



分享篇

Sharing

山景成人訓練中心 使用 ICF 經驗分享

Shan King Adult Training Centre ICF Application Sharing



ICF 對員工的影響

本會自 2019 年開始試行《國際功能、殘疾與健康分類系統》先導計劃（以下簡稱“ICF”），並舉辦多場簡介會，深入淺出講解 ICF 的價值觀及理念，推動員工應用 ICF 框架在個案管理的工作。ICF 雖然是一種評估工具，但背後的理念卻扭轉部份員工對服務使用者的固有工作模式及態度。

傳統的復康服務，專業人員普遍從所屬專業角度分析及評估服務使用者的需要，往往未能顧及服務使用者的全面需要。故此，智障人士往往面對「冇 say」的無奈，由於他們理解及表達能力受到限制，即使他們具備簡單的溝通能力，也難以與專業的分析作比較。ICF 的價值觀就是讓服務使用者由「冇 say」變為「重視他們的需要」為出發點，作出了「以人為本·『心』耕細作」的轉變。

ICF 對服務使用者的影響

山景成人訓練中心的阿德，是一個平易近人、樂於助人、善於與人相處的服務使用者。這類服務使用者往往被人忽略，因為沒有什麼需關注行為，也沒有什麼可以關注的事項。然而，中心透過應用 ICF 框架，就發掘了其需要，並滿足其願望，達成他的理想。

阿德以往的願望十分簡單，只是想討人開心，做一個「乖乖」的服務使用者，從來沒有想像自己可以有什麼願望需要達成。當中心員工與他深入傾談後，了解到原來阿德十分喜歡跳舞，因為跳舞可以表現自己，在台上亦可以與其他人分享自己的喜樂。但是談何容易？阿德的眼睛看不清楚，步行姿勢亦不理想，如何達成這個願望呢？

中心員工透過應用 ICF 框架協助他完成願望，特別為他安排不同的治療運動、個別化的舞蹈編排，及提供合適的表演機會，阿德終於能夠在疫情爆發前踏上舞台。姑且勿論節拍是否精準，舞步是否輕快，只要見到他滿足的笑容，已經知道這個轉變有多值得。

未來的憧憬

ICF 在本港的康復服務仍然是起步階段，於本會推行也只是短短數年的時間，許多資料及落實推行的細節仍有望不斷更新。迎來一個轉變不容易，但「機會從來不需要等待他人給予，機會是留給有信念的人」，扶康會每位員工都深信只要抱有信念，透過不停嘗試，摸著石頭過河，終於有一天能讓更多服務使用者達成願望，提升他們的福祉。

ICF's impact on staff

Since the Society began its trial of the "International Classifications of Functioning, Disability and Health" (ICF) pilot programme in 2019, a number of briefing sessions were held to explain the values and concepts of ICF in simple terms and in detail, so as to encourage staff to apply the ICF framework in their work when formulating case plans. Even though the ICF is an assessment tool, its underlying concept transforms some of our staff's long-established approach to work and their attitudes about service users.

Traditional rehabilitation services and professionals tend to analyse and evaluate a service user's needs from the perspective of their own profession. This often overlooks the overall needs of service users. Therefore, persons with intellectual disabilities often have "no say" in these decisions due to their limitations in understanding and expressing themselves. Even with basic communication skills, their opinions can be dwarfed by professional analysis. It is within the ICF's values to empower service users from having "no say" to restarting with "paying attention to their needs". That was when changes on "people-orientation · cultivation from the heart" began.

The ICF's impact on service users

Tak, a service user from Shan King Adult Training Centre, is an approachable, helpful and friendly member of the centre. Service users like him are often overlooked, as they do not appear to have specific behaviours or issues that demand attention. However, the center has discovered his needs, fulfilled his wishes and realised his dreams through application of the ICF framework.

Tak's wishes used to be simple. He just wanted others

to be happy and be a "good" service user. He had never imagined himself to have any wishes that need to be fulfilled. After the staff had an in-depth chat with him, they discovered that Tak is very fond of dancing, because

he can express himself when he dances and share his joy with others on stage. But knowing is

one thing, putting it into practice is another. Tak's eyesight is challenged, and his walking posture is less than ideal. How can this wish be achieved?

By putting the ICF to use, the staff helped him to achieve his dream. After arranging different therapeutic exercises, individualised choreography and a suitable opportunity to perform, Tak was finally able to set foot on stage before the outbreak. Regardless of the rhythm of the dance, or the lightness of his footsteps, the transformation is worthwhile once you see his smile of satisfaction.

Looking ahead

The ICF is still beginning to gain traction in the rehabilitation services of Hong Kong. It has only been a few years since its implementation at the Society, so many details of its application are going to be continuously updated. It is not easy to cope with changes, but we should not wait for others to give us an opportunity, rather, opportunities are reserved for those with faith. As long as our staff remain hopeful, through continuous attempts and trial-and-error, more service users will achieve their wishes one day, and their well-being will be improved.