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企業社會責任

Corporate Social Responsibility

倡導 Advocacy

「竭力倡議和提供適切的康復服務，讓殘疾人士全面發展潛能，在家庭和社會裏獲得應有的生活質素」是本會使命之一，數十年來為殘疾人士福祉及建立共融社會作出努力。

‘Striving for the advocacy and provision of appropriate rehabilitation services, and enabling persons with disabilities to explore and develop their potential, and enjoy a quality life at home and in the community.’ – This is one of the missions that the Society is committed to advocating the well-being of persons with disabilities and fostering social inclusion.

關注組委員為區內事務認真討論
Committee members of the Concern Group in a serious discussion about community affairs



屯元服務使用者 權益關注組 Tuen Yuen Service Rights Concern Group

去年，縱使面對疫情挑戰，「屯元服務使用者權益關注組」（下稱關注組）的服務使用者卻沒有停下腳步，依然以不同方式參與這個倡議的平台，積極地關注社區事務，推動殘疾人士權益。疫情期間，為推動互助互愛的精神，關注組籌辦了多項連結社區的活動，包括整合不同的社區資源，如各項食物銀行的申請手續、致電慰問身邊的殘疾人士，及製作小禮物予照顧者，為社區燃點起一份溫暖。

Even when the challenges of the COVID-19 pandemic were far from over, the service users continued their commitment to the Tuen Yuen Service Rights Concern Group. They actively participated in community affairs and advocated the rights of persons with disabilities. In order to promote the spirit of mutual help and love, the Concern Group conducted a series of community programmes which included putting community resources such as food donations into a resource kit, making friendly calls to persons with disabilities and preparing gifts for caregivers. All of these actions brought some cheer in the midst of pandemic blues.

關注組亦持續收集無障礙設施議題的意見，發聲締造社區友善的環境，令殘疾人士可以在區內有更佳的生活，例如可以暢通無阻地在社區體育館進行硬地滾球活動。關注組成員了解區內無障礙通道的情況後，向不同的政府部門反映意見，改善社區。

The Concern Group continuously collected views on issues relating to barrier-free facilities and expressed views on how to create a community-friendly environment so that persons with disabilities could have better living in the community. For example, they believed that persons with disabilities would enjoy a sport called boccia in community gymnasiums. The committee members of the Concern Group were familiar with the situation of barrier-free access in the community and that was why they could give valuable views to the government.



殘疾人士享用社區設施進行硬地滾球
Persons with disabilities can enjoy playing boccia in community gymnasiums

殘疾人士照顧者一直面對沉重的照顧壓力，為了解照顧者需要及向相關政策局反映以制訂照顧者政策和服務，本會天水圍地區支援中心參與香港社會服務聯會，於2020年10月及12月舉辦之「成年殘疾人士家庭照顧者」生活質素和服務需要調查及《照顧者「抖吓氣」》需要研究。該中心社工在研究發佈會擔任講者，分享「照顧者為本」的服務需要，建議加強和整合社區支援政策，包括喘息服務、緊急支援及家庭個案管理，更積極鼓勵照顧者對政策制定及現行服務提出意見和改善建議，體現賦權。

Caregivers of persons with disabilities face intense pressure. In order to understand the needs of caregivers and give feedback to the relevant Government departments for the purpose of policy formulation and service provision, the Society's Tin Shui Wai District Support Centre (TSWDSC) assisted the Hong Kong Council of Social Service in conducting surveys on the 'Quality of Life and Service Needs of Caregivers of Adults with Disabilities' and the 'Need for Stress Relief of Caregivers' in October and December 2020 respectively. The social workers of TSWDSC shared the survey results and advocated a 'caregiver-oriented' policy that required the strengthening and integration of community support services such as respite service, emergency support and a case management system to support caregivers' families. Caregivers were empowered to comment and give suggestions on policy changes and services provided currently.

「樂誼居」共融房屋先導計劃 'Joyful Place' Inclusive Housing Pilot Project

在2020年，扶康會善用自置物業，以自負盈虧方式開展全港首個推動傷健一家的共融房屋先導計劃，為十四位單身殘疾人士及一般人士提供合理的租金及居住環境，提升他們的生活質素，並讓他們有共同生活及相處的機會，藉此促進社會共融，開創並倡導香港傷健一家共融房屋模式的先河。

In 2020, the Society made good use of four premises it owned to operate the first self-financed inclusive housing pilot project in Hong Kong to promote disability inclusion. Reasonable rental and a good living environment are offered to 14 singles with and without disabilities with the hope of enhancing their quality of life and cultivating social inclusion through co-living. The disability inclusion housing project pioneered a model of inclusive housing in Hong Kong.

為單身殘疾人士及一般人士提供合理租金的居住環境，提升生活質素，促進社會共融
Cultivating social inclusion and enhancing the quality of life through the provision of a co-living environment for singles with and without disabilities



本會董事局主席施家殷先生，MH及神師方叔華神父，BBS主持共融房屋「樂誼居」的開幕儀式
The Council Chairman, Mr. SZE Kyran, MH, and Spiritual Adviser, Fr. Giosué BONZI, BBS attended the Soft Opening of 'Joyful Place'

本會以「樂誼居」命名這個共融房屋先導計劃，是寓意即使一群背景不同，各有差異的殘疾人士及一般人士居於同一屋簷下，亦能快樂共融，彼此接納，譜出真摯友誼。期盼政府在推行社會共融及過渡性房屋的政策及措施上可作參照。

The inclusive housing pilot project is named 'Joyful Place'. The intention is to show that even a group of people from different backgrounds can live happily together with mutual respect and establish true friendship, with or without disabilities. It is hoped that the Government can refer to it when implementing policies and measures for disability inclusion and transitional housing.



員工關係及發展 Staff Relations and Development

扶康會視員工為珍貴的資本，並一直致力提供積極、共融及和諧的工作環境，讓員工持續以專業精神及高水平的工作效能，為服務使用者提供專業及優質的服務。

The Society regards its staff as its prized assets, and is committed to providing a progressive, inclusive and harmonious work environment for them. The provision of professional and quality services to service users cannot be achieved without our staff's professionalism and high efficiency at work.



僱員支援計劃簡介會
Briefing session on the
'Employee Assistance Programme'



提升生日假福利 Enhanced Birthday Leave Entitlement

由2021年1月1日起，全職員工之生日假增加至一天，期望員工能於生日當月，有更多時間享受與朋友或家人慶祝之歡樂。

With effect from 1 January 2021, all full-time staff members' entitlement of birthday leave is increased from half a day to one full day.

增設僱員支援計劃 Employee Assistance Programme

本會一向關注員工的身心健康，由2020年10月1日起，增設《僱員支援計劃》。當員工及其直系家屬就工作、家庭、社交及個人生活上遇到壓力時，可致電輔導及諮詢熱線，尋求有關支援。

The Society is committed to taking good care of its staff's mental health. The Employee Assistance Programme was launched on 1 October 2020. Staff and their family members can now receive professional personal consultation and counselling services through a designated hotline.

此外，本會亦舉行壓力管理講座、禪繞畫網上工作坊及分享工作與生活平衡的小貼士，希望員工能紓緩工作壓力，保持身心健康。

The Society also conducted online workshops with themes such as stress management, zen painting and work-life balance to help its staff relieve stress.

強制性公積金（強積金）計劃轉移 Option Exercise for Staff to Transfer Mandatory Provident Fund (MPF) Benefits

為讓員工更靈活及有效地管理其退休儲備，本年度員工可按個人意願，將現時的累算權益及新供款，選擇轉移或保留於會方指定的兩個強積金計劃內。本會安排網上強積金講座，供員工了解各計劃之服務詳情、轉移手續及風險等，讓員工能掌握所需資訊，以作出轉移決定。有關強積金戶口轉移已於2020/21年度內完成。

An option exercise was conducted to give staff members the option of transferring their existing MPF accrued benefits and new contributions to an alternate service provider under the Society's MPF Schemes. The Society conducted online workshops and uploaded the relevant information on the Intranet to inform its staff of the details including the administrative arrangements of the exercise, key features of the services provided by the two service providers, the fund choice and the risks involved in an account transfer. The transfer of the MPF account took effect in 2020/21.

簽署《好僱主約章》 Good Employer Charter

本會於2020年繼續成為《好僱主約章》簽署機構，持續保持開放的機構文化，與員工維持良好溝通，並因應僱員的不同家庭責任，訂立合適的家庭友善僱傭政策，協助員工同時兼顧工作與家庭，共同締造家庭友善的和諧工作間。

同時，本會亦被嘉許為「『友』『家』好僱主」，肯定本會推行的家庭友善僱傭措施，有助營造一個家庭友善的工作環境，以紓緩員工兼顧工作和照顧家庭的壓力。

The Society continued to be a signatory organisation of the 'Good Employer Charter 2020' Scheme and was further accredited as 'Family-Friendly Good Employer' in recognition of its efforts in promoting a family-friendly employment culture.



簽署《好僱主約章》，致力推行家庭友善措施
As a Signatory of Good Employer Charter 2020,
the Society dedicated itself to the implementation
of family-friendly employment measures

簽署《精神健康職場約章》 Mental Health Workplace Charter

本會於2020年簽署《精神健康職場約章》，表示重視及承諾推動精神健康友善的工作環境。同時，本會被評選為《精神健康友善卓越機構》，證明對本會於建設互相尊重和正面的工作環境、推廣積極聆聽和溝通，鼓勵求助、促進對精神困擾的及早識別和及時處理，為有精神困擾的同事創造包容及友善的工作環境等各方面的認同。

The Society participated in the 'Mental Health Workplace Charter' Scheme, and pledged to promote a mental health-friendly workplace environment. The Society was further accredited as 'Mental Health Friendly Supreme Organisation' in recognition of its effort in promoting mental well-being at the workplace, and creating an inclusive and friendly workplace environment for colleagues coping with mental stress.

關顧與聯繫員工 Care and Connection

會方為感謝員工於新型冠狀病毒病的困擾下，仍然緊守崗位，守護服務使用者，分別向員工派發購物券及保溫暖杯等小禮物，以答謝員工於過去一年的付出及努力，並鼓勵員工繼續發揮扶康人精神，攜手為殘疾人士的福祉努力。

The Society appreciated its staff members' unwavering dedication to service users during the pandemic. To cheer our staff on, tokens of appreciation such as shopping coupons and vacuum mugs were distributed to them.

透過「扶康講場」，員工可與總幹事直接交流，並分享他們的想法。
Staff members attended the 'Fu Hong Forum' and shared their thoughts with the Chief Executive Officer.

為更了解員工的需要，總幹事與各階層員工建立和保持良好的溝通。於2020/21年度，總幹事共舉行七節「扶康講場」、六場「員工分享大會」及主持三次職員諮詢及發展會議，透過以上渠道，讓員工與管理層保持雙向溝通，更多機會了解最新會務狀況，及提出意見。

To uphold the spirit of open communication, seven 'Fu Hong Focus Group' meetings, six all-staff meetings, and three staff consultative and development meetings were held in 2020/21. Through different channels, the views of staff members are collected, and the Society's latest developments and strategies are shared.



員工踴躍出席「員工分享大會」
Staff participating actively
in the All-Staff Meeting

第十四屆職員諮詢及
發展會議成員留影
A photo shoot for
members of the 14th
Staff Consultative
Meeting

員工大抽獎 Staff Lucky Draw

由於疫情關係，本會取消2020/21年度員工周年聚餐，並特別於2021年3月30日的服務管理會議上舉行員工大抽獎，以網上直播形式由總幹事抽出四十位幸運兒。

In view of the outbreak of COVID-19, the Society decided to cancel the annual staff dinner in 2021. 40 prizes originally planned for Annual Dinner 2021 were given out in a lucky draw. The Chief Executive Officer conducted the lucky draw after the Service Management Meeting held on 30 March 2021 and it was broadcasted to all staff.

長期服務獎 Long Service Award

於2020/21年度，本會共有九十六名員工獲頒長期服務獎，以表揚他們對本會多年的努力和貢獻，當中獲得十年至二十五年服務獎的共有九十四名，而服務三十年有兩名員工，分別為杜美玲女士及蕭慶華先生。

此外，2019/20年度之長期服務獎亦已於2020年各區舉行的「員工分享大會」上頒發，當中張健民先生服務三十五年，而服務三十年的員工分別有陳燕華女士、葉蘭英女士、謝兆基先生及李小姐女士。

A total of 96 staff members received the Long Service awards in 2020/21. 94 of them have served for 10 to 25 years, and two, namely Ms. TO Mei Ling and Mr. SIU Hing Wah, have served for 30 years.

Besides, the Long Service Awards for 2019/20 were presented at six all-staff meetings held in 2020/21. Mr. CHEUNG Keen Man has served for 35 years, and four, namely Ms. CHAN Yin Wah, Ms. IP Lan Ying, Mr. TSE Siu Kay and Ms. LEE Siu Chui have served for 30 years.

2020/21 年度 — 三十年長期服務獎得獎員工 Awardees of Long Service Awards for 30 Years of Service (2020/21)

蕭慶華先生 職業康復及發展服務 服務總監
Mr. SIU Hing Wa Eric, Service Director,
Vocational Rehabilitation and Development Services

我是在1991年加入扶康會工作，這個時期正是香港康復工作發展最蓬勃的時代。轉眼已是三十年了，有幸能和扶康會一起經歷香港康復工作的進步，讓我有機會為殘疾人士的福祉出一分力。三十年不是一個短時間，在工作上，當然會遇到困難與挑戰、開心與淚水。但只要把握好自我的位置，調整好心態，帶着愛及感恩的心去工作，自會找到工作的意義和樂趣。最後，我要感謝過去三十年我遇到的同事、服務使用者及其家屬、義工和合作夥伴，是你們讓我的工作和生活更加精彩。

I joined Fu Hong Society in 1991, during a most vibrant era in the history of rehabilitation services in Hong Kong. In the twinkling of an eye, three decades have passed. It has been my honour experiencing the growth of rehabilitation services in Hong Kong with Fu Hong Society and to have devoted myself to ensuring the well-being of persons with disabilities. During my years of service, I encountered various kinds of difficulties, challenges, happiness and tears. I find that as long as I seize the opportunities, adjust my attitude, and work with a sense of love and gratitude, the meaning and fun in my work would become clear. Last but not least, I feel a deep gratitude towards my colleagues, service users, the families of service users, volunteers and partners for making my life and work an exciting journey in the last 30 years.

杜美玲女士 上李屋成人訓練中心及祖堯成人訓練中心 服務經理
Ms. TO Mei Ling Rosetti, Service Manager, Sheung Li
Uk Adult Training Centre and Cho Yiu Adult Training Centre

工作，豐富我的生命！

從1990年開始，在麗瑤成人訓練中心任職宿舍家長，啟蒙踏上社工的路，三十年來累積不同領域的工作經驗。

社會工作是以生命影響生命的助人工作，三十年為無常的生命撒下種子，數百獨特的生命故事，瀰漫著滿滿的人生價值。

2016年，命運安排回到起點，重遇麗瑤成人訓練中心的服務使用者和家屬，再留生命點滴。

感恩三十年來和機構、同路人相伴偕行，豐盛人生！

Work enriches my life!

I started serving as a Welfare Worker at Lai Yiu Adult Training Centre in 1990. That was how I embarked on my journey in social work. Since then, I have amassed experience in different fields over the past 30 years. Social work is the work of improving the lives of others through one's own. In the past 30 years, I helped people through the vicissitudes of life, and I witnessed hundreds of unique life stories filled with the value of life.

In 2016, I came full circle as I was reunited with the service users and family members of the Lai Yiu Adult Training Centre. That again was a source of sweet memories for me.

I cannot be grateful enough for the last 30 years of walking this enriching life journey with the Society and my fellow colleagues.



在此恭賀各位服務多年的員工，上述長期服務獎已於各區舉行的「員工分享大會」頒發。

Congratulations to the above awardees who have served the Society all these years! The Long Service Award presentation was held at all-staff meetings in 2021/22.

2019/20 年度 — 三十五年長期服務獎得獎員工 Awardee of Long Service Awards for 35 Years of Service (2019/20)

張健民先生 清蘭之家 舍監
Mr. CHEUNG Keen Man, Warden, Ching Lan Home

匆匆卅五載，經歷我人生一半時光，見證扶康會的持續發展，堅持使命，不斷創新不斷嘗試各項新服務，為殘疾人士默默耕耘，爭取他們應有的權益，積極齊建共融社會！

在扶康會工作三十多年，此刻！歷練在抗疫的大時代，體會到每一位同工上下齊心肩負起抗疫工作的重責；在這步步為營的日子，亦體會到服務使用者與家長想見又不能相聚的愁滋味，祝願疫情快些過去，回復以往平靜的學習生活！

35 years! I spent half of my life working at FHS in all that time which has come and gone so quickly. Over the years, I have witnessed how Fu Hong Society has continued growing innovating and, developing various new services while staying true to its mission. It has worked tirelessly for persons with disabilities, upholding the rights of service users and actively contributing to social inclusion.

As the current pandemic tests our mettle, I can see that everyone on the team has stayed united in fighting the pandemic. I empathise with service users who really wish to see their parents but cannot due to the current situation. I look forward to the day when the pandemic ends so that they can resume their usual learning routines.



2019/20 年度 — 三十年長期服務獎得獎員工 Awardees of Long Service Awards for 30 Years of Service (2019/20)

陳燕華女士 總辦事處 財務總監
Ms. CHAN Yin Wah, Financial Controller, Head Office

不知不覺就在扶康這個大家庭度過三十年，有幸與扶康會一起成長。衷心感謝財務部、總辦事處及各單位的合作和支持。深信即使面對不同的挑戰，只要大家同心協力，所有難題定能迎刃而解。期望保持會方財政穩健，提供更多適切的服務予有需要人士。

I have spent over 30 years in the big family of Fu Hong, and I am fortunate to grow up with the Society. I sincerely thank the Finance Department, Head Office and all service units for their cooperation and support. I firmly believe that even if we face different challenges, as long as everyone works together, all problems will be solved. It is hoped to maintain the financial stability of the Society and provide more appropriate services to the community.



葉蘭英女士 友愛之家 廚師
Ms. IP Lan Ying, Cook, Father Tapella Home

不經不覺，在扶康會工作已有三十餘載，感謝機構頒發長期服務獎，對我的貢獻表示肯定。回顧多年為友愛之家服務，一路以來經歷各種考驗，殊不容易，有幸得到同事的支持和上司的信任，讓我於合適的崗位發揮所長，以致獲得今日的成果。希望各位秉承扶康會的理念，繼續扶助弱勢社群。

Before I knew it, it had already been 30 years since I started working at Fu Hong Society. I am thankful to the Society for this Long Service Award and for recognising my contributions. Of course, there have been various challenges over the years but I have been fortunate to have the support of my colleagues and the trust of my supervisors during my years of service at Father Tapella Home, and the opportunity to do what I am good at in a position that is right for me. All of that made me the person I am today. My hope is for all of us to uphold the Fu Hong Society ideals by continuing to help the vulnerable communities.



謝兆基先生 悅智之家 福利工作員
Mr. TSE Siu Kay, Welfare Worker, Yuet Chi Home

三分之一？二分之一？或幾份之幾？三十年在每一個人的一生中各有不同的比例。回想在會內服務的三十年，不同單位的服務使用者，及每位曾合作過的同事的面孔，飛快閃過重現腦海。很快便會進入人生另一段路，期望可以從過往工作中學習到的經驗，活用於往後的生活裡。而多年藏於記憶的美好片段，留待將來慢慢回味，豐富這一生！

30 years — is that a third of one's life? Or a half? Or what is it? I suppose the answer varies from person to person. As I look back on the past 30 years, the service users from various service units and the colleagues I have worked with, so many different faces flash into my mind. As I start a new chapter of my life, I hope to apply what I have learnt to my life, which will be enriched by the wealth of beautiful memories I have amassed over the years!

李小翠女士 啟康之家 社會工作助理
Ms. LEE Siu Chui, Social Work Assistant, Kai Hong Home

沒想過在一個機構服務三十年是怎樣的？

回想初入麗瑤成人訓練中心時只是黃毛丫頭，卻被人情味深深吸引，無論是對服務使用者、同事之間都叫人難以抗拒...時間流逝，工作的樂與怒是難免，但常常提醒自己是不要忘記「初心」，達碑立神父的遺願是為一群有特殊需要的少數的人尋找尊嚴生活方式，這正是本會一直向前的動力和方向。還記得有一年退修會主題是「從心出發」，有位同事分享每日帶什麼返工 — 「個心」。

在這工作上明白未知今日怎知未來，人生可以陪伴同行的人不多，那怕是一點的光，只要與服務使用者同行，那份溫暖是不會忘記的。同時趁機會感謝與我同行伴我成長的服務使用者、共勉的同事、包容訓勉的上司。希望本會的「以求為導」可以繼續傳承。

What is it like to work at the same organisation for 30 years?

I was just a greenhorn when I first joined Lai Yiu Adult Training Centre but I knew then that I was deeply drawn to the camaraderie at the Centre. I always loved being around my service users and colleagues. Over time, of course, I experienced ups and downs but I constantly reminded myself to hold onto my passion. The wish of Father Enea TAPELLA, PIME is to provide a dignified lifestyle for the minority with special needs, and that has been the direction and impetus for the Society in its work. I still remember that one year, during a retreat themed 'Right from the Heart', a colleague shared how one's heart is still full after each day of work.

Through this job, I have come to understand that there is no way of predicting the future — after all, we do not even know for sure how today will turn out. We cannot take for granted the people we meet in our lives, and for sure, the warmth I feel when accompanying our service users is something I will never forget. I wish to take this chance to thank the service users, encouraging colleagues, and tolerant and nurturing bosses who have been by my side and watched me grow. Let us continue to 'Take the Lead, Meet the Need with Love'!



(右4 / Right 4)

SQS分享會 - 提升員工對扶康會服務質素標準(SQS)的認識並分享服務單位執行情況
 SQS Sharing Session - the sharing session on the SQS enhanced staff members' understanding of the SQS requirements and shared good practices in implementing the SQS

員工培訓及發展 Staff Training and Development

學習模式的轉變 Flexible Training Mode in Response to the Coronavirus Pandemic

新型冠狀病毒病所引發之疫情對香港帶來前所未有的挑戰，受到社交距離措施所限，本會部分培訓課程改以網上或混合模式進行，繼續為本會各級員工提供培訓。

The coronavirus pandemic brought exceptional challenges to Hong Kong. In light of the infection control measures, some of the training programmes were delivered via online or hybrid learning modes to create a positive learning experience for our staff members.



多元化的培訓課程， 回應會方策略發展性項目 Diversified Training Programme in Response to Strategic Development

培訓部每年舉辦不同類型主題的培訓活動，以回應會方的策略發展和員工的訓練需要。應對服務使用者老齡化，本會舉辦一系列與高齡智障人士的照顧和健康相關的訓練，例如日常照顧及疾病護理、智障人士失智症評估及處理、口腔衛生、營養學、吞嚥及餵食等，以提升員工在照顧高齡服務使用者的知識和技巧。而個別訓練技巧工作坊、訓練成效評估工作坊、認識自閉症講座等，則讓前線員工掌握更多訓練和照顧學員的技巧。

In the past year, a series of diversified staff training programmes was organised in response to the strategic development of our Society and the training needs of our colleagues. In response to the ageing of our service users, a series of training programmes such as Caring for Elderly Persons with Intellectual Disabilities, Dementia Assessment for Persons with Intellectual Disabilities, Dental Care, Nutrition, Swallow and Feeding was organised to equip our staff with knowledge and skills to respond to the emerging needs of our ageing service users. Other training activities such as Workshops on Individual Training Skills, Outcome Assessment and Understanding of Autism were also held to enhance our colleagues' capacity in delivering training services and caring for our service users.

危機管理 - 員工學習危機管理概念、理論及實際的方法處理危機，並為應對疫情建立危機應對方案
 Crisis management - staff members learnt about the concepts, theories and hands-on applications relating to specific scenarios to do with the recent pandemic

此外，本會正積極地在所有智障服務單位應用「國際功能、殘疾和健康分類」系統 (ICF)，並通過相關培訓，加強專業及前線員工在認識、評估和應用方面的能力，讓他們能夠全面了解服務使用者的需要，策劃適切的介入計劃，並透過實証為本的成效檢討，持續提升服務的成效。

In addition, various workshops were held to enhance our colleagues' capacity in conducting holistic assessments and support the implementation of the 'International Classification of Functioning, Disability and Health' (ICF) framework in our services. The Society strives to enhance our service users' quality of life through the prioritisation of their needs, person-centred intervention plans and evidence-based service evaluation.

以圖片打開溝通之門 - 讓同事學習「圖片交換溝通系統」的知識和技巧，促進與服務使用者溝通的技巧
 PECS workshop - staff members participated in the Picture Exchange Communication System training workshop to learn skills to facilitate communication with our service users



醫護人員基本生命支援術課程 - 課程更新護理員工有關心肺復甦法技巧和哽塞處理的知識
 Basic Life Support Training - staff members participated in the Basic Life Support Training to refresh their knowledge and skills in adult CPR and choking management

營養講座 - 營養及健康講座讓員工掌握老齡化服務使用者的餐膳需要
 Nutrition Talk - staff members learnt more about the special dietary needs of ageing service users at the Nutrition Training Workshop



本會因應疫情特別舉辦「危機管理」工作坊，邀請專家指導本會管理級員工制定「危機管理」方式，以減低疫情爆發或其他危機對服務造成的負面影響。我們亦透過不同的講座，例如良好管治防貪講座、策略性計劃分享會、和服務質素標準分享會等，提升管理級員工的管理能力。

In view of the impact of the pandemic, an expert was invited to host 'Crisis Management' Workshops for our managerial staff and support us in developing a Crisis Management Plan in order to minimise the negative impact on our service delivery in times of crisis. The management competency of our managerial staff was enhanced through training activities such as Effective Corporate Governance Workshop, Strategic Planning Sharing Workshop, and Workshop on Service Quality Standards.



個別訓練工作坊－員工學習
個別訓練活動技巧，協助服務
使用者提升生活技能
Individual Training Workshop
- staff members acquired individual
training skills so as to help our
users learn life skills through
training programmes



ICF實務工作坊（專業同工篇）
－讓員工全面了解服務使用者的需要，策劃適切的介入計劃，
並透過實証為本的成效檢討，持續提升服務的成效
ICF workshop for professional staff - the workshop
enhanced staff members' ability to prioritise service
users' needs, prepare intervention plans and conduct
evidence-based service evaluation so as to enhance the
efficacy of our services

駕駛講座及評估－為保障服務使用者
的安全，本會定時安排司機參與駕駛講座
及安全評估、檢視司機駕駛技術和知識、
學習良好的駕駛態度
Pro-Social Driving and
Hazard Perception Skills
Training Course
- to ensure road safety, our
drivers attend regular driving
training and technique
assessments so as to enhance
their awareness of the
importance of having a proper
driving attitude



新入職員工導向工作坊
－新入職員工參與員工導向
工作坊，了解扶康會的服務
理念，增加對工作的投入感
New Staff Orientation
- staff members learnt about
the core values of Fu Hong
Society and reinforced their
commitment to the Society



新入職社工分享會－深化同事對扶康會認識，
了解新入職社工對機構發展和專業成長的期望
New social worker sharing session
- the sharing session further strengthened new
social workers' understanding of the Society.
They also shared their expectations of their
professional growth and agency development

海外交流活動 Overseas Training Activities

多年來，本會透過海外交流活動擴闊員工之國際視野，除鼓勵員工於國際會議上分享本會之服務經驗外，亦透過在世界各地的參訪和學習，提升員工的知識。然而本年因疫情所影響，外地交流活動被迫暫停，本會同工只能透過網上會議，繼續與不同專家交流經驗和心得，當中包括在巴西舉行第六屆ICF國際研討會和香港心理健康研討會2020。原定於2020年9月份在丹麥舉行康復服務會議，亦已改為於2021年9月以網上形式進行，本會八名員工將透過視像會議發表他們的文章。

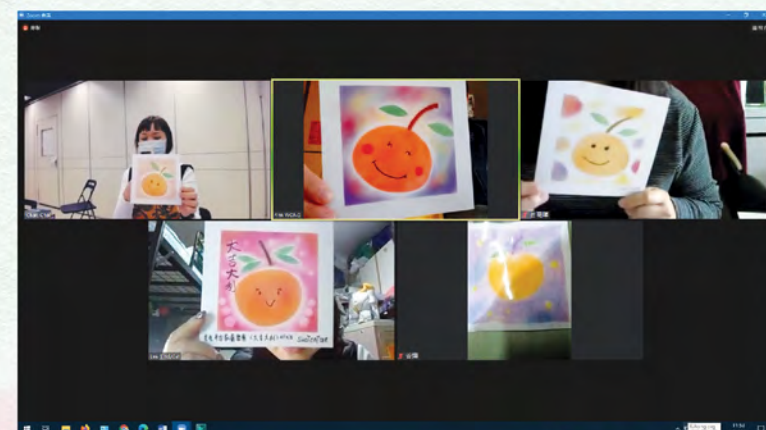
Throughout the years, the Society has supported its staff in exchange experiences and the acquisition of new knowledge through overseas training programmes. Our colleagues are also encouraged to share their work experience on global platforms. However, all overseas learning activities were suspended due to the impact of the pandemic. Our staff could only share their knowledge and experience with other experts through online conferences, such as the 6th International Symposium: ICF Education held in Brazil, as well as the Hong Kong Mental Health Conference 2020. The 24th Rehabilitation International World Congress in Denmark which was scheduled to be held in September 2020 was postponed to September 2021 and turned into a virtual conference because of the pandemic. Eight of our colleagues will present their papers and share them with overseas experts through the virtual meeting.

賽馬會創新社工力量 INNO Power@JC Fellowship for Social Workers

本會三名員工分別於2019年及2020年獲選為賽馬會創新社工力量的社工夥伴，他們與本會其他員工夥伴同行一同參與計劃安排的一系列培訓課程，策劃出三個創新的試驗服務計劃，並在香港賽馬會慈善信託基金的資助下，已展開相關服務計劃。

Three colleagues were elected as the social work fellows of INNO Power@JC Programme in 2019 and 2020 respectively. They went through a series of training together with the buddies from our Society. With the support of the Hong Kong Jockey Club, three pilot service projects applying their innovative ideas have been launched.

無憂寶·健園 - 以幼童的需要為中心並同時為患有抑鬱症的媽媽提供精神健康教育，讓雙方察覺自己的情緒，回應雙方情感的需要
InnoPower@JC Kids Kit Garden - assisting depressive mothers and their children to understand and respond to the emotional needs of each other



共生平台 - 鼓勵智障人士建立自主和自決的生活模式
InnoPower@JC: COCO-Living Platform - facilitating persons with intellectual disabilities to develop autonomy and independent living skills

兩個女人一個墟 - 利用朋輩支援的方式支援患有抑鬱症的女性
InnoPower@JC: WOMATE's Campaign - supporting women with depressive disorders by means of a buddy programme



扶康傳承：人才儲備及培訓計劃 Management Staff Development Programme

扶康傳承計劃以有系統的管理和領導能力培訓，培育優秀的員工成為機構未來的管理人才，以傳承機構的理念、使命、價值和策略的發展。於2016年及2018年分別推行第一及第二屆「扶康傳承：人才儲備及培訓計劃」，超過四十名管理及專業員工參加一系列為期十八個月的培訓課程。此培訓課程分別榮獲香港人力資源管理學會頒發「卓越人力資源獎」，及南華早報舉辦的「Classified Post HR Appreciation Awards 2020」培訓與發展優勝者獎，以表彰本會為專注於人才成長和發展的機構。

To nurture outstanding management staff in a systematic manner, and to realise the vision and mission of the Society while exercising effective corporate governance for its healthy and continued development, the Management Staff Development Programme was launched in 2016 and 2018 respectively. More than 40 high performing professional and management staff members were equipped with management competence in a well-structured 18-month training programme. This programme was awarded 'HKIHRM HR Excellence Award' and 'Classified Post HR Appreciation Awards 2020', granted by the Hong Kong Institute of Human Resource Management (HKIHRM) and the South China Morning Post respectively. The awards recognised our effort in supporting the growth and development of our staff.

扶康傳承：人才儲備及培訓計劃 - 計劃獲得南華早報 Classified Post HR Appreciation Awards 2020 優勝者獎
The programme was named the winner of the HR Best Practice in Training and Development award granted by SCMP Classified Post



扶康傳承：人才儲備及培訓計劃 - 計劃獲得「香港人力資源管理學會」頒發的「卓越人力資源獎」2019/20
The programme was awarded the Elite NGO Award of HKIHRM HK Excellence Awards 2019/20 granted by the Hong Kong Institute of HR Management



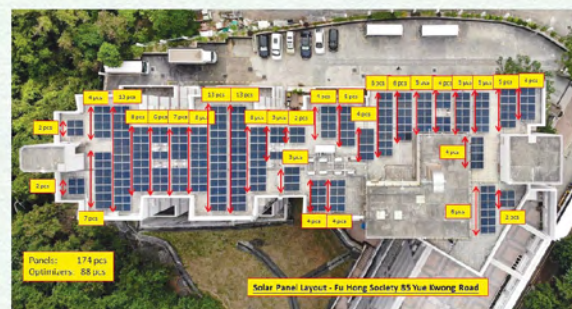
環境保護 Environmental Protection

為實行有效推行可持續發展的願景，本會設有環保政策，並積極履行保護環境的責任，與各員工共同實踐綠色生活。去年，本會應邀參加由香港賽馬會委託的「低碳想創坊」所推行的「賽馬會太陽能關愛計劃」，並在位於香港仔的扶康會康復中心天台安裝太陽能發電系統，成為十間先導計劃的社福機構之一。

In order to promote the vision of effective sustainable development, the Society has formulated an environmental protection policy, and actively fulfils its responsibility to protect the environment, practising the concept of green life together with all of its staff. Last year, the Society was invited to participate in the 'Jockey Club SolarCare Programme' conducted by the 'CarbonCare InnoLab', and was commissioned by the Hong Kong Jockey Club as one of the ten leading social welfare organisations with its installation of a solar power generation system on the rooftop of the FHS Rehabilitation Centre.

整個太陽能發電系統由「低碳想創坊」負責設計，並於康復中心東翼天台進行安裝，工程經相關政府部門審批後在2020年7月開展，於同年11月竣工，合共安裝了一百七十四塊太陽能發電板，保養服務合約至2033年，期間「低碳想創坊」和康復中心將按計劃協議共享賣電收益。

The entire solar power generation system was designed by the 'CarbonCare InnoLab' and installed on the roof of the east wing of the Rehabilitation Centre. The project was approved by the relevant government departments, commencing in July 2020 and completed in November the same year. A total of 174 solar power panels were installed. The maintenance service contract is up till 2033. During this period, the 'CarbonCare InnoLab' and the Rehabilitation Centre will share the revenue from the sale of electricity generated according to the agreement.



是次工程並安裝了174塊太陽能板
174 solar panels were installed
in this project

本會總幹事出席由「低碳想創坊」舉辦的分享會，與業界分享太陽能系統安裝的經驗
The Chief Executive Officer of the Society attended a sharing session organised by the 'Carbon Care InnoLab' to share the experience of solar system installation with the industry



高空拍攝下的太陽能發電系統
A bird's-eye view of the solar
power generation system



每塊太陽能板均朝向南方以務求攝取最高的太陽照射力
Each solar panel faces south in order to obtain the greatest amount of solar power

隨著工程完成，香港電燈有限公司於2020年12月23日正式掛錶，康復中心太陽能發電系統亦正式啟用。經過四個多月來的運作，系統已產出超過二萬六千度電，並獲得上網電價超過十萬港元。此計劃善用閒置空間及再生能源，減少污染之餘，同時把獲得的電價回購用於提升服務上，創造了雙贏！

With the completion of the project, the Hongkong Electric Co., Ltd. started to supply electricity on 23 December 2020, and the solar power generation system at the Rehabilitation Centre also started operating formally. In its first four months of operations, the system produced more than 26,000 kilowatt-hours of electricity, and the on-grid electricity value exceeded HK\$100,000. This plan makes good use of idle space and renewable energy to reduce pollution. At the same time, the amount of buy-back electricity obtained will enable the improvement of services, creating a win-win situation!

此外，綠化園藝亦是本會積極推動的環保項目，其中主要為輕度智障人士服務的輔助家舍—柔莊之家多年來持續善用循環再用物資，與服務使用者攜手打造園藝景致，利用棄置車胎、舊衣物、消防工程餘下的石柱等，經過精心設計和粉飾後，幻化成美侖美奐的種植裝置、栩栩如生的稻草人，及彷如迪士尼世界般的華麗城堡，透過身體力行，提升服務使用者的環保意識，美化家舍的同時，亦讓周邊居民領會廢物利用的可貴，園藝佈置更成為不少到訪人士的打卡熱點，美滿的成果傳遞著傳健共融的訊息。



In addition, greening and gardening are environmental protection projects actively promoted by the Society. Among them, Yau Chong Home, a Supported Hostel that mainly serves persons with mild intellectual disabilities, has made good use of recycled materials continuously for many years. Its staff and service users work together to create a garden landscape by using discarded tyres, old clothes and the stone pillars that were left over from a fire safety project. After careful design and decoration, they were transformed into beautiful garden features such as lifelike scarecrows and a gorgeous castle reminiscent of Disney World. Through their participation and involvement, our service users became more environmentally aware. At the same time, the surrounding residents also appreciated the value of waste utilisation in the beautification of the hostel. The 'garden' has become a photo-taking spot for many visitors, and the wonderful outcome is a message of disability inclusion in itself.



利用棄置車胎製成
色彩繽紛的種植裝置
Using discarded tyres
to make colourful
garden features



員工與服務使用者悉心打造園藝景致
Staff and service users carefully creating
the horticultural landscape in the garden



齊心協力把石柱裝飾得美侖美奐
Working together to decorate the stone pillars



藉稻草人推廣「香港最佳老友」運動，宣揚傷健共融訊息
Using scarecrows to promote the 'HONG KONG BEST BUDDIES'
Movement and the message of disability inclusion

今年年初，本會管理層成立了工作小組，檢視相關的政策、指引、措施及成效，並制定工作計劃以達致持續推動環境保護的目標。

At the beginning of this year, the management of the Society set up a working group to review relevant policies, guidelines, measures and their effectiveness, and formulate work plan as to achieving the goal of promoting environmental protection continuously.