



用心創新
Commitment Innovation



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機構管治
Corporate Governance



理念，使命和目標 Vision, Mission and Objectives

理念

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

使命

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

目標

- ▶ 在社區中籌辦適切服務及「扶康家庭」，為有需要的殘疾人士提供一個全面照顧及家居式生活環境。
- ▶ 提供各類評估及培訓，啟發殘疾人士的潛能。
- ▶ 與殘疾人士的家人合作提供適切的優質服務。
- ▶ 為具有工作潛能，可於就業環境中工作的殘疾人士提供職業評估及技能培訓等服務，並為他們提供更多就業機會。
- ▶ 為殘疾人士及其家人提供輔導及社會工作服務。
- ▶ 舉辦社區教育活動，讓公眾人士能更深入地了解殘疾人士，進而對他們持更積極和正面的態度。

Vision

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

Mission

- ▶ To provide opportunities for persons with disabilities, to develop their abilities and to ensure that they achieve the greatest independence possible within their circumstances, as fully integrated members of the community.
- ▶ To advocate equal rights of persons with disabilities through education, policy and legislative changes.

Objectives

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





歷史

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

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

History

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

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



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

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

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

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



會徽理念

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

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

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

The Emblem of “Fu Hong Society”

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

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

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

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

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



信念、價值和原則

Beliefs, Values and Principles Towards Service Users

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

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

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

核心價值及相關行為

Core Values & their Related Competencies

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

一. 關懷尊重

定義

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

應用行為

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

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

1. Care and Respect

Definition

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

Behaviour

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



二. 專業精神

定義

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

應用行為

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

三. 協同效應

定義

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

應用行為

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

2. Professional Spirit

Definition

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

Behaviour

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

3. Synergy

Definition

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

Behaviour

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

四. 熱誠主動

定義

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

應用行為

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

五. 持續改善

定義

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

應用行為

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

4. Pro-activeness

Definition

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

Behaviour

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

5. Continuous Improvement

Definition

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

Behaviour

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



核心價值雋語創作比賽

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

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

Core Values Slogan Contest

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

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



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

獎項 Awards

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

專業精神獎
Professional Spirit Award

協同效應獎
Synergy Award

熱誠主動獎
Pro-activeness Award

持續改善獎
Continuous Improvement Award

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

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

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

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

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

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



扶康人對核心價值的認同及實踐程度 — 追蹤調查

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

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

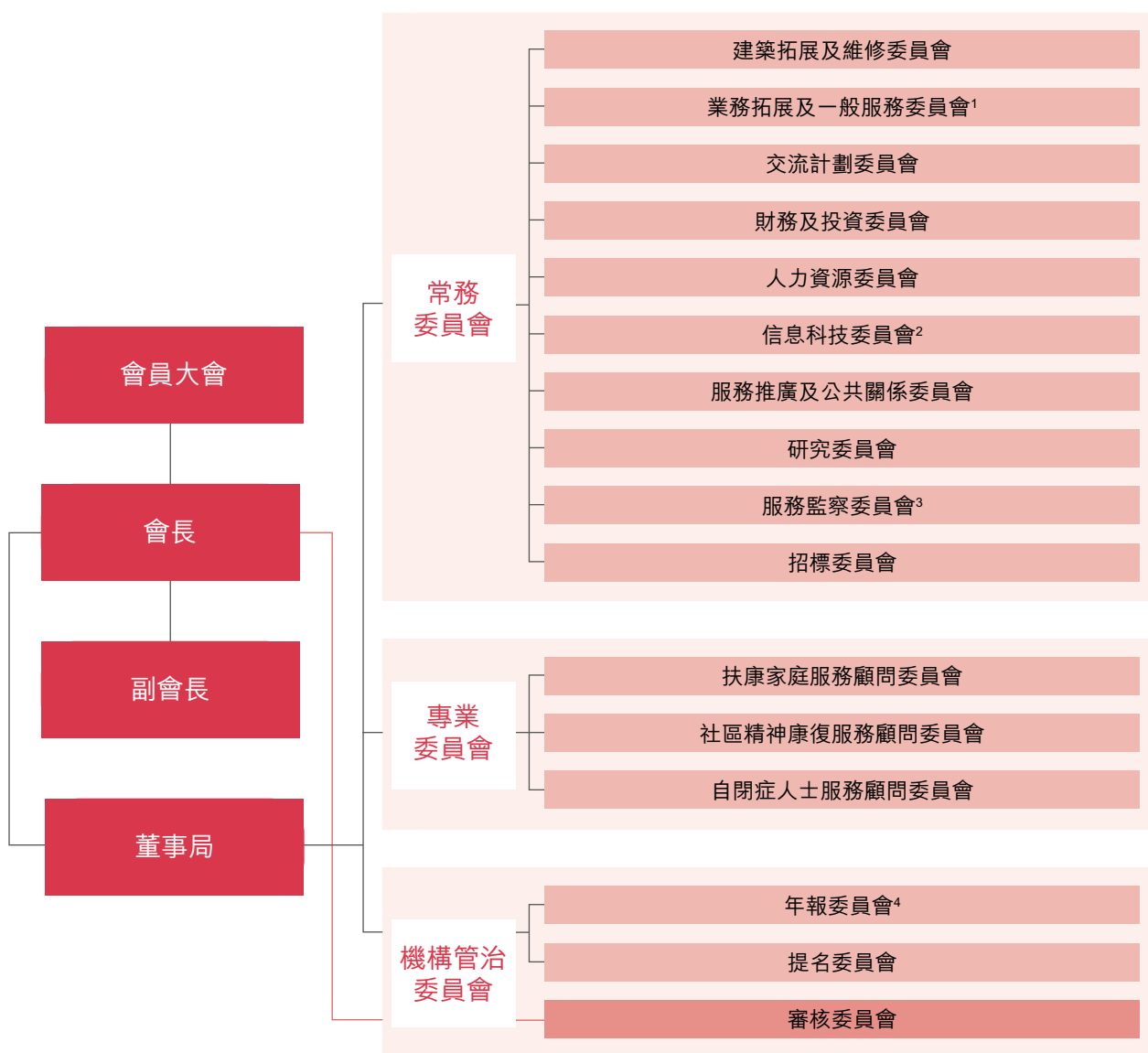
“Fu Hong Staff’s Recognition and Practice of Core Values” – Longitudinal Survey

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

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

組織架構圖(董事局及委員會)

Organisation Chart (Council and Committees)

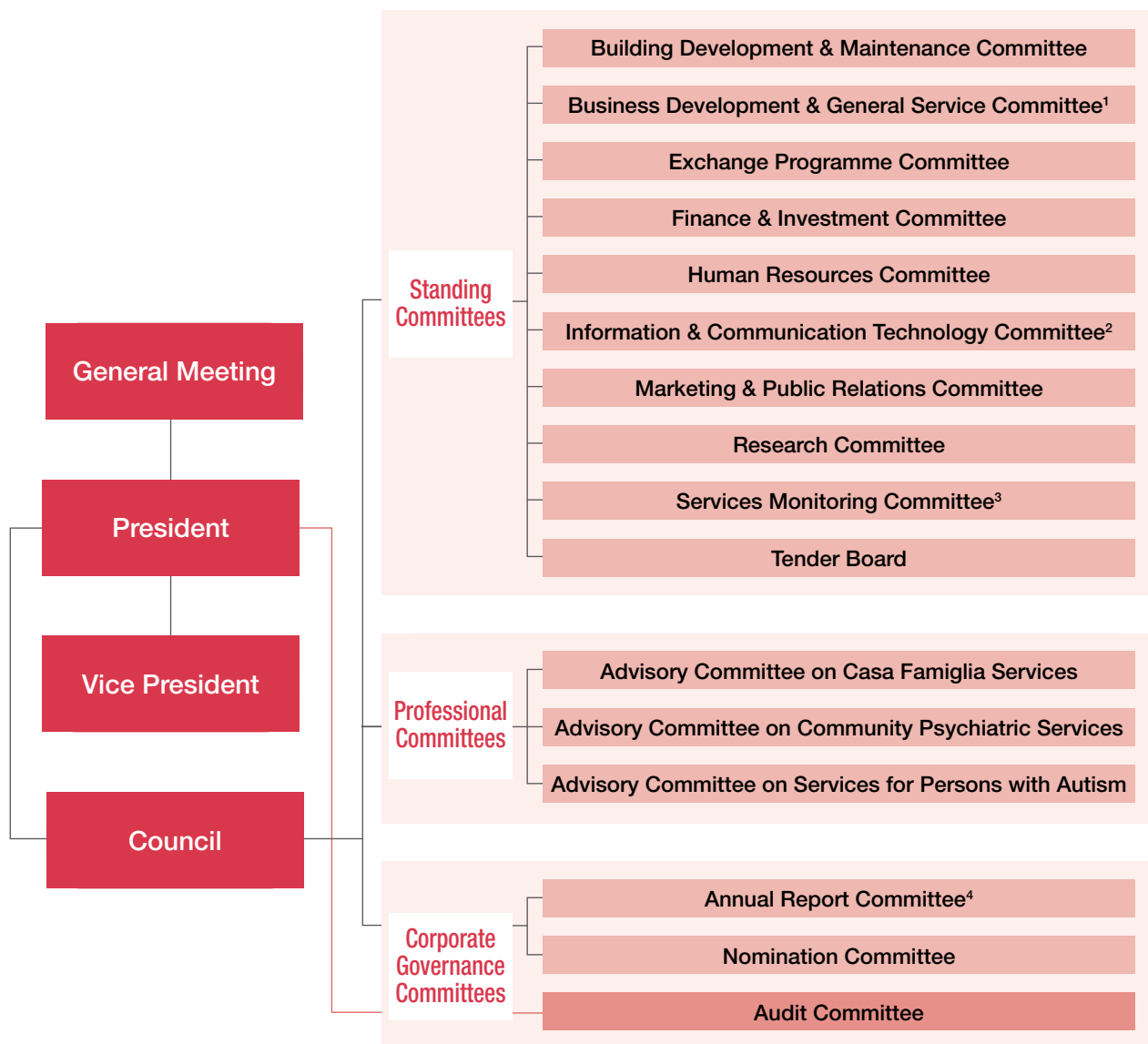


備註

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



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



Remarks

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

組織架構 The Structure

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



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

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



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

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

區域小組委員會 (沙田、觀塘及港島東區)

阮林瓊娜女士(主席/靄華之家家長代表)
王陳芝英女士(副主席/清蘭之家家長代表)

區美瓊女士(興華成人訓練中心家長代表)
張廣嗣先生(健持之家家長代表)
周惠芳女士(秦石成人訓練中心 / 禾輦成人訓練中心家長代表)
馮布玉娟女士(順利成人訓練中心家長代表)
麥佩英女士(健持之家家長代表)
吳鮑金枝女士(樂華成人訓練中心家長代表)
石少蓮女士(興華成人訓練中心家長代表)

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

Mrs YUEN LAM King Na (Chairman / Parent Representative of OWH)
Mrs WONG CHEN Chi Ying (Vice Chairman / Parent Representative of CLH)
Ms AU Mei King (Parent Representative of HWATC)
Mr CHANG, William (Parent Representative of PH)
Ms CHOW Wai Fong (Parent Representative of CSATC / WCATC)

Mrs FUNG PO Yuk Kuen (Parent Representative of SLATC)
Ms MAK Pui Ying (Parent Representative of PH)
Mrs NG PAO Kam Chee (Parent Representative of LWATC)
Ms SHEK Siu Lin (Parent Representative of HWATC)

區域小組委員會 (荃葵青及深水埗區)

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

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

Ms TSUI Yuk Hing (Chairman / Member)
Mrs WONG WONG Yuen Ha (Vice Chairman / Parent Representative of CYATC)
Ms CHAN Lai Ying (Parent Representative of CHH)
Mr CHEUNG Yu Sang (Parent Representative of CSWATC / FTH)

Mrs HON CHOW Wai Man (Parent Representative of LYH)
Ms KWONG Kwun Yee (Parent Representative of LYATC)
Ms LAU Hoi Yin (Parent Representative of KHVDC)
Mr LAU Lok (Parent Representative of CSWATC / FTH)

Mrs LAW WONG Yin Ling (Parent Representative of SLUATC)
Mr LEE, David (Parent Representative of COATC)
Ms NG Shek Man (Parent Representative of LYATC)
Mr TAM Po Chiu (Parent Representative of LYH)
Mrs TAM WONG Lai Hing (Parent Representative of SWKW / SE)

Ms TANG Yuen Wah (Parent Representative of COATC)
Ms WONG Han Ling (Parent Representative of KHVDC)
Ms WONG Shui Ping (Parent Representative of CHH)

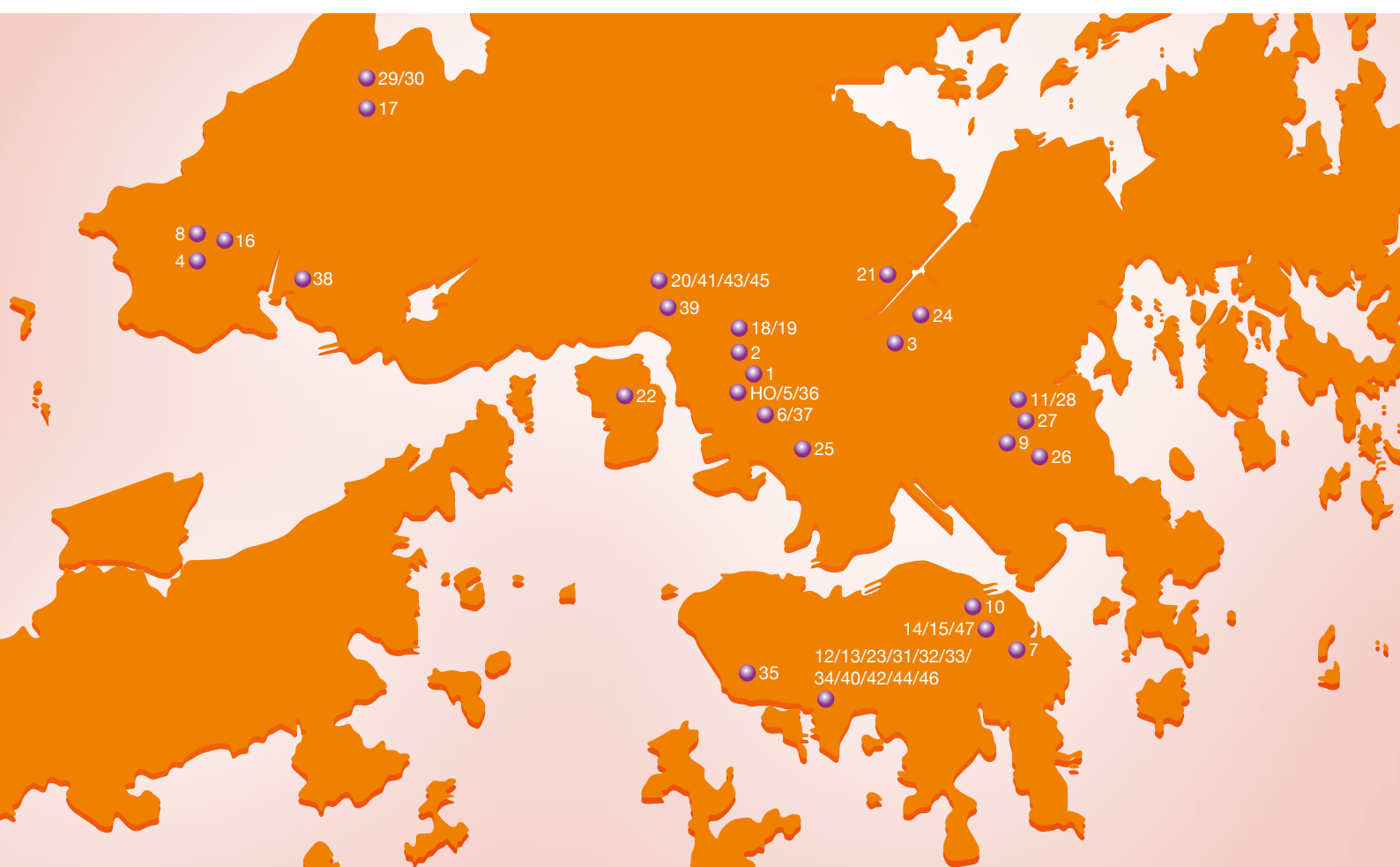
區域小組委員會 (屯門及元朗區)	Regional Sub-Committee (Tuen Mun & Yuen Long)
楊小玲女士 (主席 / 委員) 何坤明先生 (副主席 / 委員) 張鄧玉霞女士 (潔康之家家長代表) 關陳金好女士 (天耀之家家長代表) 魏婉玲女士 (柔莊之家家長代表) 溫玉儀女士 (山景成人訓練中心家長代表) 王玉嫦女士 (良景成人訓練中心家長代表) 容美鳳女士 (天水圍地區支援中心家長代表)	Ms YEUNG Siu Ling (Chairman / Member) Mr HO Kwan Ming (Vice Chairman / Member) Mrs CHANG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



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

服務類別及服務單位一覽

Overview of Service Types and Service Units



總辦事處 Head Office

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



成人訓練中心 Adult Training Centre

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

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

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

9. 樂華成人訓練中心 九龍牛頭角樂華南邨喜華樓地下	Lok Wah Adult Training Centre G/F., Hei Wah House, Lok Wah South Estate, Ngau Tau Kok, Kln.	電話 Tel : 2796-9244 / 2796-9273 傳真 Fax : 2758-6691 電郵 E-mail : lwatc@fuhong.org
10. 健持之家 香港筲箕灣西灣河街一三一號 利基大廈一樓一零三至一零六室	Priscilla's Home Rm. 103-106, 1/F., Lee Ga Building, 131 Sai Wan Ho Street, Shaukeiwan, H.K.	電話 Tel : 2567-3144 傳真 Fax : 2513-6549 電郵 E-mail : ph@fuhong.org
11. 順利成人訓練中心 九龍觀塘順利邨利康樓三樓十四至 二十一號室	Shun Lee Adult Training Centre Unit 14-21, 3/F., Lee Hong House, Shun Lee Estate, Kwun Tong, Kln.	電話 Tel : 2341-6357 / 2763 9024 傳真 Fax : 2304-0287 電郵 E-mail : slatc@fuhong.org
12. 思諾成人訓練中心 香港香港仔漁光道八十五號扶康會 康復中心二樓	Si Lok Adult Training Centre 2/F., FHS Rehabilitation Centre, 85 Yue Kwong Road, Aberdeen, H.K.	電話 Tel : 2214-2523 傳真 Fax : 2870-1210 電郵 E-mail : rcslatc@fuhong.org
13. 怡諾成人訓練中心 香港香港仔漁光道八十五號扶康會 康復中心三樓	Yi Lok Adult Training Centre 3/F., FHS Rehabilitation Centre, 85 Yue Kwong Road, Aberdeen, H.K.	電話 Tel : 2214-2534 傳真 Fax : 2870-1207 電郵 E-mail : rcylatc@fuhong.org

護理家舍 Care and Attention Home

14. 清蘭之家 香港柴灣樂民道三號 東區尤德夫人那打素醫院 高級職員宿舍F座三及四樓	Ching Lan Home 3/F & 4/F., Block F, Senior Staff Quarters, Pamela Youde- Nethersole Eastern Hospital, 3 Lok Man Road, Chai Wan, H.K.	電話 Tel : 2896-2123 / 2896-2484 傳真 Fax : 2896-2496 電郵 E-mail : clh@fuhong.org
15. 靄華之家 香港柴灣樂民道三號 東區尤德夫人那打素醫院 高級職員宿舍F座一及二樓	Oi Wah Home 1/F & 2/F., Block F, Senior Staff Quarters, Pamela Youde- Nethersole Eastern Hospital, 3 Lok Man Road, Chai Wan, H.K.	電話 Tel : 2896-2543 / 2896-2949 傳真 Fax : 2896-3673 電郵 E-mail : owh@fuhong.org
16. 潔康之家 新界屯門大興邨興泰樓附翼大廈	Kit Hong Home Annex Block, Hing Tai House, Tai Hing Estate, Tuen Mun, N.T.	電話 Tel : 2484-1000 傳真 Fax : 2401-0045 電郵 E-mail : khh@fuhong.org



17. 天耀之家

新界天水圍天耀(二)邨耀隆樓
一字樓A、B、C翼及二字樓A翼

Tin Yiu Home

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

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

18. 麗瑤之家

新界葵涌麗瑤邨商場大廈二零四室

Lai Yiu Home

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

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

家舍 (嚴重智障 / 低中度智障人士)

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

19. 麗瑤成人訓練中心

新界葵涌麗瑤邨商場大廈二零四室

Lai Yiu Adult Training Centre

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

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

20. 友愛之家

新界荃灣石圍角邨石芳樓二零一至
二零九室

Father Tapella Home

Unit 201-209, Shek Fong House,
Shek Wai Kok Estate, Tsuen Wan,
N.T.

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

21. 禾輦成人訓練中心

新界沙田禾輦邨泰和樓地下

Wo Che Adult Training Centre

G/F., High Block, Tai Wo House,
Wo Che Estate, Shatin, N.T.

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

家舍 (中度智障人士)

Home/Hostel (Persons with moderate intellectual disabilities)

22. 長康之家

新界青衣長康邨康和樓二樓二十一
至四十號室

Cheung Hong Home

Unit 21-40, 2/F., Hong Wo House,
Cheung Hong Estate, Tsing Yi, N.T.

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

23. 毅信之家

香港香港仔漁光道八十五號扶康會
康復中心一樓東翼

Ngai Shun Home

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

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

香港賽馬會社區資助計劃 — 扶康家庭

The Hong Kong Jockey Club Community Project Grant: Casa Famiglia

24. 扶康家庭 — 和諧軒

新界沙田銀城街四十六號
威爾斯親王醫院職員宿舍
E座二樓B室

Concordia Casa Famiglia

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

25. 扶康家庭 — 邂逅軒

九龍窩打老道八十四號冠華園A座
八樓A3室

Encounter Casa Famiglia

Flat A3, 8/F., Cambridge Court,
84 Waterloo Road, Kln. 電話 Tel : 2194-6565
傳真 Fax : 2194-6733
電郵 E-mail : cf@fuhong.org

26. 扶康家庭 — 超瑩軒

九龍觀塘翠屏(北)邨翠樟樓M2層
一零六至一零九號室

Radiance Casa Famiglia

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

27. 扶康家庭 — 婉明軒

九龍順天邨天琴樓LG2層227-L230室

Splendor Casa Famiglia

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

臨床心理服務 Clinical Psychological Services

28. 九龍觀塘順利邨利康樓三樓十四至二十一號室

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

29. 新界天水圍天澤邨服務設施大樓五樓五零一至五零二室

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

地區支援服務 District Support Service

30. 天水圍地區支援中心

新界天水圍天澤邨服務設施大樓五樓
五零一至五零二室

Tin Shui Wai District Support Centre

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



中途宿舍 Halfway House

31. 悦智之家

香港香港仔漁光道八十五號扶康會
康復中心五樓東翼

Yuet Chi Home

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

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

32. 悦行之家

香港香港仔漁光道八十五號扶康會
康復中心六樓東翼

Yuet Hang Home

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

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

33. 悦群之家

香港香港仔漁光道八十五號扶康會
康復中心四樓東翼

Yuet Kwan Home

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

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

自閉症及發展障礙人士服務

Services for Persons with Autism and Developmental Disabilities

34. 牽蝶中心

香港香港仔漁光道八十五號扶康會
康復中心二樓東翼

Hin Dip Centre

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

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

精神健康綜合社區中心

Integrated Community Centre for Mental Wellness

35. 康晴天地

香港華富邨華美樓四零四至四一二室

Sunrise Centre

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

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

培訓部 Training Department

36. 九龍深水埗東沙島街一百九十號 樂年花園地下A舖

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

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

感覺統合治療服務 Sensory Integration Therapy Service

37. 感覺統合治療中心

九龍深水埗澤安邨榮澤樓九至十五號地下

Sensory Integration Therapy Centre

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

電話 Tel : 3188-5804

傳真 Fax : 2776-1225

電郵 E-mail : si_co@fuhong.org

輔助家舍 Supported Hostel

38. 柔莊之家

新界屯門青山灣青山公路三九六號

Yau Chong Home

396 Castle Peak Road,
Castle Peak Bay, Tuen Mun, N.T.

電話 Tel : 2404-8538 / 2404-8518

傳真 Fax : 2404-8745

電郵 E-mail : ych@fuhong.org

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

39. 葵興職業發展中心

新界葵涌大窩口道
一五一至一六五號
新葵興花園C座地下

Kwai Hing Vocational Development Centre

G/F., Block C, Sun Kwai Hing
Garden, 151-165 Tai Wo Hau
Road, Kwai Chung, N.T.

電話 Tel : 2426-1514

傳真 Fax : 2426-1769

電郵 E-mail : khvdc@fuhong.org

40. 毅誠工場

香港香港仔漁光道八十五號扶康會
康復中心四樓西翼及五樓西翼

Ngai Shing Workshop

West Wing, 4/F., & West Wing, 5/F.,
FHS Rehabilitation Centre, 85 Yue
Kwong Road, Aberdeen, H.K.

電話 Tel : 2214-2587

傳真 Fax : 2870-1205

電郵 E-mail : rcnsw@fuhong.org

41. 石圍角工場

新界荃灣石圍角邨二號停車場地下

Shek Wai Kok Workshop

G/F, Car Park Block No.2,
Shek Wai Kok Estate, Tsuen Wan,
N.T.

電話 Tel : 3518-4388

傳真 Fax : 2498-8375

電郵 E-mail : swkw@fuhong.org



輔助就業 Supported Employment

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

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

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

職業康復延展計劃 Work Extension Programme

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

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

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

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



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



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

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

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

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





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

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



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

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

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

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



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

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

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

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

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

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



會長
President

葉恩明醫生 JP
Dr IP Yan Ming JP



主席報告 *Chairman's Report*

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

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



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

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

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



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

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



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

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

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

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



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

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

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

主席
Chairman

袁國榮先生
Mr YUEN Kwok Wing, Kevin

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

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

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

業務計劃機制及策略性方向

Business Plan Mechanism & Strategic Directions

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

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

策略性方向 I（服務質素、效率和有效性）

工作重點：

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

策略性方向 II（服務發展）

工作重點：

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

策略性方向 III（服務伙伴）

工作重點：

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

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

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



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

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

Strategic Direction I (Service Quality, Efficiency and Effectiveness)

Work focus:

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

Strategic Direction II (Service Development)

Work focus:

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

Strategic Direction III (Partnerships)

Work focus:

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

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

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

機構管治

Corporate Governance

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

機構架構

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

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

本會設有以下三個直接與機構管治工作相關的委員會：

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

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

Corporate Structure

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

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

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

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



內部監控

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

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

Internal Control

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

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



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

遵從法定要求

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

溝通

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

Statutory Compliance

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

Communication

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



設施及物業管理

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

運作效率

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

展望未來

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

Facilities and Property Management

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

Operational Efficiency

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

Looking Ahead

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



年度亮點 Highlights of the Year

「以求為導」扶康會 35周年康復服務歷史回顧 暨展藝同樂

扶康會為增加社會各界對本會以至香港康復服務發展歷史的認識，及宣揚服務啟蒙者達碑立神父「扶助弱小」的精神及「傷健共融」的信息，於2013年3月2日至8日假香港中央圖書館舉辦為期七天的展覽。

是次展覽主要分為兩部分，分別是康復服務歷史回顧展及展能藝術展覽。康復服務歷史回顧展分為「啟蒙期」、「先導期」、「發展期」及「多元期」四個時期，展現本會由創立至今，一直貫徹「以求為導」的精神；展能藝術展覽共有十六個服務單位參與，服務使用者藉著藝術作為媒介，參與慶祝活動，分享本會成立35周年的喜悅。場內更設有展藝互動區，參觀者和服務使用者共同參與藝術製作，體現傷健共融的精神。

“Meet the Need, Take the Lead” — FHS 35th Anniversary History of Rehabilitation Services cum Arts for the Disabled Exhibition

Fu Hong Society held a week-long exhibition at the Hong Kong Central Library between 2 and 8 March 2013. The objectives were to deepen the public understanding of the Society and the milestones of rehabilitation services in Hong Kong, to promote the spirit of “helping the needy”, which was enlightened by the Society’s service initiator, Father TAPELLA, Enea and to disseminate the message of social inclusion.

The exhibition comprised two main parts, namely the historical review on rehabilitation services and the disabled art exhibition. The historical review displayed four stages of the Society’s rehabilitation services, that is the “Inspiration Period”, the “Pilot Period”, the “Development Period” and the “Diversification Period”, each of which embodied the spirit of “Meet the Need, Take the Lead” with which the Society has been adhering to since inception. For the disabled art exhibition, which was jointly participated by 16 service units of the Society, was a place where service users created artworks as part of the celebration, besides sharing their happiness on the occasion of the Society’s 35th anniversary. There was also an interactive art zone symbolising the Society’s spirit of social inclusion, where visitors and the Society’s service users jointly created their art masterpieces.

▼ 展覽情況
The Exhibition



▲ 主禮嘉賓及嘉賓(左起)：扶康會董事局委員范德穎醫生、天主教香港教區檔案處檔案主任及本會檔案計劃榮譽顧問夏其龍神父、扶康會主席袁國榮先生、前社會福利署副署長顧楊彥慈女士 MBE, JP、前社會福利署署長聶德權先生 JP、扶康會會長葉恩明醫生 JP、前社會福利署助理署長陳肖齡女士 BBS 及扶康會會徽設計者楊柳岸先生、扶康會神師方叔華神父

Officiating guests and guests (from left): Dr. FAN Tak Wing, William, council member of FHS; Rev. HA, Louis, archivist of the Hong Kong Catholic Diocesan Archives and the Honorary Advisor of FHS Archives Project; Mr. YUEN Kwok Wing, Kevin, Chairman of FHS; Mrs. GOODSTADT, Rose MBE, JP, Former Deputy Director of Social Welfare Department; Mr. NIP Tak Kuen JP, Former Director of Social Welfare Department; Dr. IP Yan Ming JP, President of FHS; Ms. CHAN Chiu Ling, Ophelia BBS, Former Assistant Director of Social Welfare Department and Mr. YOUNG, Leon, emblem designer of FHS; Fr. BONZI Giosuè G PIME, spiritual advisor of FHS



▲ 十三位主禮嘉賓包括(左起)中華電力有限公司企業發展總裁莊偉茵女士、社會福利署助理署長(康復及醫務社會服務)林嘉泰先生、立法會議員黃碧雲議員、田北辰議員 BBS, JP、黃國健議員 BBS、劉慧卿議員 JP、立法會主席曾鈺成議員 GBS, JP、立法會議員馮檢基議員 SBS, JP、梁家傑議員 SC、陳恒鎰議員、鄧家彪議員、香港賽馬會慈善項目主管陳淑慧女士及扶康會主席袁國榮先生
13 officiating guests included (From left) : Ms. CHONG, Quince, Chief Corporate Development Officer, CLP Power Hong Kong Limited; Mr. LAM Ka Tai, Assistant Director (Rehabilitation & Medical Social Services) of Social Welfare Department; Dr. the Hon. WONG Pik Wan, Helena, The Hon. TIEN Puk Sun, Michael BBS, JP, The Hon. WONG Kwok Kin BBS, The Hon. LAU Wai Hing, Emily JP, Legislative Council members; The Hon. TSANG Yok Sing, Jasper GBS, JP, President of the Legislative Council; The Hon. FUNG Kin Kee, Frederick SBS, JP, The Hon. LEONG Kah Kit, Alan SC, The Hon. CHAN Han Pan, The Hon. TANG Ka Piu, Legislative Council members; Ms. CHAN, Rhoda, Head of Charities Projects, The Hong Kong Jockey Club; Mr. YUEN Kwok Wing, Kevin, Chairman of FHS

第九屆扶康會「香港最佳老友」運動電能烹飪比賽

扶康會「香港最佳老友」運動的代表性活動——電能烹飪比賽於2013年4月21日舉行總決賽，是次比賽吸引了三百多位來自社會各界的傷健人士參與。當日，本會十分榮幸邀得多位立法會議員及社會名人蒞臨主禮，還有周中師傅及香港廚師協會委員楊國基先生繼續擔任決賽評判。本會非常感謝DJ李志剛先生多次為是項活動擔任司儀，當日氣氛熱鬧，除有激烈和「香味撲鼻」的烹飪比賽外，傷健人士的表演亦非常精彩。



The 9th FHS "Best Buddies Hong Kong" Movement Electric Cooking Competition

Electric Cooking Competition, one of the highlight events of FHS "Best Buddies Hong Kong" Movement, held its final contest on 21 April 2013. The contest appealed to more than 300 contestants with or without disabilities from all walks of life. The Society was honoured to have invited a host of members of the Legislative Council and celebrities as officiating guests. The renowned Chinese food chef, Mr. CHOW Chung, and Mr. YEUNG, Billy, Committee Member of The Hong Kong Chefs Association, continued to serve as judges of the final contest. The Society was fortunate to have DJ Mr. LEE, Alex as the master of ceremony again. It was indeed a joyful event, filled with excitements of the cooking competition which produced savoury smell of delicious food, supplemented and complemented by the excellent performances by the participants with and without disabilities.



◀ 主禮嘉賓(左起)：扶康會會長葉恩明醫生 JP、中國香港體育協會暨奧林匹克委員會義務秘書長彭冲先生 SBS, BBS、意大利駐港總領事 Miss Alessandra SCHIAVO、香港特別行政區民政事務局長曾德成先生 GBS, JP、天主教香港教區主教湯漢樞機、北京市殘疾人聯合會智殘人及親友協會主席陳銀芝女士、中央人民政府駐香港特別行政區聯絡辦公室社會工作部副部長李運福先生及扶康會主席袁國榮先生
 Officiating guests (from left): Dr. IP Yan Ming JP, President of FHS; Mr. PANG Chung SBS, BBS, Hon. Secretary General of Sports Federation and Olympic Committee of Hong Kong; Ms. SCHIAVO, Alessandra, the Consul General of Italy; The Hon. TSANG Tak Sing GBS, JP, Secretary for Home Affairs; His Eminence Cardinal John Tong Hon, Bishop of Hong Kong; Ms. CHEN Yinzhi, Chairman of China Association of Persons with Intellectual Disability and Their Relatives, Beijing Disabled Persons Federation; Mr. LI Yun Fu, Deputy Director General of the Social Affairs Department of the Liaison Office of the Central People's Government in the Hong Kong S.A.R. and Mr. YUEN Kwok Wing, Kevin, Chairman of FHS

第二屆 「智障人士奧運使者選舉」

扶康會於2012年舉辦第二屆「智障人士奧運使者選舉」，以表揚智障人士擁有奧運健兒的特質，包括「勇邁」、「剛毅」、「友誼」及「助人」，他們在運動場外擔當著「奧運使者」的角色，推動著「奧運精神」的內在精粹，在社會上散發生命的動力，為人生添上新姿采。活動獲業界機構的大力支持，共有一百二十五位提名角逐四個組別的獎項。

其後於2013年1月15日舉行「『運動場外的奧運健兒』——如何提升智障人士經驗分享會」及「奧運使者選舉表揚晚會」，除頒發各獎項外，更安排殘疾人士分享和表演。出席者包括來自北京、南京、廣州、順德、東莞、深圳、澳門及本港的嘉賓，人數接近八百人，氣氛非常熱鬧。

The 2nd “Ambassadors of the Olympics of Persons with Intellectual Disabilities”

In 2012, the Society organised the 2nd “Ambassadors of the Olympics of Persons with Intellectual Disabilities”, with an aim to recognise persons with intellectual disabilities who possessed the qualities of Olympics athletes, namely “Courage”, “Perseverance”, “Friendship” and “Helpfulness”. Playing the role as “ambassadors of the Olympics of Persons with Intellectual Disabilities” beyond the stadiums, the participants have promulgated the main spirits of the Olympic, and propagated the dynamics of life in the community, enriching life with new colours. The competition was well received by the social service sector that the event attracted 125 nominees competing for awards in four categories.

This was followed by the “Olympics athletes beyond the stadiums – a sharing session on how to enrich the experiences of persons with intellectual disabilities” and an award presentation ceremony for the “Ambassadors of the Olympics of Persons with Intellectual Disabilities” Election, which were held on 15 January 2013. In addition to awards presentation, there were sharing sessions and performances by persons with disabilities. These joyful events gathered approximately 800 participants, including guests from Beijing, Nanjing, Guangzhou, Shunde, Dongguan, Shenzhen, Macau and Hong Kong.



◀ 「剛毅使者」：陳耀坤(右二)
 “Perseverance” Ambassador:
 CHAN Yiu Kwan (Right 2)



本會義務秘書郭鍵勳博士BBS, JP、董事局委員許盧萬珍博士及總幹事陸慧妍女士與 Mr. KUNDU, Madan M, Southern University Rehabilitation and Disability Studies Chair 及大會統籌合照留念
Dr. KWOK Kin Fun, Joseph BBS, JP;
Dr. HUI LO Man Chun, Jenny, Council Member of FHS and Ms. LUK, Becky, Executive Director, took photo together with Mr. KUNDU, Madan M, Southern University Rehabilitation and Disability Studies Chair and event organiser



▼ 本會總幹事陸慧妍女士於發佈文章時與另一講者 Mr. MARSISNO, Waris BPS, Researcher (Statistics Indonesia) 於台前合照
Ms. LUK, Becky, Executive Director, took photo together with another speaker Mr. MARSISNO, Waris BPS, Researcher (Statistics Indonesia)



國際康復服務會議

第22屆國際康復服務會議於2012年10月29日至11月2日在南韓仁川舉行，本會十分榮幸被邀請於會議內發佈兩篇分別題為「由庇護工場至公開就業」及「扶康會推動『香港最佳老友』運動之倡導工作」的文章。此外，本會更在會場內作海報展覽，介紹「香港最佳老友」運動及推廣「殘疾人權利公約」的話劇「他們與我」。

Rehabilitation International World Congress

The Society was honoured to be invited to participate in the 22nd Rehabilitation International (RI) World Congress, held in Incheon, South Korea, between 29 October and 2 November 2012. The Society's representatives presented two papers, namely "Challenges to NGOs Operating Sheltered Workshop in Hong Kong: Achieving Upward Movement of Persons with Disabilities from Sheltered Workshops to Open Employment" and "Report on Advocacy of "Best Buddies Hong Kong" Movement by Fu Hong Society". Furthermore, the Society also participated in the poster exhibition at the Congress, in which the "Best Buddies Hong Kong" Movement and the drama "They and I" were introduced for promoting the "Convention on the Rights of Persons with Disabilities".



◀ 本會代表與中國殘疾人聯合會主席張海迪女士（前排左三）合照
The delegates of FHS took photo together with Ms. ZHANG, Haidi, Chairperson of China Disabled Persons' Federation (Left 3, first row)



◀ 主禮嘉賓(左起)：本會主席袁國榮先生、南區區議會議員歐立成先生、天主教香港教區主教湯漢樞機、勞工及福利局長張建宗先生 GBS, JP 及本會會長葉恩明醫生 JP
 Officiating guests (from left): Mr. YUEN Kwok Wing, Kevin, Chairman of FHS; Mr. AU Lap Sing, member of the Southern District Council; His Eminence Cardinal John Tong Hon, Bishop of Hong Kong; Mr. CHEUNG Kin Chung, Matthew GBS, JP, Secretary for Labour and Welfare and Dr. IP Yan Ming JP, President of FHS

康晴天地

康晴天地得到社區人士的支持，成功於本年度遷入位於華富邨華美樓的永久會址，並正式投入服務，成為全港首間於公共屋邨開展服務的精神健康綜合社區中心，為西南區有需要的居民、精神康復者及其家人，提供一站式及「地區為本」的社區支援及康復服務。

康晴天地的開幕典禮於2013年3月23日舉行，本會十分榮幸邀請到勞工及福利局局長張建宗先生、天主教香港教區主教湯漢樞機及南區區議會議員歐立成先生蒞臨並主持揭幕儀式。

當日場面熱鬧開心，參與嘉賓超過一百位，除祝賀康晴天地的開幕之外，更留下出席「服務使用者參與」實務研究計劃分享會。

Sunrise Centre

Thanks to the local community's support, in 2012/2013 the Sunrise Centre was successfully relocated to and continued its services at the new location at Wah Mei House, Wah Fu Estate. It is Hong Kong's first Integrated Community Centre For Mental Wellness (ICCMW) established in a public housing estate, offering one-stop and community-based support and rehabilitation services for the needy, ex-mental patients and their family members living in the south-west district.

The Opening Ceremony of the Sunrise Centre was held on 23 March 2013 with Mr. CHEUNG Kin Chung, Matthew GBS, JP, the Secretary for Labour and Welfare; His Eminence Cardinal John Tong Hon, Bishop of Hong Kong and Mr. AU Lap Sing, member of the Southern District Council, as officiating guests.

The cheerful Opening Ceremony brought together more than 100 guests. In addition to congratulating the Sunrise Centre on its inauguration, the guests also participated in the sharing session on the Society's action research on service users' participation.





第二屆「行出健康」遠足比賽

第二屆「行出健康」遠足比賽於2013年1月27日假香港仔郊野公園舉行，活動向大眾推廣遠足對身心健康的益處及傳遞社會共融的理念。當日有四十二間康復機構參與，他們組成一百六十支隊伍，加上大會義工及同行的社區人士，合共約九百人出席，場面非常熱鬧。參加者對是次活動的整體滿意程度為百分之九十二點八，成績令人鼓舞。

對精神康復者來說，是次比賽別具意義，他們沿路互相扶持，因著身旁同行者的鼓勵，讓他們充滿勇氣和信心地完成賽事，除了鍛煉身心外，還締造了成功的經驗。

The 2nd “Hike for Health” Hiking Competition

The 2nd “Hike for Health” Hiking Competition was held at the Aberdeen Country Park on 27 January 2013. It served the purpose of promoting public awareness about benefits of hiking to health and the concept of social inclusion. There were some 900 participants in 160 teams from 42 rehabilitation organisations, volunteers and members of the public. It was encouraging that the participants rated the event with an overall satisfaction rate of 92.8%.

The event was well-received and very meaningful to persons with psychiatric disabilities. They experienced mutual support and encouragement from their teammates who helped them to complete the race by raising their courage and strengthening their confidence. Besides the drilling for physical and mental purposes, the event gave them an opportunity to gain the feeling of success.



(左起) 本會主席袁國榮先生、副主席林小玲女士MH ▶
及香港會議展覽中心(管理)有限公司行政總廚 —
西廚部鄭秉衡先生出席祝賀典禮
(From left) Mr. YUEN Kwok Wing, Kevin, Chairman of
FHS; Ms. LAM Siu Ling, Cecilia MH, Vice Chairman
of FHS and Mr. CHENG, Angus, Executive Chef
— Western Kitchen, Hong Kong Convention and
Exhibition Centre (Management) Ltd. attended
Celebration Ceremony



康姨餅房

康姨餅房是由專業餅師及一群殘疾人士所組成的團隊來營運，自2009年成立以來，廣受大眾歡迎，銷售成績理想，屢獲殊榮。康姨餅房於2012年6月舉行慶祝累計曲奇生產達三十五萬件慶典，並響應本會35周年紀念，推出35周年慈善特別版曲奇，同賀誌慶。

Madam Hong's Bakery

Madam Hong's Bakery is run by a team comprising professional pastry chefs and persons with disabilities. Since its inception in 2009, the award-winning bakery has been well received by the public with remarkable sales performance. In June 2012, Madam Hong's Bakery held a ceremony in celebration of its cumulative production of 350,000 cookies. Furthermore, a special edition of charity cookies marking the 35th anniversary of the Society was put up for sale.

傳媒午宴

為了讓社會大眾對扶康會的服務和社會的需要有更深入的认识及了解，本會於2013年1月10日舉行傳媒午宴，招待了十間傳媒機構採訪本會職員、義工、服務使用者及家屬等，重點介紹本會近年發展的新服務，包括：為自閉症及發展障礙人士提供服務的「牽蝶中心」；讓智障人士享有家庭生活的「扶康家庭」；以及讓社區人士與智障人士建立一對一友誼的「香港最佳老友」運動等。

Media Luncheon

To enhance the public's understanding of the Society's services and the needs of the community, a media luncheon was organised on 10 January 2013. During the event, which was attended by representatives of 10 news media, staff members, volunteers, service users and family members were interviewed. They were also introduced to the innovative and recently developed services, including the "Hin Dip Centre" — services for persons with autism and developmental disabilities; the "Casa Famiglia" — small home for persons with intellectual disabilities; as well as the "Best Buddies Hong Kong" Movement — an initiative that helps build up one-to-one friendship for persons with and without intellectual disabilities.

本會主席及董事局 ▶
委員與嘉賓合照
Chairman and Council
Members of FHS took
photos with the guests



◀ 扶康家庭代表分享
Sharing from Casa
Famiglia representatives





與家長的伙伴關係

本會與扶康家長會一直保持良好的伙伴關係，彼此秉持摯誠互諒、相互包容的合作關係，以服務使用者的最大福祉為出發點。在過往一年，家長們積極參與服務單位的管理事務，反映對服務質素的意見。此外，他們亦熱心支持及參與本會35周年一連串的紀念活動。

Partnership with Parents

Through mutual understanding with trust in a sincere manner, the Society has always maintained a good relationship and partnership with Fu Hong Parents' Association in the best interest of service users. In the past year, parents enthusiastically offered their opinions in the running of service units, which helped to improve service quality. They were also keen on supporting and taking part in the Society's 35th anniversary activities.

與內地的交流和顧問計劃

於2012年6月本會獲深圳慈善公益網的邀請，為該機構在坪山區三間社區中心擔任顧問。此外，本會的創會會員方叔華神父和李百灝先生 MBE, JP，獲邀請為南京方舟啟智中心籌辦委員作培訓，並請本會為其提供顧問服務，該機構主要提供智障人士的日間和住宿服務。

Exchange and Consultancy Services with Mainland China

In June 2012, the Society was invited by Shenzhen Charity Net to provide consultancy services to three community service centres in Pingshan District. Besides, Fr. BONZI Giosuè G PIME and Mr. LI Pak Ho, Simon MBE, JP, founder members of the Society, were invited to be trainers for the organising committee of The Ark-Nanjing Special Education Center, which mainly provides day care and residential services for persons with intellectual disabilities. They also invited them to provide longer-term consultancy services for its members.

與此同時，機構亦接獲其他地區的邀請提供顧問服務，包括河北黎明之家、深圳福田殘疾人聯合會等。

Furthermore, the Society has been invited by organisations located in other districts to provide consultancy services including Liming Family in Hebei and Shenzhen Futian Disabled Persons' Federation.



獎項及嘉許
Awards and Recognition



「拼出個未來」同慶35周年 活動暨破健力士世界紀錄大全 曲奇拼畫

可喜可賀！扶康會成功獲「健力士世界紀錄」頒發「最大曲奇馬賽克世界紀錄」證書。

為慶祝35周年，本會於2012年2月19日假海洋公園，以五萬四千三百七十二塊一寸乘一寸大的自家出品「康姨曲奇」拼砌出一幅面積三十五平方米（七米x五米）的曲奇拼畫，成功獲「健力士世界紀錄」頒發「最大曲奇馬賽克世界紀錄」證書，是次活動共動員超過數百位傷健人士一同製造、包裝及拼砌曲奇，以行動實踐傷健共融。

「健力士世界紀錄」
頒發予本會的「最大曲奇
馬賽克世界紀錄」證書
Certificate awarded by the
Guinness World Records



“Building for the Future” 35th Anniversary Celebration cum Cookies Assemblage Guinness World Records Breaking Event

Congratulations! Fu Hong Society has been awarded by the Guinness World Records with a certificate confirming that the Society's cookie mosaic assemblage was the world's largest one.

As part of the celebrations of the 35th Anniversary, the Cookies Assemblage Guinness World Records Breaking Event was held at Ocean Park on 19 February 2012. Persons with and without disabilities worked hand in hand and assembled a 35 square meters (7m x 5m) cookie mosaic using 54,372 pieces of 1 inch x 1 inch home-made Madam Hong's cookies. The Society received the certificate after the Guinness World Records recognised this successful event as the world's largest assemblage of cookie mosaic. Hundreds persons with and without disabilities turned up to produce, pack and assemble the cookies; and they embraced the Society's initiative of social inclusion in action.



2012年「十八區關愛僱主」嘉許

扶康會連續第四年榮獲由香港復康聯會、香港社會服務聯會聯同勞工及福利局康復諮詢委員會舉辦的「十八區關愛僱主」嘉許。嘉許禮於2012年11月24日舉行，有關嘉許肯定了扶康會於推動殘疾人士就業方面的努力。

食物及衛生局局長高永文醫生 BBS, JP ▼
與本會代表合照

Dr. KO Wing Man BBS, JP, Secretary for Food & Health, took photo with the Society's representatives



“18 Districts Caring Employers” Award 2012

For four consecutive years, Fu Hong Society received the “18 Districts Caring Employers” Award at an award presentation ceremony jointly held on 24 November 2012 by the Hong Kong Joint Council for People with Disabilities, the Hong Kong Council of Social Service and the Rehabilitation Advisory Committee of the Labour and Welfare Bureau. The award was in recognition of the efforts to help persons with disabilities work in an open job market.



◀「十八區關愛僱主」嘉許
“18 Districts Caring Employers”
Award

葵興職業發展中心榮獲室內空氣質素檢定證書「卓越級」

香港政府自2003年展開「辦公室及公眾場所室內空氣質素檢定計劃」，鼓勵各界支持環保及關心員工在工作場所的健康。葵興職業發展中心自2010年起參與此計劃至今，已連續三年獲環境保護署頒發《卓越級》室內空氣質素檢定證書。現時全港的社福機構中，唯一扶康會獲此至高殊榮。

Kwai Hing Vocational Development Centre rated “Excellent Class” under the “Indoor Air Quality Certification Scheme”

Hong Kong Government launched in 2003 a campaign named “IAQ Certification Scheme for Offices and Public Places”, with an aim to strengthen the community's support in environmental protection and to care about staff members' health at offices. After joining the scheme in 2010, the Kwai Hing Vocational Development Centre has won for three consecutive years the “Excellent Class” award under the Environmental Protection Department-run “Indoor Air Quality Certificate” scheme. Fu Hong Society is the only social welfare institution in Hong Kong that has been awarded such honour.

環保署頒發《卓越級》室內空氣質素檢定證書 ▶
IAQ Certification (Excellent Class) presented by
Environmental Protection Department





康姨餅房獲獎

康姨餅房連續三年獲社會福利署中西南及離島區康復服務協調委員會主辦的「康復服務機構社會企業博覽會」頒發多個獎項。2012至2013年度，於五個獎項中勇奪四項大獎，包括「最優秀營銷攤位大獎」、「最受歡迎攤位獎」、「最佳展銷攤位佈置獎」及「最佳團隊精神獎」，成績有目共睹。

Awards for Madam Hong's Bakery

Madam Hong's Bakery won a couple of awards for three consecutive years at the "Recognition Ceremony for Carers of Persons with Disabilities cum Rehabilitation Service Organisation Social Enterprises Expo" run by the District Co-ordinating Committee on Rehabilitation Services of the Social Welfare Department – Central Western, Southern and Islands District Social Welfare Office. In 2012/2013, Madam Hong's Bakery scooped four awards out of five, including the "Best Marketing Booth Award", the "Most Popular Booth Award", the "Best Booth Decoration Award" and the "Best Team Spirit Award". Its remarkable achievements were well recognised.



▲ 康姨餅房的展銷攤位大受歡迎，並創下短短數小時銷售營業額達一萬三千多元的佳績

Madam Hong's Bakery's booth was so popular that it set a record high sales volume of \$13,000 in just a few hours

康姨餅房於本年度參與社會福利署
中西南離島區一社企博覽會，勇奪四項大獎
Madam Hong's Bakery
scooped four awards at the Expo





服務成績
Service Achievements



- ▶ 成人訓練中心訓練服務
Training Services of Adult Training Centres
- ▶ 住宿服務
Residential Services
- ▶ 職業康復及發展服務
Vocational Rehabilitation and Development Services
- ▶ 社區精神康復服務
Community Psychiatric Services
- ▶ 殘疾人士社區支援服務
Community Support Services for Persons with Disabilities
- ▶ 香港賽馬會社區資助計劃 – 扶康家庭
The Hong Kong Jockey Club Community Project Grant: Casa Famiglia
- ▶ 自閉症及發展障礙人士服務 – 牽蝶中心
Services for Persons with Autism and Developmental Disabilities – Hin Dip Centre
- ▶ 康復人員專業培訓
Professional Training for Rehabilitation Services Personnel
- ▶ 「香港最佳老友」運動
“Best Buddies Hong Kong” Movement
- ▶ 與家長的伙伴關係
Partnership with Parents
- ▶ 交流計劃與顧問服務
Exchange Programmes & Consultancy Services



發展多元化訓練、擴闊生活經驗
35載服務、不斷創新和演變
*Developing diversified training,
enriching life experiences,
35 Years of Services with Innovation*

從「基本技能訓練及照顧」到「擴闊生活經驗」

扶康會自1977年提供服務以來，成人訓練中心的訓練服務配合智障人士的需要不斷演變，從「基本生活技能訓練及照顧」到「擴闊生活經驗」，旨在協助他們在社區內享有更獨立和優質的生活方式。在1998年，本會推行「重要技能模式」，取代早期的「基本生活技能模式」，並評估服務使用者現時及未來的生活需要，提供個別和促進重要技能發展的訓練。於2001年，本會更在業界首先引入「生活經驗」概念，為缺乏足夠溝通能力的智障人士進行客觀的「生活經驗」核對，以便提供所需的訓練和活動。

From “Basic Skills Training and Care” to “Enriching Life Experiences”

Since provision of services in 1977, the Society has been striving for improvement of adult training centre services, from “basic life skills training and care” to “enriching life experiences”, to meet the changing needs of persons with intellectual disabilities. Its objective was to help them live a more independent, quality life in the community. In 1998, the “basic life skills training”, was replaced with the “critical skills model”. Also, there were assessments on both the current and future needs of the Society’s service users in respect of their daily life, so that training can be geared towards developing their essential skills. In 2001, the Society took a lead in introducing the concept of “life experiences” to the rehabilitation sector. The initiative included an objective assessment on the “life experiences” of persons with intellectual disabilities, who showed insufficient communication abilities, before the Society helped them with the appropriate training and activities.



成人訓練中心
訓練服務
*Training Services of
Adult Training Centres*



發展多元化訓練方式

本會於2002年推行「生活經驗互動訓練」，以多元化的訓練形式及內容，擴闊服務使用者的生活體驗。於2004年推行「多媒體輔助訓練」，透過資訊科技為服務使用者提供一個實況視像和互動的訓練環境。2009年至2012年，本會先後在成人訓練中心和護理院舍進行了三期密集互動先導計劃，研究「密集互動訓練」對有學習障礙、溝通和社交困難的服務使用者，在改善行為方面的成效。

Developing Diversified Training

In 2002, the Society launched the “Life Experience Interactive Training” to enrich life experiences of service users through diversified modes of training and content. Taking advantage of the advancement of information technology, the “Multimedia-assisted Training” was rolled out in 2004 to provide service users with a live video and interactive training environment. Between 2009 and 2012, the pioneering work of the Intensive Interaction Training at the Society’s adult training centres and care & attention homes was implemented by three phases. The purpose was to study and identify how effective the Intensive Interactive Training could contribute to the improvement in behaviours of service users who had difficulties in learning communication and social interaction.

服務特色和亮點

本會有十三間成人訓練中心，共為六百一十三位嚴重至低中度智障成人提供日間訓練服務。隨著醫療和照顧服務的不斷改善，服務使用者的壽命已遠高於從前預計的四十歲（見圖表一）。

Service Highlights

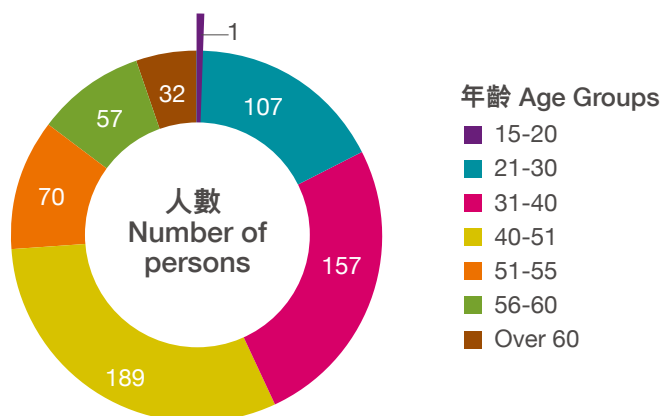
The Society has 13 adult training centres providing day training services for a total of 613 adults with low, moderate to severe intellectual disabilities. As a result of improvements and advancement in medical and care services, the average life span of the Society’s service users is far higher than the life expectancy of 40 years as previously anticipated (see Chart 1).

圖表一

Chart 1

服務使用者年齡分佈

Age Distribution of Service Users





義工參與服務使用者
藝術訓練活動
Volunteer participation
of service users art activity



是年度成立工作小組檢視服務使用者老齡化帶來的挑戰，並擬定訓練策略，包括增加適切的運動和機能訓練。此外，是年度積極推廣硬地滾球，特別適合身體協調能力差和運動量不足的服務使用者，硬地滾球亦有助改善他們的專注力和穩定情緒。圖表二顯示訓練中心提供多元化訓練項目的分佈。

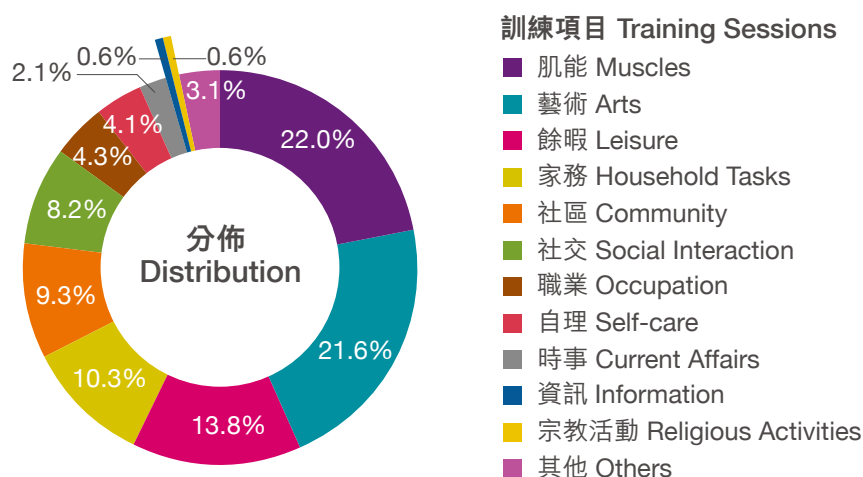
In the past year, a task force was set up to review challenges brought about by the ageing of service users and work out training strategies, including provision of appropriate exercises and physical trainings. During the year, the Bocchia game was actively promoted, especially for those who were weak in physical coordination and who did not have sufficient exercises. Bocchia game also helped them improve their attention and stabilise their emotions. Chart 2 shows the distribution of diversified training sessions provided by the training centres.

圖表二

Chart 2

服務使用者多元化訓練項目分佈

Distribution of Diversified Training Sessions for Service Users





推動展能藝術、促進社區共融

本會繼續推動展能藝術訓練和活動，包括為未接受過展能藝術培訓的二十一位導師提供十二小時「展能藝術基本培訓課程」，又為配合「以求為導」扶康會35周年康復服務歷史回顧暨展藝同樂展覽，特別邀請了三位藝術工作者為導師提供了連串主題性培訓課程及在場式指導。

Promoting Arts for the Disabled, Enhancing Social Inclusion

The Society has continued promoting trainings and activities on arts for the disabled, including 12-hour fundamental training courses for 21 rehabilitation workers who had not yet received training on arts for the disabled. To accord with the “Meet the Need, Take the Lead” - FHS 35th Anniversary History of Rehabilitation Services cum Arts for the Disabled Exhibition, three artists were invited to provide a series of thematic trainings and on-site guidance for the staff.

持續發展多媒體輔助訓練

成人訓練中心共製作了超過一百個多媒體輔助訓練範本供職員採用和參考。與此同時，電腦輔助學習工作組於本年度共進行了十五次服務單位培訓探訪，促進訓練導師對多媒體輔助訓練知識和技巧的掌握，並舉辦Adobe Flash課程、「多媒體輔助訓練」最佳範本製作及應用比賽和分享會。

Continuous Development of Multimedia-assisted Training

The Society's adult training centres have produced more than 100 multimedia-assisted training templates for internal use and reference. During the year, the computer-assisted learning working group carried out 15 visits to service units, with an aim to enhance staffs' knowledge and techniques on multimedia-assisted training. The Adobe Flash courses and “The Best Template Production and Application Competition of Multimedia-assisted Training” with experience sharing sessions were also conducted.

第三期密集互動訓練先導計劃

去年進行第三期先導計劃，將密集互動訓練的應用研究從成人訓練中心延伸至嚴重殘疾人士護理院舍，研究結果顯示「密集互動訓練」有效增加服務使用者對外間環境的專注程度和減少不恰當的行為。

Phase Three of the Pioneering Work for the Intensive Interactive Training

Last year, the applied study of the phase three of the pioneering work for the Intensive Interactive Training was extended from adult training centres to care and attention homes for persons with severe disabilities. The study results show that intensive interactive training can effectively improve service users' sensitivity towards external environment and reduce their inappropriate behaviours.





展望未來

因應服務使用者老齡化的趨勢，本會將持續檢視訓練服務方式及內容的發展，切合他們不斷改變的需要。本會除持續發展多媒體輔助訓練和展能藝術外，亦計劃結集三期密集互動訓練先導計劃的累積知識，製作資源冊供其他服務單位參考。另一方面，為了有效評估推行「生活經驗互動訓練」的成效，本會在香港大學行為健康教研中心的協助下，制訂了「生活經驗互動訓練成效評估表」，定時在各成人訓練中心進行訓練成效評估，以量度訓練成效，並計劃於2013年10月量度成效進度。

Looking Ahead

In the light of the ageing trend of service users, the Society will continuously review the development of training services in terms of modes and contents to meet service users' ever-changing needs. Consolidating the work on the three phases of pioneering work for the Intensive Interactive Training, it is planned to publish reference kits for other training centres, in addition to continuous improving multimedia-assisted training and arts for the disabled. Likewise, in order to effectively assess the effects of "Life Experience Interactive Training", the Society regularly conducts assessment which was developed with the assistance of the Centre on Behavioural Health of the University of Hong Kong. The next assessment will take place in October 2013.



職員心聲 Sharing from Staff

在繁忙的日常工作流程中，沒有太多時間與服務使用者溝通，但今次參與密集互動訓練先導計劃後，喜見服務使用者的轉變。未接受訓練前，「俊」只喜歡獨個兒玩繩子，即使其他人想跟他一起玩繩，都會被他拒絕，有時他更會發脾氣表示不滿；當接受訓練後，他竟然願意與我分享繩子，情緒更越來越穩定。另外，他對聲音的敏感度提升，只要發出一些「趣緻」的聲音或在他耳邊說悄悄話，也能令他開心地笑，這點確實令我意想不到。

（麗瑤之家福利工作員吳心儒女士）

I don't have much spare time to communicate with service users, due to our busy daily work schedule. After participating in the pioneering work for the Intensive Interactive Training, I am very glad to see changes on our service users. Before the training sessions, "Jun" liked playing with rope alone. He would reject anyone's request of playing the rope with him; sometimes he would even lose his temper. Surprisingly, after the training sessions, Jun is willing to share the rope with me and his emotion is getting more and more stable. Furthermore, out of my expectation, he is more sensitive to voice now; he would laugh happily if I make some funny sounds or whisper to him.

(Ms. NG Sum Yu, Welfare Worker of Lai Yiu Home)



家長心聲 Sharing from Parent

從小到大，「俊」只喜歡自己一個人玩，對於外界的事物不太理睬，間中亦會因發脾氣而踢腳撥手。接受訓練後，我發現他較留意四周的聲音，例如：當家人或職員與他打招呼時，他能以目光作回應，專注的時間亦較從前長，而且情緒較從前穩定，過往經常因情緒不穩而發脾氣的次數亦有減少，相反在他臉上不時顯現出笑容，這是作為父親最希望見到的。

（麗瑤之家家長胡秀林先生）

"Jun" liked playing alone and cared little about things around him since he was young. Sometimes, he lost his temper and stretched out and swung his arms and legs. After attending the training sessions, I found that he has become more attentive to surrounding sounds. For example, he is able to respond by his eyesight when his family members and staff members greet him. His time for staying focused is longer than before, and his emotion has become more stable. The frequency of temper tantrum is less often than before. He also now smiles more. This is what a father would like to see most.

(Mr. HU Sau Lam, a parent of Lai Yiu Home)

住宿服務的先河

Pioneer in Residential Services

七十年代，香港康復服務仍處於萌芽階段，各方面的服務都十分短缺，尤以住宿服務為甚。當時，一班善心人士眼見智障人士及其家人的苦況，便著手成立扶康會第一間小型家舍（即「友愛之家」前身），為七位嚴重智障人士提供住宿服務。

院舍類別和名額

踏入九十年代，本會分別於1991年及1992年自行開辦兩間小型護理院舍，為嚴重殘疾人士提供護理院舍服務，是該服務的先河。時至今日，扶康會已成立十九所家舍（除三間中途宿舍），為不同類別的智障及殘疾人士提供住宿服務，院舍類別和名額如下：

Hong Kong experienced shortage in all kinds of service, particularly residential service, back in the 70's when the territory's rehabilitation service was still at its embryonic stage. At that time, a group of charitable persons who realised the sufferings of persons with intellectual disabilities and their family members, established the first small home of the Society (which eventually became Father Tapella Home) providing residential services to seven persons with severe intellectual disabilities.

Types of Homes / Hostels and Service Capacities

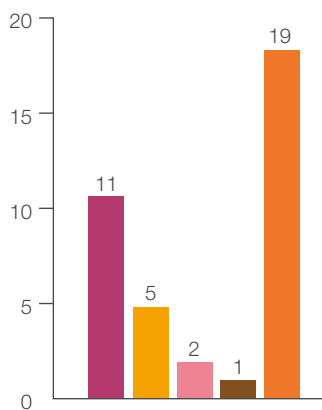
The Society initiated two small care and attention homes for persons with severe disabilities in 1991 and 1992. These homes became the pioneer in the provision of such services in the 90's. Today, the Society operates 19 hostels (in addition to three halfway houses), offering a spectrum of residential services to different categories of persons with intellectual and other disabilities. The following chart shows the types of hostels and their capacities:

住宿服務

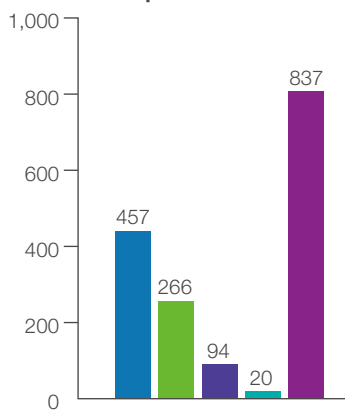
Residential Services



院舍數目
No. of homes / hostels

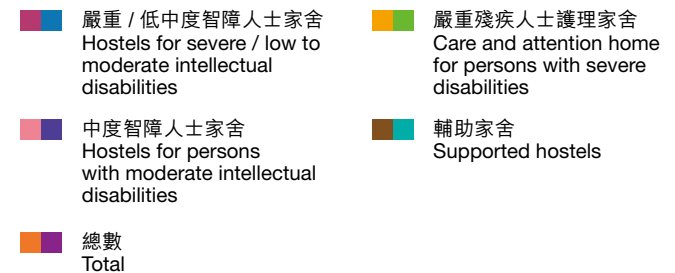


服務名額
Service capacities



院舍類別和名額

Types of homes / hostels and service capacities



本會的住宿服務秉持「以人為本」的理念，與各持份者緊密協作，為殘疾人士提供一個全面照顧及舒適安全的生活環境；並透過多樣化的生活體驗，提升服務使用者的生活質素。這些住宿服務，不單改善殘疾人士的生活質素，且大大舒緩了其家庭/照顧者的壓力。

In running these homes and hostels, the Society has been working closely with all stakeholders in providing a comprehensive, comfortable and safe living environment for persons with disabilities by maintaining the principle of “people-oriented” service. Besides enhancing the quality of life of service users through enriching their life experiences, these residential services have also considerably relieved the pressure of their family members/care-providers.

服務特色和亮點

保持優質家舍服務質素

本會一直非常關注家舍的服務質素，於2013年初進行服務使用者滿意調查，結果顯示家舍服務質素被受讚賞和肯定，整體滿意度高達百分之九十九點五。此外，去年，在持續改善職業安全方面，本年度有十二間家舍獲得本會舉辦的「零意外」安全計劃金獎，六間獲安全銀獎，以嘉許其意外數目顯著減少。

Service Highlights

Providing Good Quality Residential Homes and Hostels

To ensure the service quality of homes and hostels, satisfaction surveys with service users were carried out in early 2013. The results show positive appreciation and recognition of the service quality, and the overall degree of satisfaction is as high as 99.5%. Moreover, last year, in the campaign “Zero Accident Award Scheme” run by the Society, 12 homes and hostels were granted the gold medals, and six silver medals in recognition of their significant decrease in the number of work accidents.

多樣化的生活體驗，提升生活質素

各家舍透過推行「一人一夢想」計劃，令家舍的活動種類變得多姿多采，更重要的是協助服務使用者達成願望，豐富他們的生活體驗，增加生活樂趣。當中潔康之家一班嚴重殘疾的服務使用者透過職員周詳的策劃和悉心細意的安排，與他們的親屬前往內地東莞，享受兩天既溫馨又難忘的親子遊活動。另一個成功例子，是一位服務使用者自小熱愛賽馬活動，每遇賽馬日定必觀賞電視直播，家舍遂安排他與其他服務使用者於賽馬日進入馬場，讓他們現場觀賞賽馬，感受氣氛，眾人都表現得十分雀躍和興奮。

Diversified Life Experiences, Enhancing Quality of Life

To enhance the quality of life of service users, the “One Person One Dream” Programme has been launched in the Society’s homes and hostels. The objective of this programme is to enable service users to realise their dreams, to enrich their life experiences and to enjoy their lives. For example, one of the programme activities was a two-day parent-child vacation at Dongguan in Mainland China. With thoughtful, meticulous planning and arrangement, service users with severe disabilities at Kit Hong Home and their family members enjoyed a warm, lovely and unforgettable vacation there. Another successful example was a visit to the race course. One of the service users has been an avid fan of horse racing since he was a kid, and he likes watching every race meeting live on TV. Therefore the Society’s staff arranged him and other service users to visit the race course on a race meeting to view the horse racing on the spot and feel the atmosphere. Everyone indulged in the excitement and enjoyed the visit very much.



◀ 「一人一夢想」計劃
“One Person One Dream” Programme



運動會 ►
A sports event



為強化服務使用者的身心，發掘其興趣和潛能，過去數年家舍一直推行「一人一體藝」計劃，例如：教導服務使用者種植果樹、打理盆栽、綠化家舍環境等。另外，亦有單位進行室內歷奇活動，鼓勵服務使用者嘗試新的挑戰，建立信心。怡諾成人訓練中心更全體總動員，於去年十月底在香港仔運動場舉辦了一次運動會。當日安排了多項田項及徑項比賽，並設計了多個攤位遊戲，務求令每一位服務使用者都有份參與。當日，南區各單位的服務使用者及職員更一同參加比賽，連同家長、義工等共二百多人出席，真的欣賞同事們的魄力。此外，在職員的悉心訓練和服務使用者的努力下，毅信之家的服務使用者君豪於「奔向共融—香港賽馬會特殊馬拉松2013」贏得先進組三公里比賽冠軍，成功發掘和發揮他的運動潛能。

展望未來

因應《殘疾人士院舍條例》的要求，未來一年，各家舍必須展開各項改善計劃，包括優化住宿環境的管理和設施、完善消防裝置、檢討健康護理的人手架構和支援機制。與此同時，家舍的日常運作或多或少會受到改善工程的影響，需要及早計劃作出相應的調動。

To keep the Society's service users physically and psychologically healthy and to explore their interests and potentials, the residential service units started some years ago the "One Person One Sport and Art" Programme. Activities included teaching service users to plant fruit trees, taking care of pot plants and greening of the environment of their homes and hostels. Some service units have implemented indoor adventure activities with the aims to encourage service users to meet new challenges and to build up their confidence. With full force, Yi Lok Adult Training Centre organised a sports event at Aberdeen Sports Ground in late October 2012. A variety of field and track events were held and different kinds of booth games were designed and installed to attract participation. The service users, their parents, volunteers and staff members of all service units in the Southern District took part in the contest, attracting more than 200 participants. The Society is indeed very proud of the staff members for their energy and dedication. Furthermore, with designated training organised by staff members and great efforts of the service users themselves, Kwan Ho, a service user of Ngai Shun Home, won the "Advanced Group" championship in a 3-km race at "i-Run – Hong Kong Jockey Club Special Marathon 2013", through which he has explored and unlocked his potentials in sports.

Looking Ahead

In the following year, all the Society's homes and hostels will embark on improvement works in order to comply with the requirements of the Residential Care Homes (Persons with Disabilities) Ordinance. The improvements will include enhancement of administration and facilities, upgrading fire safety installations and review of staffing structure for nursing personnel and support services. To minimise adverse effects on daily operations to be caused by improvement works, relevant respective planning to implement corresponding mitigating arrangements has already begun.



此外，個別院舍或會因服務使用者的能力極度參差，康復需要各有不同而面對不少新挑戰。一則老齡化嚴重，但另一邊廂，新收納的服務使用者每每有自閉症特性和挑戰性行為。本會將加強員工訓練及改善服務流程以照顧不同需要的服務使用者。

Currently the Society is facing a number of challenges, including substantial differences in the abilities of service users and rehabilitation service needs. For instance, there is a serious problem of ageing of service users but at the same time there are quite a number of new service users with features of autism and challenging behaviours. To combat the situation, the Society will strengthen staff training and improve work process in order to cater for different needs of service users.



個案分享 Case Sharing



君豪一臉害羞沉默，平日卻喜歡在家舍的走廊跑來跑去。為了發展他的潛能和提升他的自信，舍監在2011年開始訓練君豪跑步，參加特殊馬拉松跑步比賽。當時大家抱著「志在參與」的心態去比賽，笑言勝出便去沙田吃乳鴿。雖然當時未有勝出，但君豪表示喜歡跑步。翌年他加強練習來改善跑步技術，其母親亦送上新跑步鞋以作鼓勵。君豪繼續參加比賽，家人更於比賽當日到場打氣，結果他得到第七名。君豪堅持練習，風雨不改，最終於2013年以十三分卅九秒的卓越成績贏得了三公里男子先進組的冠軍，並實現了他在三年前許下的願望——與家人一同前往沙田吃乳鴿慶祝。

Kwan Ho, a shy and quiet boy, loves running along the corridor at the hostel. To develop his potentials and increase his confidence, hostel warden has started to train him on running since 2011 and encouraged him to participate in the special marathon contest. For this event, no one had any expectation except with the spirit of participation, and, they joked that if Kwan Ho could win, they would go to Sha Tin to enjoy baby pigeons for celebration. Though Kwan Ho did not win in that contest, he had discovered his interest in running.

Afterwards, Kwan Ho increased training in order to improve his running skills. His mother also bought him a new pair of running shoes to show her encouragement. One year later, his family members showed up to support him on the race day; he made good progress and won the seventh place. Kwan Ho continued his running practice irrespective of weather conditions. His hard work was paid back in this year's contest, as he won the 2013 "Advanced Group (Men)" championship in a 3-km race with a record of 13 minutes and 39 seconds. This achievement fulfilled his wish three years ago by having baby pigeons in Sha Tin for celebration with his family.



▲ 洗衣房工作
Laundry Service



▲ 生產曲奇
Making cookies

凝聚工商力量，

放眼國際，創造就業機會

*To Creating Job Opportunities by Joining Forces
with Industrial and Commercial Sectors
and by Taking A Wider Global Perspective*

「凝聚工商力量，放眼國際，創造就業機會」正好總結本會職業康復及發展服務在過去卅五年的發展方向及工作。本會的職業康復及發展服務一直走在前線，堅守服務宗旨，結合工商元素，放眼國際，以創造更多就業及培訓機會予殘疾人士。

本會不但為殘疾人士提供一站式的工作習慣、職業技能及社交訓練，更致力為有潛質及願意公開就業的殘疾人士提供職前培訓、就業選配、在職督導及持續支援。為實踐上述理念，本會加強與工商團體/服務機構的網絡建立。

The phrase “To create job opportunities by joining forces with industrial and commercial sectors and taking a wider global perspective” summarises the evolution of the Society’s work on vocational rehabilitation and development services in the past 35 years. Always being at the forefront, the Society has been adhering to the objectives of the vocational rehabilitation and development service, that is, to create more job and training opportunities for persons with disabilities by teaming up with the industrial and commercial forces, and with a global perspective.

In addition to providing persons with disabilities with one-stop trainings on work habits, vocational and social skills, the Society is also committed to offering pre-employment training, job matching, on the job supervision and continuous support to those who have potentials and aspire to work in an open job market. To achieve these objectives, the Society has strengthened the network with the commercial and industrial sectors.

職業康復及
發展服務

*Vocational Rehabilitation
and Development Services*



服務特色和亮點

去年十月本會派出代表團參與第二十二屆國際康復服務會議，並獲大會挑選於會議上發表文章題為「由庇護工場至公開就業」。是次會議不但讓本會向世界各地的人士推廣扶康會服務，更讓本會擴闊視野及增廣見聞。文章發佈後，更有外國商人主動聯絡本會，希望於本會的工場成立生產線，可見放眼國際確能為殘疾人士創造更多就業及培訓的機會！

提供多元化、一站式職業康復及發展服務

本會職業康復及發展服務多元化，服務包括工場服務、輔助就業、在職培訓計劃、社會企業和職業康復延展計劃。下文將簡單介紹去年各服務的發展重點：

本會的兩間工場及一間綜合職業康復中心秉承服務發展的方向，於去年度凝聚超過七十間工商機構客戶的力量，為殘疾人士提供多元化的職業技能訓練機會，累計的服務使用者訓練津貼共錄得港幣逾三百萬元，較去年提升了百分之十八，成績令人滿意。此外，我們積極開拓非台面包裝工作，有關工作的全年收入上升至佔總收入接近百分之五十，又一次體現「凝聚工商力量，創造就業機會」。

Services Highlights

In October 2012, the Society's delegates participated in the 22nd Rehabilitation International World Congress and was invited to present a paper entitled "Challenges to NGOs Operating Sheltered Workshop in Hong Kong: Achieving Upward Movement of Persons with Disabilities from Sheltered Workshops to Open Employment". Taking this opportunity, the Society introduced various services to other delegates, but at the same time the Society's representatives broaden their horizons and knowledge in the rehabilitation field. Following the presentation, some foreign businessmen approached the Society with the intention to and explore the feasibility of setting up production lines at the Society's workshops. This shows that the Society's initiative to broaden the global horizons can help create more jobs and training opportunities for persons with disabilities.

Provision of Diversified, One-Stop Vocational Rehabilitation and Development Services

The Society's diversified vocational rehabilitation and development services include workshop, supported employment, on-the-job training programme, social enterprise and work extension programme. Major service developments in last year are highlighted as follows:

In line with the direction of the service development, the two workshops and an Integrated Vocational Rehabilitation Service Centre joined forces with more than 70 business and industrial clients in the past year to provide persons with disabilities with a wide range of vocational skills training opportunities. The result was very encouraging as the training allowance for service users amounted to over HK\$3 million, an increase of 18% when compared to that of last year. Moreover, non-bench packaging work was actively looked for. Income generated from this source increased remarkably that it accounted for nearly 50% of the total income of the whole year. This is a good demonstration of the achievement in carrying out the initiative of "to create job opportunities by joining forces with industrial and commercial sectors".



◀ 工場服務使用者康樂活動
Recreational activities for workshop
service users



▲ 康姨餅房曲奇展銷
Marketing Booth of cookies
of Madam Hong's Bakery

工場服務使用者為參加
「鼠戰中環」的跑手打氣
Service users of our workshop cheered
runners in "Central Rat Race"



除此，去年我們透過就業服務及在職培訓計劃，成功協助十八名服務使用者公開業。

本會亦獲得具公信力的外間認證，如康姨餅房連續四年於社會福利署中西南及離島區康復服務協調委員會主辦的「康復服務機構社會企業博覽會」贏得多個獎項；此外，葵興職業發展中心亦是第三年獲環境保護署頒發最高級別的「室內空氣質素檢定證書《卓越級》」，是全港首間及唯一獲此認證的非政府機構。

本會的社會企業「康融服務有限公司」(康融)，積極促進殘疾人士公開就業的機會，讓他們融入社群、自力更新。過去一年，康融共創造了七十個就業職位，其中四十三名是殘疾僱員，佔總僱員人數的百分之六十一，成績令人鼓舞。

職業康復及發展服務跟其他服務同樣面對服務使用者老齡化的挑戰，為配合五十歲或以上的服務使用者的需要，本會的毅誠工場繼續推行社會福利署的「職業康復延展計劃」，並命名為「資深工友俱樂部」。除為服務使用者提供「半退休」式的工作訓練模式，維持他們的工作能力外，還同時提供社康及發展性的節目，以配合「資深工友」的身心需要。

Furthermore, the Society's employment service and on-the-job training programme helped 18 service users to seek jobs in the open market last year.

The Bakery's work received recognitions from accreditation organisations. For examples: (i) Madam Hong's Bakery has for four consecutive years scooped numerous awards in the "Rehabilitation Service Organisation Social Enterprise Expo" organised by the District Co-ordinating Committee on Rehabilitation Services of Social Welfare Department, Central, Western, Southern and Islands Districts; and (ii) for three years in a row, Kwai Hing Vocational Development Centre was granted the highest level "Excellent Class" under the "Indoor Air Quality Certification Scheme" by the Environmental Protection Department. It was Hong Kong's first and only non-government body receiving this honour.

The Society's social enterprise "Hong Yung Services Limited" (Hong Yung) campaigned for the creation of job opportunities in the open job market for persons with disabilities, and helped them integrate into the community on an independent basis. In 2012/2013, it was encouraging to see that Hong Yung had created 70 employment opportunities, of which 43 was taken up by employees with disabilities representing 61% of the total number of Hong Yung employees.

Like other services, the Society's vocational rehabilitation and development services are facing ageing problem of service users. To accommodate the needs of service users aged 50 years old or above, Ngai Shing Workshop continued to carry out the Social Welfare Department Work Extension Programme and named it as "Senior Workmates Club". In addition to providing the service users with "semi-retirement-based" job training and maintaining their abilities to work, they are offered social and developmental programmes which cater for the physical and psychological needs of these senior workmates.



展望未來

「凝聚工商力量，放眼國際，創造就業機會」將繼續成為本會職業復康及發展服務的未來路向。隨著最低工資法例的實施，康融的經營成本上漲，營運漸見困難；然而為實踐社會責任，康融將不斷求進，並積極開拓新業務，務求為殘疾人士提供更多訓練及就業的機會。

Looking Ahead

The future development of vocational rehabilitation and development services will continue “to create job opportunities by joining forces with industrial and commercial sectors and by taking a wider global perspective”. Following the enforcement of the Minimum Wage Ordinance, it has brought challenges to Hong Yung because of the increasing the operational costs. However, upholding our mission as well as social responsibilities, Hong Yung has been striving to explore new businesses with an aim to provide more training and job opportunities for persons with disabilities.



個案分享 Case Sharing



李倩瑩是一位輕度智障人士，她現於康姨餅房工作。倩瑩最初對製作曲奇一竅不通，顯得戰戰兢兢；但今天的她滿有自信，雀躍萬分地於餅房工作，更期望將來能擁有一間屬於自己的餅房。

倩瑩受聘於康姨餅房之前，曾於快餐店從事兼職工作，有時一天要工作超過十小時，更試過被滾油灼傷，辛勞之餘亦看不見前景，令她感到筋疲力竭。

倩瑩後來加入康姨餅房工作，短短一年間，她不但賺取到比最低工資更優厚的收入，更建立了自信。此外，這一年來，她經常參與賣餅及推廣的工作、代表本會到北京參與職業復康交流會、為本會的大型慶典擔任司儀、更獲邀接拍電視節目及接受傳媒訪問，這些經驗不但擴闊了她的眼界，還豐富了她的生活。倩瑩十分珍惜這份工作，現在更是餅師的得力助手。

LEE Sin Ying, a person with mild intellectual disabilities, is now working at Madam Hong's Bakery. At first, she knew nothing about making cookies and looked scary. But now she is full of confidence and happy with working at the bakery. She hopes that she can own one in the future.

Prior to joining Madam Hong's Bakery, Sin Ying worked as a part-time staff in a fast food restaurant. She sometimes had to work for more than 10 hours in a shift, and was even scalded by hot oil. Working long hours without any prospects made her exhausted.

After joining Madam Hong's Bakery for just one year, apart from her pay increased to a level higher than that of the minimum wage, Sin Ying became more confident. In addition, she often took part in selling cookies and promotion work, participated in vocational rehabilitation exchange programme in Beijing on behalf of the Society, and helped the Society to emcee at celebratory event. She took part in the performance of a TV programme and attended TV and media interviews too. These experiences have broadened her horizons as well as enriching her life experience. Sin Ying treasures her work very much, and she is currently a helpful assistant to the baker.



▲ 遠足活動
Hiking activity



▲ 「金甘地越野嘉年華」活動參加者與前社會福利署署長龔德權先生JP合照
Participants of "Go Gold Race" activity took photo with Mr. NIP, Patrick JP, former Director of Social Welfare Department

社區精神 康復服務 Community Psychiatric Services

提供多元化服務，促進全人發展 *Promoting whole-person development through diversified services*

扶康會於1997年開辦中途宿舍，並因應社區的需要，開辦社區精神健康支援服務。其後於2010年10月獲社會福利署撥款成立精神健康綜合社區中心——康晴天地，標誌著嶄新服務的開始。另一個重要的里程碑是康晴天地位於華富邨華美樓的永久會址在2012年9月起投入服務，植根南區，成為全港首間於公共屋邨開展服務的單位。

在這十多年間，精神康復服務的概念和手法起著重大的變化，現時關注到如何協助精神康復者跨越患病所帶來的歧視和限制，讓他們重新認識不同面向的自己。因此，精神康復服務以多元化的訓練和活動，配合康復者身、心、社、靈的全人發展，促進服務使用者參與為目標，協助他們擴闊生活層面，過充實和有意義的生活，多項服務及活動於本年度都取得正面成績。

The Society began the halfway house service in 1997, as well as the community mental health support services. Later on in October 2010, the Society operated an "Integrated Community Centre for Mental Wellness - Sunrise Centre", which has been subvented by Social Welfare Department. September 2012 marked another important milestone of the Society in this regard when the Sunrise Centre was relocated to a permanent base at Wah Mei House, Wah Fu Estate, Southern District. Sunrise Centre is now the territory's first centre of this kind of services in a public housing estate.

Over the past ten years or so, there were significant changes in concepts and approaches of psychiatric service. The current trend focuses on ways to help persons with psychiatric disabilities overcome discrimination and limitations brought about by the illness, and to enable them understanding different aspects of themselves. The Society therefore provides diversified psychiatric services to cater for their multifaceted needs in physical, psychological, social and spiritual whole-person development. The main aim is to promote service users' participation, helping them to broaden their horizons in life, and lead a solid, meaningful life. Positive achievements have been made in services and activities in the past year.



服務特色和亮點

多項服務及活動都取得正面成績

本會的精神康復服務提供多元化的服務，包括社交、興趣、支援及治療性小組，接受服務的個案多達七百多個。此外，是年度我們共舉辦四十六次社區教育活動，藉此推廣精神健康及康復服務。從服務使用者的意見調查顯示，中途宿舍及康晴天地的服務使用者對服務質素均感滿意，分別高達百分之九十七及百分之九十六。

綜合運動小組

單位舉辦不同的運動項目，以鍛鍊服務使用者的體魄，例如遠足小組、健步小組、游泳小組、乒乓球小組等，整體參加的人數亦持續上升（比去年多約百分之二十至三十）。當中，更有服務使用者在比賽獲優異成績，包括香港足球復康杯亞軍。



▲ 中途宿舍海闊天空足球隊
Football team of Halfway Houses

綜合藝術小組

「1樂團」曾到南區兩所學校表演，並在會方的「第二屆智障人士奧運使者選舉」和「扶康會三十五周年慶祝活動——閉幕暨感謝禮」等重要場合演出，獲得多方讚賞及好評。

Service Highlights

Achieved Positive Results in Services and Activities

The Society's psychiatric services comprise a wide range of services, including social skills, interest classes, support and therapeutic groups. The number of cases handled reaches more than 700. Last year, there were 46 events on community education, promoting mental health and rehabilitation services. The satisfaction survey of service users shows that service users are quite satisfied with the service quality of the Society's halfway houses and Sunrise Centre, with a satisfaction rate as high as 97% and 96% respectively.

Integrated Sports Group

Different kinds of sports were organised to strengthen the physical condition of service users, such as hiking group, jogging group, swimming group, and table tennis group. The overall number of participants continued to grow (by about 20-30% as compared to that in the previous year). Among the participants, some achieved remarkable results in respective sports contests, including winning the 1st runner-up in the Rehabilitation Soccer Champion of Hong Kong.

▼ 中途宿舍乒乓球比賽
Table tennis competition of Halfway Houses



Integrated Arts Group

The music group "Unison" gave performances at two schools in the Southern District. It also performed at the Society's events, including the 2nd "Ambassadors of the Olympics of Persons with Intellectual Disabilities" and the "Fu Hong Society 35th Anniversary Activities - Closing and Thanks Giving Ceremony". Their performances were well received with great compliments.



▲ 出版刊物，推廣精神健康
Promoting mental health
through publication

互助社扭氣球班 ▶
Balloon twisting Class of
Mutual Support Group



互助社

服務使用者組成互助社，並自行籌劃多項活動及義務工作，包括探訪根德公爵夫人兒童醫院、與漁光網絡互助社合作協助長者清潔家居等，讓他們學習承擔責任和共同解決難題，不單提升自我效能感，並且透過營造共同經驗，加強凝聚力。

服務使用者參與

「服務使用者參與」實務研究計劃已完成前期的資料搜集及分析工作，現階段為實踐期。研究小組分別進行了兩場分享會，首場於康晴天地的開幕典禮後舉行，第二場於明愛六十周年國際會議上舉行，兩場分享會均能總結過去的研究資料及實際經驗，對參加者或是負責分享的職員及會員來說，確是一個寶貴的經驗。

Mutual Support Group

The service users have formed mutual support group and organised various activities and voluntary work by themselves, including visits to the Duchess of Kent Children's Hospital and cooperation with Yue Kwong Mutual Help Network to assist the elderlies in cleaning their homes. The activities not only enhanced their sense of self-efficacy, but also offered them opportunities to learn how to take responsibility and to solve problems together. Creating common experiences helped strengthen their sense of cohesiveness.

Service Users' Participation

Regarding the research project of "Service Users' Participation", work on data collection and analysis had been completed and the current stage relates to the application of such practice. Last year, the research group organised two sharing sessions immediately after the official opening ceremony of the Sunrise Centre; while the other one at the Caritas' 60th Anniversary International Conference. For both occasions, the research data and practical experience were presented for discussion. The participants, including the responsible staff and service users, found that the presentations were very useful and offered them valuable experience.



社區教育，地區連繫

由香港房屋委員會華富(一)邨屋邨管理諮詢委員會撥款資助，康晴天地會員籌辦及擔任導賞員的《一切從華富出發——體驗之旅》，得到該區人士的積極參與及支持，活動和導賞員的表現均獲得正面評價。計劃共有九十七位地區人士及會員參與，透過活動刊物「我們的紀念冊」，記下計劃的內容和參加者的感受，增加社區人士對康復者的了解，建立正面形象。

Community Education, Local Networking

The Sunrise Centre organised the event called “Everything Starts From Wah Fu – An Experience Tour”, which was funded by the Estate Management Advisory Committee of Wah Fu (I) Estate under the Hong Kong Housing Authority. Members of Sunrise Centre served as tour guides of this event. There was enthusiastic participation and support from the local community. The event was well received with positive comments and the performance of the tour guides was highly praised. 97 people from the local community, including Sunrise Centre members, participated in the event. For the event, a publication entitled “Our Memoir” was produced and it included details about the event as well as the feelings of the participants. This book has helped strengthen the community’s understanding of persons with psychiatric disabilities, and create a positive public image.

出版刊物，以軟性手法推廣精神健康

康晴天地出版了兩份刊物，以軟性手法向社區人士推廣精神健康，宣揚快樂生活。「快樂煮意」由烹飪小組的會員及職員編撰，透過分享煮食心得，讓讀者領略「快樂其實好簡單」的道理；而「晴訊」則以幽默輕鬆的手法，帶出精神健康的訊息。

Publications and Soft Approach to Promote Mental Health

Through two publications, the Sunrise Centre took a soft approach in promoting mental health in the local community and the ways to live a happy life. One of them is entitled “Happy Recipes”, which was prepared and compiled by the members and staff of the Centre’s culinary team. It aims at sharing with readers the experiences in cooking, and helping them understand the principle that “it is simple to be happy”. The other one is entitled “Sunny News” which delivers messages about mental health in a humorous and light-hearted way.

展望未來

未來一年，精神康復服務除積極回應服務需要和提供多元化的活動外，還會重點推行及應用「復元模式」的元素於實務工作上，持續鼓勵服務使用者參與，期望能為他們注入希望，接納限制，坦然面對困難和挑戰；鼓勵他們嘗試和探索，並透過自決的過程，學習承擔責任，建立自尊和自信；並且發揮個人的優勢和可動用的資源，減少自我標籤，持續學習和成長。

Looking Ahead

In the coming year, the psychiatric services will focus on the implementation of “Recovery Model”, in addition to actively meeting the service needs and providing diversified programmes. Participation of service users will continuously be encouraged in order to give them a hope and to help them accept limitations so as to face difficulties and challenges. Through encouraging service users to attempt and explore, they would learn how to take up responsibility through self-determination, to build up self-esteem and self-confidence, getting the most out of their personal strengths, making good use of available resources, lowering their own self-labeling, and to pursue continuous learning and growth.



回應社會需要，建立全面的支援網絡 *Establishing a Comprehensive Support Network to Meet the Needs of Society*

本會不斷創新，回應服務需要，如早於1985年已自資成立全港第一隊家居訓練隊，為正在輪候康復服務或留在家中的智障人士提供上門訓練服務，開創服務的先河。此服務的成效及需要性得到社會和業界的認同，翌年獲社會福利署正式資助。2002年底，此服務優化為「家居訓練及支援服務」，服務對象更推展至肢體傷殘人士；2009年再獲社會福利署撥款擴展為「地區支援服務」，中心名為「天水圍地區支援中心」。中心尋址得到社區人士的支持，是全港首間擁有服務場地的地區支援中心。

The Society is committed to responding to service needs with innovation. For example, in 1985 the pioneering self-funded home-based training team was set up, being the first of its kind in Hong Kong. The team offered on-site training services to home-based persons with intellectual disabilities and those who were on the waiting list of rehabilitation services. This service was well recognised by the community and the rehabilitation service sector. Subsequently, it was officially funded by the Social Welfare Department in the following year. By the end of 2002, this service was enhanced and renamed "Home-based Training and Support Service", also extended to persons with physical disabilities. In 2009, with further funding from the Social Welfare Department, the service was expanded to "District Support Service", under the name of "Tin Shui Wai District Support Centre". The centre, which has good local support, is Hong Kong's first district support centre having its service base.



殘疾人士社區 支援服務

Community Support Services for Persons with Disabilities



除此之外，本會於1985年創辦臨時住宿服務，支援正在輪候住宿服務的智障人士，並舒緩家長長期照顧的壓力，此服務現已成為社會福利署恆常資助的項目。2002年本會成功向社會福利署申請發展為期三年的「晚間延展照顧服務」，為於特殊學校或日間訓練中心的智障人士提供晚間照顧服務。2005年本會再拓展「假期照顧服務」及「家居暫托服務」，各日間訓練中心則提供「臨時日間照顧服務」，個別日間訓練中心更為即將於特殊學校畢業的學生，提供成人日間訓練服務的實地體驗計劃。以上服務，均見證著本會「用心創新，回應社會需要」的精神。

Furthermore, the pioneering service of Residential Respite Service was launched in 1985 offering support to persons with intellectual disabilities who were on the waiting list of residential services. It helped relieve the pressure on parents or carers. Today, this service is subvented by the Social Welfare Department on a recurrent basis. In 2002, the Society obtained approval from the Social Welfare Department to develop a three-year “Extended Care Service” programme. Its objective was to provide evening care service to persons with intellectual disabilities at special schools or day training centres. In 2005, the “Holiday Care Service” and “Family-based Respite Care Service” were initiated, while the day training centres also offered “Day Respite Service”. Some day training centres also provided adult day training attachment programme for would-be graduates of special schools. All the above-mentioned services are vivid examples of the Society’s spirit of “responding to the societal needs with commitment and innovation”.

2012/2013 年度服務人數統計 Number of Service Users in 2012/2013

服務種類 Type of services	服務人數 No. of Service Users
嚴重殘疾人士日間照顧服務 Day Care Services for Persons with Severe Disabilities	8
社區支援中心 District Support Centre	426
臨時住宿服務 Residential Respite Service	107
特殊學校學生體驗計劃 Special School Students Attachment Programme	105
臨時日間照顧服務 Day Respite Service	12
總數 Total	658

服務特色和亮點

社區支援服務是一項講求彈性的服務，隨著社會的變遷，須持續地按需要作出調整，好讓資源獲得充分運用。2012/2013年度，本會按地區的需求情況，整固和提供臨時住宿服務、臨時日間照顧服務、特殊學校學生體驗計劃、假期照顧服務、家居暫托服務及晚間延展照顧服務等，共為二百三十二位服務使用者提供相關服務。

Service Highlights

Community support service acquires flexibility. Therefore the Society continuously adjust its services in responding to societal changes, so as to effectively utilise resources. In 2012/2013, according to the needs of local districts, various services were consolidated including Residential Respite Service, Day Respite Service, Special School Students Attachment Programme, Holiday Care Service, Family-based Respite Service and Extended Care Service benefitting a total of 232 service users.



▲ 與GAP合作的義工活動
Volunteer activity co-organised with GAP

「七彩部落」表演 ▶
Performance by "Rainbow Bell"



另外，地區支援中心共為四百二十六位服務使用者提供適切的諮詢、訓練及支援服務，並為其家長及照顧者提供支援，以及舉辦社區教育活動推廣社會共融。

Furthermore, the district support centre provided relevant consultation, training sessions and support services to a total of 426 service users and their parents and carers. The centre also organised community education activities to promote social inclusion.

2012/2013 年度服務和活動統計 Service Statistics in 2012/2013

服務 / 活動 Service/Activity	次數 / 人數 No. of activity/ participant
服務使用者活動次數 Number of activities for service users	2,343
服務使用者活動出席人數 Number of service user attended activities	17,295
與服務使用者面談及諮詢次數 Number of consultation interviews and meetings with service user	946
家長及照顧者活動及支援服務次數 Number of activities and support services to parents and carers	120
社區教育活動次數 Number of community education activities	10
社區教育活動出席人數 Number of participants of community education activities	1,300



為增加服務使用者與社區接觸的機會，本會積極發展與地區組織及商業機構的合作活動，如天水圍地區支援中心與GAP合作，為自閉症會員提供義工服務，透過活動接觸，除了令義工們進一步了解自閉症人士的特質外，更透過參與團體的合作，加深雙方的認識，建立更長遠的合作關係。

另一方面，在支援服務使用者參與社會事務方面，屯門及元朗區成立的服務使用者會議亦正式由服務使用者擔任各委員的職務，除自行主持會議和舉行活動外，亦與其他服務使用者的自助組織舉行探訪及交流活動。同時，各委員也在服務層面上提出意見，檢視區內不同服務單位的設施，提出改善意見。

展望未來

社區支援服務能為不同需要及不同能力的殘疾人士提供多元化的生活選擇，在講求個別化及個人選擇的時代，社區支援服務尚有拓展空間。在未來的日子裡，本會會嘗試為不同的社群構思新的服務內容，如自閉症小組、推動服務使用者參與社區並為自己發聲、研究發展新模式的支援服務、繼續與地區組織及商業機構建立長遠的合作關係等，以求與時並進，在不同層面為殘疾人士建立更周全的社區支援網絡。

To increase social interaction between service users and the community, the Society has actively collaborated with local organisations and corporations, such as the partnership between Tin Shui Wai District Support Centre and GAP, providing volunteer service to persons with autism. Through the activities, volunteers have learned more about the characteristics of persons with autism. It is expected that the cooperation with these organisations will deepen mutual understanding, and help foster a long-term partnership.

On the other hand, to support service users' participation in social affairs, "The Service Users Meeting" has been formed, whereby they are involved in various duties in the regional services in Tuen Mun and Yuen Long. In addition to holding meetings and organising activities on their own, they have arranged visits and exchange programmes with other self-help groups. At the same time, members of the meetings expressed their views on the Society's services, and suggested improvements on facilities provided by service units.

Looking Ahead

The community support services offer a wide range of lifestyle opportunities for persons with disabilities in accordance with their individual needs and varying degrees of capabilities. To achieve the stage of individualised plan and personal choices, there is still much room to develop the community support services. In the coming years, development on new service content for different social groups will be tried, such as autism group; encouraging service users to participate in social affairs and voice out for themselves; exploring new forms of support service; and continuing to establish long-term partnership with local organisations and corporations. The goal is to grow with time, and to establish for persons with disabilities a more comprehensive network of community support at different levels.



◀ 服務使用者會議
The Service Users Meeting



讓智障成人擁有一個家 *Giving Adults with Intellectual Disabilities a Home*

九十年代，香港面對殘疾人士宿位嚴重不足，回應服務需求，大型康復院舍相繼興建，但本會卻堅信殘疾人士應享有家庭生活的權利，於1997年自資在何文田建立第一間扶康家庭「邂逅軒」，為殘疾人士提供家庭模式的照顧服務，讓他們享受家庭生活及增加與社區人士的接觸機會，建立真正的社區融合。直至2012/2013年度，本會再先後建立「和諧軒」、「婉明軒」和「超瑩軒」三間扶康家庭，並推動社區人士資助計劃，支持扶康家庭。扶康家庭的理念漸獲外界認同，自2004年起，得到香港賽馬會慈善信託基金捐助部分經費。

In the 90's when Hong Kong experienced an acute shortage of residential care service for persons with disabilities, many institutional rehabilitation services were established to meet the service needs. However, the Society upholds the strong belief that persons with disabilities are entitled to enjoy family life. With this in mind, the first Casa Famiglia (small home) "Encounter" was established in Ho Man Tin in 1997 through self-financing, with the aim to provide family-based care service to persons with disabilities, enabling them to enjoy family life and have more opportunities to get along and maintain contacts with the public, in order to achieve genuine social inclusion. Up to 2012/2013, three more Casa Famiglias "Concordia", "Splendor" and "Radiance" were set up, and sponsorship programmes in the community to fund the Casa Famiglias were also promoted. The provision of Casa Famiglia has eventually gained recognition and the service has been partially funded by The Hong Kong Jockey Club Charities Trust since 2004.



香港賽馬會
社區資助計劃 —
扶康家庭

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



服務特色和亮點

享有家庭生活及固定朋友

在扶康家庭裡面，家姆和家兄擔當家長的角色，為智障家庭成員提供「以人為本」的家庭照顧，滿足他們日常生活和身心發展的需要。與此同時，一百零三名熱心的社區義工，分享扶康家庭的精神及理念，成為智障家庭成員的固定朋友，以固定朋友的身份經常探訪和協助扶康家庭，成為扶康家庭的重要成員，是年度包括四百三十四次探訪扶康家庭。在2012年9月扶康家庭「良朋歡聚迎中秋暨義工嘉許典禮」上頒發嘉許狀予各社區義工，以答謝他們的支持。

恆常社區參與、豐富生活經驗

在家姆、家兄和社區義工的陪同和鼓勵下，扶康家庭成員均能享受恆常週末外出活動及各大型社區活動。在靈性需要上，扶康家庭會安排他們逢星期天參加主日彌撒，是年度更有兩位家庭成員領洗成為天主教徒。透過恆常教會和社區生活，扶康家庭成員與社區人士建立起廣泛和親密的關係。今年本會有一連串的35周年紀念活動，超瑩軒的家庭成員被邀於感恩祭暨晚會中表演，讓他們展現才華。

Service Highlights

Enjoying Family Life and Having Regular Friends

At Casa Famiglia, Housemothers and Elder Brothers took up the role of parents to provide people-oriented family care to the family members with intellectual disabilities, in order to cater for their daily life needs, their physical and psychological developments. Furthermore, 103 kind-hearted volunteers from the community, who share the same spirit and principle with Casa Famiglia, have become regular friends with these family members with intellectual disabilities. On account of their regular visits and assistance to Casa Famiglia, they have become the core members of Casa Famiglia. In the past year, there were 434 visits to Casa Famiglia. In September 2012, these community volunteers were presented with certificates of recognition at the Casa Famiglia's "Mid-Autumn Festival Celebration cum Volunteer Recognition Ceremony" in appreciation of their kind support.

Regular Participation in Community Affairs to Enrich Life Experiences

Accompanied and encouraged by Housemothers, Elder Brothers and regular friends, family members of Casa Famiglia have been enjoying regular outdoor activities and large-scale community events at weekends. To meet their spiritual need, Casa Famiglia has also arranged them to attend mass on Sundays. Last year, two family members of Casa Famiglia were baptised. Through regular church and community life, family members of Casa Famiglia have built an extensive and close relationship with members of the public. Last year when the Society held a series of activities in celebrating the 35th Anniversary, family members of Radiance were invited to give performances at the Celebrating 35th Anniversary Mass cum Party to show their talents.





▲ 家庭成員領洗成為天主教徒
Family members of Casa
Famiglia were baptised

良朋歡聚迎中秋暨義工嘉許典禮 ▶
Mid-Autumn Festival Celebration cum
Volunteer Recognition Ceremony



家庭成員獲選扶康會 第二屆智障人士奧運使者

兩名家庭成員在扶康會第二屆「智障人士奧運使者選舉」中分別獲頒發「友誼使者」和「友誼使者」優異獎，以認同他們在這方面的卓越表現。

Family Members of Casa Famiglia Being Elected as the 2nd “Ambassadors of the Olympics of Persons with Intellectual Disabilities”

Two family members of Casa Famiglia were respectively granted the “Friendship Ambassador” Award and “Friendship Ambassador” Merit Award at the Society’s 2nd “Ambassadors of the Olympics of Persons with Intellectual Disabilities” in recognition of their outstanding achievements.

服務滿意度

扶康家庭於2013年年初在兩位香港專上學院應用社會科學系副學士的協助下進行服務意見調查，受訪者均表示滿意或非常滿意扶康家庭服務。

Satisfaction Survey on Services

With the help of two associate degree students of the Applied Social Science of the Hong Kong Community College, Casa Famiglia carried out a survey on its service in early 2013. The interviewees commented that they were satisfied or highly satisfied with the services of Casa Famiglia.

展望未來

隨著最低工資法例和殘疾人士院舍條例的實施，營運開支上升，是年度扶康家庭除了繼續獲得香港賽馬會慈善信託基金捐助部分經費外，同時得到悟宿基金會有限公司贊助活動及更新家居設施，加上得到其他社區團體及個別熱心人士持續捐助，令扶康家庭服務可以繼續營運。我們期望建立更多扶康家庭，讓更多智障成人擁有一個家，本會需要大眾市民的持續支持，包括加入社區義工行列、捐款和捐出物業以建立更多扶康家庭。

Looking Ahead

Despite the increasing operating costs upon the implementation of the Minimum Wage Ordinance and the Residential Care Homes (Persons with Disabilities) Ordinance, the Society can continue to run Casa Famiglia. This is made possible because of the continuous funding from The Hong Kong Jockey Club Charities Trust, sponsorships from Providence Foundation Limited for events and renewal of home facilities, and also donations from organisations and kind hearted people from the community. We wish to establish more Casa Famiglias in order to provide homes to more adults with intellectual disabilities. Therefore the Society needs continuous support from the general public in form of participation as volunteers, and donations in cash or properties.



家庭成員分享 Sharing from Family Members of Casa Famiglia



超瑩軒已經成為群娣的家，她常說：「我有飯食，有屋住，有工返，我已經好滿足，係呢度又有家姆同兄長幫我，我真係好開心。」她視各扶康家庭成員如同親人。

志成是超瑩軒的家庭成員，他於扶康會第二屆「智障人士奧運使者選舉」獲頒「友誼使者」獎。志成哥哥說：「以前佢係企住，兄弟姊妹個個都要搵食，好難抽時間為佢安排活動。我好感謝您哋為佢安排不同嘅活動，佢入嚟住之後，我見到佢變得開朗咗及主動咗。」

Radiance has become the home of Kwan Tai. She often says, "I am very satisfied with having food, a home and a job, and I am very pleased that there are Housemothers and Elder Brothers who always help me." She treats each member of Casa Famiglia as her relatives.

Chi Shing, a family member of Radiance, was granted the "Friendship Ambassador" award at the Society's 2nd "Ambassadors of the Olympics of Persons with Intellectual Disabilities". Chi Shing's elder brother said, "Before, when he lived with us, it was difficult to find time to arrange activities for him, because all of us had to work. I am truly grateful for your efforts in arranging different kinds of activities for him. After he moved into Radiance, I see that he is happier and has become more active."



▲ 感官肌能訓練
Sensory Motor Training

自閉症及 發展障礙人士服務 — 牽蝶中心

Services for Persons with Autism
and Developmental Disabilities —
Hin Dip Centre

多元化的臨床及教育服務，
讓自閉症人士及發展障礙人士
發展潛能，展現出如蝴蝶般的美麗人生
*A wide range of clinical and educational
services helping persons with autism and
developmental disabilities develop their potentials
to make life as beautiful as a butterfly*

扶康會於2006年6月獲凱瑟克基金、愛心聖誕大行動、香港賽馬會慈善信託基金的贊助，開設全港首間專為自閉症青少年及成人人士提供發展及支援服務的中心，讓他們在溝通、社交及行為方面取得進步，加強了他們的獨立能力。

中心於2009年6月易名為牽蝶中心，自資擴展服務，讓更多不同年紀和需要的自閉症及發展障礙人士接受服務。中心透過度身訂做的多元化服務，讓自閉症人士及發展障礙人士發展潛能，展現出如蝴蝶般的美麗人生。

With sponsorship from the Keswick Foundation, Operation Santa Claus and the Hong Kong Jockey Club Charities Trust, Fu Hong Society established in June 2006 Hong Kong's first specialised centre for youth and adults with autism, offering them development and support services. Its objective is to help them improve communication skills, social skills, behaviours and to strengthen their capability of self-reliance.

In June 2009, the centre was renamed Hin Dip Centre. Through self-financing, it extended its services to cover more persons with autism and developmental disabilities with different age and needs. The Centre has offered tailor-made and diversified services to persons with autism and developmental disabilities to develop their potentials, in order to make life as beautiful as a butterfly.



中心提供的感覺統合治療，為患有自閉症人士及發展障礙人士的主要臨床服務之一。此外，服務單位亦開辦各項教育及培訓服務，致力為公眾及專業人士提供世界各地的最新知識、創新思維及實證為本的服務資料。

服務特色和亮點

去年，牽蝶中心成功舉辦一系列的培訓課程，為醫護人員、教師、家長、義工等提供專門照顧自閉症人士及發展障礙人士需要的知識及訓練，推動業界的發展。中心更邀請海外知名人士擔任講者，與業界交流分享，進一步提升服務質素，內容包括「感官及情感連繫」、國際認可的「SIPT感覺統合評估」及「艾爾斯感覺統合忠誠評量表」，參加者來自本地及世界各地。另外，中心全年舉辦了三次大型的本地專業課程，參與人數達一百二十二人，另外更舉辦了五次大型的國際課程，參與人數超過四百人。

除此之外，服務單位亦在不同慈善基金的支持下，舉行了多項評估及訓練計劃，受惠人數高達二百人。數字反映員工在不同層面的努力，亦就著服務使用者的個別背景和需要，不斷加強服務的闊度和深度，務求達到本會的使命——為之前未能獲得適切服務的自閉症及發展障礙人士提供專門服務，使他們發揮潛能。在此多謝余仁生慈善基金、UPS、攜手扶弱基金及永旺（香港）百貨有限公司的鼎力支持。

Sensory integration therapy service is one of the Centre's major clinical services. Moreover, the Centre has organised various educational and training services, being committed to providing to the public and professionals the most up-to-date knowledge, innovative and evidence-based service information.

Service Highlights

Last year, Hin Dip Centre organised a series of training courses for medical personnel, teachers, parents and volunteers, offering them necessary knowledge and training to meet the needs of persons with autism and developmental disabilities. These courses also helped push forward the sector's development. Likewise, the Centre invited overseas elites as speakers to share their experience and knowledge with the sector, and to further improve service quality. Their topics included "Sensation and Connection Level", internationally recognised "Sensory Integration and Praxis Test (SIPT)" and "Ayres Sensory Integration Fidelity Measure". The event attracted many participants from Hong Kong and overseas. In addition, the Centre organised in 2012 three large-scale specialised courses that attracted enrollment by 122 people, and five international ones which were joined by more than 400 people.

Thanks to financial support from various charitable foundations, Hin Dip Centre has carried out a number of assessments and training schemes benefiting 200 people. This shows that the staff has made tremendous efforts in all aspects and strived to accomplish mission by strengthening continuously the variety and intensity of services fitting the backgrounds and needs of the service users. Their efforts have made specialised services available to persons with autism and developmental disabilities who had yet to benefit from such appropriate services, and to unlock their potentials. In particular, the Society would like to thank Eu Yan Sang Charitable Foundation, UPS, Partnership Fund for the Disadvantaged and AEON Stores (Hong Kong) Co., Limited for their support.



▲ 余仁生慈善基金贊助「扶苗計劃」
Sponsorship from Eu Yan Sang Charitable
Foundation for SEED programme



◀「艾爾斯感覺統合忠誠評量表」訓練課程
“Ayres Sensory Integration Fidelity Measure” Training Course

展望未來

未來，本會將繼續關注自閉症及發展障礙人士的需要，將最新的知識、技巧和消息，透過舉辦課程與業界分享。牽蝶中心的員工累積了很多處理自閉症及發展障礙人士的經驗，擁有多元化的評估、治療或訓練的方法，除提供個別或小組的到位式治療或訓練外，未來的服務重點亦包括開辦課程和提供顧問服務。

更重要的是，作為一所自負盈虧的服務中心，本會將努力尋求贊助營運經費，服務有需要的人士，尤其有經濟困難的自閉症及發展障礙人士。

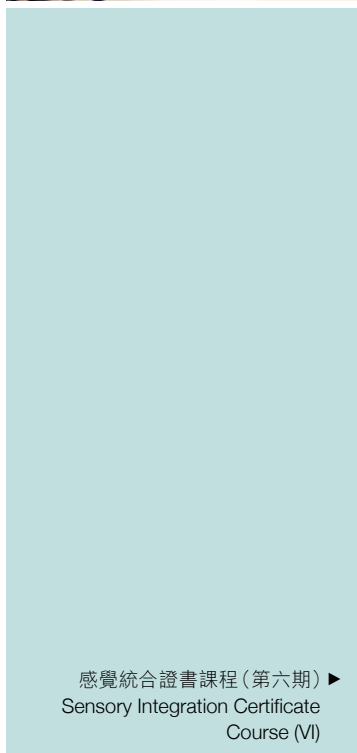
Looking Ahead

Looking forward, the Society will continue to pay attention to the needs of persons with autism and developmental disabilities, and offer courses to share the most up-to-date knowledge, skills and news with the sector. Staff members of Hin Dip Centre have now gained an extensive experience about how to deal with persons with autism and developmental disabilities, and are well-versed in implementing a diversified method of assessments, therapy or trainings. As well as providing individual- or group-based therapy or trainings, the service highlights will include courses and provision of consultancy services.

More importantly, as a self-financing service centre, the Society will strive to seek sponsorship and funding for the Centre operation so as to serve the needy, especially those with autism and developmental disabilities facing financial difficulties.



◀ M.O.V.E. 寫前及書寫技巧證書課程 (第一期)
M.O.V.E Pre-writing and Writing Skill Certificate Course (Phase 1)



感覺統合證書課程 (第六期) ▶
Sensory Integration Certificate
Course (VI)



為康復服務業界提供專業訓練課程 Provision of Professional Training Courses for the Rehabilitation Sector

扶康會為配合康復服務業界對人力資源培訓的需求，自2005年開辦「保健員訓練課程」後，再於2008及2012年開辦「高級保健員訓練課程」、「康復治療助理課程」及「殘疾人士院舍保健員銜接課程（課程乙）」，課程均獲外界人士及業界同工正面評價。

申辦不同課程

在過去一年，培訓部共舉行了「保健員訓練課程」、四個「高級保健員訓練課程」、四個「殘疾人士院舍保健員銜接課程（課程乙）」及兩個「康復治療助理課程」，共有三百三十八名人士報讀。

另外，培訓部早前通過了「香港學術及職業資歷評審局」的初步評估及僱員再培訓局的評審成為培訓機構，去年亦成功向醫院管理局申請「醫護支援人員（臨床病人服務）訓練課程」的營辦資格，日後本會將舉辦不同類型的課程，為業界培育新力軍作出努力。

To meet the demand for training in the rehabilitation sector, the Society initiated its “Health Worker Training Course” in 2005, followed by the “Advanced Health Worker Training Course”, the “Certificate Course on Rehabilitation Assistant” and the “Bridging Course for Health Workers of Residential Care Homes for Persons with Disabilities (Course B)” in 2008 and 2012. These courses had been well received with by the community and the rehabilitation sector.

Running a Variety of Courses

In the past year, a total of 338 people enrolled in the courses organised by the Training Department, including one “Health Worker Training Course”, four “Advanced Health Worker Training Course”, four “Bridging Course for Health Workers of Residential Care Homes for Persons with Disabilities (Course B)” and two “Certificate Course in Rehabilitation Assistant”.

Furthermore, the Training Department has passed the initial assessment by Hong Kong Council for Accreditation of Academic and Vocational Qualifications, and has been accredited by Employees Retraining Board (ERB) as an appointed training body. Also, the Hospital Authority has authorised the Society as an accredited organisation to run the “Care-related Support Workers Training course”. With these recognitions, the Society is eligible to organise various kinds of relevant courses for nurturing new hands working in the rehabilitation sector.



▲ 殘疾人士院舍保健員銜接課程
Bridging Course for Health Workers of Residential
Care Homes for Persons with Disabilities

康復人員
專業培訓

Professional Training
for Rehabilitation
Services Personnel



此外，本年培訓部成功申辦僱員再培訓局的就業掛鈎課程——「陪診員證書課程」及「復康助理員證書課程」；新技能提升課程——「長者精神及心理問題的處理單元證書」及「應用的醫學詞彙及藥物的認單元證書」課程，本會將陸續開辦上述課程。

與業界分享培訓資源達致雙贏

本會於本年開始將部份培訓課程名額開放，讓業界同工報讀，此舉既可惠及界別培訓的需要，亦可更有效地運用本會的培訓資源，增加同工與業界同工的交流。本年，共有一百零五名會外人士報讀此類課程。

展望未來

培訓部將繼續舉辦上述課程，亦會探討澳門及中國內地的康復機構的培訓需要。與此同時，培訓部亦會檢視課程的未來發展及方向，除配合會方的發展方向外，更會準確地為外間課程的發展定位，以便為日後的發展作準備。

In addition, the Training Department has obtained the approval from the ERB in organising the Placement-tied Courses - “Certificate Course in Escort Service for Out-patient Visit” and the “Certificate Course in Rehabilitation Assistant”, as well as the Skills Upgrading Scheme Plus Courses - the “Module Certificate in Handling Skills for Mental and Psychological Problems of Elderly” and the “Module Certificate in Understanding of Common Medical Terms and Medication”. These courses will be gradually rolled out in due course.

Win-win Arrangement for Sharing Training Resources with the Rehabilitation Sector

Starting last year, the Society offered some places of the internal training courses to personnel working in the rehabilitation sector. Besides meeting the training needs of the rehabilitation sector, this arrangement has helped the Society to utilise the training resources in a more cost effective manner and to form a useful platform for the staff of the Society to exchange and share experiences with peers in the rehabilitation field. A total of 105 external participants enrolled in the Society's courses last year.

Looking Ahead

The Training Department will continue to organise the aforementioned training courses, and also look into the training needs of rehabilitation organisations in Macau and Mainland China. For sustainability, the Training Department will take into consideration of future developments and directions when reviewing training curriculum. This approach will help to cope with the future developments of the Society, and to identify more accurately the position of the development of training programmes for external parties.



▲ 康復治療助理課程
Certificate Course on Rehabilitation Assistant



◀ 康復治療助理課程
Certificate Course on Rehabilitation Assistant

▼ 保健員訓練課程
Health Worker Training Course



給自己、智障人士及社會一個
推動傷健共融的「機會」(CHANCE)!

*Give yourself, persons with intellectual
disabilities, and the community a CHANCE
to promote social inclusion!*

共同協作	C ollaboration
同享快樂	H aving Fun
接納差異	A cceptance
擴闊網絡	N etwork Building
平等友誼	C onstructing Equal Friendship
豐盛人生	E nhancing Life Experiences

「最佳老友」是一項國際性的運動，於1989年由美國甘迺迪家族成員之一安東尼·甘迺迪·施萊佛開展，目的是推動智障與非智障人士建立一對一的友誼，現時全球超過五十個國家及地區參加「最佳老友」運動，累計參加人數約七十萬人次。扶康會於2004年獲邀請，並授權成為全港唯一認可推動「香港最佳老友」運動的機構。直至2013年3月，「香港最佳老友」運動共成功設立十四個老友分社，當中包括大專院校分社、中學分社、企業分社及社區老友分社，並成功編配二百對智障與非智障人士成為老友。

“Best Buddies” is an international movement founded in 1989 by Mr. Anthony Kennedy Shriver, a member of the prominent Kennedy family in the U.S. The campaign’s mission is to help build one-to-one friendship among persons with and without intellectual disabilities. At present, the “Best Buddies” Movement has covered more than 50 countries and regions across the globe, with participants totaling 700,000. Fu Hong Society was invited and authorised in 2004 as the only recognised body in Hong Kong to promote “Best Buddies Hong Kong” Movement. As of March 2013, there were 14 chapters under the Movement in Hong Kong, including chapters in colleges, secondary schools as well as corporate and citizens chapters.

「香港
最佳老友」運動
“Best Buddies Hong Kong”
Movement



計劃特色和亮點

2012年9月，「香港最佳老友」運動獲得香港賽馬會慈善信託基金的支持，撥款港幣一百七十六萬元以贊助未來三年的行政及活動開支，大力推動智障與非智障人士建立一對一的友誼。

過去一年，此運動增添了兩個分社，包括香港教育學院社會工作高級文憑課程學生與葵興職業發展中心服務使用者配對的分社；以及成立了首個企業分社，成功配對了樂華成人訓練中心的服務使用者與捷和實業有限公司的員工成為老友。

此運動亦獲深水埗區議會資助「深水埗區最佳老友愛心天使計劃」，透過舉辦填色比賽及出版得獎作品集等活動，宣揚社區人士與智障人士建立一對一的友誼，社區人士反應熱烈。

Campaign Highlights

In September 2012, the Hong Kong Jockey Club Charities Trust kindly donated HK\$1.76 million to the Society for carrying out the “Best Buddies Hong Kong” Movement for three years. This donation dedicated for recurrent expenditure would greatly help promote one-to-one friendship among persons with and without intellectual disabilities.

In the past year, two new chapters joined the Movement. One of them was formed by the students of Higher Diploma in Social Work of the Hong Kong Institute of Education and the service users of Kwai Hing Vocational Development Centre. The other one was the first corporate chapter, which has succeeded in forging a one-to-one buddy friendship between the service users of Lok Wah Adult Training Centre and the staff members of Chiaphua Industries Ltd.

The Movement also received funding from Sham Shui Po District Council through the Society's “Sham Shui Po District Buddy Angel Project”. By organising colour filling contests and publishing the winning entries, this campaign promoted the one-to-one friendship between the public and persons with intellectual disabilities. These events were well received by the public.



◀「深水埗區最佳老友愛心天使計劃」頒獎典禮表演
Performance at Awards Presentation Ceremony of
the “Sham Shui Po District Buddy Angel Project”



▲ 亞洲區職員研討會
Asian Regional Staff Conference

◀ 捷和實業有限公司分社成立典禮
Launching Ceremony of Chiaphua
Industries Ltd Chapter

為加強推廣此運動，於2012年11月5至6日，本會派員出席「最佳老友」在泰國曼谷首次舉行的亞洲區職員研討會，各國代表在會上交流和分享各地有關「最佳老友」的發展狀況，並建議日後加強亞洲區相互交流經驗。

To strengthen the promotion of this Movement, the Society sent delegates to the first Asian Regional Staff Conference organised by The Best Buddies International held in Bangkok, Thailand on 5-6 November 2012. Representatives from different countries exchanged and shared their experiences of their local development of “Best Buddies”. Also, they recommended that Asian countries/cities should enhance such exchanges in future.

展望未來

來年將會是「香港最佳老友」運動十周年，本會將會加強宣傳，讓更多社會大眾認識此運動，促進傷健共融，亦會繼續向企業與學校推廣此運動，期望成立更多分社。

Looking Ahead

To mark the 10th anniversary of the Movement in Hong Kong, the Society is going to place more emphasis on promotion of the “Best Buddies Hong Kong” Movement in 2014. This is an important way to propagate social inclusion. Promotion of this movement among corporations and schools will continue with the aim of setting up more chapters in due course.



參加者分享 Sharing from Participants



◀學生老友

「我很高興能到美國參加「最佳老友」學生領袖訓練營，與不同國家的老友交流，使我明白每個人也有不同背景、性情和長短處，所以我們應該彼此尊重，不應給予標籤。」

（香港樹仁大學鄭嘉慧同學）

中學老師

「成立中學分社後，我發現學生很珍惜與智障老友見面的時間，他們學習到溝通並非只用語言，而是需要真心與人相處，作為他們的老師，我感到十分欣慰！這是我們繼續支持這運動的原因。」

（香港李寶椿聯合世界書院周綺霞老師）

企業老友

「我們與他們建立了友誼，並已成為了老友，把他們當作是自己的兄弟姐妹一樣。雖然他們不能完全表達自己的感受，但我們能理解他們的感覺，一切盡在不言中。」

（捷和實業有限公司人力資源總監鍾喜清女士）

Student Buddy

“I am very glad to participate in the Best Buddies International Student Leadership Conference held in US, and exchange ideas with buddies from different countries. This allowed me to understand different backgrounds, temperaments, strengths and weaknesses of different people, and as such we should show respect to each other without stigmatisation.”

(Ms. CHENG Ka Wai from Hong Kong Shue Yan University)

Secondary School Teacher

“After forming our secondary school chapter, I have found that our students treasure meeting with buddies with intellectual disabilities. They understand that communication does not include language only but needs true sincerity. Being their teacher, I am so delighted. That’s why we continue to support this campaign.”

(Ms. CHAU, Esther from Li Po Chun United World College of Hong Kong)

Corporate Buddy

“We have built our friendship with them, and treat buddies as our siblings. Though they may not be able to express all their feelings, we understand them all, as it goes without saying.”

(Ms. CHUNG, Pauline, Director of Human Resources of Chiaphua Industries Limited)

重視家長意見，為殘疾人士謀求福利 *Valuing Parent's Opinions for the Benefits of Persons with Disabilities*

扶康會的服務單位早於八十年代初期相繼成立家長組，讓家長關注智障子女在服務單位的訓練和生活。隨後於1988年因應家長的訴求成立「家長聯席會議」，當時社會上的康復資源嚴重不足，故由家長為智障人士發聲，表達對服務的訴求。本會的服務在九十年代迅速發展，作為重要的服務伙伴，家長會也隨之迅速發展，第一屆「扶康家長會」在機構的輔助下於2001年正式成立。直至2012年11月，已是扶康家長會第七屆幹事會的成立，幹事會將繼續團結家長們，以捍衛智障人士的權益及彰顯社會公義為目標。

現在扶康家長會的會員人數已達四百多位，為現時康復界中擁有最多會員的自助組織，扶康家長會更已發展成一個有會章、幹事選舉制度、財政自主機制及議事模式的半獨立組織。幹事們積極參與社會行動，團結不同家長組織，凝聚力量，向政府反映意見。

In the early 80's, the Society's service units established parents groups one by one. It aimed to enable parents to know more about the trainings and lives of their children with intellectual disabilities in service units. Later on in 1988, initiated by the parents, the "Parents' Alliance Meeting" was formed. At that time, many parents voiced out their demands for rehabilitation service for persons with intellectual disabilities expressed their concern on the serious shortage of rehabilitation resources available in the community. In the 90's, there was a rapid growth in the Society's services, and so was the expansion of the parents groups, the Society's important partners. "Fu Hong Parents' Association" was officially set up in 2001 with the support of the Society. In November 2012, the 7th Fu Hong Parents' Association Executive Committee was set up. The committee will keep on uniting the parents for the missions to protect the rights of persons with intellectual disabilities and embody social justice.

Today, Fu Hong Parents' Association has a membership of over 400, which is the territory's self-help rehabilitation organisation with the highest number of members. Fu Hong Parents' Association has now developed into a semi-independent organisation with its own constitution, its electoral system for its executive committee, its own financial structure and rules of procedures. The committee members take an active role in social actions, uniting various parents' associations and making joint efforts to deliver views to the Government.



▲ 家長參加第二屆「智障人士奧運使者選舉」頒獎晚會
Parents joined the "2nd Ambassadors of the Olympics of Persons with Intellectual Disabilities" Awards Ceremony

與家長的
伙伴關係
Partnership with Parents



重視家長的意見和參與

本會重視家長的意見，鼓勵他們參與服務單位的管理事務，反映對服務質素的意見。本年度區域小組委員會的主席和副主席，部份是由服務單位推舉出來的家長代表擔任，委員會按時召開會議監察服務單位的運作，提出改善意見並直接向服務監察委員會匯報。另有部份家長被邀參與其他委員會工作，如服務推廣及公共關係委員會等。

支持扶康會活動

家長們熱心支持機構的活動，雙方互相扶持，同舟共濟。本年度家長們非常踴躍參與本會35周年慶祝及籌款活動，如步行籌款、賣旗日、「拼出個未來」同慶35周年活動暨破健力士世界紀錄大全曲奇拼畫等。

倡議

本會鼓勵和支持扶康家長會的工作，除了委派區域經理和社工團隊協助會務外，亦支持家長們參與為爭取殘疾人士權益的社會行動。去年，扶康家長會積極參與和表達他們對福利政

Valuing Parents' Opinions and Participation

The Society highly value opinions of parents, and encourage them to participate in the operations of service units, in addition to expressing their views on service quality. For Regional Sub-Committees, the Chairmen and Vice Chairmen are elected among parent representatives of service units. The Committee convenes regular meetings to monitor the operation of service units, expresses views on service improvement and directly reports to the Society's Services Monitoring Committee. Some parents are also invited to participate in other Society's committees, such as Marketing and Public Relations Committee.

Supporting Activities of Fu Hong Society

Parents are keen in supporting the Society's activities, through which mutual support and collaboration have been established. Last year, the parents were active in joining the 35th anniversary celebrations and fundraising events, including the charity walkathon, Flag Day, the "Building for the Future" 35th Anniversary Celebration cum Cookies Assemblage Guinness World Records Breaking Event.

Advocacy

The work of Fu Hong Parents' Association is fully supported by the Society. In addition to a designated regional manager and a team of social workers to assist them in managing their affairs, the Society supported parents in their social campaigns advocating the rights of persons with disabilities. They supported the Alliance for Subvented Residential Care Service in its territory-wide signature campaign expressing the sector's discontent to Government about the serious shortage of subvented residential care service; and sent a delegate of parent representatives to join other



▲ 扶康家長會第七屆主席陳麗英女士（第一排左二）、副主席柳林玲英女士（第二排左二）和池燕瑾女士（第三排左一）
Ms. CHAN Lai Ying (Left 2, first row), Chairman of the 7th FHPA; Mrs. LAU LAM Ling Ying (Left 2, second row) and
Ms. CHI Yin Kan (Left 1, third row), Vice Chairmen of the 7th FHPA

策的意見，包括協助爭取資助院舍聯席發動全港簽名運動，向政府反映資助院舍的數量嚴重不足；派出家長代表與其他團體前往新任特首辦請願，要求政府推行長遠的社會福利規劃，改善康復服務的資源；向社會福利署爭取改善智障人士在工場的獎勵金、職員訓練及院舍服務問題；同時，為了讓家長可以在其子女留院時給予更多的照顧及減少病患者出現情緒不安的情況等，家長會於今年3月去信明愛醫院要求於上午加設探病時間。

交流活動

本會應廣州慧靈機構的邀請，於2012年10月10至12日，安排家長代表石楊小玲女士及其女兒石雯茵女士出席在廣州舉行的「智障人士服務發展趨勢研討會」，分享家長參與的角色和功能。

organisations in petitioning the new Chief Executive's Office for urging the Government to formulate long-term social welfare plans and to enhance resources available to rehabilitation services. Furthermore, they urged the Social Welfare Department to increase incentives given by sheltered workshops to persons with intellectual disabilities as well as to improve issues on staff training and residential services. In order to enable the parents to take good care about their inpatient children and to minimise the possibility that service users who are sick may feel emotionally insecure, Fu Hong Parents' Association wrote to Caritas Medical Centre in March 2013, requesting the Centre to schedule an additional visiting session in the morning.

Exchange Programmes

With the invitation from Guangzhou Huiling Institute, the Society arranged Mrs. SHEK YEUNG Siu Ling, parent representative and her daughter Ms. SHEK Man Yan to attend the "Seminar on the Development Trend of Services for Persons with Intellectual Disabilities" held in Guangzhou between 10 and 12 October 2012 to share experiences on the roles and functions of parents.

家長代表石楊小玲女士及
其女兒石雯茵女士出席
「智障人士服務發展
趨勢研討會」

Mrs. SHEK YEUNG Siu Ling, parent
representative and her daughter
Ms. SHEK Man Yan attended the
"Seminar on the Development
Trend of Services for Persons with
Intellectual Disabilities"





◀ 家長興趣班
Parents' Interest Class

▲ 家長聯誼活動
Parents Leisure Activity

展望未來

扶康家長會邁向十三周年，幹事會亦於2013年踏進第七屆，見證了本會重視家長工作，與家長們保持良好的伙伴關係。未來，家長工作隨著核心家長會員漸漸淡出，社福政策轉變、資源不足等而面臨不少挑戰。繼去年，社工團隊向家長收集有關家長工作的意見後，未來將更積極推動家長們對康復服務的關注及促進往後的家長發展工作。

Looking Ahead

The year 2013 marks Fu Hong Parents' Association's 13th anniversary, as well as the election of the 7th Executive Committee. This proves that the Society highly value the parents' work and maintain a good partnership. Looking forward, the parents' work will face challenges of their initial core members gradually stepping down, changing social welfare policies and shortage of resources. After collecting opinions from parents on their work last year, the Society's social workers will play a more active role in arousing parents' awareness about rehabilitation services, and in promoting the future development of the parents' work.



▲「運動場外的奧運健兒」智障人士康復服務交流會
The "Olympic Athletes Beyond the Stadiums" exchange activity



▲南京的方舟啟智中心服務探訪
Visit to Nanjing-based The Ark-Nanjing
Special Education Center

交流服務的心得和成果，
達至互相裨益

Sharing Through Exchange Programmes for Mutual Benefits

交流計劃委員會於1993年成立並以方叔華神父為召集人，秉承扶康會關懷和尊重殘疾人士的理念，開始到各地進行服務交流，推廣殘疾人士權利的訊息。另一方面，隨著國內社會及經濟的開放，殘疾人士的服務需求於九十年代初漸被重視，除了官方和半官方機構外，民間或善工團體的成立亦日漸增加，本會與鄰近地區的相關機構的服務交往亦日趨頻繁，在不同服務範疇上進行探討、研究和發展，以達至相互裨益的效果。

The Society set up the Exchange Programme Committee in 1993, which is convened by Father Giosuè Bonzi. Following the Society's principle of caring and respecting persons with disabilities, exchange programmes have been carried out in various places, with the mission of delivering the message of protecting the rights of persons with disabilities. As a result of China opening up the society and the economy, the service needs of persons with disabilities have been gradually recognised in the early 90's. Besides official and quasi-official organisations, more and more local or charitable organisations were set up. Interactions between the Society and the organisations in neighbourhood regions providing rehabilitation services have thus become frequent. Exchange on service, research and development have been carried out with the aim to achieve mutual benefits.

交流計劃
與顧問服務

Exchange Programmes
& Consultancy Services



本會一直與北京、廣州、南京、深圳及澳門等地政府或民辦康復機構展開不同類型的交流項目，包括舉辦服務考察、開辦培訓課程、安排赴港實習和舉辦聯合活動。隨著深圳作為社工服務試點，扶康會更於2008年派出社工參與「深社計劃」，參與培訓社工督導工作，並在2012年8月獲邀為深圳公益網三間社區中心提供顧問服務。

服務亮點

交流活動的推展

是年度的交流活動多達十九次，包括服務參觀與交流、服務發展諮詢及員工培訓等，而來港交流團體的性質亦由半官方組織擴展至非政府機構。另外，交流地區亦漸趨廣泛，由澳門及廣東省等鄰近地區伸展至北京、南京及河北等地。

從交流到顧問服務

中國內地及澳門地區逐漸提升對康復服務質素的要求，本會交流活動已不限於交流及訪問層面，早已開展了有系統及專業化的顧問服務，協助當地康復服務機構建立一套配合當地實況的服務模式。

The Society has been carrying out exchange programmes with governmental or non-governmental rehabilitation agencies in Beijing, Guangzhou, Nanjing, Shenzhen and Macau, etc. The programmes included service visits, training courses, work placements in Hong Kong and joint events. Following the establishment of the "Shenzhen Social Work Project" in 2008, as a pilot scheme of social service, the Society sent social workers to help train and guide their workers. In August 2012, the Society was invited to provide consultancy services for three community centres of Shenzhen Charity Net.

Service Highlights

Development of Exchange Programmes

In the past year, there were 19 exchange activities, including service visits and exchanges, and consultancy for service development and staff training. Exchange groups to Hong Kong were extended from quasi-official organisations to non-governmental agencies. Moreover, the exchange activities stretched out to places such as Beijing, Nanjing and Hebei Province, in addition to neighbourhood regions such as Macau and Guangdong Province.

From Exchanges Programmes to Consultancy Services

Mainland China and Macau have gradually upgraded their requirements of rehabilitation services. The Society's exchange programmes have no longer been limited to exchanges and visits but to systematic and professional consultancy services, to help local organisations establish a set of tailored-made service model to meet their local needs.



◀ 深圳顧問服務
Consultancy project in Shenzhen

怡樂軒公開講座 ▶
Yee Lok Centre talk

▼ 澳門顧問服務
Consultancy projects in Macau



中國內地顧問項目

本會獲深圳慈善公益網的邀請，於2012年8月至2013年8月期間出任該機構在坪山區三間社區中心的顧問，包括沙田、龍田和老坑中心，負責審視單位的管理和運作，提出社區為本的工作理論，教授小組和社區網絡發展的知識和技巧，通過個人督導及小組研習等方式，提升社工們的工作思維及實用技巧。

Consultancy Projects in Mainland China

The Society was invited by Shenzhen Charity Net to serve as an advisor between August 2012 and August 2013 for three Shenzhen community centres, namely Shatian, Longtian and Laokeng centres, in Pingshan District. The scope of work included a review of the units' management and operations and promulgation the theory of community-oriented practice. They were taught on knowledge and skills about team and community network development. Through work individual supervision and peer group study, their social workers were helped to improve their thinking and practical skills.

澳門顧問項目

澳門扶康會邀請本會的顧問團隊協助其康盈中心的擴展計劃。本會從新單位的設計、用具配置、管理和運作模式、員工培訓等方面予以協助，新的康盈中心亦已於2013年年初啟用。本會派出經驗豐富的顧問成員，因應中心不同部門的需要，配合各員工齊心創建一個嶄新的運作模式，包括結合展能中心及延展服務，以滿足服務使用者及其家長的需要，以及擴展家長資源中心的服務範圍，增強服務的闊度和深度，讓更多家長受惠。

Consultancy Projects in Macau

The Macau Fuhong Society invited the Society to provide consultancy service to assist them in its expansion plan of Hong leng Centre. Advices were given to various areas, including the new unit's layout design, configuration of utilities, management and operation, as well as staff training. The new Hong leng Centre began its services in early 2013. The Society sent a team of experienced staff to support them. They took into consideration the needs of different sections of the centre, utilised the concerted efforts of the centre staff to formulate a new mode of operation, including the integration of its extended care services with the day care centre to meet the needs of service users and their parents, and expanding the parent resource centre service and enhancing its depth and width to benefit more parents.



另外，澳門扶康會亦邀請本會為其社區精神康復服務「怡樂軒」提供顧問服務。服務從零開始至今，本會都擔當支援角色，在服務手法、人才培訓、人事管理及發展方向等給予不少意見。由2012年7月開始，「怡樂軒」顧問服務因應其發展趨勢有所調節，分為單元授課式及諮詢式兩類。本會於過去一年共提供下列顧問服務：

Additionally, the Macau Fuhong Society invited the Society to serve as an advisor of their community psychiatric service, Yee Lok Centre. Starting from its inception, the Society played a supporting role, and offered advice in the areas of service delivery, training, personnel management and development direction. In July 2012, the advisory service to Yee Lok Centre was adjusted to meet its development trend, covering two consultancy modes, the module-based and the advisory-based. In the past year, the consultancy service comprised:

形式 Form	內容 Particulars	總節數 / 到訪次數 Total number of sessions / Number of visits (sessions)	參與員工人次 Number of participating employees
單元授課式 Module-mode	認識重性精神病、個案管理、人力資源管理及認識精神健康社區支援服務等 To understand chronic mental illness, case management, human resource management, and community psychiatric support services	26	77
諮詢式 Advisory-based	人事處理、介入手法，活動組織等 Personnel management, intervention strategies, event management, etc.	21	/

展望未來

本會的顧問服務，在專業質素上，已獲深圳社工協會及社工機構認同，並穩固根基；而負責顧問工作的員工亦累積寶貴經驗和豐富的素材。在整合的進程中，逐漸為顧問工作做好前奏，並為準備未來發展建立了寶庫。來年，本會會進一步探討推廣交流活動及發展深化交流項目的計劃，包括培訓顧問人才、籌募項目經費與配合本會的服務發展方向等。

Looking Ahead

The Society's consultancy services have been well recognised by the Shenzhen Social Worker Association and the local social service organisations. This has set a good footing for future. The responsible staff have obtained valuable experiences and gathered a lot of useful materials, which would become a solid foundation and knowledge base for future development in consultancy service. Next year, the Society will further explore the promotion of exchange programmes, develop and strengthen exchange projects, including training of consultancy staff, solicitation of funds to accord with the Society's developments in services.

企業社會責任
Corporate Social
Responsibility



扶康會除了致力為殘疾人士提供優質服務外，還身體力行關懷社區。去年，本會在下列不同的範疇，積極履行及推動企業社會責任。

提供義工服務的機會

本會透過不同的義工服務，推動傷健共融的精神，並於全年招募了不同個人義工及企業義工隊。

本會提供多元化的義工服務機會，包括到服務單位探訪，與服務使用者一起遊戲、製作手工藝或小食，以及外出活動。

於2012/2013年度，義工參與多達一萬六千二百一十五人次，當中義工張婉玲女士的服務時數更高達四百九十三小時。另外共有三十四隊企業義工隊參與提供服務。

伙伴合作計劃

與外間機構合作

本會與一百六十七個外間團體建立了服務網絡，包括教育機構、醫療機構及地區組織。透過彼此的專業知識、資源或人際網絡，加強外界對康復服務的認識及提升康復服務的質素。去年，合作的計劃包括：

Fu Hong Society is committed to caring the community, in addition to offering excellent services for persons with disabilities. In the past year, the Society actively carried out and pushed forward the corporate social responsibilities in the following aspects.

Provision of Volunteer Service Opportunities

Through different volunteer services, social inclusion is promoted and advocated. Individual volunteers and corporate volunteer teams have been recruited throughout the year.

A wide range of volunteer service opportunities are provided, including visits to service units and joining service users to play games, make handicrafts, prepare snacks and outings.

In 2012/2013, volunteer attendance reached 16,215. In particular, the service hours of volunteer Ms. Cheung Yuen Ling were as high as 493 hours. 34 corporate volunteer teams participated in our activities.

Partnership Projects

Service Collaboration

A total of 167 service networks have been formed with external groups, including educational institutes, medical sectors and district organisations. Through knowledge, resources and social network sharing, we have deepened the public's understanding about rehabilitation services and enhanced our service quality. Last year, several service collaboration projects were carried out as shown in the table.



- ▲ 「香港最佳老友」運動電能烹飪比賽
“Best Buddies Hong Kong” Movement Electric Cooking Competition
- ◀ 賣旗日
Flag Day

合作計劃撮要 Summary of Service Collaboration Projects

服務合作計劃 Service Collaboration Projects	合作伙伴及內容 Collaboration Parties and Contents
學生實習 Student placements	- 本地大學及專上學院 Local universities and tertiary institutes - 共提供了五十四個實習機會 A total of 54 placements were offered
精神健康月 Mental Health Month	- 勞工及福利局、政府新聞處及社會福利機構 Labour and Welfare Bureau, Information Services Department and social services agencies - 推廣心理健康，主題為「好精神 • 撐你行」的活動 Programme was organised to promote mental wellness with thematic message "Mental Health Walk"
家加油支援計劃(康晴天地) Family Support Scheme (Sunrise Centre)	「童有你心」計劃 "Kids! Understand You" Scheme - 快樂獎門人 "Super Happiness" - 香港南區婦女會 Hong Kong Southern District Women's Association - 透過遊戲、故事導讀等手法，讓三至六歲的小朋友認識情緒及發展社交技巧 Through games and storytelling, kids aged between three and six were helped to understand their emotions and develop social skills. - 社會福利署香港仔綜合家庭服務中心 Aberdeen Integrated Family Service Centre of Social Welfare Department - 為精神康復者的年幼子女(六至十二歲)，提供具預防性的介入和支援 Preventive intervention and support was offered to children aged between six and 12 of persons with psychiatric disabilities.



◀ 精神健康月
Mental Health Month

▼ 「童有你心」計劃
"Kids! Understand You" Scheme





▲ “To be a Chef” 慈善晚會
“To be a Chef” Charity Banquet

企業義工隊參與扶康會籌款活動 ▶
Corporate volunteer team
participated in the Society's
fundraising event



商界伙伴

「商界展關懷」計劃

於2012/2013年度，共有九十五間企業及專業團體成功被提名並獲得由香港社會服務聯會頒發的「商界展關懷」及「同心展關懷」標誌，其中九間為新合作的企業。

慈善活動

本會於2012年10月舉行的賣旗日，獲得二十間企業支持，他們除安排義工協助賣旗活動外，更於企業內進行募捐。而2012年12月舉行的第九屆「甜蜜心連心」步行籌款共有五十三間企業參加（較去年多出九間），共約七百位企業義工與本會的服務使用者一起參與活動。

Corporate Partnership

Caring Company Scheme

In 2012/2013, totally 95 corporate partners and professional bodies were nominated and they were presented the “Caring Company” and “Caring Organisation” logos by the Hong Kong Council of Social Service. Nine of these corporate partners and professional bodies were the new working partners of the Society.

Charity Events

The flag day in October 2012 received support from 20 companies, which arranged volunteers to assist in the flag selling as well as launching fundraising campaigns among their staff members. The 9th Charity Walkathon, held in December 2012, was joined by 53 companies (9 more companies as compared to last year). Approximately 700 corporate volunteers and service users participated in this event.



◀ 「商界展關懷」計劃社區伙伴合作展覽（與香港會議展覽中心（管理）有限公司董事總經理梅李玉霞女士（右二）及可持續發展部經理鄧若敏女士（左一）合照）

Caring Company Scheme Partnership Expo
(Photo taken with Ms LEE-MULLER, Monica, Managing Director (Right 2) and Ms TANG, Katherine, Sustainability Manager (Left 1), Hong Kong Convention and Exhibition Centre (Management) Ltd.)

協作計劃 Collaboration Projects



中華電力有限公司

- 連續九年贊助及與本會協辦「香港最佳老友」運動電能烹飪比賽
- 連續三年揀選本會成為其「安全獎勵計劃」捐款部分的受惠機構之一

CLP Power Hong Kong Ltd.

- For nine consecutive years organised the “Best Buddies Hong Kong” Movement cum Electric Cooking Competition.
- Selected the Society as one of the beneficiary organisations of its “Safety Incentive Scheme” for three consecutive years.

香港廚師協會

- 連續六年為本會舉辦「國際廚師日」慈善自助午餐
- 於2012年8月舉行了“To Be A Chef”慈善晚宴，並將部分籌款金額捐贈本會

Hong Kong Chefs Association

- Organised the “International Chefs Day” charity lunch buffet for the Society in the past six years.
- Organised the “To Be A Chef” charity banquet in August 2012 and donated part of the fund to the Society.



永旺(香港)百貨有限公司

- 於2012年8月至2013年7月期間的「永旺日」，舉行「幸福的黃色小票活動」，並安排本會成為活動受惠機構之一，捐贈電器等物品予本會多間服務單位
- 提供機會予本會服務使用者表演及參與社區活動，讓更多社會人士欣賞到智障人士的才能

AEON Stores (Hong Kong) Co., Limited

- Organised the “Blessing Yellow Tickets Activity” on its “AEON day” between August 2012 and July 2013, and listed the Society as one of its beneficiaries. Some electrical appliances were donated to the Society’s service units.
- Offered opportunities to the service users to perform and take part in community activities, enabling public to appreciate the talents of persons with intellectual disabilities.

UPS、花旗集團及雅詩蘭黛集團

- 分別與本會合辦年度企業義工日，探訪及帶領智障人士參與不同的義工活動。

UPS, Citi and Estée Lauder Inc.

- Respectively co-organised an annual Corporate Volunteer Day with the Society, on which they visited and guided persons with intellectual disabilities to participate in different volunteer activities.

▼ UPS



雅詩蘭黛集團 ▶ Estée Lauder Inc.



花旗集團 ▶ Citi





開設社會企業 以協助殘疾人士就業

過去九年，康融為殘疾人士累積提供超過二百個職位及四百個職業培訓機會，其中不少服務使用者透過本會的職業康復及發展服務團隊的專業評估、培訓、鼓勵及跟進下，重投社會，自力更生。



▲ 康融滅蟲服務
Hong Yung pest control service

倡導

扶康會一直注重倡導工作，例如殘疾人士及其家人的充權。倡導工作主要從四方面著手：社區教育、服務使用者參與、家長參與及政策倡導。

社區教育

本會舉辦社區教育嘉年華會、才藝表演及弱智教育周，包括社區教育講座及到學校和大學介紹「香港最佳老友」運動。

去年，本會在職培訓服務使用者李倩瑩女士參與拍攝香港電台劇集《沒有牆的世界III》，主要探討智障人士的婚姻及生育課題，並於去年7月播出。李女士及後獲會方委任為「扶康大使」，協助介紹本會的服務。

Employment for Persons with Disabilities through Social Enterprises

Over the past nine years, Hong Yung has offered more than 200 job opportunities and 400 vocational training opportunities for persons with disabilities. Many of them have gradually reintegrated into society and became self-reliant through professional assessment, trainings, encouragement and follow-up actions by vocational rehabilitation and development services team.

Advocacy

Fu Hong Society has all along emphasised on its advocacy work, such as empowerment of persons with disabilities and their families. The advocacy work primarily focuses on four aspects: community education, participation of service users, participation of parents and policy advocacy.

Community Education

Community educational carnival, talent shows and education week for persons with intellectual disabilities were organised, including community educational seminar and introducing “Best Buddies Hong Kong” Movement at schools and universities.

Furthermore, last year, one of the On-the-job Training service users Ms. LEE Sin Ying starred in RTHK's programme “A Wall-less World III”. The programme, aired in July 2012, covered topics on marriage and reproduction in respect of persons with intellectual disabilities. Later, Ms. Lee was appointed by the Society as an “Ambassador of Fu Hong Society” to assist in publicising the services.



▲ 本會在職培訓服務使用者李倩瑩女士參與拍攝香港電台劇集《沒有牆的世界III》
On-the-job Training service users Ms. LEE Sin Ying starred in RTHK's programme “A Wall-less World III”

為推廣《殘疾人權利公約》，本會的康復中心的服務使用者以話劇「他們與我」，於南區公共屋邨及中小學舉行街劇表演及講座，讓殘疾人士親身將《公約》推廣至社區各階層的人士。在過去一年，話劇共舉行了十一場，觀眾達一千六百多人。本會獲余兆麟基金贊助為期兩年推廣《公約》的經費，以擴大推廣範圍至整個港島區。

服務使用者的參與

服務使用者的參與一直備受重視。在屯門及元朗區的服務單位與工場，服務使用者可透過「服務使用者大會」分享心聲及發表對服務的意見。會內更有不同的服務單位組織義工團，如屯元之友、扶康愛心屯隊，參與各類型的義工活動，如探訪獨居長者、到訪老人中心及參與社區清潔運動等，為服務使用者提供服務社區的機會，更成為殘疾人士與社會大眾接觸的平台。

2012年4月，在職員的陪伴下，康復中心的服務使用者與南區區議員黃靈新先生會面，表達他們在中心附近使用公共交通服務的困難。在會上，服務使用者除積極發言外，更向黃議員遞上意見書。

To raise the awareness of all walks of life about the “Convention on the Rights of Persons with Disabilities”, service users of the Rehabilitation Centre have performed the drama “They and I” on the street and delivered presentations at public estates, primary and secondary schools in the Southern District. Their 11 sessions of dramas attracted more than 1,600 audiences last year. The Society received funding from SK Yee Medical Foundation for a two-year programme promoting the Convention. With the funding, the programme was to cover all parts of Hong Kong Island.

Participation of Service Users

Participation of service users has been highly valued all along. Service users in Tuen Mun and Yuen Long as well as those of the workshops, can share their views and express their ideas in unit-based “Service Users Meetings”. Groups of volunteers, such as Friends of Tuen Mun and Yuen Long and Fu Hong Society's Joint of Love, have been set up by the Society's service units. Also, service users are engaged in various kinds of volunteer works, such as visits to homes of the senior citizens living alone in the community, visits to elderly homes, and participation in the community cleanliness campaign. These volunteer activities have given service users not only opportunities of serving the community, but have also served as platforms for persons with disabilities to get along and maintain contacts with members of the public.

In April 2012, accompanied by the Society's staff members, service users of the Rehabilitation Centre met Mr. Vincent Wong, the Southern District Council member, to speak on their difficulties in using public transport service. The service users actively expressed their views at the meeting and submitted their opinions in writing to Mr. Wong.

康復中心的服務使用者與
南區區議員黃靈新先生會面
Service users of the Rehabilitation
Centre met Mr. WONG, Vincent,
Southern District Council member





- ◀ 家長代表會見高級社會福利署主任，反映他們對增加工場獎勵金額及其他康復服務的關注。
Parent representatives had talked with Senior Social Work Officer, Social Welfare Department on an increase of incentives given by the workshops and opinions of other rehabilitation services

家長的參與

家長代表定期參與會方舉行的會議，發表意見。去年，家長代表及扶康家長會代表發起行動，表達他們對工場獎勵金額及其他政策的意見。有關詳情可參考本年報第96頁——與家長的伙伴關係。

Participation of Parents

Parent representatives regularly participate in the Society's meetings and express their views. Additionally, they have conveyed their requests to the Government through actions. Last year, parent representatives and representatives of Fu Hong Parents' Association took actions on expressing their views on incentives scheme of sheltered workshop and also other policies. Detailed reports of the work are included in this annual report Part 4 – Partnership with Parents on page 96.

政策倡導

為了透過政策表達及倡導殘疾人士的公平權益，扶康會的職員積極參與不同團體及政府部門舉辦的會議、研討會及工作小組，包括：2013年福利議題及優次會議、智障人士老齡化及社會照顧研討會等，就多項康復服務議題及政策向政府反映意見。去年，本會聯同業界倡導檢討本港的精神健康政策，並於2012年6月在深水埗舉行「元州三十：倡導精神健康政策起動日」，藉回顧過去的社會悲劇，建議政府及公眾人士關注及制訂精神健康政策對社會的重要性。此外，社會福利署先後於2013年1月及2月就整筆撥款津助制度的《最佳執行指引》舉行交流會，向非政府機構董事會及業界同工徵詢意見。本會董事局主席、副主席及總會管理層員工亦分別出席上述的交流會，與業界分享意見。

Policy Advocacy

To express and advocate equal rights of persons with disability through policy, staff members of Fu Hong Society actively participate in various meetings, conferences and working groups held by other organisations and government bodies. Last year, staff attended the seminar on welfare topics and priority in 2013 and another on ageing and community care for persons with intellectual disabilities. Also, in June 2012, "Un Chau 30 years cum Mental Health Policy Advocacy" was organised in Sham Shui Po, with joint effort by the Society and work partners in mental health sector. The event aimed to advocate a review of local policies on mental health through a review of tragic incidents that took place over the past years. Moreover, in January and February 2013, the Social Welfare Department organised sharing sessions in respect of the Best Practice Guideline which would be incorporated in Lump Sum Grant Subvention System. The objective was to seek comments and feedbacks from the boards of non-governmental organisations and the sector. The Society's Chairman, Vice Chairmen and senior management also attended the sessions and shared their views with the sector.

僱員關係及發展

扶康會的人力資源政策一直反映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。

本會直接或間接為六十位殘疾人士提供就業，已連續四年榮獲「十八區關愛僱主」的嘉許，肯定了本會對殘疾人士就業的貢獻。

工作重點

去年，本會的員工人數已由上年度的九百九十六位增加至一千零一十八位。本會面對最大的挑戰莫過於招攬和挽留人才。因此，本會採取多項措施，積極努力，建立及保持一支充滿熱誠及滿有才幹的工作團隊。

薪酬與福利

本會的薪酬和福利基準乃以政府總薪級表及市場水平作借鑑，以保持競爭力。2012/2013年，本會透過以下檢討及措施提升員工薪酬和不同福利：

Employee Relations and Development

In Fu Hong Society, care and respect to the staff is reflected and abreast of within the human resources policies. Provision of quality services for service users cannot be achieved without professionalism and high effectiveness of staff members. Staff members are indeed the Society's valuable assets.

Leveraging on direct or indirect provision of jobs opportunities for 60 persons with disabilities, the Society has been received "18 Districts Caring Employers" Award for consecutive four years in recognition of its contributions to the employment of persons with disabilities.

Work Focus

Last year, the number of employees in the Society increased from 996 to 1,018. The biggest challenges that the Society faced was recruiting and retaining talents. Therefore, various measures and effort have been made to establish and sustain a passionate and high caliber team.

Salaries and Benefits

The benchmark of the Society's salaries and fringe benefits is based on the Government's Master Pay Scale Point and market level in order to maintain its competitiveness. In 2012/2013, the salaries and various benefits of staff members were improved through the following reviews and measures:

合理報酬和關切福利 Reasonable Salaries and Caring Policies

設立特別津貼及獎金 **Setting up Special Allowances and Bonus**

增加年假 **Increasing the Number of Days of Annual Leave**

提升強積金計劃 **Improving the Mandatory Provident Fund**

增加侍產假 **Increasing the Number of Days of Paternity Leave**



職員諮詢委員會 Staff Consultative Committee



會議 Meeting

- ◀ 提升員工參與機構管理
Promoting staff members to participate in the Society's management

員工溝通

員工與管理層的溝通至為重要，透過多元化和不同渠道，建立有效的雙向溝通。藉著收集意見，讓員工了解本會服務策略、發展計劃及期望，加強員工的凝聚力及團隊精神。

本會設有內聯網、扶康會刊物、員工分享大會、員工諮詢機制、職員諮詢委員會會議及員工活動、扶康講場及跨專業會議等等。

Staff Communication

Communication among staff and management has been valued and an effective means of communication has been formed through diversified and different channels, especially emphasising two-way communication. In order to strengthen the cohesion and team spirits among staff members, not only opinions are collected but also service strategies, development plan and expectation on staff members are conveyed.

Measures include intranet, publications, sharing sessions for staff members, consultation mechanism for staff members, staff consultative committee meetings and staff activities, Fu Hong Focus Group, cross-disciplinary meetings, and so on.

員工活動 Staff Activities

大棠渡假村聯誼活動 Social gathering at Tai Tong Holiday Camp

增進員工和諧及友誼 ▶
Developing harmony and friendship among staff members



春茗聯歡 Annual Dinner

- ◀ 共賀新禧
Celebration and sharing joy

扶康講場 — 與總幹事對話

「扶康講場」為本會的一大亮點，不同職級的員工可以直接與總幹事對話，促進管理層與員工溝通。在2013年，總幹事陸慧妍女士已先後主持十一場「扶康講場」，細心聆聽每位出席員工就改善服務質素、員工福利及員工發展等事宜提出的意見。

關懷與獎勵

於2012/2013年度，本會共有一百五十一位員工獲長期服務獎，其中服務二十年或以上年資的達二十一人。

透過職級的制定，本會為員工提供事業發展路徑，表現突出及有能力的員工有機會晉升。除此之外，本會亦讓員工在工作崗位上作出調動，以擴闊工作視野及經驗。在2012/2013年度，本會共有二十七位員工晉升及三十二位員工調職。

Fu Hong Focus Group - Dialogue with Executive Director

“Fu Hong Focus Group” is a highlight of Fu Hong Society. During the sessions, staff members at different level can speak directly to Executive Director as a way to facilitate communication between the Management and staff members. In 2013, Executive Director Ms. LUK, Becky hosted 11 “Fu Hong Focus Group” and listened carefully the views of staff members regarding ways to improve service quality, staff benefits and staff development.

Care and Rewards

In 2012/2013, a total of 151 staff members received Long Service Awards. Among them, 21 have served Fu Hong Society for 20 years or more.

Through a system of rank hierarchy, we have provided career paths for staff members. Staff members showing outstanding performance and strong capability are offered opportunities to be promoted. Also, some staff members are assigned other job duties so as to broaden their horizons and diversify their work experiences. In 2012/2013, a total of 27 staff members were promoted and 32 staff members were reposted to take up other job duties.

三十年長期服務獎 30-Year Long Service Award



姚偉民先生（高級經理）

Mr. YEW, Raymond (Senior Manager)

▼ 三十年來，我見證到扶康會在服務方面，一直貫徹始終八個字，就是「以人為本，以求為導」。
Over the past 30 years, I have witnessed that Fu Hong Society often adheres to its principle of providing people-oriented service, and “Meet the Need, Take the Lead”.

歐偉民先生（區域經理）

Mr. AU, Joseph (Regional Manager)

▲ 三十年來的工作，雖然有時勞累，但看見服務使用者的笑臉，又似乎為我重新裝載動力，促使我繼續前行！
Though I have been working for 30 years in the Society and sometimes feel tired, when I see the service user's smiling faces, I regain energy to go ahead!





▲「暴力行為控制及脫身法技巧」工作坊
Workshop on Nonviolent Control and
Breakaway Techniques

◀ 新入職員工導向工作坊
Orientation Workshops for new staff members

職員培訓及發展

為了讓員工吸取新知識，過去一年，扶康會培訓部舉行不同主題的培訓項目（例如：調解工作概念、精神病危急事故之處理），共五十五項，總培訓時數為三百五十七小時，出席員工人次達二千七百四十八人次，總人次培訓時數為一萬三千四百二十一小時。所舉辦的培訓項目均得到員工的認同，檢討平均得分為四點八五分（最高為六分）。去年，培訓部共舉辦了三次新入職員工導向工作坊，為一百一十名新員工提供入職培訓。

本會為回應智障人士老齡化的趨勢，前兩年集中為護士職級員工舉行「照顧老齡智障人士」課程，去年更將此課程的培訓對象擴闊至其他專業職級，共有五十二名員工於去年參加此課程，當中有護士、服務單位經理、社工及治療師等。另外，亦將於智障人士老齡化系列的培訓新加一篇——樂齡活動篇。

除內部培訓，本會資助員工參加外間課程、研討會等，如資助六名員工於去年前往南韓出席國際康復國際會議，交流及吸收海外經驗；兩名員工參與社福登記護士訓練課程。

Staff Training and Development

To equip staff members with up-to-date knowledge, last year, Fu Hong Society's Training Department organised a total of 357 training hours in 55 training courses in different topics, like Workshop on Conflict Management, Handling Psychiatric Emergencies, with a total staff attendance of 2,748. During the year, the courses totally offered 13,421 hours of training activities. These courses were well received among staff members, and scored 4.85 on average in course evaluation (with 6 being the highest). Also, Training Department organised three Orientation Workshops for new staff members, and provided 110 new comers with trainings.

In the light of ageing of persons with intellectual disabilities, training courses were conducted for nursing team focusing on caring the ageing service users, in the previous two years. Last year, more staff training courses for other professional teams were developed. A total of 52 staff members, including nurses, managers of service units, social workers and therapists, enrolled in the courses. Furthermore, a new chapter known as "Activities for the Elderly" was added to our training series relating to the ageing of persons with intellectual disabilities.

In addition to internal staff training, sponsorship is given to staff members who join external courses and conferences. For example, six staff members were sponsored to attend RI World Congress in South Korea last year. Also, two of staff members were admitted to the Enrolled Nurse Training Programme for the welfare sector.

財務概要

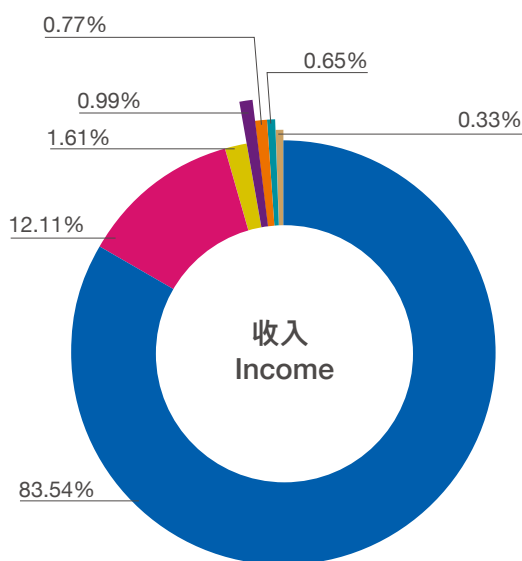
Financial Highlights

收入

於2012/2013年度之總收入為港幣三億一千一百二十萬元。與上年度比較，增加了港幣二千零五十萬元或百份之七（2011/2012年度總收入為港幣二億九千零七十萬元，增加了港幣一千萬元或百份之三點六）。本年度收入增加之主要來源是政府額外資助，牽蝶中心課程收入和賣旗日捐款。

Income

The total income increased by HK\$20.5 million or 7% to HK\$311.2 million in 2012/2013 as compared with the previous year 2011/2012 (HK\$10 million or 3.6% to HK\$290.7 million). The increase was mainly attributable to additional subvention from the Government, programme fees received by Hin Dip Centre and collections from the Flag Day.



總收入：港幣三億一千一百二十萬元

Total Income: HK\$311.2 million

(按收入來源 *by source of fund*)

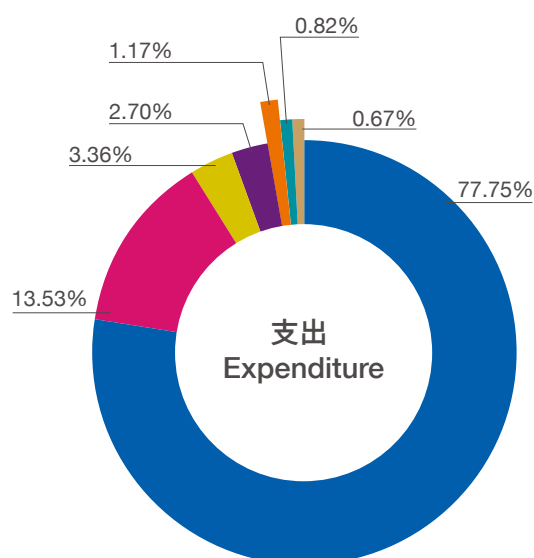
- 社會福利署資助金
Subvention received from SWD
- 收費 Fee & Dues
- 捐款 Donation
- 利息 Interest
- 獎券基金 Lotteries Fund
- 其他 Others
- 香港賽馬會慈善信託基金
The HK Jockey Club Charities Trust

支出

2012/2013年度之總支出為港幣三億零七百一十萬元。與上年度比較，增加了港幣二千一百一十萬元或百份之七點四（2011/2012年度總支出為港幣二億八千六百萬元，增加了港幣一千七百三十萬元或百份之六點四）。本年度支出增加主要是由於薪酬及其他營運開支增加。

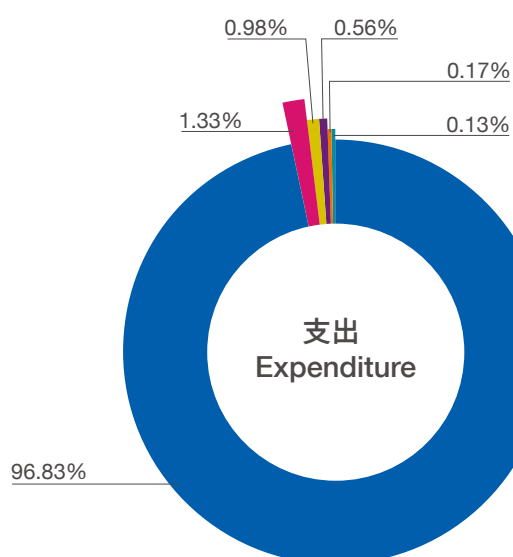
Expenditure

The total expenditure increased by HK\$21.1 million or 7.4% to HK\$307.1 million in 2012/2013 as compared with that of 2011/2012 (HK\$286 million or 6.4% to HK\$286 million). The increase was mainly due to increase in salary, programme expenditure and other operating expenses.



總支出：港幣三億零七百一十萬元
Total Expenditure: HK\$307.1 million
(按支出性質 by nature)

- 僱員支出 Staff costs
- 其他營運開支 Other operating expenses
- 租金及差餉 Rent & rates
- 水電及煤氣 Utilities
- 服務使用者之工作開支 Service users' work payment
- 獎券基金/獎券基金整體補助金/其他捐款開支 Expenditure under LF Grant/LF Block Grant/donation
- 行政開支 Administrative expenses



總支出：港幣三億零七百一十萬元
Total Expenditure: HK\$307.1 million
(按服務類型 by service type)

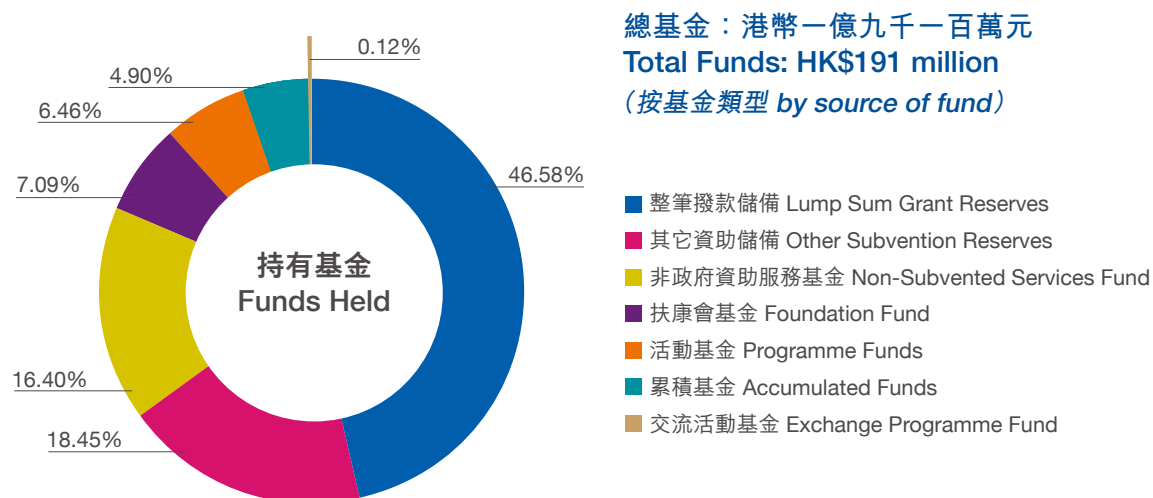
- 社會福利署資助服務單位 SWD Subvented Service Units
- 牽蝶中心 Hin Dip Centre
- 扶康家庭 Casa-famiglia Home
- 其它項目 Other Projects
- 籌款開支 Fund Raising Expenditure
- 「香港最佳老友」運動 Best Buddies Hong Kong Movement

財務表現及持有基金

由於實行高效率 and 有效的預算控制措施，本年度的總盈餘為港幣四佰零六萬元（2011/2012 年度總盈餘為港幣四佰七十二萬元），全數已撥歸本會有關基金。所以在年結時，本會總基金亦增長了同一數目，達至港幣一億九千一百萬元。其分析如下：

Financial Performance and Funds Held

As a result of efficient and effective budgetary control measures, there was a total surplus of HK\$4.06 million for the year 2012/2013 (2011/2012: HK\$4.72 million), which were transferred to various funds held by the Society. Accordingly, the total funds in hand on 31 March 2013 increased by the same amount to HK\$191 million as analysed below.



全面收益表 STATEMENT OF COMPREHENSIVE INCOME

截至二零一三年三月三十一日止之年度 FOR THE YEAR ENDED 31st MARCH, 2013

	2013 HK\$ 港幣	2012 HK\$ 港幣
收入 INCOME		
政府資助服務項目 Subvented Services Activities	297,129,247	282,336,653
非政府資助服務項目 Non-Subvented Services Activities	14,048,374	8,382,743
	311,177,621	290,719,396
支出 EXPENDITURE		
政府資助服務項目 Subvented Services Activities	(296,924,464)	(276,835,836)
非政府資助服務項目 Non-Subvented Services Activities	(10,196,066)	(9,162,838)
	(307,120,530)	(285,998,674)
本年度盈餘 SURPLUS FOR THE YEAR	4,057,091	4,720,722
其他全面收入/(支出) OTHER COMPREHENSIVE INCOME/(EXPENDITURE)	90,826	(5,439)
本年度全面收益總額 TOTAL COMPREHENSIVE INCOME FOR THE YEAR	4,147,917	4,715,283
轉撥予 TRANSFERRED TO		
累積基金 ACCUMULATED FUNDS	1,806,172	(1,716,727)
活動基金 PROGRAMME FUNDS	(185,425)	(620,991)
扶康會基金 FOUNDATION FUND	562,592	1,177,050
非政府資助服務基金 NON-SUBVENTED SERVICES FUND	1,494,440	(5,439)
整筆撥款儲備 LUMP SUM GRANT RESERVES	(3,363,924)	1,133,875
其它資助儲備 OTHER SUBVENTION RESERVES	3,834,062	4,747,515
	4,147,917	4,715,283

備註：核數報告已於二零一三年九月五日獲董事局批核。如欲查看詳細本年度之核數報告及呈交社署之周年財務報告詳情，請聯絡本會總辦事處。

Note: The audited accounts were approved by the Council of the Society on 5 September, 2013. The full set of this year's audited accounts and the annual financial report for SWD will be available at the Society's Head Office upon request.

財務狀況表 STATEMENT OF FINANCIAL POSITION

至二零一三年三月三十一日 AS AT 31st MARCH, 2013

	2013 HK\$ 港幣	2012 HK\$ 港幣
非流動資產 NON-CURRENT ASSETS		
物業、機器及設備 Property, plant and equipment	709,604	247,814
持至到期之投資 Held-to-maturity investment	2,484,589	2,484,589
可售賣之投資 Available-for-sale investment	2,491,987	2,401,161
	5,686,180	5,133,564
流動資產 CURRENT ASSETS		
按金及預付帳款 Deposits and prepayments	1,426,057	1,452,818
應收帳款 Accounts and other receivables	3,835,724	3,103,727
銀行存款及現金 Cash and bank balances	201,675,162	197,919,295
	206,936,943	202,475,840
流動負債 CURRENT LIABILITIES		
應付帳款 Accounts and other payables	(10,076,121)	(8,341,782)
預收帳款 Receipts in advance	(3,017,879)	(3,291,343)
社會福利發展基金 Social Welfare Development Fund	-	(394,716)
未提取年假撥備 Provision for unutilized paid leave	(3,451,309)	(2,998,340)
傢俬與用具添置及小型工程資助 F&E Replenishment and Minor Works Block Grant	(2,445,453)	(2,297,268)
	(18,990,762)	(17,323,449)
流動資產淨值 NET CURRENT ASSETS	187,946,181	185,152,391
總資產減流動負債 TOTAL ASSETS LESS CURRENT LIABILITIES	193,632,361	190,285,955
非流動負債 NON-CURRENT LIABILITY		
長期服務金撥備 Provision For Long Service Payments	(2,648,466)	(3,449,977)
總資產淨值 TOTAL NET ASSETS	190,983,895	186,835,978
累積基金 ACCUMULATED FUNDS	9,364,460	7,558,288
活動基金 PROGRAMME FUNDS	12,328,802	12,514,227
扶康會基金 FOUNDATION FUND	13,541,925	12,979,333
非政府資助服務基金 NON-SUBVENTED SERVICES FUND	31,322,660	29,828,220
交流活動基金 EXCHANGE PROGRAMME FUND	221,338	221,338
整筆撥款儲備 LUMP SUM GRANT RESERVES	88,955,367	92,319,291
其它資助儲備 OTHER SUBVENTION RESERVES	35,249,343	31,415,281
總資金 TOTAL FUNDS EMPLOYED	190,983,895	186,835,978

現金流量表 STATEMENT OF CASH FLOWS

截至二零一三年三月三十一日止之年度 FOR THE YEAR ENDED 31st MARCH, 2013

	2013 HK\$ 港幣	2012 HK\$ 港幣
營業活動產生之現金 CASH FLOWS FROM OPERATING ACTIVITIES		
本年度盈餘 Surplus for the year	4,057,091	4,720,722
調整 Adjustments for:		
折舊 Depreciation	507,218	930,627
已收取利息 Interest income received	(3,086,577)	(2,666,153)
未提取年假撥備之增加 Increase in provision for unutilized annual leave	452,969	206,750
長期服務金撥備之(減少)/增加 (Decrease)/Increase in provision for long service payments	(801,511)	2,068,205
外幣存款兌換收益 Exchange gain on foreign currency deposits	(406,774)	(845,525)
	722,416	4,414,626
按金及預付帳款之減少 Decrease in deposits and prepayments	26,761	116,402
應收帳款之(增加)/減少 (Increase)/Decrease in accounts and other receivables	(679,827)	613,900
應付帳款之增加 Increase in accounts and other payables	1,734,339	2,229,355
預收帳款之(減少)/增加 (Decrease)/Increase in receipts in advance	(273,464)	608,978
社會福利發展基金之(減少)/增加 (Decrease)/Increase in Social Welfare Development Fund	(394,716)	239,345
傢俬與用具添置及小型工程資助之增加 Increase in F&E Replenishment and Minor Works Block Grant	148,185	697,799
營業活動之現金流入淨額 Net cash generated from operating activities	1,283,694	8,920,405
投資活動產生之現金 CASH FLOWS FROM INVESTING ACTIVITIES		
購入可售賣之投資 Purchase of Available-for-sale investment	-	(2,406,600)
長期定期存款之減少/(增加) Decrease/(Increase) in long term fixed deposits	7,902,094	(12,541,632)
購入物業、機器及設備 Purchase of Property, plant and equipment	(5,613,774)	(4,643,562)
已收取利息 Interest income received	2,492,688	2,332,916
外幣存款兌換收益 Exchange gain on foreign currency deposits	406,774	845,525
投資活動之現金流入/(流出)淨額 Net cash generated from/(used in) investing activities	5,187,782	(16,413,353)
資助來源 CASH FLOWS FROM FINANCING ACTIVITIES		
購置物業、機器及設備資助之收入 Grant received for acquisition of property, plant equipment	5,186,485	5,352,285
資助來源之現金流入淨額 Net cash generated from financing activities	5,186,485	5,352,285
現金及現金等價物之增加/(減少)淨額 NET INCREASE/(DECREASE) IN CASH AND CASH EQUIVALENTS	11,657,961	(2,140,663)
年初之現金及現金等價物 CASH AND CASH EQUIVALENTS AT BEGINNING OF YEAR	21,455,552	23,596,215
年末之現金及現金等價物 CASH AND CASH EQUIVALENTS AT END OF YEAR	33,113,513	21,455,552

收支表 INCOME & EXPENDITURE SUMMARY

截至二零一三年三月三十一日止之年度 FOR THE YEAR ENDED 31st MARCH, 2013

	2013 HK\$ 港幣	2012 HK\$ 港幣
收入 INCOME		
社會福利署資助金 Subvention received from Social Welfare Department	259,951,014	246,082,940
收費 Fee received	29,802,604	28,811,109
利息收入 Interest income	3,086,577	2,666,153
服務使用者之工作收入 Service users' work incomes	4,139,426	4,315,269
捐款收入 Donation received	4,297,550	2,769,652
獎券基金撥款 Lotteries Fund Grant	260,199	442,132
獎券基金整體補助金 Lotteries Fund Block Grant	2,123,901	706,460
伊利沙伯女皇弱智人士基金 Queen Elizabeth Foundation for the Mentally Handicapped	-	24,194
香港賽馬會慈善信託基金 The Hong Kong Jockey Club Charities Trust	1,030,600	860,000
關愛基金 Community Care Fund	45,000	-
未提取長期服務金撥備之減少 Decrease in provision for long service payments	801,511	-
其他 Others	5,639,239	4,041,487
	311,177,621	290,719,396
支出 EXPENDITURE		
僱員支出 Staff costs:		
– 薪金 Salaries	218,389,919	202,478,513
– 公積金 Provident fund	19,974,667	17,984,813
– 未提取年假及長期服務金撥備 Provision for unutilised leave pay & long service payments	452,969	2,274,955
行政開支 Administrative expenses	1,955,536	1,808,793
核數費 Audit fee	87,700	86,500
保險 Insurance	2,046,746	1,741,539
管理服務費 Management service charges	2,053,256	1,961,292
服務使用者之工作開支 Service users' work payment	3,584,972	3,999,695
租金及差餉 Rent & rates	10,316,683	10,130,357
水電及煤氣 Utilities	8,290,770	7,773,389
折舊 Depreciation	507,218	930,627
其他營運開支 Other operating expenses	36,954,461	33,504,182
獎券基金開支 Lotteries Fund expenses	260,199	442,132
獎券基金整體補助金開支 Lotteries Fund Block Grant expenses	2,123,901	706,460
其他捐款開支 Other expenditure under donation	121,533	175,427
	307,120,530	285,998,674
本年度盈餘 SURPLUS FOR THE YEAR	4,057,091	4,720,722

鳴謝 Acknowledgement



本會對所有於過去一年（2012年4月1日至2013年3月31日）以不同方式支持本會的機構和個別人士致衷心謝意：

- 政府部門、公共機構、教育機構及學校
- 各撥款團體、香港賽馬會慈善信託基金、政府獎券基金及扶輪社等
- 九十多間由本會提名的「商界展關懷」公司，其他企業及機構
- 傳媒伙伴
- 各善長
- 各義工

The Society would like to extend sincere gratitude and appreciation to the following organisations and individuals who have given their support in many ways during the past year (1 April 2012 – 31 March 2013):

- Government Departments, Public Organisations, Educational Institutions and Schools
- Funding bodies, the Hong Kong Jockey Club Charities Trust, the Lotteries Fund and Rotary Clubs etc.
- More than 90 Caring Companies nominated by the Society, other Corporations & Organisations
- Media Partners
- Individuals
- Volunteers



康姨餅房曲奇訂購表格

Cookie Order Form of Madam Hong's Bakery

康姨餅房乃扶康會毅誠工場所營辦的專業餅房；榮獲「UPS基金會」及社會福利署「攜手扶弱基金」贊助成立，並持有食物環境衛生署「烘製麵包餅食店」牌照。康姨餅房是由專業餅師以及一群殘疾人士所組成的團隊營運。因此，在消費購買曲奇之同時，亦造就了殘疾人士職業培訓及就業機會，別具意義。

Madam Hong's Bakery, a professional bakery established by Ngai Shing Workshop of Fu Hong Society, has been granted a bakery license by Food and Environmental Hygiene Department. Besides, Madam Hong's Bakery is sponsored by "The UPS Foundation" and "Partnership Fund for the Disadvantaged" of the Social Welfare Department as well. And it is operated by a team of professional pastry chefs and persons with disabilities. It is meaningful that you have helped create job opportunities for persons with disabilities at any purchase.



訂購表格 Order Form

名稱 Description	單價 Unit Price	數量 Qty. (盒 / 包 pcs)		金額 Amount (\$)
		4 件裝 4pcs package	12 件裝 12pcs package	
粒粒朱古力曲奇	12 件裝 – \$33 (12pcs package)			
Chocochips	4 件裝 – \$15 (4pcs package)			
麥麥提子曲奇	12 件裝 – \$33 (12pcs package)			
Oat and Raisins	4 件裝 – \$15 (4pcs package)			
鬆香牛油曲奇	12 件裝 – \$33 (12pcs package)			
Butter Crispy	4 件裝 – \$15 (4pcs package)			
合桃脆條曲奇	12 件裝 – \$33 (12pcs package)			
Walnut Trunk	4 件裝 – \$15 (4pcs package)			
薑之魔法曲奇	12 件裝 – \$33 (12pcs package)			
Ginger Magic	4 件裝 – \$15 (4pcs package)			
杏仁可可曲奇	12 件裝 – \$33 (12pcs package)			
Almond Co Co	4 件裝 – \$15 (4pcs package)			
繽紛彩虹指印曲奇	12 件裝 – \$33 (12pcs package)			
Jam de' Rainbow	4 件裝 – \$15 (4pcs package)			

名稱 Description	單價 Unit Price	數量 Qty. (盒 / 包 pcs)		金額 Amount (\$)
濃香咖啡曲奇 Coffee Deluxe	12 件裝 – \$33 (12pcs package)			
康姨曲奇禮籃 Gift - Box	\$99 / 36 件 pcs			
康姨高貴禮籃 Luxury Hamper	原價 Original price \$600 優惠價 Special price \$350			
康姨曲奇花籃 Floral Cookie Basket	原價 Original price \$600 優惠價 Special price \$500			

* 為免向隅，旺季期間（聖誕、新年、中秋及復活節等）敬請在兩星期前預訂；大量訂購（10盒以上），則請於三星期前預訂。

Please kindly place the order(s) 2 weeks in advance during the peak seasons (Christmas, Chinese New Year, Mid-autumn festival and Easter etc); 3 weeks in advance for bulk purchase (10 boxes or above).

* 購物滿以下金額可獲免費送貨服務：

Delivery fee will be waived upon any order above the following amount:

港島區 Hong Kong Island / \$600

九龍區 Kowloon / \$800

新界區 New Territories / \$1,000

離島及偏遠地區 Outside urban areas / 價錢另議 Negotiable



總金額 Total amount : \$ _____

聯絡人姓名：

Contact person : _____

電郵地址：

Email : _____

聯絡電話：

Contact number : _____

圖文傳真：

Fax : _____

送貨日期：

Delivery Date : _____

送貨時間：

Delivery Time : _____

送貨地址：

Delivery Address : _____

您如何認識我們 How do you know us ?

☐ 本會服務 FHS Services

☐ 朋友 / 親戚 Friends / Relatives

☐ 電台 Radio

☐ 宣傳單張 FHS Publicity Materials

☐ 報章 / 雜誌 Newspapers / Magazines

☐ 其他 Others :

☐ 互聯網 Internet

☐ 電視 Television

**** 康姨餅房在收到訂購表格後，會先致電確認訂購數量、送貨時間及地址。**

Upon receipt of the order form, staff of Madam Hong's Bakery will contact you to confirm the quantity, delivery time and address.



訂貨熱線 Hotline : 2214 2589 傳真 Fax : 2870 1205

網址 Website : www.fuhong.org

電郵地址 Email: rcnsw@fuhng.org

餅房地址：香港仔漁光道85號扶康會康復中心西翼4樓

Bakery Address: 4/F, West Wing, FHS Rehabilitation Centre, 85 Yue Kwong Road, Aberdeen, Hong Kong

☐ 新會員 New Member

☐ 延續會籍 Renewal

本人希望 I would like to :

- ☐ 繼續成為普通會員 < 年費五十元 >
renew my Ordinary Membership < Annual Ordinary Membership Subscription Fee \$50 >
- ☐ 參加為普通會員 < 入會費一百元 > 及 < 年費五十元 >
join as Ordinary Member < Ordinary Membership Subscription Fee \$100 > , plus < Annual Ordinary Membership Subscription Fee \$50 >
- ☐ 參加為永久會員 < 會費一千元 > , 免年費
join as Life Member < Life Membership Subscription Fee \$1,000 > , no Annual Ordinary Membership Subscription Fee

會籍有效期 Validity of Membership

除永久會員外，會籍有效期為一整個財政年度，由每年四月一日至翌年三月三十一日止。

Except for Life Members, membership is valid for one financial year from 1st April to 31st March of the following year.

繳付會費方法 Payment methods

- ☐ 劃線支票 – 抬頭請寫「扶康會」
Crossed Cheque – Payable to “Fu Hong Society”
- ☐ 信用卡 ☐ VISA Card 持卡人姓名
Credit Card ☐ Master Card Cardholder's Name: _____
- 信用卡號碼
Card No.: _____
- 持用人簽署
Cardholder's Signature: _____
- 信用卡有效期至
Expiry Date: _____

信用咭付款可傳真至 2786-4097 或寄往九龍深水埗保安道2A地下樂年花園

Credit Card payment can be made by faxing this slip to 2786-4097 or send to No. 2 A, Po On Road, Cronin Garden, Shamshuipo, HK

申請人資料 Applicant's Information

☐ 以個人名義申請 Application by Individual

申請人姓名 _____ 性別 _____ 出生日期(日/月/年) _____
Name of Applicant: _____ Sex: _____ Date of Birth (dd/mm/yyyy): _____

電話 _____ 手提 _____ 傳真 _____
Tel: _____ Mobile: _____ Fax: _____

電郵 _____ 聯絡地址 _____
E-mail: _____ Address: _____

教育程度 _____ 其他學歷 _____
Highest Education Level Attained: _____ Other Qualification: _____

現職公司名稱 _____ 職位 _____
Current Employment Company Name: _____ Position: _____

有沒有非政府組織相關工作或義工經驗？如有，請註明：

Do you have any working or volunteer experience in non-governmental organisation? If yes, please specify NGO name and period:

☐ 以機構名義申請 Application by Organisation

機構名稱
Name of the Organisation _____

機構類別 ☐ 教育 ☐ 廣告/公關 ☐ 金融 ☐ 保險 ☐ 飲食 ☐ 其他
Organisation Category Education Advertising / PR Finance Insurance Catering Others

成立年份 _____ 員工人數 _____
Established in: _____ No. of Staff: _____

地址 _____
Address: _____

負責人 _____ 職位 _____
Person in Charge: _____ Position: _____

會籍代表 _____ 職位 _____
Authorised Representative _____ Position: _____

電話 _____ 手提 _____ 傳真 _____
Tel: _____ Mobile: _____ Fax: _____

電郵 _____
E-mail: _____

提名人* _____ 提名人簽署 _____ 日期 _____
Proposer Name: _____ Signature: _____ Date: _____

申請人/會籍代表簽署 _____ 日期 _____
Signature of Applicant/ Representative: _____ Date: _____

*提名人必須為本會普通會員或永久會員。Proposer must be an Ordinary Member or a Life Member of Fu Hong Society.

查詢詳情，歡迎致電：2745 0424 傳真：2786 4097 電子郵件：fhs@fuhong.org 或瀏覽本會網頁：http://www.fuhong.org

For enquiries, please call 2745 0424, fax: 2786 4097, e-mail: fhs@fuhong.org or visit our website http://www.fuhong.org

本會謹向閣下保證，閣下提供之所有資料謹作本會內部紀錄之用，如有查詢或欲更正閣下之個人資料，歡迎與本會聯絡。

Fu Hong Society would like to assure that all information will be treated in strictest confidence and for internal use only.

For access to or connection of your personal data, please feel free to contact our Society.



多謝您的支持！Thank you for your support!



扶康之友申請/捐款表格

Friends of Fu Hong Society Subscription/Donation Form



扶康之友 Friends of Fu Hong Society

- ☐ 本人希望參與「扶康之友」，提供義工服務

I would like to join "Friends of Fu Hong Society" to provide volunteer service

捐款 Donation

支持項目 Support service

- ☐ 扶康家庭 Casa Famiglia ☐ 自閉症人士服務 Services for persons with autism ☐ 扶康會其他服務 Other FHS services

金額 Amount

- ☐ HK\$200 ☐ HK\$500 ☐ HK\$1,000 ☐ 其他數目 Other amount: _____

捐款方法 Donation Methods

- ☐ 現金 - 請把捐款直接存入本會滙豐銀行戶口 119-290005-838 (請把銀行存款收據連同本表格寄回本會)

Cash - Direct pay-in to our HSBC Account 119-290005-838

(Please send the original copy of the bank pay-in-slip together with this form to the Society)

- ☐ 劃線支票 - 抬頭請寫「扶康會」

Crossed Cheque - Payable to "Fu Hong Society"

- ☐ 按月自動轉賬 (自動轉賬表格將隨後寄上)

Monthly Autopay (The autopay form will be sent to you)

- ☐ 信用卡 Credit Card ☐ VISA Card ☐ Master Card

持卡人姓名

日期

Cardholder's Name: _____ Date: _____

信用卡號碼

信用卡有效期至

Card No.: _____ Expiry Date: _____

持卡人簽署

Cardholder's Signature: _____

(信用卡捐款可傳真至 2786-4097 For donation by Credit Card, please fax this slip to 2786-4097)

- ☐ 其他方法 Other Methods:

7-ELEVEN / 繳費靈 PPS (商戶編號 Merchant Code: 9380)

(請將收據連同表格寄回本會 Please send the donation receipt together with this form to the Society)

個人資料 Personal Information

姓名/機構

(先生/小姐/女士)

Name/Company: _____ (Mr/Ms/Miss)

地址

電郵

Address: _____ Email: _____

電話

日期

Telephone: _____ Date: _____

索取資料 Obtain Information

- ☐ 本人希望索取更多有關扶康會的資料 I would like to obtain more information about Fu Hong Society

個人資料使用安排 Use of Personal Data

本會將使用閣下的個人資料(如:姓名、電話、傳真、電郵及郵寄地址等)就本會資訊、籌款、服務、培訓課程及產品推廣、活動邀請、義工招募及意見收集等與閣下通訊及聯繫之用,如閣下不同意本會繼續使用你的個人資料作上述用途,請填寫以下回條交回本會。 FHS will use your personal data (including your name, phone number, fax number, email and mailing address) to communicate with you for organisation information, fund-raising, promotion of services, training courses and products, invitation to events, recruitment of volunteer and collection of opinion etc. If you object FHS to use your personal data for the purposes as stated above, please mark on the "OPT-out Reply" below, and return it to us.

- ☐ 本人不同意扶康會繼續使用本人個人的個人資料作籌款、服務、培訓課程及產品推廣、活動邀請、義工招募及意見收集等用途。 I **disagree** to have my personal data being used by Fu Hong Society for fund-raising, promotion of services, training courses and products, invitation to events, recruitment of volunteer and collection of opinion etc.

英文姓名 (全寫) Full English Name in BLOCK Letter: _____ 中文姓名 Chinese Name: _____

電郵地址 Email Address: _____ 簽署 Signature: _____ 日期 Date: _____



多謝您們的支持! Thank you for your support!



郵票
STAMP

扶康會

香港九龍深水埗樂年花園保安道二號 A 地下

Fu Hong Society

G/F., No. 2A Po On Road, Cronin Garden,
Shamshuipo, Kowloon, Hong Kong



香港九龍深水埗樂年花園保安道二號 A 地下

G/F, No. 2A Po On Road, Cronin Garden, Shamshuipo, Kowloon, Hong Kong

電話 Tel : (852) 2745 0424

傳真 Fax : (852) 2786 4097 電郵 Email : fhs@fuhong.org

www.fuhong.org

封面由扶康會職員陳頌鈞設計

Cover was designed by CHAN Chung Kwan, Alvin, staff of Fu Hong Society

