

ABOUT

關於我們

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About Us

簡介 Who Are We

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

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

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

Fu Hong Society (FHS) was founded by a group of enthusiasts who were inspired by the selfless spirit of Father Enea TAPELLA, PIME. With love transcending the boundaries of race, culture, religion and ability, his work contributed immensely to the care of the disadvantaged. FHS has continued his legacy to serve the most vulnerable in society.

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

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

理念 Vision

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。

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 ensure that these rights are respected and honoured through our work with the community.

核心價值 Core Values

關懷尊重 Care and Respect

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

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

熱誠主動 Pro-activeness

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

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

使命 Mission

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

倡導教育、政策及法例的修訂，為殘疾人士爭取平等權利。

To provide for persons with disabilities, opportunities to develop all their abilities and to ensure that they achieve the greatest independence possible within their circumstances, as fully integrated members of the community;

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

專業精神 Professional Spirit

扶康人用敬業樂業及盡責的態度，在不同崗位上發揮專業精神，提供最優質服務。

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

協同效應 Synergy

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

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

持續改善 Continuous Improvement

扶康人持續學習、檢討及改善服務，以提升服務質素和效益。

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

我們的目標 Our Objectives

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

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

推廣社區教育
Promote community education

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

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

我們的工作 What We Do

本會自 1977 年開始提供康復服務，至今服務香港社會超逾四十載。目前，本會擁有四十四個服務點，服務對象包括智障人士、自閉症人士、肢體傷殘人士及精神復元人士等。為配合殘疾人士及其家人的不同需要，本會一直努力發展多元化康復服務，實踐「以求為導」的精神。本會的核心服務包括：住宿服務、日間訓練服務、職業康復及發展服務、社區精神健康服務、殘疾人士社區支援服務和自閉症及發展障礙人士服務，此外，隨著服務需要的轉變，本會近年積極拓展「家庭支援服務」予殘疾人士的家人及照顧者。有關本會的服務詳情，請參閱本年報第四部分（第 63 至 104 頁）。

The Society began providing rehabilitation services in Hong Kong in 1977. Over the past four decades, the Society has set up 44 service points, serving those with intellectual disabilities, autism spectrum disorders, physical disabilities, or mental challenges. True to the spirit of 'Meet the Need, Take the Lead', the Society is always committed to developing multi-faceted rehabilitation services, to cater for the diverse needs of persons with disabilities and their families. Our core services include Residential Services, Day Training Services, Vocational Rehabilitation and Development Services, Community Mental Health Services, Community Support Services for Persons with Disabilities and Services for Persons with Autism Spectrum Disorders and Developmental Disabilities. In addition, following the changes in service needs, the Society has actively developed the 'Family Support Services' for families and caregivers of the persons with disabilities in recent years as well. For details, please refer to Part 4 (P.63 – P.104) of this Annual Report.

會長的話 President's Message



葉恩明醫生 太平紳士
Dr. IP Yan Ming JP

音樂，乃藝術不可或缺的一部分。美善，是人性必然的重要一環。

被譽稱《交響曲之父》的奧地利偉大作曲家 — 法蘭茲·約瑟·海頓（Franz Joseph Haydn）曾說：「藝術的真正意義，在於使人幸福、使人得到鼓舞和力量。」透過音樂，我們可以抒發情感，和諧共鳴；恆持美善，可使你我和衷共濟，心靈契合。

扶康會，自七十年代為殘疾人士提供服務至今，因應服務使用者的不同需要，提供多元化及適切的服務，讓其發揮潛能、建立自我。並致力鼓勵他們與社區人士接觸，互動交流，就像組成了擁有各式各樣樂器在一起的大樂隊，合奏出一闕闕的和諧樂章，將美善的關愛共融，傳送到社會每個角落。

音樂和美善，皆是恆久的、包容的。隨著歲月的洗禮，雖有各樣新樂器的加入，也不忘悉心保養老舊樂器，活像我們的服務面對老齡化所帶來的挑戰一樣，務須調和，方可共鳴。本會在秉持信念與使命下持續與時並進，悉心引進科技產品、制訂策略方案，並提升照顧技巧，務求高齡的服務使用者在身、心、社、靈上都得到全面支援，與大眾一起協奏出「樂齡交響曲」！

願我們那顆堅持關懷弱小的扶康心，化成悅耳動人的樂音妙韻，為有需要的人，那怕歲月留痕，都帶來幸福、鼓舞和力量。

*Via kindness,
our heart could unite as one
for the common good.*

和 恒
衷 持
共 美
濟 善

Music is an important member of art, while kindness is an essential element of humanity.

Franz Joseph Haydn, a prolific Austrian composer also known as 'Father of Symphony', once said "The true meaning of art is to make people blessed, inspired and full of vigour". Indeed through music, we are able to express our feelings harmoniously and via kindness, our heart could unite as one for the common good.

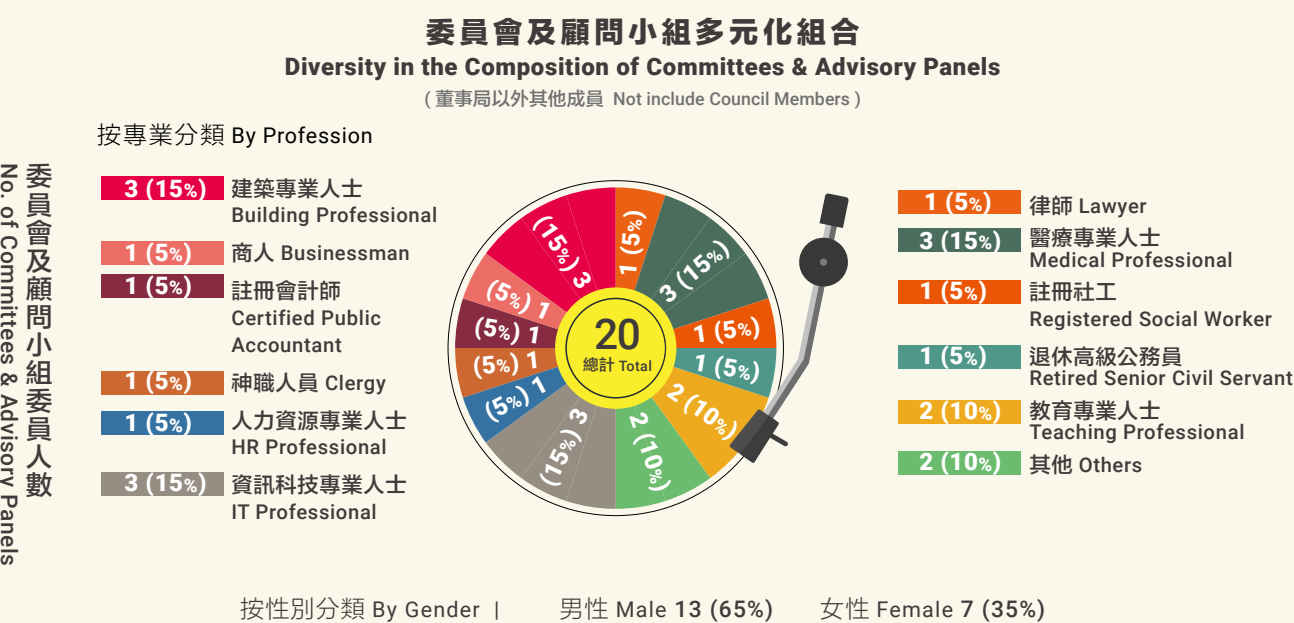
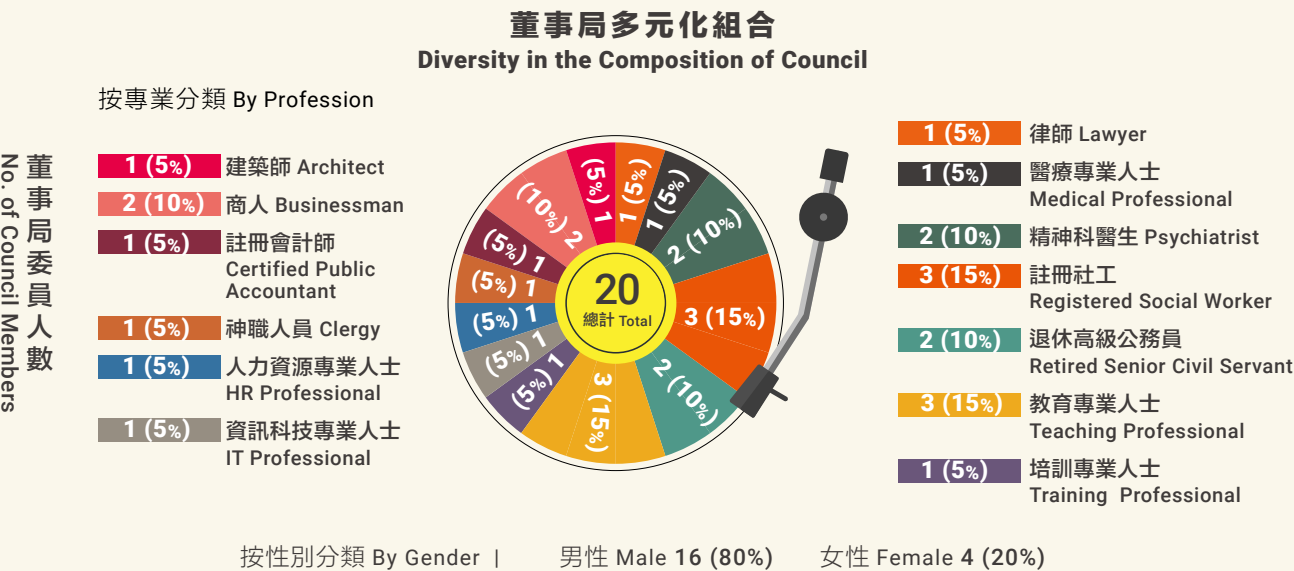
Way back since 1977, Fu Hong Society has been unflinchingly providing services for persons with disabilities. We always endeavour to tailor appropriate services to meet the needs for the service users, to unleash their potentials so that everybody can live as an individual with dignity. Moreover, the Society spares no effort in encouraging them to integrate into the community. Together with people from various walks of life in society, we are just performing like a symphony orchestra with a host of musical instruments, delivering the music of kindness and harmony to every corner of the society.

Though music and kindness are immortal and inclusive, we will never forget to take good care of those that would wear out with ageing, so that the symphony of music can go on well. The Society upholds our mission and vision and keeps up with the time, to introduce new technology, to formulate updated strategic plans and to enhance caring skills to ensure that elderly service users are holistically supported, so that our 'Symphony of Active Ageing' can continue resonating in harmony together with the public!

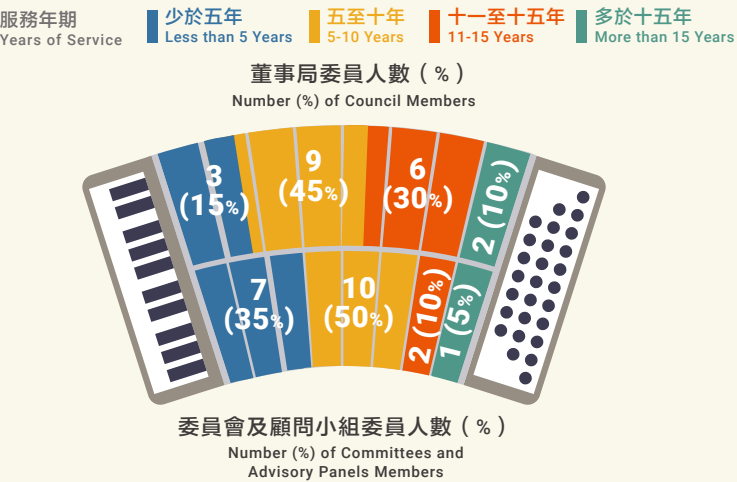
May the 'Fu Hong Spirit' unrelentingly persevere our love in caring for the needy, transforming into pleasant music and inclusive art, to make people feel blessed, inspired and full of vigour, in spite of the lapse of time!

年度主要數據
Key Data of the Year

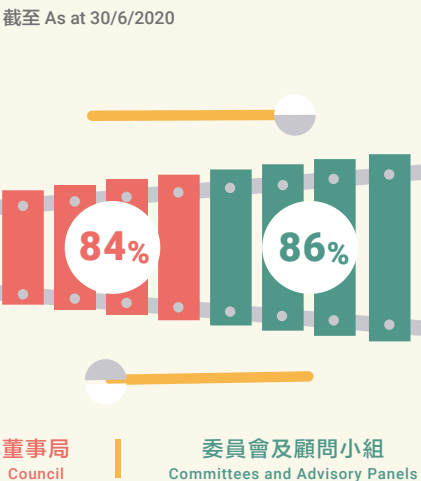
企業管治
Corporate Governance



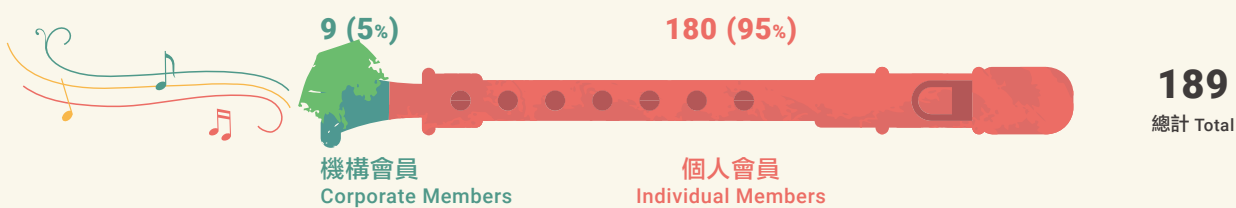
董事局、委員會及顧問小組委員服務年資
Length of Service of Council, Committees and Advisory Panels Members



委員平均會議出席率
Average Meeting Attendance Rate



扶康會會員數目
Number of FHS Members



財務
Finance

百萬元 / in HK\$ million

| | 綜合收入 Consolidated Income | 綜合支出 Consolidated Expenditure | 綜合捐款 Consolidated Amount of Donation Received | 綜合員工薪金 Consolidated Staff Cost |
|------------|-----------------------------|----------------------------------|--|-----------------------------------|
| 2017/18 年度 | 412.88 | 416.60 | 3.26 | 323.73 |
| 2018/19 年度 | 434.64 | 443.17 | 5.82 | 348.40 |
| 2019/20 年度 | 465.97 | 479.73 | 3.82 | 380.58 |



2019/20 財務報告
Financial Report

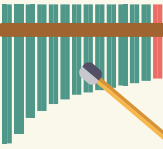
團隊人數
Total Number of Staff

健全員工人數
No. of
abled staff

殘疾員工人數
No. of
disabled staff

扶康會
Fu Hong Society

1,077 / 25

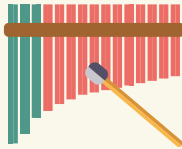


全職 1,011 + 19
Full-time = 1,030

兼職 66 + 6
Part-time = 72

康融服務有限公司
Hong Yung Services Ltd.

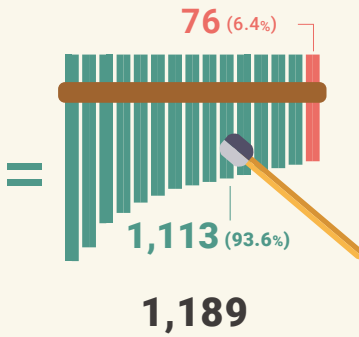
36 / 51



全職 21 + 8
Full-time = 29

兼職 15 + 43
Part-time = 58

總人數
Total



員工分佈
Staff Composition

高層管理
Senior
Management

專業人士
Professionals

服務運作
Service and
Operation

中央行政
Central
Administration

12 / 249 / 790 / 51



1,102

0 / 0 / 84 / 3



87

12 / 249 / 874 / 54
(1%) (21%) (73.5%) (4.5%)



1,189

全職 / 兼職
殘疾員工分佈
Distribution of
Full-time/Part-time
Disabled Staff

(以服務類別分類)
(By Service Types)

全職
Full-time

兼職
Part-time

住宿服務
Residential Services

11 / 1

社區支援服務
Community Support Services

4 / 1

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

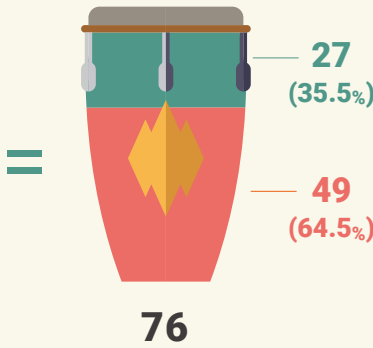
1 / 3

社會企業
Social Enterprises

8 / 43

中央支援
Central Support

3 / 1



76

員工培訓
Staff Training

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

4,587

總計 Total

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

1,775

人次 Participants

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

2,655

人次 Participants

外間培訓 External Courses

157

人次 Participants

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

12,730

總計 Total

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

7,066

小時 Hours

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

3,929

小時 Hours

外間培訓 External Courses

1,735

小時 Hours

培訓活動總成本 (港元)
Total Cost of Training
Activities (HK\$)

1,014,343

總計 Total

內部培訓
Internal Courses

713,216

港元 HK\$

外間培訓
External Courses

301,127

港元 HK\$

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

培訓課程、講座、
工作坊及分享會總數目
Total No. of Training
Courses, Talks, Workshops
and Sharing Sessions

98

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

1,775

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

7,066

培訓活動評估平均得分
Average Course Evaluation Score

5

最高為 6 分
Highest score is 6

員工對課程的滿意度
Degree of Satisfaction on
Training Activities

86%

員工參加外間
培訓活動概況
Summary of
External Training
Activities

培訓課程、講座、工作坊及分享會
Training Courses, Talks,
Workshops and Sharing Sessions

員工參與培訓活動
Staff Participation

參與培訓活動時數
Training Hours



133
總數目 Total



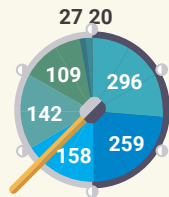
157
總人次 Total



1,735
總時數 Total

服務使用者人數 Number of Service Users

住宿服務
Residential Services
1,011



296 嚴重智障人士宿舍
Hostel for Persons with Severe Intellectual Disabilities

259 嚴重殘疾人士護理院舍
Care and Attention Home for Persons with Severe Disabilities

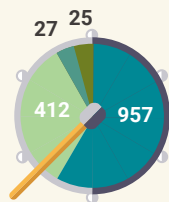
158 中途宿舍 Halfway House

日間訓練服務
Day Training Services
616



424 成人訓練中心
Adult Training Centre

社區支援服務及
社區精神健康服務
Community Support
Services and
Community Mental
Health Services
1,421



957 精神健康綜合社區中心
Integrated Community Centre for Mental Health

412 殘疾人士地區支援中心
District Support Centre for Persons with Disabilities

職業康復及發展服務
Vocational
Rehabilitation and
Development Services
576



267 工場 Workshop

169 綜合職業康復服務中心
Integrated Vocational Rehabilitation Services Centre

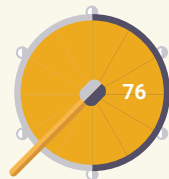
66 輔助就業服務
Supported Employment Services

自閉症及發展障礙
人士服務
Services for Persons
with Autism Spectrum
Disorders and
Developmental Disabilities
134



85 牽蝶康兒中心
Hin Dip Hong Yee Centre

感覺統合治療服務
Sensory Integration
Therapy Service
76



76 感覺統合治療中心
Sensory Integration Therapy Centre

總計
Total **3,834**

142 中度智障人士宿舍
Hostel for Persons with Moderate Intellectual Disabilities

109 嚴重肢體傷殘兼智障人士宿舍
Hostel for Persons with Severe Physical Disabilities and Intellectual Disabilities

27 關愛家庭 Family Care Home

20 輔助家舍 Supported Hostel

192 展能中心延展照顧計劃
Extended Care Programme

27 住宿暫顧服務
Residential Respite Service

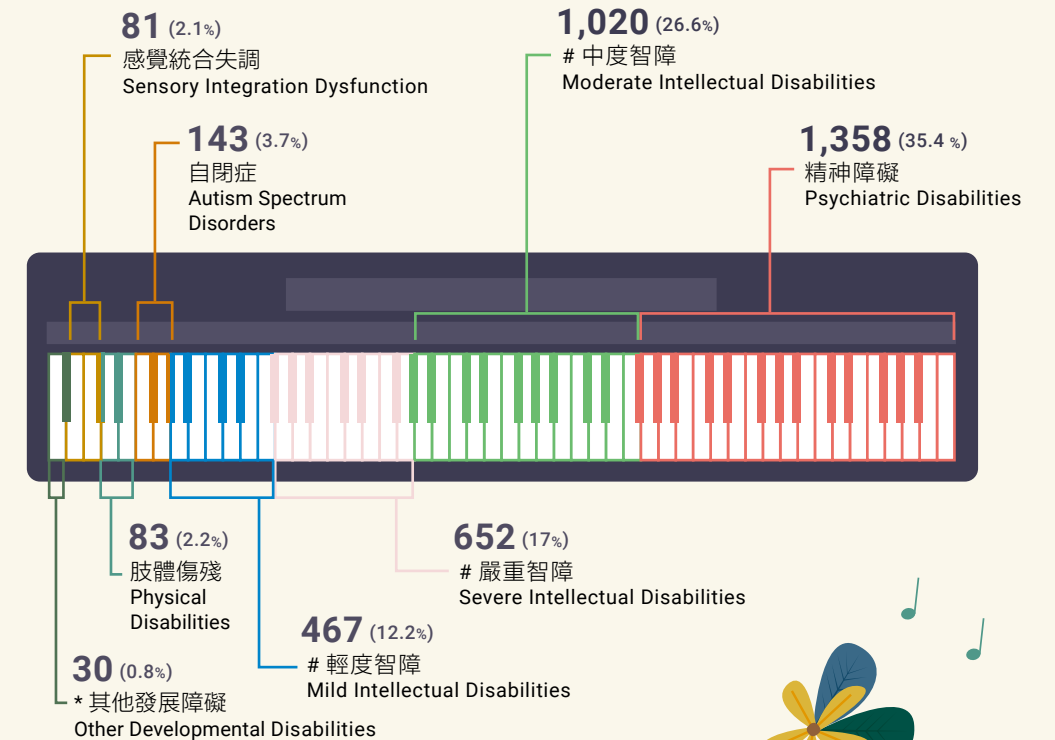
25 嚴重殘疾人士日間照顧服務
Day Care Service for Persons with Severe Disabilities

44 在職培訓計劃
On the Job Training Programme

30 工作康復延展計劃
Work Extension Programme

49 牽蝶中心
Hin Dip Centre

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



230 名智障服務使用者同時患有自閉症
230 Service Users with Intellectual Disabilities Comorbid with Autism Spectrum Disorders

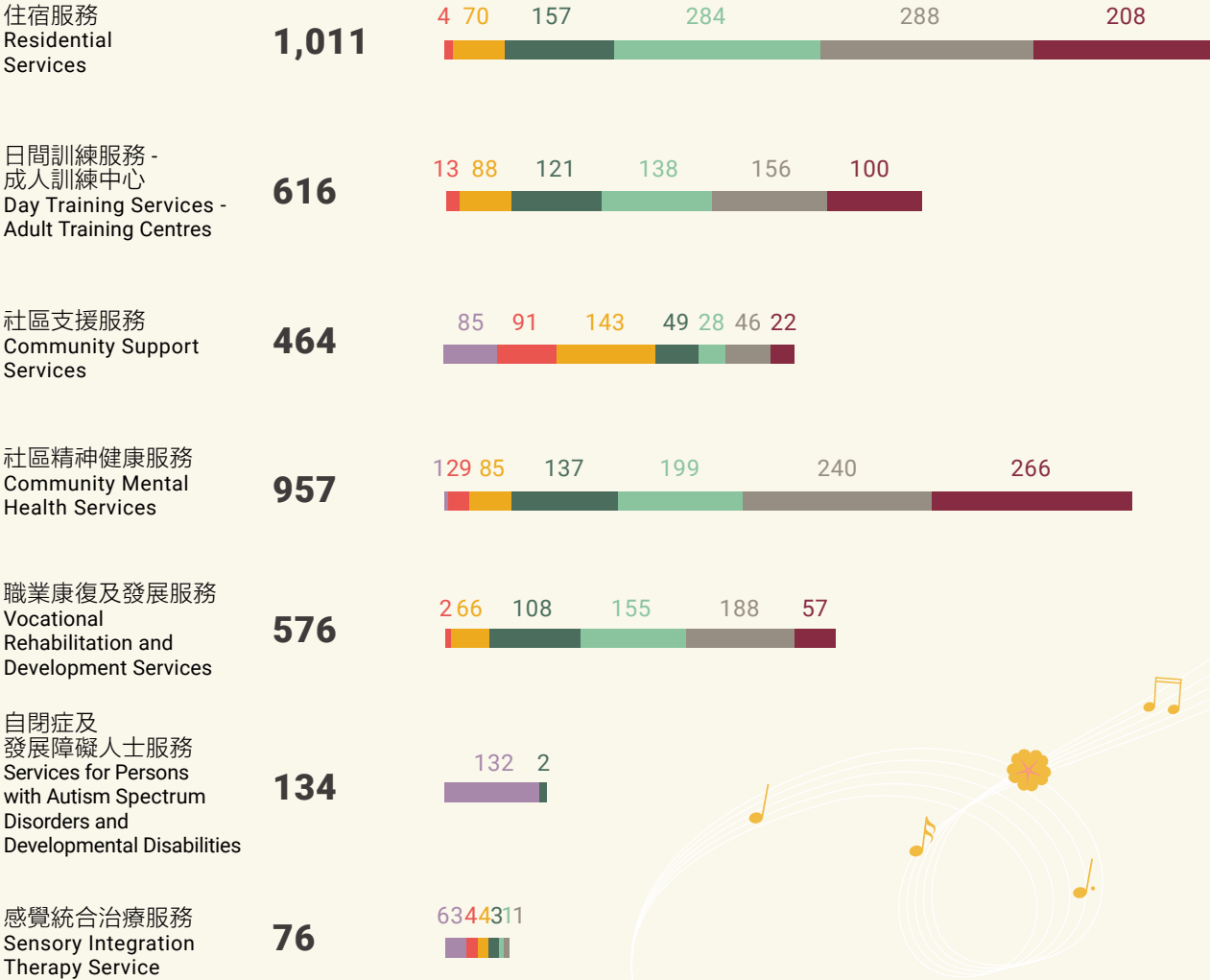
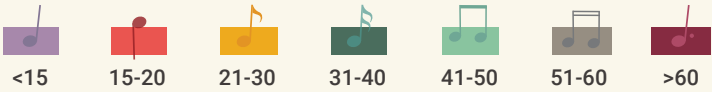
* 包括有限智力、注意力缺失及過動和發展遲緩
Includes Limited Intelligence, Attention-deficit Hyperactivity Disorder and Developmental Delay

服務使用者 個案來源 Sources of Referral of Service Users

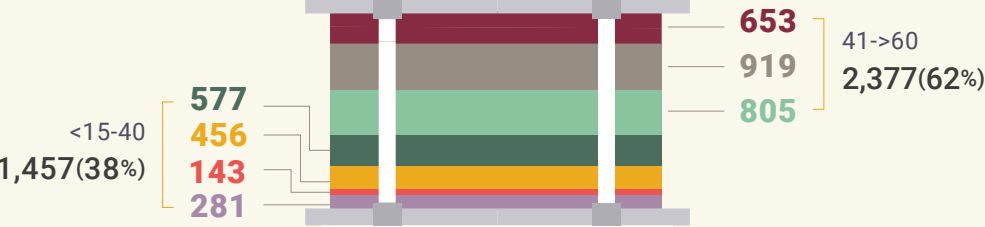


服務使用者
年齡分佈
Age Groups of
Service Users

年齡分佈 Age Distribution

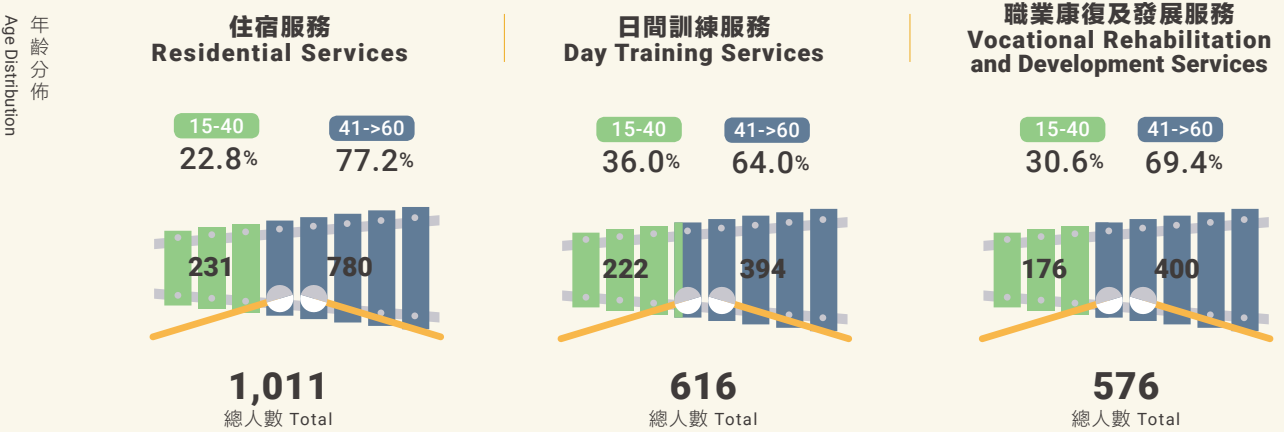


3,834
總計 Total



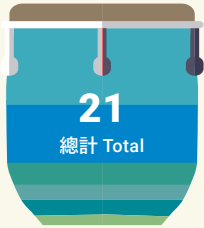
服務使用者老齡化
Ageing of Service Users

服務使用者老齡化問題日趨嚴重，當中以住宿服務、日間訓練服務和職業康復及發展服務的情況最為明顯。
Ageing problems of service users are increasing, particularly for those receiving Residential Services, Day Training Services, and Vocational Rehabilitation and Development Services.



宿舍、成人訓練中心及職業康復及發展服務類別
Types of Hostels, Adult Training Centres & Vocational Rehabilitation and Development Services

- 8 嚴重智障人士宿舍
Hostel for Persons with Severe Intellectual Disabilities
- 5 嚴重殘疾人士護理院舍
Care and Attention Home for Persons with Severe Disabilities
- 3 中途宿舍 Halfway House
- 2 中度智障人士宿舍
Hostel for Persons with Moderate Intellectual Disabilities
- 2 嚴重肢體傷殘兼智障人士宿舍
Hostel for Persons with Severe Physical Disabilities and Intellectual Disabilities
- 1 輔助家舍 Supported Hostel
- 12 成人訓練中心 (嚴重智障人士)
Adult Training Centre (Persons with Severe Intellectual Disabilities)
- 2 成人訓練中心 (嚴重肢體傷殘兼智障人士)
Adult Training Centre (Persons with Severe Physical Disabilities and Intellectual Disabilities)
- 2 工場 Workshop
- 1 綜合職業康復服務中心
Integrated Vocational Rehabilitation Services Centre



社區共融 Social Inclusion

本會致力倡導社區共融，並透過關愛家庭服務及扶康會「香港最佳老友」運動，與社會各界一起建立關愛共融、平等互享的社會。

The Society actively promotes social inclusion through Family Care Home Services and FHS 'BEST BUDDIES HONG KONG' Movement, creating an inclusive, caring and equal society with concerted efforts from community members.

關愛家庭服務 Family Care Home Services

27人

接受關愛家庭服務的人數
Family Members Served by
Family Care Home Services
(Persons)

57人

固定朋友*人數
Regular Friends
(Persons)

扶康會「香港最佳老友」運動・賽馬會社會共融計劃

FHS 'BEST BUDDIES HONG KONG' Movement・Jockey Club Social Inclusion Project

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



學生老友
Student Buddies



社區老友
Citizen Buddies



企業老友
Corporate Buddies

191

老友配對數目
Number of Buddy Pairs formed

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



學校分社
School Chapters



企業／團體分社
Corporate /
Organisation Chapters



社區分社
Community
Chapter

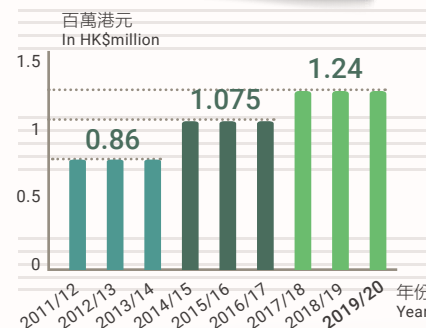
25

分社總數
Total Chapters

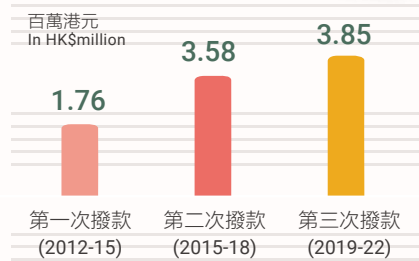
* 固定朋友為於每個年度定期探訪關愛家庭最少四次或以上的義工。
Regular friends are volunteers who regularly visit Family Care Homes at least 4 times or above each year.

獲香港賽馬會慈善信託基金撥款支持
Receiving Funding Support from The
Hong Kong Jockey Club Charities Trust

關愛家庭服務 Family Care Home Services



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



服務使用者家長／監護人及義工參與 Service Users' Parents / Guardians & Volunteers Participation

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



家長義工（人數）
Parent Volunteers
(Persons)

562

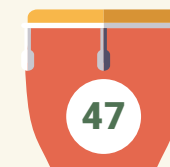


家長／監護人參與服務單位或會方活動（人次）
Parents/Guardians Participating in Activities held by
Service Units or the Society (Participants)

5,462

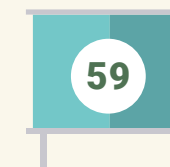
家長／監護人參與扶康會董事局／委員會／顧問小組及區域小組委員會

Parents / Guardians Participation in Council/ Committees/ Advisory Panels & Regional Sub-Committees



總人數
Total Persons

47



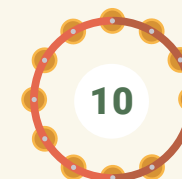
總人次
Total Participants

59



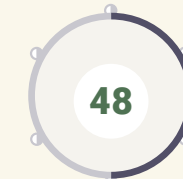
參與董事局（人次）
Council
(Participants)

1



參與委員會（人次）
Committees
(Participants)

10



參與顧問小組及區域小組委員會（人次）
Advisory Panels and Regional
Sub-Committees (Participants)

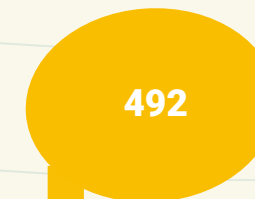
48

義工參與
Volunteers Participation



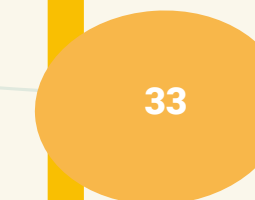
義工（人次）
Individual Volunteers
(Participants)

7,287



企業義工（人次）
Corporate Volunteers
(Participants)

492



企業義工隊數目（隊）
Corporate Volunteer Teams
(Teams)

33