a little different - not so lively and smart as before. I found white hair growing among her thick black hair. We used to chat smoothly but now, because she has become hard of hearing, I have to speak loudly, repeat phrases and pause often, in order to make her understand me. Before, she was bright but now she is like a nagging old woman. I knew that she was gradually ageing.

早晨，幫手買支旗丫！
Good mornings
buy a flag!
Support us please!



Ageing is not terrible. I have experienced accompanying and caring for elderly at home and staff at the Centre taught me the necessary skills for taking care of ageing persons with intellectual disabilities, such as lifting techniques and talking slowly in a louder voice; also, how to pay special attention to diet, such as avoiding unhealthy foods even though it is her favourite and very tasty. Meanwhile, I accompany her walking more, such as climbing the stairs to the venue when joining activities to keep her healthy. Indeed, I am also getting old myself. I think it is already the happiest experience to be able to accompany each other into old age.

As Sandy says, "We will be good friends forever!"

珍貴友誼 Precious Friendship
「全」心陪伴你
Wholeheartedly with You

🔥 黎錦全及黃宇彤
LAI Kam-chuen & WONG Yu-tung, Minnie
扶康會「香港最佳老友」運動 —
長沙灣成人訓練中心及東華學院分社配對老友
Paired Buddies of FHS 'BEST BUDDIES HONG KONG' Movement -
Cheung Sha Wan Adult Training Centre and
Tung Wah College Chapter

親手製作的壽司特別美味！
Making Sushi
by ourselves, it's
scrumptious!



我們最愛一起外出參與社區活動
We love to participate in
community activities together

轉瞬間，認識阿全已經五年了，我們互相陪伴對方渡過了五個愉快的生日，他見證著我由一個悠閒的學生哥變成忙碌的打工族，而我就見證著這位智障的中年大叔是如何的「身老·心不老」。

Time flies. I have known Ah Chuen for five years and we have spent five happy birthdays together. He saw me transform from a leisurely student into a busy office worker and I saw how this middle-aged man with intellectual disabilities stays young even as he ages physically.

五年前，每當我和其他學生老友一起到中心探訪時，阿全總會拍著手、高高興興地衝到門前迎接我們。但自從一年前他意外跌倒後，本身是痙攣患者而四肢不太靈活的他，雙腳就變得更不靈活了。從前他可以隨意地站起來，現在則需要使用扶抱工具輔助，緩慢地由坐姿轉移到站立的姿勢；從前他能輕易地追上大夥的步伐，現在他只能蹣跚地走著，上落樓梯亦以升降機代步了；從前每當美食在前，他便會急不及待地立即起動果腹，但現在卻必須等待照顧者把食物剪成小塊後，才可開始進食，以免食物哽塞或誤入氣管。

年齡增長似乎是無可避免的，會帶來疾病和身體退化，與其逃避，不如正向面對。或許「慢」和「依賴」經常被聯繫到老年人身上，但難道我們在生活中就不能騰出一些「慢一點」的時間，向別人展現多一些關懷嗎？



投入「Walk·In」
綠色市集樂融融！
Join the 'Walk·In' Inclusive Green
Bazaar! Happy and fun!

與阿全平靜地聊天，相對忙碌的工作，我倒更享受這種慢下來的感覺。對阿全來說，慢下來可以讓他身心更加放鬆，不再因為要趕上別人的步伐，弄得全身肌肉繃緊，而我，陪著他一起慢活，可令我放下工作的壓力，享受友誼的箇中樂趣。

阿全的年紀比我大，他長一歲時，我也會長一歲，不同的是我的年齡增長會帶我步進盛年，而阿全卻因為「黃金時代」已經過去，從他逐漸退化的身體機能，我看到了他的疲憊，例如：以前的他在活動時很喜歡走來走去和其他老友打招呼，現在他不但力氣弱了，說話的聲量也細了很多，還常常要坐下來休息。感覺上，他長的每一歲都較我來得更沉重。然而，我們每次見面時的那股雀躍的心情，五年前和五年後的今天並沒有改變。事實證明，心態能改變行動，只要我們繼續保持以往那種輕鬆簡單的心境來相處，相信年齡的增長並無礙我倆友誼的成長啊！

Five years ago, whenever I visited the Centre with other student buddies, Ah Cheun would rush to the door and greet us by clapping his hands. However, being an arthritic patient, his limbs were not very flexible and his legs became even stiffer after he accidentally fell down a year ago. In the past, he could stand up freely, but now he needs to use specialised lifting equipment to move slowly from sitting to standing position. In the past, he could keep up easily with others, but now he plods along and needs to use the lift instead of stairs. At mealtimes, he used to be able to eat all kinds of scrumptious food immediately without hesitation but now the caregiver must cut his food into small pieces before he can eat it, in order to avoid indigestion or choking.

Ageing seems inevitable, causing disease and physical deterioration, but it is better to face it than to deny it. The words 'slow' and 'dependent' are often associated with the elderly, but can we free up some 'slow' time in our own lives to express caring for others?

Comparing my busy daily work and quiet conversation with Ah Chuen, I enjoy the 'slow' feeling of the latter. For Ah Chuen, slowing down makes him more relaxed. He no longer needs to nervously catch up or match the pace of others. When I accompany him, it allows me to put down work pressures and enjoy the fun of friendship.

Ah Chuen is older than me. When I grow a year older, he will be a year older too. But the difference is that: I am heading into my prime years while Ah Chuen's golden age has passed. I notice his exhaustion and his declining physical condition. For example, before he liked to walk around and say hello to other buddies during activities, but now he is weaker, his voice smaller and he prefers sitting down more frequently to rest. Although I feel that every year brings increased uneasiness to his life, our excitement whenever we meet has not changed for these five years. One's mind can affect one's actions. As long as I still want to keep to a simple and relaxed way of getting along with him, I believe that age does not hinder our friendship.



老友見面，不約而同
齊齊穿上藍色衫
We used to wear blue
whenever we meet



5

社區教育、研究及倡導
Community Education, Research and Advocacy



扶康會「香港最佳老友」運動・賽馬會社會共融計劃 FHS 'BEST BUDDIES HONG KONG' Movement · Jockey Club Social Inclusion Project

「最佳老友」是一項非牟利的國際性運動，於1989年由美國甘迺迪家族成員Mr. Anthony Kennedy Shriver發起並成立，旨在通過智障人士和非智障人士一對一的友誼，產生互動，促進了解和共融。在他積極推廣下，目前在世界匯聚了逾一千五百間初中、高中和大學的最佳老友分社，遍及全球六大洲。

扶康會是唯一獲Best Buddies International認可並授權在香港推動「最佳老友」運動的機構，透過舉辦多元化活動，為這些老友提供演出、學習與分享等機會，加深社會對智障人士的了解，提升智障人士的社交信心及生活質素，促進社會共融。

Best Buddies is a non-profit making international movement, founded in 1989 by Mr. Anthony Kennedy Shriver of the well known Kennedy clan of the United States. The movement promotes 'one-to-one' friendship in the community between persons with and without intellectual disabilities. Through the interaction of friendship, it is anticipated that understanding and inclusion is enhanced. At present, there are over 1,500 chapters in secondary schools and universities across the world, covering six continents.

Fu Hong Society is recognised the only authorised organisation in Hong Kong to launch the 'BEST BUDDIES HONG KONG' (BBHK) Movement. Through organising diversified activities, it provides buddies with opportunities to perform, to learn and to share. The programme also increases their community participation and enhances social inclusion.

分社活動 Chapter Activities



我們的自拍美不美？
Our selfie is beautiful, isn't it?

嶺南大學與友愛之家分社暢遊南豐紗廠
Buddies from the Chapter of Lingnan University
and Father Tapella Home visited The Mills



拔萃女書院與天保民學校分社歷史博物館遊蹤
Buddies from the Chapter of Diocesan Girls' School and Mary
Rose School visited the Hong Kong Museum of History

啲啲坐、看漫畫！
Let's read comic books!



你看看，我摘到一顆大草莓呢！
Look, I got a big strawberry!

東華學院與長沙灣成人訓練中心分社
樂遊草莓園
Two buddies from the Chapter of Tung Wah
College and Cheung Sha Wan Adult Training
Centre visited strawberry farm



香港賽馬會義工隊與
毅誠工場分社大澳探訪之旅
A journey to Tai O by the Chapter
of the Hong Kong Jockey Club
Volunteer Team and Ngai Shing
Workshop

我們一同體驗大澳
傳統文化，學習曬鹹蛋！

*Hey, let's make dried salted-
egg to experience the traditional
culture of Tai O!*



手牽手，同步走，攜手過終點！
Hand-in-hand, we passed the finish line together!

香港教育大學特殊學習需要與
融合教育中心及才俊學校分社參與「佛你跑」馬拉松
Buddies from the Chapter of Centre for Special Educational
Needs and Inclusive Education of The Education University
of Hong Kong and Choi Jun School joined the 'Buddha You
Run' Marathon



新分社成立 The Establishment of a New Chapter



東華學院 — 職業治療學系與東華三院群芳啟智學校分社於2018年7月20日正式成立
The Department of Occupational Therapy of Tung Wah College and TWGHs Kwan Fong Kai Chi School officially established a new chapter on 20 July 2018



老友代表交換禮物，
見證友誼的開始
*Buddies exchanged gifts to
commemorate the beginning of
their friendship*

香港教育大學 — 特殊教育與輔導學系，與
香港耀能協會賽馬會田綺玲學校分社於2018年
9月21日正式成立
The Department of Special Education and
Counselling of The Education University of
Hong Kong and SAHK Jockey Club Elaine Field
School officially established a new chapter on
21 September 2018

交流活動 Exchange Activities

2018「國際最佳老友」領袖會議 Best Buddies International Leadership Conference 2018

老友大使及學生代表有幸與「最佳老友」運動發起人
Mr. Anthony Kennedy Shriver 拍照留念及交流心得
Student representatives and ambassador from Hong
Kong had the greatest pleasure to take pictures with Best
Buddies International Founder, Mr. Anthony Kennedy
Shriver and to exchange views with him



兩位分社領袖Ruby、Natalie及老友大使
思思遠赴美國，代表「香港最佳老友」
運動參與2018的領袖會議
Two chapter leaders, Ruby and Natalie, and BBHK
Ambassador Candy, represented BBHK at the
Leadership Conference 2018



不如我們交換電話，
日後再多多交流心得吧！
*Let's exchange telephone numbers
and share more ideas in future!*



參加會議之餘，當然
也要體驗美國的風土人情
*Apart from meetings,
our representatives
experienced American
culture and social life*



2018「國際最佳老友」全球職員會議 Best Buddies International Global Staff Forum 2018

2018「國際最佳老友」全球職員會議在香港舉行，十多個國家或地區的「最佳老友」代表探訪扶康會康復中心
Best Buddies International Global Staff Forum 2018 was held in Hong Kong. Representatives from more than 10 countries visited the Fu Hong Society Rehabilitation Centre



來自美國的代表鼎力支持康姨曲奇！
The representative from the United States supported Madam Hong cookies!



菲律賓代表與康姨曲奇其中一位幕後功臣自拍留念
The representative from the Philippines took a selfie with a buddy - staff from Madam Hong cookies

大型活動 Mass Programmes

全港分社周年大會暨老友大使畢業典禮2018 BBHK Annual Gala cum Ambassador Graduation Ceremony 2018

「香港最佳老友」運動顧問小組主席胡君仲先生頒發最積極參與獎（分社）予香港賽馬會義工隊及扶康會毅誠工場分社
Mr. Derek Wu, Chairman of BBHK Movement Advisory Panel, presented the most active participation award to the Chapter of Hong Kong Jockey Club Volunteer Team and Ngai Shing Workshop



社區老友志豪及柏堅拍住上擔任大會司儀，為他們的友誼留下珍貴回憶
Community buddies of Chi-ho and Pak-kin were emcees, together forming precious memories of friendship



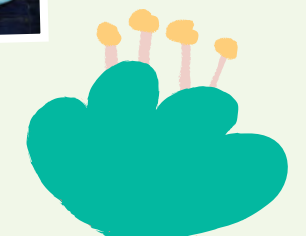
明健及思思畢業成為老友大使！
Ming-kin and Candy graduated and became BBHK Ambassadors!

本會服務使用者傑仔及音樂導師 Kelvin 演奏多首經典曲目
Service user Ah Kit and music instructor Kelvin performed a number of classic repertoires



在互動遊戲「鬥長氣」中，老友施展渾身解數
Buddy trying his best in a competition called 'Who is the most long-winded'

齊齊高歌大合唱，氣氛熱烈！
The sing-along was overwhelmingly enthusiastic!



社會影響評估發佈會暨研討會
Social Impact Assessment Press Conference cum Seminar



發佈會暨研討會吸引超過二百名同業、家長、計劃參加者出席
The conference cum seminar attracted over 200 social service sector workers, parents and buddies



全情投入
Fully engaged



老友大使穎珊與國際最佳老友運動總監
Ms. Jennifer Allen 互相交流
Exchanging views between Ambassador Sandy and Director of Best Buddies International, Ms. Jennifer Allen



配對老友嘉琪（左）及穎珊（右）分享她們的友誼點滴
Paired buddies Ka-ki (left) and Sandy (right) shared interesting stories of their friendship



發佈會暨研討會有幸邀請自美國、菲律賓、蒙古、馬來西亞、印尼、埃及和泰國的「最佳老友」合作伙伴出席交流
'Best Buddies' partners from the United States, the Philippines, Mongolia, Malaysia, Indonesia, Egypt and Thailand attended the conference and seminar



「卡塔爾最佳老友」運動復康與共融總監Ms. Latifa ALKUWARI與喬色園主辦可道中學校長彭惠蘭女士分享她們推動「最佳老友」的經驗
Ms. Latifa ALKUWARI, Director of Rehabilitation and Inclusion for 'Best Buddies Qatar' and Ms. PANG Wai-lan, Principal of Ho Dao College (Sponsored by Sik Sik Yuen) shared their experiences in implementing the 'Best Buddies' Movement

第四屆「老友鬼鬼」共融故事演繹比賽
The 4th Social Inclusion Story-telling Competition

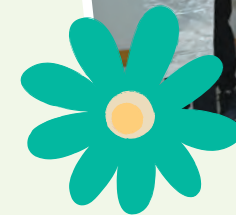
初賽精彩花絮
Highlights in the Heat



比賽成功吸引約一百五十位人士報名參賽
The competition attracted about 150 contestants



參賽者悉心打扮，三色辣椒相映青綠妙！
The contestants dressed in colourful and elaborate costumes. They really looked like three-colour peppers!



故事演繹加入音樂元素，生動有趣
Musical elements made the story more lively and interesting



決賽暨頒獎典禮精彩花絮
Highlights of the Final and Award Ceremony



服務使用者展示才能，又與老友合作演出
Service Users showing their talents, and cooperating with their buddies in the performance

決賽暨頒獎典禮於寶琳新都城中心三期舉行，向市民推廣共融訊息
The final ceremony and award ceremony was held at Phase III Metro City Plaza, to promote social inclusion to the public



共融組冠軍由香港耀能協會高福耀紀念學校學生奪得，他們為大家演繹《輪椅說明書》
First place in the 'inclusion category' went to students of SAHK Ko Fook Lu Memorial School, they performed a story entitled 'Wheelchair Manual'

「圓滿人生夢飛翔 — 夢想成真」教育計劃 'Let Dreams Come True - The Fullness of Life' Education Project

大家投入在「感動生命」工作坊
Fully engaged in 'Touched by Life' workshop



了解樂活老齡議題
Learning about Active Ageing

面對殘疾人士雙老問題日漸明顯，生離死別已無可避免出現在殘疾人士的生活裡，避而不談根本不能解決問題，反而積極面對可以更輕鬆處理。

2016 年本會透過「愛心聖誕大行動」基金委員會贊助推行為期兩年的「說死談生」教育計劃，開展一系列針對殘疾人士、照顧者及職員而設計的生死教育項目，期間共舉辦了四百八十五次活動，參加人次達二千八百六十六人。計劃結果顯示殘疾人士能透過參與生死教育活動，掌握死亡的概念和意義，百分之九十參加者，即使是嚴重智障人士，對死亡和及早準備後事的態度有了不同程度的改變。計劃內容及研究結果結集成《四季人生 — 說死談生教育計劃分享文集》出版，期望拋磚引玉，與各界一同推動殘疾人士的生死教育。

As persons with disabilities and their parents age, departing this life becomes inevitable. Avoiding the issue does not solve the problem; on the contrary, actively facing it makes things easier.

Since 2016, Fu Hong Society has implemented the 2-year 'Dialogue Between Life and Death' Education Project sponsored by 'Operation Santa Claus' Foundation. To date 485 different activities had been organised for persons with disabilities, their caregivers and staff, reaching a total of 2,866 participants. Research shows that persons with disabilities can comprehend the concept and meaning of death after participating in these activities. Most participants (90%), including those with severe disabilities, have a wide range of attitudes towards death and early funeral preparation. The programme and the research results have been compiled into a publication 'Four Seasons of Life - Sharing of the Life and Death Education Programme' as an attempt to join hands with the general public to promote life and death education for persons with disabilities.



學習伸展運動
Doing stretching exercise

在舞蹈中感受身體的變化
Dancing and feeling the body change



「為你而歌」舞臺劇彩排
Practicing for drama performance



示範減壓方法
Demonstrating ways to release stress



了解遺囑、預設醫療指示
Attentively listening to a seminar on making will and advance directives

本會獲得華人永遠墳場管理委員會贊助，於2018年8月推行「圓滿人生夢飛翔——夢想成真」計劃，是次內容重點在於協助老齡殘疾人士實現夢想，為晚年生活添上色彩。計劃包括：舉辦八場「老有所事」系列工作坊、為二十位服務使用者完成夢想的「夢想成真計劃」、為五百位服務使用者及其家屬拍證件相和全家福的「樂齡照相館」、「不一樣的圓夢人生」實錄紀錄片、體現殘疾人士展藝才能的「圓滿人生舞台劇」及計劃分享會等。

In August 2018, another round of life and death education project 'Let Dreams Come True - The Fullness of Life' was launched. This was sponsored by The Board of Management of The Chinese Permanent Cemeteries (BMCP). The new programme which focuses on realising the dreams of disabled elderly includes: Eight Active Ageing workshops, realising the dreams of 20 service users, shooting family photographs and photo identifications for 500 service users, creating a documentary, performing a drama to highlight their talents and conducting sharing events.

隨著殘疾人士步入老年，照顧者和職員在照顧方面有需要提升相關的知識和技巧，本會已申請華永會基金延續生死教育，期望進一步深化計劃，推廣高齡殘疾人士積極老年訊息，增加高齡殘疾人士及照顧者對膳食營養及運動的認識，推廣以正向心理保持自信和積極面對老年生活。

從瞭解生死的意義到協助殘疾人士實現人生夢想，再到提升殘疾人士積極老年化，本會希望通過生死教育幫助更多殘疾人士、照顧者及職員，從容面對殘疾人士雙老的挑戰。

With the increase in the number of aged persons with disabilities, their caregivers and staff must be equipped beforehand with knowledge and skills. A new round of BMCP funding was for deepening the programme, with the aim to promote active ageing for elderly persons with disabilities, enhancing service users and care providers' awareness of good nutrition and regular exercise and promoting positive psychology for the elderly to enjoy an active and confident old age life.

From understanding the meaning of death to supporting persons with disabilities to realise their dreams, and to promoting active ageing, the Society is committed to benefitting more persons with disabilities, their caregivers and staff to live longer, safer and happier lives.

共融及樂齡成效研究 Research Studies on Inclusion and Active Ageing

在致力推動社會共融與樂活老齡的同時，成效檢視尤其重要。過去本會進行了五項社會共融成效研究，三項樂活老齡成效研究，調查結果正面，有助持續提升服務使用者的生活質素。

Research Studies are crucial to gauge the effectiveness of our services. The Society has conducted five studies on social inclusion and three on active ageing. The positive results from the surveys encourage us to continue to improve the quality of life of our service users.

機構策略：社會共融 Agency Strategy: Social Inclusion

研究
Research

成效
Outcome

扶康會「香港最佳老友」運動・賽馬會社會共融計劃：社會影響評估 Social Impact Assessment for FHS 'BEST BUDDIES HONG KONG' Movement • Jockey Club Social Inclusion Project



印證持久的一對一友誼能有效地促使智障老友在情緒、社交、學習及成長上有正面的改變。

The 'one-to-one' paired and long-term friendship between buddies with and without intellectual disabilities showed positive impact through the emotional bonding, social interaction, learning and growth of the buddies with intellectual disabilities.

日間訓練提升計劃 中期檢討 Interim Evaluation for Enhancement in Day Training Centre / Day Training Centre cum Hostel Services



「密集互動訓練」和「圖片交換溝通系統」皆能提升服務使用者的溝通意欲及加強與人溝通的能力，達致社會共融。

Both 'Intensive Interaction' and 'Picture Exchange Communication System' could increase the willingness and ability of our service users to communicate, which in the long run could achieve better social inclusion.

「關愛家庭」 義工服務成效評估 Family Care Home Volunteer Service Evaluation



持續安排義工定期到關愛家庭與家庭成員互動交流、維繫關係及更多使用社區設施，長遠來說能促進社會共融。

The Family Care Home arranged volunteers to interact with the family members regularly for maintaining interpersonal relationships and increasing the usage of community facilities, which could promote social inclusion in the long run.

「伴跑計劃」—— 從伴跑到社會共融成效探討 'Run Together' – Outcome Evaluation on Social Inclusion



一對一伴跑計劃初步顯示有助提升體適能及促進社會共融。

Preliminary results showed that the 'one-to-one' paired running programme could enhance the physical fitness and social inclusion of our service users.

智障服務使用者的語言及溝通能力抽樣調查 A Sample Study on Language and Communication Abilities of service users with Intellectual Disabilities



被抽查的大部份服務使用者適宜參與一般溝通訓練，以改善語言能力。

Most of our users tested were suitable for regular speech therapy intervention to improve their communication ability.

機構策略：樂活老齡
Agency Strategy: Active Ageing

研究
Research

成效
Outcome

言語治療服務：口肌及吞嚥訓練對有吞嚥困難服務者的成效
Speech Therapy Service Evaluation on dysphagia in Persons with Intellectual Disabilities



言語治療服務有效維持及改善服務使用者的吞嚥能力，亦有跡象顯示直接介入可延緩退化。
Speech Therapy Service was effective in maintaining or improving service users' swallowing ability. At the same time, there were signs that direct intervention could delay degeneration.

「說死談生教育計劃」工作成效評估
'The Dialogue between Life and Death' Education Project Evaluation



服務使用者對死亡概念的理解顯著提升；家屬認同智障人士能夠明白死亡概念；本會員工更有信心在單位內推行計劃。
Service users significantly increased their knowledge of five dimensions concerning the phenomenon of death. At the same time, their caregivers agreed that persons with intellectual disabilities could understand the concept of death. FHS staff also increased their confidence in implementing Life and Death Education to our service users.

「日本方塊踏步運動」先導計劃工作成效
'Japan Square Step Exercise' Pilot Study



初步顯示有助服務使用者提升平衡力。
Preliminary results showed that the Japan Square Step Exercise could enhance the body balance of service users.



請掃描QR圖碼以取得研究報告內容，或瀏覽本會網頁<研究與發佈>一欄。
Please scan the QR code for a detailed summary of the report or visit our website under <Research and Publications>.

服務使用者及家屬充權
Empowerment of Service Users and their Families

本會一直與服務使用者和家屬同行，推動他們參與社會及對政府的政策和服務規劃積極發表意見以爭取殘疾人士的權益。

The Society walks hand in hand with service providers and their families, encourage and motivate them to participate in the community, to express opinions on government policies and services and to strive for their rights and interests.

屯元服務使用者權益關注組
Tuen Yuen Service Users' Rights Concern Group

屯門及元朗區透過「屯元服務使用者權益關注組」，(下稱權益關注組)，鼓勵他們關心社區事務。本年度權益關注組委員經過熱烈討論後，訂立了「居住環境安全及配套设施」的議題，關注殘疾人士福利事宜，未來會繼續收集相關意見，並向政府表達訴求。

'Tuen Yuen Service Users' Rights Concern Group' was formed in Tuen Mun and Yuen Long by the families of our service users, to forward to the relevant authorities their concerns about community affairs. This year, after hearty discussion, members agreed that 'Residential Environmental Safety and Supporting Facilities' was their focus concerning the welfare of the disabled. The Concern Group will continue to collect opinions and express relevant concerns to the Government.



「屯元服務使用者權益關注組」在會議上收集相關意見
'Tuen Yuen Service Users' Rights Concern Group' working on 'Residential Environmental Safety and Supporting Facilities'

「2019香港康復計劃方案」檢討工作小組意見書 '2019 Hong Kong Rehabilitation Programme Plan'

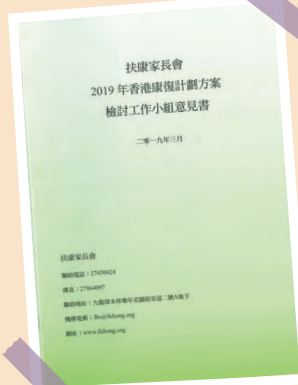
政府在2017年委託康復諮詢委員會籌劃「香港康復計劃方案」(下稱方案)並通過公共諮詢活動收集意見。「扶康家長會」一向關注殘疾人士的福祉，就方案進行了多場分組討論，將各項與殘疾人士相關的範疇整合，合力撰寫「2019香港康復計劃方案」檢討工作小組意見書，讓政府及相關部門認真聆聽家長的意見，釐定全面及切合殘疾人士需要的政策及規劃。

The Government of the HKSAR commissioned the Rehabilitation Advisory Committee in 2017 to plan the 'Hong Kong Rehabilitation Programme Plan' (HKRPP). Fu Hong Parents' Association is always concerned about the well-being of persons with disabilities. Parents conducted a number of group discussions on HKRPP and actively participated in the review. Items related to persons with disabilities were identified and the 2019 HKRPP Review Working Group Submissions was co-authored with the hope that the Government will listen carefully to the views of parents and formulate policies and plans which are comprehensive and in line with the needs of persons with disabilities.



其中一個單元：「社區支援服務」，家長積極參與討論，提出不同的檢討建議

Parents deeply engaged in the discussing of 'Community Supported Services'. Various suggestions were made



扶康家長會「2019香港康復計劃方案」檢討工作小組意見書發佈會
Press media on the 2019 HKRPP Review Working Group Submissions

「亞太區家長組織協作備忘」簽署儀式 'Asia-Pacific Parent Organisation Collaboration Memorandum' Signing Ceremony

澳門扶康會於2019年6月26至28日在澳門威尼斯人舉行「康復國際亞太區會議」，大會特別邀請本會籌備「亞太區家長組織協作備忘」簽署儀式。本會一向支持家長參與國際性會議，是次邀請了家屬吳錫汶女士及林禮勝先生擔任簽署儀式的司儀，參與的亞太區家長組織包括中國、台灣、日本、南韓、馬來西亞、香港及澳門，共同承諾為照顧者及殘疾人士的福祉而努力。

Fuhong Society of Macau organised the 'Rehabilitation International Asia & Pacific Regional Conference' in The Venetian Macao from 26 to 28 June 2019. Fu Hong Society was invited to host the signing ceremony of 'Asia-Pacific Parent Organisation Collaboration Memorandum'. The Society always encourages and supports parents to participate in international conferences. Two parents Ms. NG Shik-man and Mr. LAM Lai-shing were invited to be the emcees of the ceremony. Representatives from seven Asia-Pacific regions including China, Taiwan, Japan, South Korea, Malaysia, Hong Kong and Macau attended and the Memorandum serves as a collective commitment to strive for the interests of people with disabilities and their caregivers.



吳錫汶女士及林禮勝先生於6月27日舉行的「亞太區家長組織協作備忘」簽署儀式擔任司儀
Ms. NG Shik-man and Mr. LAM Lai-shing as emcees at the 'Asia-Pacific Parent Organisation Collaboration Memorandum' signing ceremony

林禮勝先生代表扶康家長會參與簽署儀式

Mr. LAM Lai-shing representing Fu Hong Parents' Association at the signing ceremony



6

企業傳訊
Corporate Communications

籌款 Fundraising

在 2018/19 年度，本會得到社區人士、企業及團體的鼎力支持，共籌得港幣五百八十二萬元，較去年多港幣二百五十九萬元。建立共融社會需要社會各界的支持和共同協作，扶康會感謝各企業、團體及社區人士與本會建立緊密的伙伴關係，讓本會可以與殘疾人士在共融路上走得更遠。

本會透過不同的籌款活動，鼓勵企業和社區人士捐款及參與，支持本會自負盈虧服務的運作，及讓殘疾人士有更多接觸社區的機會。

In 2018/19, with concerted support from community members, corporations and organisations, a total of HK\$5.82 million was raised, which is HK\$2.59 million more than last year. Developing an inclusive society requires the support and cooperation of all sectors of the community. Fu Hong Society appreciates the close relationships we have established with all our supporting companies and the community. This allows the Society to advance along the path to social inclusion.

The Society encourages corporations and the community to donate and participate in our fundraising activities to support the operation of our self-financed services. Their participation also creates opportunities for persons with disabilities to connect with the community.

賣旗日 Flag Day

一分一毫帶來無比意義
Every coin is meaningful



有賴逾四千名來自三十多間學校、機構及志願團體的學生和義工鼎力支持，是次「賣旗日」在 2018 年 10 月 20 日順利舉行，共籌得超過港幣一百五十六萬元。

傷健朋友一起組隊賣旗，為發展殘疾人士服務籌款，宣揚傷健共融的訊息。

With the support of over 4,000 students and volunteers from over 30 schools, organisations and volunteer teams, through 'Street Sell' and 'Golden Flag', the Flag Day on 20 October 2018, raised over HK\$1.56 million.

Persons, with and without disabilities, selling flags together to raise funds for the development of services for persons with disabilities and to promote social inclusiveness.

樂建共融「Walk•In」綠色市集暨步行籌款 'Walk•In' Inclusive Green Bazaar cum Charity Walkathon

步行籌款 Walkathon



本會於 2019 年 1 月 20 日，首次將「步行籌款」和「綠色市集」合併舉行，結合環保、共融及慈善公益三個元素。

超過一千位傷健人士參加，總共籌得港幣三十二萬元，參加者一同攜手「邁進共融路」。

For the first time, the Society jointly organised 'Walkathon' and 'Green Bazaar', combining the three elements of environmental protection, social inclusion and charity on 20 January 2019.

This key annual event attracted approximately 1,000 participants, both able and disabled and raised HK\$320, 000. The event provided an opportunity for persons, with and without disabilities, to WALK together on the path to INclusion.

綠色市集 Green Bazaar



智障人士及義工參與舞台表演及共融攤位協作等，彰顯傷健共融精神。慈善二手賣物攤位得到多個知名企業捐贈物品，共籌得港幣十八萬元。

Participants enjoyed the environmentally friendly game booths with our service users.

Large corporations donated and recycled brand-new and second-hand items for the charity sale, which raised HK\$180, 000.



‘Walk•In’: Walk (步行) + In (Inclusion 共融) =
「同心齊舉步，邁進共融路」
WALK together on the path to INclusion



慈善電影 Charity Movie Screening

克服障礙，編織夢想 Overcome difficulties, create dreams

本會希望藉電影帶出傷健共融的訊息，增加社區人士對殘疾人士的了解和關愛。慈善電影籌得善款全數用於發展本會自負盈虧的服務。

Charity screening of movies were held to spread the message of social inclusion and increase understanding and care of persons with disabilities. All monies raised support the Society to continue to develop and operate the non-subsidized services.

《非同凡響》慈善電影特別場 (2018 年 8 月 19 日)
'Distinction' Charity Film Screening (19 August 2018)

音樂譜出了智障人士的非凡人生

Playing music
makes everyone's life extraordinary



《淪落人》慈善電影優先場 (2019 年 3 月 31 日)
'Still Human' Charity Preview (31 March 2019)

只要踏上築夢的階梯，便能活出生命的價值

Start building your dream and live a life of value



伙伴合作 Partnership

本會與企業及專業團體攜手推動共融的精神，加強公眾人士對殘疾人士的接納和關愛。
The Society and its corporate partners together worked to build an inclusive society, and increase community acceptance and care for persons with disabilities.

商界展關懷計劃 Caring Company Scheme

2018/19年度本會成功提名一百一十間企業及專業團體，以表揚與本會攜手推動傷健共融的伙伴及實踐企業社會責任的企業。感謝各企業及專業團體認同扶康會的服務理念，並與本會建立長期的伙伴合作關係，為殘疾人士創造更多可能。

The Society successfully nominated a total of 110 companies and professional bodies in 2018/19 to receive the logo 'Caring Company' and 'Caring Organisation' to acknowledge their efforts in promoting disability inclusion. The following companies and professional bodies share the ideals of Fu Hong Society and work with the Society to create more possibilities for service users.



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



中信資本控股有限公司
CITIC Capital Holdings Limited



港鐵公司
MTR Corporation



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



東亞銀行有限公司
The Bank of East Asia Limited



協作計劃 Collaborative Projects

本會積極與不同的企業及專業團體開展多元化的協作計劃，並建立良好且長遠的伙伴關係，共同推動「接納不同，樂建共融」精神及提供更多機會讓殘疾人士發展潛能和接觸社區。

The Society actively sought partnerships with corporations and professional bodies to promote the idea 'Accept differences, Support inclusiveness' and to provide more opportunities for persons with disabilities to develop their talents and connect with the community.



合作無間，施展出渾身解數
Work together and be the champion

扶康會「香港最佳老友」運動電能烹飪比賽 FHS 'BEST BUDDIES HONG KONG' Movement Electric Cooking Competition



中華電力有限公司連續十四年支持本會舉辦扶康會「香港最佳老友」運動電能烹飪比賽，鼓勵社區人士與智障人士透過合作烹調美食，宣揚平等友愛精神。

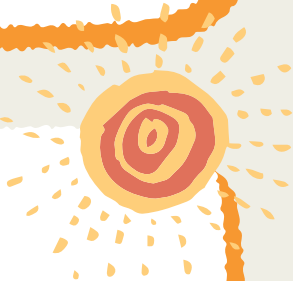
For the 14th consecutive year, CLP Power Hong Kong Limited sponsored and co-organised the FHS 'BEST BUDDIES HONG KONG' Movement Electric Cooking Competition, in the spirit of promoting social inclusion.



國際廚師日 International Chefs Day

香港廚師協會連續十一年邀請本會參與「國際廚師日」的慈善自助午餐，讓服務使用者品嚐不同國家的菜餚，並讓一眾大廚及廚藝學生與殘疾人士結連，透過美食佳餚傳遞愛與關懷。

For the 11th consecutive year, the Hong Kong Chefs Association invited the Society to participate in their 'International Chefs Day' Charity Buffet Lunch. Over 400 service users and their family members enjoyed a sumptuous meal lovingly prepared by master chefs.





「幸福的黃色小票」活動 Yellow Receipt Campaign

永旺（香港）百貨有限公司邀請本會成為活動的受惠機構之一，並捐贈電器等物品，讓服務使用者有機會接受更多元化及適切的訓練和文娛康樂活動。

The Society was one of the beneficiaries of the 'Yellow Receipt Campaign' launched by AEON stores (Hong Kong) Co. Limited. In addition, AEON also donated electrical appliances to the Society's service units.



藝術培訓班 Art Training Courses

藝術無疆界
Art knows no boundaries

泰邦集團國際控股有限公司連續第三年贊助服務使用者參與藝術培訓班，並挑選他們的畫作來製作2019年度的公司座枱月曆，肯定殘疾人士的藝術潛能，並透過藝術讓社區人士了解智障人士的才氣。



For the 3rd year in a row, Top Dynamic International Holdings Limited sponsored the service users to attend art training courses and selected some of their paintings for publication in the company's 2019 Desk Calendar, making it possible for more people to know about the artistic potential of persons with disabilities.



放置扶康會捐款箱 Placement of FHS Donation Boxes

在新鴻基地產六個商場擺放捐款箱。

Sun Hung Kai Properties placed FHS donation boxes at six of their shopping malls.

感謝各位善長仁翁
A BIG THANK YOU to all donors

慈善活動 Charity Activity

Affordable Art Like — 小克二次油畫展 Affordable Art Like Re-creation Oil Paintings Exhibition by Siu Hak



此畫作義賣所得款項全數捐贈予扶康會
The funds raised from sales of artwork was donated to the Society

虫畫展覽 — 阿虫的算術人生路 Affordable Art Like Ar Chung and his Arithmetic Exhibition



展覽期間發售阿虫畫作明信片的所得收益，全數捐贈予「睿程」製作圍裙，製成後會送給扶康會的服務使用者。睿程團隊專為長者和殘障人士縫製衣服，強調設計滿足各人需要的同時，也必須維持每個人的尊嚴。



The funds raised by selling postcards of the artwork at the exhibition was donated to RHYS Hong Kong to make aprons for service users of Fu Hong Society. RHYS is a team dedicated to designing clothes for the elderly and persons with disabilities. They stressed the importance of design that fulfils personal needs and maintains the dignity of everyone.

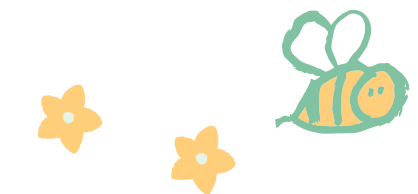
企業展銷 Corporate Trade Fair

光大新鴻基會議室慈善義賣 Charity Sale at Everbright Sun Hung Kai's conference room

向社區推廣傷健共融訊息，鼓勵社區人士支持殘疾人士服務。Spread the message of 'Social Inclusion' and encourage the community to support services for persons with disabilities.



香港會議展覽中心(管理)有限公司員工餐廳慈善義賣 Charity Sale at the staff canteen of the Hong Kong Convention and Exhibition Centre (Management) Limited



大家都十分欣賞康姨餅房的出品！
Everyone loves Madam Hong's cookies!

企業義工活動 Corporate Volunteer Activities



企業義工活動提供多元化的社區體驗予本會服務使用者，與我們一起推動關愛文化。2018/19年度，共有五十一隊企業義工隊，八百二十個企業義工人次。

Corporate volunteer activities provide a diverse community experience for our service users. Together we build an inclusive world. In 2018/19, we had a total of 820 volunteers from 51 corporate volunteer teams.

捷和集團義工隊
Chiaphua Group



與義工一同探訪區內長者，合作製作手工藝，攜手傳遞關愛及溫暖。

Visiting elderlies in our community and making handicrafts with them, showing love and care alongside the Chiaphua Group volunteer team.



家有一老，如有一寶，
 同咁多寶一齊，時間既充實又愉快！
 An elderly person living at home
 is a treasure! Many treasures gathered
 together is happiness and fulfilment!

葵涌扶輪社義工隊
Rotary Club of Kwai Chung



葵涌扶輪社義工隊充當聖誕老人派禮物，一同歡渡聖誕，笑聲滿載溫馨。

Volunteers from Rotary Club of Kwai Chung acted as Santa Claus to distribute presents and celebrate X'mas with service users. All surrounded with happiness and blessed with love.



JOYCE Boutique 義工隊
JOYCE Boutique



做多些送給親朋戚友一齊開心分享
 Let's create more to share



夏日炎炎，最緊要驅蚊，必備自製天然驅蚊磚。

Summer time, mosquito time, hand-made natural mosquito repelling bar is a must-have item.

摩根士丹利義工隊
Morgan Stanley



天壇大佛真係好宏偉呀！
See how magnificent is the Buddha!



義工隊帶領暢遊昂平及遠眺天壇大佛，服務使用者對這全新體驗感到非常雀躍。

Volunteers visited Ngong Ping Village and the Big Buddha with our service users and both were fascinated by the novel experience.

渣打銀行義工隊
Standard Chartered Bank



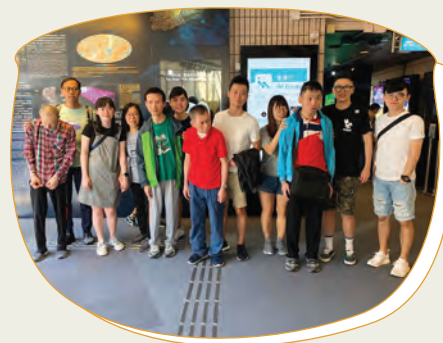
學習新舞蹈，跟住拍子扭扭跳
Learning new dances and twisting with the rhythm



義工們落力教導夏威夷舞，彼此之間在歡愉共融的環境下享受跳舞的樂趣。

Volunteers of Standard Chartered Bank taught service users how to Hula dance. It was great fun!

健冠科技有限公司義工隊
Kinetix Systems



新奇、刺激又好玩！
This is novel, exciting and fun!



與健冠科技有限公司義工隊參觀科學館，服務使用者學習到新的科學知識，更讓其他社區人士見到共融的重要。

Visiting the Hong Kong Science Museum with volunteers from Kinetix Systems. Together we gained new scientific knowledge and learnt the importance of social inclusion.

UPS 義工隊
UPS



我來幫你！
Let me help you!



UPS 國際義工團與服務使用者語言不通，但大家的笑容及關愛衝破了語言障礙。

Even though UPS International volunteers and service users did not share a common language, they broke barriers with their smiles and care for each other.

萬興行義工隊
Man Hing Hong

我鍾意同陽光玩遊戲
I enjoy playing with the sun



體驗戶外生活，享受行山樂趣，一同擁抱大自然。

Experience the outdoor and enjoy the fun of hiking. Let's embrace the nature together.

柏寧酒店義工隊
Park Lane Hong Kong



好味！
Yummy!

大家齊享美味且豐富的自助午餐，用美食分享關愛、分享快樂。

Share the delicious lunch buffet and spread the love and joy.

港鐵公司義工隊
MTR

原來生活也可以這樣多姿采！
See how colourful life can be!



海上之旅不只有機會乘坐天星小輪，更在海事博物館探索新奇的海事歷史。

Taking the Star Ferry, exploring Hong Kong Maritime Museum and learning about the sea.

聯科合眾國際有限公司義工隊
United Stars International Co., Ltd.

你跳我又跳，有姿勢又有實際
Dancing together with confidence



透過集體遊戲及耳熟能詳的歌曲分享共融樂，以歡笑聲伴著我們翩翩起舞。

Share the joy of inclusive world through group games and popular songs. Let's dance with laughter.

媒體報導 Media Reports



服務多元獲認同 共融訊息遍社區

Diversity of services is recognised Message of inclusion is shared

透過不同媒體報導扶康會的服務資訊、服務使用者及家屬的分享，加強社會大眾對本會服務的了解，提升他們對殘疾人士的關注及支持，促進社會共融。

The Society uses a variety of media platforms to inform the community of our services and achievements. Through the sharing of such information it helps further our goal of an inclusive society.



星島日報 Sing Tao Daily
母親節訪問
Mother's Day Interview



都市日報 Metro Daily
言語治療服務 Speech Therapy Services



蘋果日報 Apple Daily
第十四屆扶康會「香港最佳老友」運動電能烹飪比賽
The 14th FHS 'BEST BUDDIES HONG KONG' Movement Electric Cooking Competition



On.cc/東方日報
On.cc/ Oriental Daily
傳媒午宴2019
Media Lunch 2019



商業電台叱咤903 & 雷霆881「有誰共鳴」
Commercial Radio Hong Kong
FM903 & 881, 'Share My Song'
扶康會簡介
Introduction to Fu Hong Society

2018/19年度共有超過八十五則報導

內容包括：言語治療服務、自閉症人士家屬分享、自閉症人士服務、社區共融活動、輔助家舍生活、精神健康服務、關愛家庭、園藝活動、殘疾人士就業、社企餐飲服務、智障人士高齡化、職業康復及發展服務、展能藝術等。通過傳媒報導，加深社會對殘疾人士的理解，提升大眾對他們的關顧。



明報 Ming Pao
柔莊之家報導 Report on Yau Chong Home



無線新聞 TVB news
關愛家庭報導
Report on Family Care Homes



港台新聞 RTHK news
輔助家舍服務報導
Report on Support for Family Living



都市日報 Metro Daily
殘疾人士就業報導
Report on Employment for Persons with Disabilities



香港01 HK01
精神健康報導 Report on Mental Health Services

In 2018/19, more than 85 news articles on various media platforms reported on the Society's services, including: speech therapy, family members of autistic people sharing their experiences, services for autistic people, social inclusion activities, support for family living, mental health services, family care home, horticultural activities, employment for persons with disabilities, social enterprise catering services, ageing for persons with intellectual disabilities, vocational rehabilitation and development services, art exhibition, etc. Through the influence of the media, the community's understanding of persons with disabilities can be deepened and they can receive more devoted care.



7

附錄
Appendices



機構組織圖表 Organisation Chart

(截至 As at 1/9/2019)



¹啟悅成人訓練中心及啟康之家預期將於2020年初投入服務。
Kai Yuet Adult Training Centre and Kai Hong Home are expected to commence services in beginning of 2020.

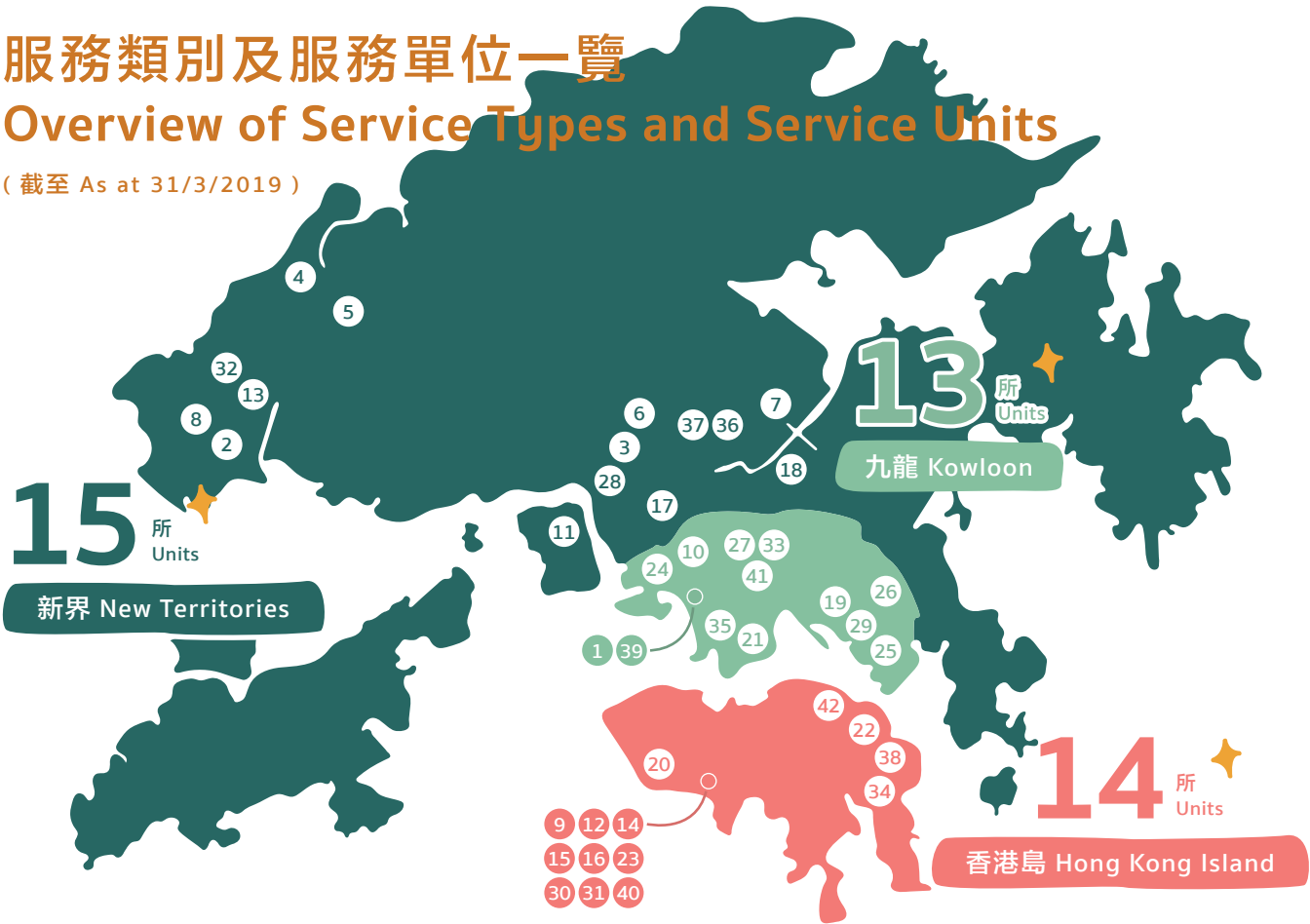
²服務總監會按專業提供跨區服務。
Service Directors provide cross-district services according to their professions.

³提供住宿暫顧服務。
Provide residential respite services.

服務類別及服務單位一覽

Overview of Service Types and Service Units

(截至 As at 31/3/2019)



- 1

上李屋成人訓練中心
Sheung Li Uk Adult Training Centre
- 2

山景成人訓練中心
Shan King Adult Training Centre
- 3

友愛之家
Father Tapella Home
- 4

天水圍地區支援中心
Tin Shui Wai District Support Centre
- 5

天耀之家
Tin Yiu Home
- 6

石圍角工場
Shek Wai Kok Workshop
- 7

禾輦成人訓練中心
Wo Che Adult Training Centre
- 8

良景成人訓練中心
Leung King Adult Training Centre
- 9

怡諾成人訓練中心
Yi Lok Adult Training Centre
- 10

長沙灣成人訓練中心
Cheung Sha Wan Adult Training Centre
- 11

長康之家
Cheung Hong Home
- 12

思諾成人訓練中心
Si Lok Adult Training Centre
- 13

柔莊之家
Yau Chong Home
- 14

悅行之家
Yuet Hang Home
- 15

悅智之家
Yuet Chi Home
- 16

悅群之家
Yuet Kwan Home
- 17

祖堯成人訓練中心
Cho Yiu Adult Training Centre
- 18

泰石成人訓練中心
Chun Shek Adult Training Centre
- 19

婉明軒
Splendor Family
- 20

康晴天地
Sunrise Centre
- 21

香城茶室
(位於香港歷史博物館)
City Café (Hong Kong Museum of History)
- 22

清蘭之家
Ching Lan Home
- 23

牽蝶中心
Hin Dip Centre
- 24

牽蝶康兒中心
Hin Dip Hong Yee Centre
- 25

超瑩軒
Radiance Family
- 26

順利成人訓練中心
Shun Lee Adult Training Centre
- 27

感覺統合治療中心
Sensory Integration Therapy Centre
- 28

葵興職業發展中心
Kwai Hing Vocational Development Centre
- 29

樂華成人訓練中心
Lok Wah Adult Training Centre
- 30

毅信之家
Ngai Shun Home
- 31

毅誠工場
Ngai Shing Workshop
- 32

潔康之家
Kit Hong Home
- 33

澤安成人訓練中心
Chak On Adult Training Centre
- 34

興華成人訓練中心
Hing Wah Adult Training Centre
- 35

邂逅軒
Encounter Family
- 36

麗瑤之家
Lai Yiu Home
- 37

麗瑤成人訓練中心
Lai Yiu Adult Training Centre
- 38

靄華之家
Oi Wah Home
- 39

總辦事處
Head Office
- 40

康復中心管業處
Rehabilitation Centre Management Office
- 41

康姨小廚 (位於高山劇場)
Madam Hong Restaurant (Ko Shan Theatre)
- 42

康姨咖啡室 (位於香港海防博物館)
Madam Hong Café (Hong Kong Museum of Coastal Defence)

服務類別 Service Types		香港島 Hong Kong Island	九龍 Kowloon	新界 New Territories
日間訓練服務 Day Training Services	成人訓練中心 Adult Training Centre	9 12 34	1 10 26 29 33	2 8 17 18
	展能中心延展照顧計劃 Extended Care Programme	9 12 34	1 10 26 29 33	2 8 18
住宿服務 Residential Services	護理家舍 Care and Attention Home	22 38	—	5 32 36
	家舍 (中度智障人士) Hostel (Persons with Moderate Intellectual Disabilities)	30	—	11
	家舍 (嚴重智障人士) Hostel (Persons with Severe Intellectual Disabilities)	34	26 29 33	3 7 8 37
	家舍 (嚴重殘疾及智障人士) Hostel (Persons with Severe Physical Disabilities and Intellectual Disabilities)	9 12	—	—
	中途宿舍 Halfway House	14 15 16	—	—
	輔助家舍 Supported Hostel	—	—	13
	關愛家庭 Family Care Home	—	19 25 35	—
社區支援服務 Community-based Support Services	社區支援服務 District Support Services	—	—	4
	住宿暫顧服務 Residential Respite Services	—	26 29 33	8
	嚴重殘疾人士日間照顧服務 Day Care Service for Persons with Severe Disabilities	38	—	—
	精神健康綜合社區中心 Integrated Community Centre for Mental Wellness	20	—	—
職業康復及發展服務 Vocational Rehabilitation and Development Services	綜合職業康復服務中心 Integrated Vocational Rehabilitation Services Centre	—	—	28
	殘疾人士在職培訓計劃 On-the-job Training Programmes for Persons with Disabilities	31	—	6 28
	輔助就業服務 Supported Employment Services	31	—	6
	工場 Workshops	31	—	6
	職業康復延展計劃 Work Extension Programme	31	—	—

服務類別Service Types

香港島Hong Kong Island

九龍Kowloon

新界New Territories

自閉症及發展障礙人士服務 Services for Persons with Autism Spectrum Disorders and Developmental Disabilities	牽蝶中心 Hin Dip Centre	23	—	—
	牽蝶康兒中心 Hin Dip Hong Yee Centre	—	24	—
	感覺統合治療服務 Sensory Integration Therapy Centre	—	27	—
機構輔助醫療服務 Agency-based Paramedical Services	臨床心理服務 Clincial Psychological Services	—	39	—
	物理治療服務 Physiotherapy Services	—	39	—
	職業治療服務 Occupational Therapy Services	—	39	—
	言語治療服務 Speech Therapy Services	—	39	—
社會企業 ¹ Social Enterprises ¹	餐飲服務 Catering Services	42	21 41	—
	清潔服務 Cleaning Services	—	39	—
	產品包裝 Gift Wrapping Services	—	39	—
其他服務 Other Services	空氣消毒及滅蟲服務 Air Sterilization & Pest Control Services	—	39	—
	扶康會「香港最佳老友」運動·賽馬會社會共融計劃 FHS 'BEST BUDDIES HONG KONG' Movement · Jockey Club Social Inclusion Project	—	39	—
	顧問服務 Consultancy Services	—	39	—
	「圓滿人生夢飛翔 — 夢想成真」教育計劃 'Let Dreams Come True - The Fullness of Life' Education Project	—	39	—

¹本會透過「康融服務有限公司」管理社企業務。
The Society's social enterprises are managed through Hong Yung Services Limited.

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我們衷心感謝各捐款人士、義工、企業、機構及學校在過去一年（2018年4月1日至2019年3月31日）對本會的捐助及支持。由於篇幅所限，致謝名單不能盡錄，如有遺漏，謹此致歉。

We would like to extend our gratitude to all donors, volunteers, corporations, organisations and schools for the generous donations and support for our services last year (from 1 April 2018 to 31 March 2019). Owing to limited space, the Society regrets not being able to mention all volunteers and contributors by name here.

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Lions Club of South

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The Lions Club of Bauhinia Limited

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CHAN Shu-shing
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CHAU Wan-yuk
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CHAU Yung-chi
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CHEUNG Chun-shing
CHEUNG Hiu-yu
CHEUNG Kei-ip
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CHEUNG Lay-choo
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CHEUNG Pui-yung
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CHEUNG Sau-wan
CHEUNG Suet-kam
CHEUNG Tak-pui
CHEUNG Tik-wah
CHEUNG Wah-fung, Christopher
CHEUNG Wai-chi

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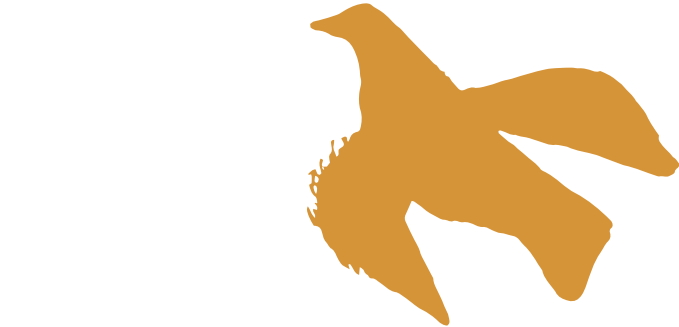
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