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機構管治

Corporate Governance



董事局主席報告 Council Chairman's Report

一直以來，扶康會本著「以求為導、以愛同行」的服務精神，為殘疾人士提供適切的康復服務，並致力推動社會共融，現時本會有七十多個服務單位隸屬不同服務類別及計劃，服務大概四千多名殘疾人士，面對日漸嚴謹的法規要求，社會大眾期望，在緊絀的資源下，我們仍然努力不懈，迎難而上。

Fu Hong Society (FHS) has always been steadfast in providing appropriate rehabilitation services to persons with disabilities and striving to advocate social inclusion by upholding the spirit of 'Your Need is the Lead, Walk together with Love'. Currently, we have more than 70 service units under different service categories and programmes serving more than 4,000 persons with disabilities. In the face of increasingly stringent compliance requirements, public expectations and limited resources, we continue to work tirelessly to overcome the challenges facing the Society today.



林小玲女士 MH
Ms. LAM Siu Ling MH



革新機構管治 Improving Corporate Governance

重組服務架構

Revamping Organisational Structure

會方的服務架構重組方案經廣泛諮詢及討論後，已於2024年1月正式推行。按不同服務類別劃分管理範圍，包括護理院舍、日間中心暨宿舍、社區支援服務、職業康復服務、社區精神健康服務等。新架構可使服務運作更暢順及更具效率，促進同事能在專業方面進一步鑽研、發展專才，以致服務質素既得以提升，也改善表現績效。重組也有助集中推動策略計劃，聚焦服務類型進行靈活應對，有助產生協同效益，長遠有利服務發展。

After extensive consultation and discussion, the organisational structure revamp was officially implemented in January 2024. The management scope is now divided according to different service categories, including Care and Attention Homes, Day Activity Centres, Community Support Services, Vocational Rehabilitation Services and Community Mental Health Services. The new structure streamlines service operations, boosting efficiency and encouraging colleagues to deepen their expertise in specific professional areas. This leads to improved service quality and enhances overall performance. The revamped structure also allows for more focus on the execution of strategic plans, various service types and agile response. These measures will generate synergy and prove advantageous for long-term service development.



執行內部審計

Implementing Internal Audit

為強化機構管治，內部審計經理定期對內部監控系統作出獨立分析及評估。2023/24 年度，審計經理檢討了主要工程的招標程序及資助服務的服務水平。審計的執行能確保現有的控制措施恰當到位，並且符合法規和程序。此外，審計經理已對過往項目，包括康融服務有限公司及籌款活動進行跟進檢討，以確保所有建議均得到妥善落實。

To strengthen corporate governance across the board, the Internal Audit Manager analyses and evaluates the organisation's internal control system on a regular basis. In 2023/24, internal audits were carried out to review the tender process for major works and the standard of service in subsidised services. The internal control system and audit ensure that the controls in place are adequate, and that regulations and procedures are followed in all respects. In addition, follow-up reviews of completed projects, including Hong Yung Services Limited and fundraising activities, have been carried out to ensure that all recommendations were implemented properly.



加強風險管理

Enhancing Risk Management

為應對服務運作上可能出現的危機，有效地控制或降低風險，確保機構持續穩定發展，管理層委托專業的風險管理顧問採取一系列行動，包括對管理人員進行培訓，講解風險管理流程、政策和程序，走訪各服務單位，進行風險管理審查及訓練，並審視單位風險登記冊及企業風險登記冊，評估已識別的風險及風險處理的應變計劃和行動，與負責職員進行會議，討論緩解行動。一系列的舉措有效將風險緩減至可控水平。

To effectively address potential service operation crises, control and reduce risks, and ensure the sustainable and stable development of the Society, the Management has engaged a risk management consultant to undertake a range of actions. These include conducting training sessions for management staff to familiarise them with the risk management process, policies and procedures. Risk management health checks and training have also been conducted at selected sites to ensure the effective implementation of risk management practices. Additionally, the consultant has reviewed the Unit Risk Register and Corporate Risk Register, assessing identified risks, and evaluating contingency plans and actions for risk management. Furthermore, meetings have been held with the relevant staff members to develop specific mitigation action plans. Such collective measures have been implemented to effectively mitigate risks and maintain them at a manageable level.



服務與時並進

Upkeeping Service Development

本會獲香港賽馬會慈善信託基金撥款一千四百多萬港元，進行葵興職業發展中心現代化工程，並於2024年2月竣工，透過裝修和改善設備，期望以新服務模式、新形象投入服務。本計劃將與本地大學及另外三間機構合作，進行研究，檢視並為本港殘疾人士職業發展現代化服務模式提供參考。另外，蒙獎券基金資助，本會推行「優化職業健康服務試驗計劃」，為期兩年的計劃已經於2023年中啟動，按學員的興趣及能力提供階梯式的多元化訓練及就業機會，讓學員選擇與其興趣、能力和天賦相稱的培訓模式，為未來的職業發展做好準備。

FHS has received a grant of over HK\$14 million from the Hong Kong Jockey Club Charities Trust for the modernisation project of the Kwai Hing Vocational Development Centre. Completed in February 2024, the project involved renovating and upgrading facilities to introduce a new service model with a fresh image. We have also collaborated with local universities and three other organisations to conduct research, reviewed existing practices and provided reference for the modern service model of vocational development of persons with disabilities in Hong Kong. Furthermore, with funding support from the Lotteries Fund, the Society launched the 'Pilot Project on Enhancing Vocational Rehabilitation Services'. This two-year project, which began in the mid-2023, offers a diversified training programme and employment opportunities tailored to the interests and abilities of the trainees, allowing them to choose training modules that fit their interests, abilities and talent to better prepare them for future career development.

深化應用「國際功能、殘疾和健康分類」系統

Deepening Implementation of 'International Classification of Functioning, Disability and Health' (ICF) Framework

本會繼續深化「國際功能、殘疾與健康分類」系統 (ICF) 的應用，注重服務使用者的優勢、能力、意願及強項，並以「樂活老齡」及跨專業合作為服務框架，為服務使用者提供一站式的照顧、訓練、社交及康樂服務。年度內工作小組舉行多次會議，討論 ICF 在個案管理的應用，為服務單位提供到戶培訓，介紹 ICF 基礎知識，推行防跌運動計劃等。對外方面，本會亦為其他友好社會機構及澳門扶康會舉行工作坊，並到訪台灣交流，探討 ICF 框架未來的發展路向與應用。

The Society has made significant strides in enhancing the implementation of the 'International Classification of Functioning, Disability and Health' (ICF) framework, with a focus on recognising the strengths, abilities, desires and capabilities of service users. Embracing the active ageing model and fostering multi-disciplinary cooperation, the Society aims to provide comprehensive care, training, social engagement and recreational activities in a one-stop mode. Throughout the year, task force meetings have been held to discuss the integration of ICF in case management, while on-site training sessions have been organised to familiarise service units with the fundamental principles of ICF. Additionally, the task force coordinated a series of fall prevention training sessions and programmes. In terms of collaboration with external parties, the Society has organised workshops for fellow social welfare organisations and the Fuhong Society of Macau. Furthermore, an exchange visit to Taiwan was arranged to explore future developments and applications of the ICF framework.



體現樂活老齡

Establishing an Active Ageing Model

因應日益增加的老齡化服務使用者的照顧需要，本會積極推展「樂活老齡」服務模式，運用樂齡科技產品，配合專職團隊的幫助，支援高齡服務使用者，應對老化過程的挑戰。例如開設防跌運動班，透過肌力強化訓練，改善步履穩定性，預防跌倒；又以輔助器材，改善院舍環境以減低跌倒風險。針對高齡服務使用者吞嚥機能及溝通技能減退的問題，本會的言語治療師會作出評估及提供治療，並指導軟餐製作，努力為服務使用者帶來正面的改變。

To address the growing care needs of ageing service users, FHS has taken proactive measures to establish an active ageing service model. This model utilises Gerontech products and engages allied health workers to provide support to the elderly and individuals with disabilities in navigating the challenges of the ageing process. One such initiative includes organising anti-pedestal exercise classes aimed at enhancing gait stability and preventing falls through muscular strength training. Additionally, Gerontech products have been incorporated to enhance the residential environment and reduce the risk of falls. In view of the deterioration of swallowing and communication abilities among elderly service users, our speech therapists conduct assessments, deliver treatment and provide guidance in the preparation of soft meals for their well-being.

開展晚晴服務

Launching End-of-Life Care Service

本會獲得香港賽馬會慈善信託基金撥款資助推展晚期病患者照顧服務，期望計劃能提升服務使用者的晚期生活質素、增加員工及家屬對晚期照顧的了解，及推動社會認識和接受殘疾人士在晚期照顧方面的需要，幫助服務使用者舒適地走完人生最後的道路，達致安然善別。整個計劃已於2024年8月全面展開。

FHS has received funding from the Hong Kong Jockey Club Charities Trust to facilitate the development of caring services for individuals in the final stage of their illness. The project aims to enhance the quality of life for service users during this crucial phase while fostering a deeper understanding of terminal care among staff members and family members. Additionally, the initiative seeks to raise community awareness and acceptance of the unique terminal care needs of individuals with disabilities. The Society was fully engaged and the programme was launched in August 2024.



營辦新服務單位 Operating New Service Units



本會獲社會福利署甄選，營辦位於新界古洞北的福利服務項目，分別為一間展能中心暨嚴重智障人士宿舍 — 扶康會古洞成人訓練中心；以及一間嚴重殘疾人士護理院 — 扶康會古洞之家。裝修工程順利完成後，項目已於 2024 年 9 月推行首階段的服務，古洞之家將率先接納第一批的服務使用者；於同年 10 月，古洞成人訓練中心亦相繼投入服務。中心內運用先進的科技設備及智能系統，幫助服務使用者進行訓練，以及提升住宿環境質素，讓服務使用者住得更舒適和安全。

FHS has been entrusted by the Social Welfare Department to operate a newly established welfare service project in Kwu Tung North, New Territories. This project encompasses two key components: the Fu Hong Society Kwu Tung Adult Training Centre, which serves as a day activity centre-cum-hostel for severely mentally handicapped persons, and the Fu Hong Society Kwu Tung Home, which operates as a care and attention home for severely disabled persons. Following the completion of renovation works, the project has commenced the first phase of service in September 2024, with the Kwu Tung Home accepting the first batch of service users, followed by the Kwu Tung Adult Training Centre in October of the same year. Both service units are equipped with cutting-edge technological equipment and intelligent systems to facilitate the training and development of service users while concurrently enhancing the quality of the residential environment.

向可持續進發 Supporting Sustainable Development

積極響應環保 Promoting Environmental Protection

本會對推行環境保護不遺餘力，把環保概念融入機構運作，推動健康生活及可持續發展。因應都市固體廢物收費計劃，本會已為各服務單位協辦環保講座，為日後落實垃圾收費做好準備，讓同工加深對措施的了解，在服務運作上作相應配合。透過興趣班活動，例如環保園藝工作坊、製作天然護膚品等，推動環保概念應用在日常生活。服務單位亦將環保教育安排在活動中，培養服務使用者的環保生活習慣。2024 年 3 月本會獲得香港人力資源管理學會頒發「環境、社會與管治措施獎」銀獎，表揚本會在推行環境保護、社會及企業管治措施上作出的努力。

The Society is fully committed to environmental protection, and integrating sustainable concepts into its operations to promote healthy living and sustainable development. In anticipation of the Municipal Solid Waste Charging Scheme, the Society co-organised community talks for service units to ensure preparedness for its implementation. These talks aimed to enhance staff members' understanding of the measures and facilitate the required arrangements in service operations. To promote environmental protection ideas in daily life, the Society conducted interest-based activities such as green gardening workshops and natural skincare product-making sessions. The service units have also included environmental education in their programmes to cultivate green living habits among service users. In recognition of the Society's efforts in implementing environmental protection, social responsibility and corporate governance initiatives, it was awarded the Silver Award of the ESG (Environmental, Social and Governance) Initiatives Award by the Hong Kong Institute of Human Resource Management in March 2024.



舉行步行籌款 Fundraising Walkathon

為持續發展及營運本會非資助項目，包括有特殊需要兒童服務、智障人士小型家舍、社區共融計劃，本會於 2023 年 12 月在青衣海濱公園舉辦慈善步行籌款活動，共有超過六百名參加者熱烈響應，包括來自各單位的服務使用者、學校、團體及企業伙伴，一同身體力行，響應「同心齊舉步，邁進共融路」，透過參與活動，於社會上營造「接納不同、樂建共融」的文化。

To ensure the sustainability of our non-subsidised services which encompass services for children with special needs, Casa Famiglia Services and Social Inclusion Programmes, we organised a charity walkathon at the Tsing Yi Promenade in December 2023. The walkathon saw an impressive turnout, with over 600 participants, including service users, schools, organisations and corporate partners, all coming together to embrace the spirit of 'WALK together on the path to Inclusion'. By holding this inclusive event, we reaffirmed our commitment to fostering a culture of acceptance, diversity and harmonious integration.

栽培員工發展 Nurturing Staff Development



為改進服務質素，本會持續裝備員工，提供各樣的訓練機會。為掌握大灣區殘疾人服務的狀況，瞭解當地社會現況及未來的發展方向，促進與當地服務團體之經驗交流，本會於 2024 年 3 月舉辦了大灣區殘疾人士服務交流團。參加者包括新晉管理人員及年輕社工，一同參觀了廣州及東莞多間康復機構及單位，與當地同工進行交流學習。交流活動加強了會方與國內康復機構的連繫，為日後本會在大灣區發展打下扎實的基礎。

To continuously enhance the quality of our services, we prioritise equipping our staff with the necessary knowledge and skills through various training opportunities. In March 2024, FHS organised an exchange tour focused on disabled services in the Greater Bay Area. This tour aimed to foster a deeper understanding of the local community, future development and services for persons with disabilities. Participants, including newly promoted managers and social workers, visited rehabilitation institutions and service units in Guangzhou and Dongguan. They exchanged professional knowledge and practical experiences with counterparts in the Mainland. This exchange activity not only strengthened our connections with rehabilitation institutions in the Greater Bay Area, but also laid a solid foundation for our future development in the region.

為促進對社區精神健康服務的認識，包括服務政策及不同服務的運作模式，提升專業知識及實踐工作技巧，協助本會服務發展，本會同工於 2023 年 12 月參與了在澳門舉行的社區精神健康服務交流團。透過培訓及交流活動，同工的知識領域得到提升，亦促進了精神健康服務團隊的合作及溝通。

In December 2023, our colleagues participated in the Community Mental Health Service Exchange Tour held in Macau. The objective of this tour was to promote understanding of community mental health services, including service policies and operation modes in different contexts. Through this training and exchange activity, staff members' knowledge was enhanced, and cooperation and communication among mental health service teams were facilitated.



總結 Concluding Thoughts

服務使用者的老齡化，其健康狀況日漸複雜，以及服務法規日漸增多，本會將審慎應對隨之而來的挑戰，有效運用資源，在人力配置、環境設施，及服務運作等方面持續作出改進，用心照顧服務使用者，使其能夠在一個滿有關愛、安穩與舒適的環境下生活。展望未來，我們亦會繼續與各持份者並肩同行，讓殘疾人士全面發展潛能，在家庭和社會裏獲得理想的生活質素。

我很榮幸能夠與會長、副會長、神師，以及眾委員一同共事，並感謝他們在各專業領域上對本會的支持和貢獻。同時，本人謹代表董事局感謝全體員工克盡己任，充分發揮協同效應及專業精神。

最後，本人謹代表扶康會衷心感謝中央人民政府、香港特區政府、獎券基金、香港賽馬會慈善信託基金、社區投資共享基金，捐助本會的團體和社區人士，以及所有義工的熱心支持和慷慨解囊。本會將繼續堅定履行使命、實現願景，並與政府及社會各界竭誠以殘疾人士的福祉為依歸，締造傷健共融的關愛社會。

As our service users age and their health conditions become more complex, along with increasing compliance requirements, we are committed to addressing the challenges prudently. By utilising resources effectively, we make continuous improvements in terms of manpower arrangements, the environment, facilities and service operations to take proper care of our service users wholeheartedly, enabling them to live in a caring and comfortable environment. Looking ahead, we will continue to work hand in hand with all stakeholders to support persons with disabilities in fully developing their potential and achieving a desirable quality of life, both at home and in society.

I am deeply honoured to work with our President, Vice Presidents, Spiritual Adviser, and members of the Committees and Advisory Panels. I am grateful for their support and selfless dedication to the Society in their respective areas of expertise. On behalf of the Council, I would also like to express appreciation to all our staff for making their utmost efforts to carry out their duties, and demonstrating in real terms the value of synergy and professionalism.

Lastly, on behalf of the Society, I would like to extend heartfelt gratitude to the Central People's Government, Government of the Hong Kong Special Administrative Region, the Lotteries Fund, The Hong Kong Jockey Club Charities Trust, Community Investment and Inclusion Fund, all donors, individuals, organisations, and volunteers for their unwavering support and generous donations. We will work determinedly to accomplish our mission and realise our vision. Together with the concerted efforts of the Government and the public, we will continue to strive for the optimal well-being of persons with disabilities, and build a truly caring and inclusive society.



機構管治架構

Corporate Governance Structure

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

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

扶康會
會員大會
FHS General Meeting

會長
President

副會長
Vice Presidents

董事局
Council

備註 Notes:

1. 服務監察委員會亦監督四個區域小組委員會。
The Services Monitoring Committee also oversees four Regional Sub-Committees.
2. 相關公司為「康融服務有限公司」及「友愛之家協會有限公司」，其董事局委員必須為扶康會董事局委員 / 神師，全屬非受薪董事。
Related companies are 'Hong Yung Services Limited' and 'Agape Society Limited'; their Council members must be the Council members of Fu Hong Society / Spiritual Adviser, and they all serve without any remuneration.

扶康會委員會 Committees of Fu Hong Society

常設委員會

Standing Committee

- 審核委員會
Audit Committee

常設委員會

Standing Committees

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

顧問小組 (非常設)

Advisory Panels (non-standing)

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

相關公司董事局²

Councils of Related Companies²

多元化康復服務³ Multifaceted Rehabilitation Services³

- 住宿服務
Residential Services
- 扶康家庭服務⁴
Casa Famiglia Services⁴
- 日間訓練服務
Day Training Services
- 護理及專職醫療服務
Nursing and Allied Health Services
- 職業康復及發展服務
Vocational Rehabilitation and Development
Services
- 社會企業
Social Enterprises
(透過康融服務有限公司管理)
(Managing through Hong Yung Services
Limited)
- 殘疾人士社區支援服務
Community Support Services for Persons
with Disabilities
- 自閉症及發展障礙支援服務
Autism Spectrum Disorders and
Developmental Disabilities Support Services
- 家庭支援服務
Family Support Services
- 社區精神健康服務
Community Mental Health Services
- 扶康會「香港最佳老友」運動·
屯天共融網絡
FHS 'BEST BUDDIES HONG KONG'
Movement · Tuen Tin Inclusive Network
- 共融藝術計劃
Inclusive Arts Project

3. 扶康會於1978年註冊成為擔保有限公司，一直致力提供多元化康復服務，積極為殘疾人士及其家人的需要而努力。現時，本會大部分的服務均由社會福利署資助。服務詳情載於本年報第53至110頁。

Since 1978, Fu Hong Society, a company limited by guarantee, has begun providing multifaceted services to address the needs of persons with disabilities and their families. The majority of services are now funded by Social Welfare Department. Service details are shown on pages 53 to 110 of this Report.

4. 扶康家庭服務是本會其中一項自負盈虧服務，現時獲香港賽馬會慈善信託基金資助部分經費。

The Casa Famiglia Services is one of the Society's self-financed projects, and it is now partially funded by the Community Project Grant of the Hong Kong Jockey Club Charities Trust.



機構管治成員 Corporate Governance Members

贊助 Patron

香港特別行政區行政長官
李家超先生 大紫荊勳賢, SBS, PDSM, PMSM
Chief Executive of HKSAR
The Honourable
John KC LEE GBM, SBS, PDSM, PMSM



神師 Spiritual Adviser



方叔華神父 PIME, BBS
Fr. BONZI Giosuè Giovanni
PIME, BBS

會長 President



葉恩明醫生 JP
Dr. IP Yan Ming JP

副會長 Vice President



王淦基醫生 JP
Dr. WONG Kam Kee Simon JP

副會長 Vice President



許宗盛先生 GBS, MH, JP
Mr. HUI Chung Shing
Herman GBS, MH, JP

副會長 Vice President



林余佩馨女士
Mrs. LAM YUE Pui Hing
Eleanor

副會長 Vice President



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

主席 Chairman



林小玲女士 MH
Ms. LAM Siu Ling MH

副主席 Vice Chairman



錢國強先生
Mr. CHIEN Kwok Keung
Kenny

義務秘書 Hon Secretary



陳曉峰先生 BBS, MH, JP
Mr. CHAN Hiu Fung
Nicholas BBS, MH, JP

義務司庫 Hon Treasurer



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



 董事局委員 Council Members



李百灝先生 MBE, JP
Mr. LI Pak Ho MBE JP



盧萬珍博士
Dr. LO Man Chun



陳達文先生
Mr. CHAN Tat Man



冼權鋒教授 MH
Prof. SIN Kuen Fung MH



李春霖先生
Mr. LEE Chun Lam



施家殷先生 MH
Mr. SZE Kyran MH



胡君仲先生
Mr. WU Kwan Chung



蔡惠琴女士 JP
Ms. CHOI Wai Kam JP



黃光磊先生
Mr. WONG Kwong Lui



徐慕菁醫生
Dr. CHUI Mo Ching Eileena



簡聚坤醫生
Dr. KAN Chui Kwan



吳錫汶女士
Ms. NG Shik Man Illya



李燕瓊教授
Prof. LEE Yin King

榮譽法律顧問 Hon Legal Adviser

梁肇漢律師樓
Messrs. S H Leung & Co

核數師 Auditor

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



委員會及顧問小組委員 Committee and Advisory Panel Members



(截至 As at 30/6/2024)

	常設委員會 Standing Committees							顧問小組 (非常設) Advisory Panels (non-standing)					相關公司 Related Companies		
	AC	BD&MC	F&IC	HRC	NC	PDC	SMC	TC	BB HK	CM HS	CR & D	I&CT	SO HK	Agape	HYS
林小玲女士, MH Ms. LAM Siu Ling, MH 															
錢國強先生 Mr. CHIEN Kwok Keung Kenny															
陳曉峰先生, BBS, MH, JP Mr. CHAN Hiu Fung Nicholas, BBS, MH, JP															
李百灝先生, MBE, JP Mr. LI Pak Ho, MBE, JP															
林振敏先生, SBS, QFSM, CPM Mr. LAM Chun Man Anthony, SBS, QFSM, CPM															
盧萬珍博士 Dr. LO Man Chun															
陳達文先生 Mr. CHAN Tat Man															
冼權鋒教授, MH Prof. SIN Kuen Fung, MH															
李春霖先生 Mr. LEE Chun Lam															
施家殷先生, MH Mr. SZE Kyran, MH															
胡君仲先生 Mr. WU Kwan Chung															
蔡惠琴女士, JP Ms. CHOI Wai Kam, JP															
黃光磊先生 Mr. WONG Kwong Lui															
徐慕菁醫生 Dr. CHUI Mo Ching Eileena															
簡懇坤醫生 Dr. KAN Chui Kwan															
吳錫汶女士 Ms. NG Shik Man Illya 															
李燕瓊教授 Prof. LEE Yin King															
方叔華神父, PIME, BBS Fr. BONZI Giosuè Giovanni, PIME, BBS 															
吳文堅先生 Mr. NG Man Kin															
馮子華先生 Mr. FUNG Tze Wa Andy															
伍大城先生 Mr. NG Tai Sing Jonathan															
劉志強博士 Dr. LAU Chi Keung															
鄧華耀先生 Mr. TANG Wah Yiu Keith															

董事局成員 Council Members



-  董事局主席
Council Chairman
-  委員會 / 顧問小組主席
Committee /
Advisory Panel Chairman
-  委員會 / 顧問小組委員
Committee /
Advisory Panel Member
-  董事局代表
Council Representative
-  神師
Spiritual Adviser
-  服務使用者家長 / 家屬
Parent / Family Member
of Service User

	常設委員會 Standing Committees								顧問小組 (非常設) Advisory Panels (non-standing)							
	AC	BD&MC	F&IC	HRC	NC	PDC	SMC	TC	BBHK	CMHS	CR&D	I&CT	SOHK			
王健安先生 Mr. WONG Kin On Leo																
蔡俊明先生 Mr. CHOI Chun Ming																
李世昌先生 Mr. LI Sai Cheong Barry																
林國偉先生 Mr. LAM Kwok Wai Denny																
盧華基先生 Mr. LO Wa Kei Roy																
吳遠興先生 Mr. NG Yuen Hing Charles																
翁偉誠先生 Mr. YUNG Wai Shing Vincent																
王明燦醫生 Dr. WONG Ming Cheuk Michael																
鄭建中先生 Mr. CHENG Kin Chung																
陳靖逸先生 Mr. CHAN Ching Yat Roy																
林伊利女士 Ms. LAM Yee Li Elaine																
王陳芝英女士  Mrs. WONG CHEN Chi Ying																
石楊小玲女士  Mrs. SHEK YEUNG Siu Ling																
梁郭淑燕女士  Mrs. LEUNG KWOK Sok Yin																
鄧婉華女士  Ms. TANG Yuen Wah																
陳淑芬女士 Ms. CHAN Suk Fan Anita																
鄭寶儀女士 Ms. CHENG Po Yee Ivy																
陳芳女士  Ms. CHAN Fong Nui																
陳惠芳女士 Ms. CHAN Wai Fong Christina																
陳麗英女士  Ms. CHAN Lai Ying																
陸慧妍女士 Ms. LUK Wai Yin Becky																
陸亞芳女士  Ms. LUK Ah Fong																
陳煒國先生 Mr. CHAN Wai Kwok Kenneth																
黃於唱教授 Prof. WONG Yu Cheung																
郭鍵勳博士, BBS, JP Dr. KWOK Kin Fun, BBS, JP																

- AC 審核委員會
Audit Committee
- BD&MC 建築拓展及
維修委員會
Building Development
and Maintenance
Committee
- F&IC 財務及投資委員會
Finance and Investment
Committee
- HRC 人力資源委員會
Human Resources
Committee
- NC 提名委員會
Nomination
Committee
- PDC 策劃及發展委員會
Planning and
Development
Committee
- SMC 服務監察委員會
Services Monitoring
Committee
- TC 招標委員會
Tender Committee
- BBHK 「香港最佳老友」
運動顧問小組
Advisory Panel on
'BEST BUDDIES
HONG KONG'
Movement
- CMHS 社區精神健康服務
顧問小組
Advisory Panel on
Community Mental
Health Services
- CR&D 機構傳訊及資源
發展顧問小組
Advisory Panel on
Corporate
Communications
and Resources
Development
- I&CT 資訊及通訊科技
顧問小組
Advisory Panel on
Information and
Communication
Technology
- SOHK 港外服務顧問小組
Advisory Panel on
Services Outside
Hong Kong
- Agape 友愛之家協會
有限公司董事局
Council of Agape
Society Limited
- HYS 康融服務有限公司
董事局
Council of Hong Yung
Services Limited

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

(截至 As at 30/6/2024)



中區及南區
Central & Southern

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

梁郭淑燕女士 Mrs. LEUNG KWOK Sok Yin	怡諾成人訓練中心家長代表 Parent Representative of RCYLATC		
陸亞芳女士 Ms. LUK Ah Fong	義務委員 Volunteer Member		
張李雪英女士 Mrs. CHEUNG LEE Suet Ying	怡諾成人訓練中心家長代表 Parent Representative of RCYLATC		
林麗娟女士 Ms. LAM Lai Kuen	思諾成人訓練中心家長代表 Parent Representative of RCSLATC		
羅澤源先生 Mr. LAW Chak Yuen	毅信之家家長代表 Parent Representative of RCNSH		
張淑賢女士 Ms. CHEUNG Shuk Yin	毅誠工場服務使用者代表 Service User Representative of RCNSW		
封嘉泰先生 Mr. HONG Kar Tai	悅群之家服務使用者代表 Service User Representative of RCYKH		
嚴偉祥先生 Mr. YIM Wai Cheung	悅智之家家屬代表 Family Member Representative of RCYCH		
尹敬深先生 Mr. WAN King Sum Alexander	悅行之家家屬代表 Family Member Representative of RCYHH		
吳婉冰女士 Ms. NG Yuen Ping	康晴天地會員代表 Member Representative of SC		
蕭嘉鑾先生 Mr. SIU Ka Lau	康晴天地家屬代表 Family Member Representative of SC		
王陳芝英女士 Mrs. WONG CHEN Chi Ying	清蘭之家家長代表 Parent Representative of CLH		
王國才先生 Mr. WONG Kwok Choi	秦石成人訓練中心 / 禾輦成人訓練中心家長代表 Parent Representative of CSATC / WCATC		
阮林瓊娜女士 Mrs. YUEN LAM King Na	靄華之家家長代表 Parent Representative of OWH		
馮布玉娟女士 Mrs. FUNG PO Yuk Kuen	順利成人訓練中心家長代表 Parent Representative of SLATC		
黃德裕先生 Mr. WONG Tak Yu	順利成人訓練中心家長代表 Parent Representative of SLATC		
區美琮女士 Ms. AU Mei King	興華成人訓練中心家長代表 Parent Representative of HWATC		
石少蓮女士 Ms. SHEK Siu Lin	興華成人訓練中心家長代表 Parent Representative of HWATC		
李祖銘先生 Mr. LEE Cho Ming	興華成人訓練中心家長代表 Parent Representative of HWATC		
洪輝卿女士 Ms. HUNG Sim Hing	樂華成人訓練中心家長代表 Parent Representative of LWATC		
張周惠芳女士 Mrs. CHEUNG CHOW Wai Fong	秦石成人訓練中心 / 禾輦成人訓練中心家長代表 Parent Representative of CSATC / WCATC		
伍錦源先生 Mr. NG Kam Yuen	啟悅成人訓練中心家長代表 Parent Representative of KTKYATC		
葉麗華女士 Ms. YIP Lai Wah	啟悅成人訓練中心家長代表 Parent Representative of KTKYATC		
王銀娜女士 Ms. WONG Ngan Na	啟康之家家長代表 Parent Representative of KTKKH		
黃惠雲女士 Ms. WONG Wai Wan	啟康之家家長代表 Parent Representative of KTKKH		

鄧婉華女士 Ms. TANG Yuen Wah	澤安成人訓練中心家長代表 Parent Representative of COATC		
陳麗英女士 Ms. CHAN Lai Ying	賽馬會石圍角工場家長代表 Parent Representative of JCSWKW		
黃漢龍先生 Mr. WONG Hon Lung	澤安成人訓練中心家長代表 Parent Representative of COATC		
張美芬女士 Ms. CHEUNG Mei Fan	上李屋成人訓練中心家長代表 Parent Representative of SLUATC		
林月英女士 Ms. LAM Yuet Ying	上李屋成人訓練中心家長代表 Parent Representative of SLUATC		
韓周衛文女士 Mrs. HON CHOW Wai Man	麗瑤之家家長代表 Parent Representative of LYH		
嚴汝洲先生 Mr. YIM Yu Chau	麗瑤之家家長代表 Parent Representative of LYH		
鄺坤儀女士 Ms. KWONG Kwun Yee	麗瑤成人訓練中心家長代表 Parent Representative of LYATC		
麥耀寶先生 Mr. MAK Yiu Po	麗瑤成人訓練中心家長代表 Parent Representative of LYATC		
林亞妹女士 Ms. LAM Ah Mui	長康之家家長代表 Parent Representative of CHH		
湯戴夏萍女士 Mrs. TONG TAI Ha Ping	長康之家家長代表 Parent Representative of CHH		
何思敏女士 Ms. HO Sze Man	祖堯成人訓練中心家長代表 Parent Representative of CYATC		
黎惠英女士 Ms. LAI Wai Ying	長沙灣成人訓練中心 / 友愛之家家長代表 Parent Representative of CSWATC / FTH		
羅翠雲女士 Ms. LAW Tsui Wan	長沙灣成人訓練中心 / 友愛之家家長代表 Parent Representative of CSWATC / FTH		
羌黃潔嫻女士 Mrs. KEUNG WONG Kit Han	葵興職業發展中心家長代表 Parent Representative of KHVDC		
莫徐潔靈女士 Mrs. MOK CHUI Kit Ling	葵興職業發展中心家長代表 Parent Representative of KHVDC		
石楊小玲女士 Mrs. SHEK YEUNG Siu Ling	義務委員 Volunteer Member		
陳秀蘭女士 Ms. CHAN Sau Lan	天水圍地區支援中心家長代表 Parent Representative of TSWDSC		
鄧全妹女士 Ms. TANG Chuen Mui	天耀之家家長代表 Parent Representative of TYH		
丘新麗女士 Ms. YAU Shu Lai	天耀之家家長代表 Parent Representative of TYH		
王冠達先生 Mr. WONG Kun Tat	山景成人訓練中心家長代表 Parent Representative of SKATC		
戴志雲先生 Mr. TAI Chi Wan	山景成人訓練中心家長代表 Parent Representative of SKATC		
陳日喜女士 Ms. CHAN Yat Hee	良景成人訓練中心家長代表 Parent Representative of LKATC		
張志偉先生 Mr. CHANG Chi Wai Kelvin	潔康之家家長代表 Parent Representative of KHH		
黃進第先生 Mr. WONG Chun Tai	潔康之家家長代表 Parent Representative of KHH		
胡潔玲女士 Ms. WU Kit Ling	柔莊之家家長代表 Parent Representative of YCH		
魏婉玲女士 Ms. NGAI Yuen Ling	柔莊之家家長代表 Parent Representative of YCH		

機構管治工作 Corporate Governance Practices

本會遵照《公司條例》要求和實施社會福利署（社署）推行的《最佳執行指引》，力求達致高水平的機構管治，以確保對各持份者負責。此部分總結了本會於 2023/24 年度的機構管治工作概況。

The Society complies with the 'Hong Kong Company Ordinances' and the 'Best Practices Manual' of the Social Welfare Department (SWD) to maintain high corporate governance and stakeholder accountability standard. Below is a summary of the corporate governance practices of the Society in 2023/24.

管治架構

Governance Structure

扶康會的管治架構嚴謹而有效，本會董事局負責監督機構事務，並承擔整體和最終責任。董事局由來自不同專業領域的十七位委員組成，旨在提供多元化的觀點和知識，協助監察本會的各種事務，同時保持決策的獨立性和客觀性。

The Society maintains rigorous and effective corporate governance. The Council is comprised of 17 members from various professional backgrounds. It has the ultimate responsibility to govern the businesses of the Society. This diversity is deliberate to avail the Society of different kinds of expertise necessary to govern the multiple activities of the Society in a fair, objective, and balanced manner.

為了加強機構管治，本會設有八個委員會及五個顧問小組。委員會 / 顧問小組分別負責監督不同範疇的運作及職責，或從專業角度處理提案和議題，並須定時向董事局匯報。當中，審核委員會直接向會長匯報，以維護機構管治的獨立性。本會每年都會對各委員會及顧問小組的職權範圍進行檢視，以確保各委員會 / 顧問小組能充分發揮其效能。

To strengthen corporate governance, the Society has eight committees and five advisory panels supporting the work of the Council. The Committees and Advisory Panels regularly report to the Council and oversee various operations and functions, dealing with different proposals and issues from their professional perspectives. The Audit Committee reports directly to the President to maintain its independence. The Society reviews and updates the Terms of Reference of Committees and Advisory Panels annually to ensure that they can fully exert their effectiveness.

內部審計及財務監控

Internal Audit and Financial Control

本會高度重視內部監控，以確保組織的運作合乎規範並降低風險。本會設有獨立的內部審計經理，負責就本會內部監控系統之效能進行年度審查，並直接向審核委員會匯報。過去一年，內部審計部按照已核准的審計計劃，分別對主要工程的招標工作及受資助服務的服務標準進行了內部審核，並提供改善建議，以確保本會實施有效的監控措施，並符合相關的規則和程序。同時，部門亦對康融服務有限公司的服務及本會的籌款活動進行了跟進審查，確保去年提供的建議得到落實和執行。

The Society places significant importance on internal control to ensure compliance with regulations and mitigate risk. The Internal Auditor is responsible for the independent review of internal controls and reports directly to the Audit Committee. In 2023/24, an internal audit exercise was conducted to review tender exercises on major works and the standard of subvented services per the approved audit plan. Apart from making recommendations, these reviews ensure that the controls in place are appropriate and that regulations and procedures are complied with in all aspects. Furthermore, follow-up reviews on previous projects, including Hong Yung Services Limited and fundraising activities, were conducted to ensure that all the recommendations have been properly implemented.



此外，本會於周年大會委任謝盧會計師事務所有限公司為外聘核數師，為本會及相關公司進行法定賬目審計。

For statutory audit, Tse Lo CPA Limited was appointed as the external auditor of the Society and its related companies at the Annual General Meeting this fiscal year.

風險管理及服務質素

Risk Management and Service Standard

本會對風險管理十分重視，為了更有效地監察風險管理，服務單位可因應其服務特性和環境，自行增減風險管理項目，以加強及改善監控措施、制定應變計劃、分享最佳實務等，盡力把風險降至最低。另外，本會的風險管理制度亦持續進行檢視及優化，以進一步提升風險管理效能。

除了風險管理，本會亦致力提升服務質素。本會服務單位定期接受社會福利署的評估探訪或突擊探訪，以及每兩至三年進行一次財務審計。在 2023/24 年度，本會的潔康之家、山景成人訓練中心及毅誠工場接受了評估探訪，社署對本會各方面的表現非常滿意。

The Society values risk management and takes it seriously. Risk items were localised to give service units more flexibility in designing their own risk registers to monitor risk management more effectively. This will empower them to minimize risks by strengthening and improving existing monitoring measures, formulating contingency plans, and sharing best practices. In addition, the risk management system underwent continuous review and optimisation to enhance our effectiveness in managing risks further.

Apart from risk management, the Society also prioritises enhancing service quality. The SWD conducts regular reviews and spot checks on selected service units annually. It also performs accounting inspections once every two to three years. In 2023/24, the SWD visited our Kit Hong Home, Shan King Adult Training Centre, and Ngai Shing Workshop and was very satisfied with the Society's performance.

問責性及透明度

Accountability and Transparency

本會設有明確的審批權限，有利於機構事務的管理和問責。本會亦以具透明度的方式，定期於官方網站發布會務資訊及相關資料、印製通訊及年報等，讓持份者能適時獲取機構信息。

未來，本會將繼續致力於機構管治的持續改進，確保機構運作符合最高標準和最佳實踐，並有效地應對不斷變化的環境和社會的需求。

The Society has a clear delegation of authority, which facilitates its management and accountability. Furthermore, the Society is transparent in disseminating information with regular updates on our official website and in newsletters and annual reports to enable stakeholders to get the information timely.

Moving forward, the Society will persist in its commitment to continuously enhancing corporate governance, ensuring adherence to our operations' highest standards and best practices. The Society will effectively respond to the ever-changing environment and the community's needs.