



近年，「環境、社會與管治」(Environmental, Social and Governance, 簡稱「ESG」) 已成為世界性重點議題，強調環境的可持續性、社會責任及良好管治的發展策略。無論是企業抑或社福機構，同樣在營運中以實現 ESG 的目標而努力。而本期通訊就以「ESG」為主題，分享本會如何從服務中推動 ESG，達至可持續發展的未來。

本會期望加強企業與社區的合作，以扶康會「ESG 研討會」為 2025 年的 ESG 活動揭開序幕。在環境方面，本會參加「賽馬會太陽能關懷計劃」，與及在服務單位的活動及訓練中加入環保元素，致力推行綠色生活。而在社會層面，本會對內成立 ICF 小組，加強員工的培訓及服務使用者的發展；對外與不同機構及平台合作，讓服務使用者在體育及藝術上發揮才能積極推動社區共融。而管治方面，本會致力關注員工及家屬的需要，本會參加了「院舍輸入護理員特別計劃」以紓緩人手不足的壓力，同時重視服務使用者的家屬，致力與員工和家屬建立緊密的聯繫。

為進一步促進資源的運用，本會與不同伙伴合作。本會特別感謝香港賽馬會慈善信託基金撥款，資助扶康會賽馬會葵興職業發展中心完成現代化工程。

In recent years, "Environmental, Social, and Governance" (ESG) has become a global focal point, emphasizing sustainable environmental practices, social responsibility, and effective governance strategies. Corporations and social welfare organizations strive to achieve ESG goals in their operations. This newsletter focuses on the theme of "ESG," sharing how our organization promotes ESG through our services to achieve a sustainable future.

We aim to strengthen cooperation between corporations and the community, kicking off our 2025 ESG activities with the Fu Hong Society's "ESG Seminar." In terms of environmental efforts, we participate in the "Jockey

ESG Environmental, Social and Governance 環境、社會與管治

EDITOR'S NOTE
編者的話



Club SolarCare Program" and incorporate eco-friendly elements into our service activities and training to promote green living. On the social front, we have established an ICF group to enhance staff training and service user development; externally, we collaborate with various organizations and platforms to enable service users to showcase their talents in sports and the arts, actively promoting community integration. Regarding governance, we are committed to addressing the needs of both our staff and family members of service users. We participate in the "Special Scheme to Import Care Workers for Residential Care Homes" to alleviate manpower shortages while valuing the involvement of family members and working to build strong connections with both staff and parents.

To further promote resource utilization, we collaborate with various partners. Special thanks to funding from the Hong Kong Jockey Club Charities Trust, we have modernized the Fu Hong Society Jockey Club Kwai Hing Vocational Development Centre.



ESG 研討會

近年，扶康會積極推動 ESG 概念，並於今年 1 月 16 日在建造業零碳天地舉辦扶康會「ESG 研討會」。是次活動吸引了來自不同領域的專業人士和社會各界的熱情參與，共同探討 ESG 的重要性，如何加強企業與社區之間的聯繫，以及企業與非牟利機構合作來推動社會可持續發展的方法。

在研討會中，本會邀請了多位星級嘉賓作分享，包括主禮嘉賓勞工及福利局康復專員陳偉偉先生、分享嘉賓香港中小型企業總商會常務副會長兼 ESG 委員會主席鄭蕾先生、會德豐地產副主席兼常務董事黃光耀先生 MH、鴻福堂集團控股有限公司行政總裁兼執行董事司徒永富博士、香港海洋公園可持續發展經理侯龔烟女士及互動討論環節主持人香港都會大學人文社會科學院社會科學系署理系主任岑俊達博士。席間，各嘉賓分享在 ESG 實踐中所獲得的寶貴經驗，並探討企業在當前社會中所承擔的責任。研討會內容涵蓋 ESG 多個方面，包括企業如何有效地將環境責任融入日常經營、如何推動友

善職場、如何提升社會責任感，以及如何建立良好的治理結構。與會者積極參與，並通過互動討論環節互相交流，不僅增進了知識上的分享，也促進不同領域之間的合作機會。

此外，我們特別在中場休息時間，為參加者提供由毅誠工場精心製作的康頤曲奇，搭配扶康會賽馬會石圍角工場服務使用者調製的手沖咖啡。讓大家在輕鬆的氛圍中享用美味的點心，同時亦為參加者提供一個絕佳的交流平台。

每一位嘉賓的精彩分享和深刻見解提升了參加者對 ESG 理念的認識，也促進了企業、社區及機構之間的合作夥伴關係，為未來的可持續發展奠定了良好的基礎，攜手推動 ESG 理念。

ESG Forum

In recent years, Fu Hong Society has actively promoted ESG. Our "ESG Forum" took place on 16 January 2025, at the CIC-Zero Carbon Park. The event attracted enthusiastic participation from professionals in various fields and community members. They gathered to discuss the importance of ESG, how to strengthen the relationship between business and community, and the collaboration between enterprises and non-profit organizations to promote sustainable social development.

During the forum, we invited several distinguished guests to share their insights, including Mr. CHAN Wai-wai, Fletch, Commissioner for Rehabilitation, Labour and Welfare Bureau; Mr. CHENG Lei, Stanley, Executive Vice President of The Hong Kong General Chamber of Small and Medium Business and Chairman of the ESG Committee; Mr. WONG Kwong-yiu, Ricky, MH, Vice Chairman and Managing Director of Wheelock Properties Limited; Dr. Szeto Wing-fu, Ricky, CEO and Executive Director of Hung Fook Tong Group Holdings Limited; Ms. Phoenix Hau, Sustainability Manager of Ocean Park Hong Kong and Dr. Shum Chun-Tat, Terence, Acting Head of Social Sciences of Hong Kong Metropolitan University, who moderated the interactive discussion session. The guests shared their valuable experiences in ESG practices and explored the responsibilities that corporations hold in the society today.

The forum covered various aspects of ESG, including how companies can effectively integrate environmental responsibilities into their daily operations. It also covered how to promote a

friendly workplace, enhance social responsibility, and establish effective governance structures. Participants actively engaged in discussions, exchanging ideas to enrich knowledge sharing but also to foster collaboration opportunities across different fields.

During the break, we provided participants with delicious cookies made by Madam Hong's Bakery. These cookies were paired with hand-brewed coffee made by service users of the Jockey Club Shek Wai Kok Workshop of the Fu Hong Society. This allowed everyone an excellent opportunity for networking and informal ideas exchange.

The insightful sharing and profound perspectives from each guest enhanced participants' understanding of the ESG concept. In this collaborative partnership, corporations, communities, and organizations lay the groundwork for sustainable development in the future. It also promoted the ESG concept.



邀請環保團體為服務單位提供環保知識的培訓
Environmental organizations are invited to provide training



扶康會於各服務單位推動環保工作

Fu Hong Society Promotes Environmental Protection Across Service Units



為達致可持續發展的目標，扶康會積極推動「環境保護」措施。其中，自2020年11月起，本會參加由香港賽馬會委託「低碳想創坊」推行的「賽馬會太陽能關懷計劃」，並在本會康復中心大樓的天台安裝174塊太陽能發電板及太陽能發電系統。

根據「低碳想創坊」網站的數據顯示（截至2024年9月30日），由2020年起，本會的太陽能發電系統累計產電量為292,061.888千瓦時/度電。在環境效益上，其產電量相等於1,062個家庭的供電量（以每戶家庭每月的平均用電量計算）、植樹數目相等於8,635棵樹，共降低約198,602公斤二氧化碳排放量，可謂對節能有莫大的幫助。

另外，本會亦將綠色生活概念納入服務單位的年度計劃中，幫助同事構思各項環保活動，並從日常運作中著手滲入綠色生活元素，例如使用環保抹手紙、實行Green Monday餐單等，讓服務使用者響應綠色健康生活。

而在服務單位的小組訓練方面，服務使用者在職員的教導下，已能純熟地使用邨內的廚餘回收機，回收每日收集到的廚餘，與及將可回收的物品放置到屋邨內的指定回收箱中，真正將環保概念融入生活。

在職員培訓方面，本會定期邀請環保團體為服務單位提供環保知識的培訓，更會即場為服務單位進行地方視察，並提供專業及寶貴的意見，讓各項環保措施做到盡善盡美。而職員亦與時並進，當了解到不同的環保產品後，積極尋求應用在服務單位的可能性，致力推行綠色生活，達致ESG中「環境」方面的實踐。



環保團體為服務單位進行地方視察
Environmental organization provide on-site assessment



To achieve sustainable development goals, Fu Hong Society has been actively implemented environmental protection measures. Notably, since November 2020, the Society has participated in the "Jockey Club SolarCare Programme", funded by The Hong Kong Jockey Club and implemented by "CarbonCare InnoLab". Under this initiative, 174 solar panels and a solar photovoltaic (PV) system were installed on the rooftop of the Society's Rehabilitation Centre.

According to data from CarbonCare InnoLab's website (as of 30 September 2024), the solar photovoltaic (PV) system has generated a cumulative total of 292,061.888 kWh since 2020. The environmental benefits are equivalent to powering 1,062 households (based on average monthly household consumption), and the carbon offset of planting 8,635 trees, reducing approximately 198,602 kg of carbon dioxide emissions, demonstrating a significant contribution to energy conservation.

Furthermore, the Society has integrated green living concepts into its service units' annual plans. This encourages staff to design eco-friendly activities and incorporate sustainable practices into daily operations. Examples include using eco-friendly hand towels, adopting Green Monday menus, and promoting green living among service users.

Through group training sessions, service users have learned how to effectively use smart food waste recycling bins in housing estates, properly dispose of daily food waste, and sort recyclables into designated bins with guidance from staff, embedding environmental awareness into their daily lives.

For staff development, the Society regularly invites environmental organizations to provide training and on-site assessments, offering expert recommendations to refine green measures. Society staff also stay updated on eco-friendly innovations, exploring ways to implement sustainable products within the service units, aligning with the "Environmental" aspect of the ESG framework.

從ESG視角看殘疾人士的共融實踐

以運動藝術重塑社會角色

Redefining Social Roles Through Sports and Arts

An ESG Perspective on Inclusion for Persons with Disabilities

在 ESG 框架中，社會 (Social) 維度強調社會參與、社會包容、人權、社區賦能及公平發展。傳統社會常將殘疾人士定位為「受助者」，扶康會則突破傳統，將他們定為具社會價值的「共同創造者」。透過發展他們的運動和藝術才能，促進社會共融，改變他們從「被照顧」到「貢獻社會」的角色，以實踐聯合國可持續發展目標 (SDGs) 的第 10 項——「減少不平等」的精神。

運動賦能 - 本會於 2018 年成立了兩支龍舟隊——「陽光隊」和「猛龍隊」，成員包括精神復元人士、家屬、員工和犀利龍體育會的義工。有別於單向度訓練，隊員們不僅投入活動，更見證彼此成長與突破，促進大眾重新認識精神復元人士的潛能。當社會大眾與殘疾人士建立夥伴關係及共同目標時，可以有效破除刻板印象，減少對精神疾病污名化。

藝術創價 - 本會透過共融藝術計劃，讓服務使用者發揮所長。在社會福利署「殘疾人士藝術發展基金」資助下，開展「藝·由我創」計劃，並建立多元展示平台，如巡迴展覽和畫廊，打破傳統限制。展能藝術家按自己意念去創作，展現出他們的獨特魅力及無限可能性。是次作品來自 14 個服務單位，共 152 位服務使用者，藝術培訓總時數近 300 小時，展出約 100 件作品，包括視覺藝術、雕塑、手工藝製作等。計劃吸引了不少社區人士觀賞，共同達到減少偏見歧視的社會效益。

此外，本會一直與各界夥伴合作，為服務使用者尋找展現才華的平台，融入社區。在長期合作伙伴——港基物業管理有限公司的支持下，本會於港基旗下 15 個屋苑舉辦巡迴藝術展，讓公眾欣賞殘疾人士的才華。另外，本會獲香港電車的贊助，於銅鑼灣百德新街電車站展示扶康 Art Hub 的宣傳廣告，傳遞殘疾人士的創作能力及藝術價值。於 2024 年 8 月，本會亦得到 Beyond Coffee & Bar 的支持，以想像力為主題展出 14 位成人訓練中心展能藝術家的作品。

2025 年，本會與大安茶冰廳攜手推出聯乘計劃，建構價值共創平台。展能藝術家創作港式情懷主題的畫作，並邀請各界夥伴合作參與，進一步推動共融理念。

本會服務使用者與屋苑蝶翠峰居民合作舉行共融創意壁畫活動，一同製作元朗特色的壁畫，並展示於屋苑內，充分體現了傷健共融及社區合作的精神。

當 ESG 中的社會維度從「責任履行」進化至「價值創造」，殘疾人士透過運動與藝術創造出「差異多元」的價值，他們不再是被社會邊緣的弱勢標本，而是驅動系統變革的關鍵齒輪。



參與公開賽事，過程輕鬆享受。
Enjoy the process of participating open competition.

敏婷 (精神復元人士) 從龍舟中獲得啟發

敏婷於首次接觸龍舟運動時感到陌生，但在義工的耐心指導下，很快掌握了划槳的技巧。不僅提升體能，更擴闊社交圈子，體會到團隊合作的價值，是一個眼界大開的體驗。對敏婷而言，這段旅程意義非凡，能讓她將「永不放棄」的精神延伸到持續進修上，成為她日後面對挑戰時的重要支撐。

Man-ting (Person in Mental Recovery) Finding Inspiration in Dragon Boat Racing

Initially unfamiliar with the sport, Man-ting mastered paddling techniques through patient coaching. The experience strengthened her physically and socially, teaching her the value of teamwork and inspiring her to apply the same perseverance to lifelong learning.

家良 (社區義工) 從初遇到相知

作為犀利龍體育會義工，家良長期擔任扶康會的遠足義工和龍舟教練，深受服務使用者愛戴。在擔任本會義工前，家良從未接觸過精神復元人士，故初時難免有點擔憂。及後，他在相處時發現精神復元人士擁有許多強項：用心學習、堅持不懈，漸漸與他們建立信任。而這份信任與友誼，令他繼續擔任扶康會義工，陪伴精神復元人士成長。

Ka-leung (Community Volunteer) From Strangers to Companions

Ka-leung, a volunteer with Sharp Dragon Sports Club, has long served as a hiking volunteer and a dragon boat coach at the Society, and is highly regarded by our service users. Although he had never interacted with persons in mental recovery previously, he discovered their dedication and resilience through his involvement. Over time, he has built a relationship of trust, which continues to inspire his commitment to volunteering and supporting their their journey of growth.

Within the Environmental, Social and Governance (ESG) framework, the Social dimension places a strong emphasis on community engagement, social inclusion, human rights, social empowerment, and equitable development. While persons with disabilities are often viewed as recipients of assistance, Fu Hong Society challenges this narrative by recognising them as co-creators of social value. By nurturing their athletic and artistic talents, we foster social inclusion and transform their role from passive recipients to active contributors within society. This approach embodies the spirit of “Reduced Inequalities”, Goal 10 of United Nations Sustainable Development Goals (SDGs).

完成賽事後，各隊友仍然士氣高昂
Teammates had high morale after the competition



香港情懷畫品於舊式茶餐廳內展出
Art works of service users exhibit at various places



服務使用者的作品於各大屋苑中呈現
The artwork of service users are displayed in various residential properties.



服務使用者的作品鬧市中展現
The artwork of service users are showcased in the city center.



牆畫活動體現社區共融
An inclusive mura activity

Empowerment Through Sports - In 2018, we established two dragon boat teams, Sunshine Team and Strong Dragon Team, which comprise persons in mental recovery, their families, staff, and dedicated volunteers from the Sharp Dragon Sports Club. Beyond conventional training, teammates witness mutual growth, helping to reshape public perceptions of their potential. When the wider community collaborates with persons with disabilities toward shared goals, stereotypes could be broken down, and stigma surrounding mental health could be reduced.

Creating Value Through Arts — Through our Inclusive Art Project, the Society empowers service users to fully develop their strengths and talents. Supported by the Social Welfare Department's “Arts Development Fund for Persons with Disabilities”, we launched the “Art Create” programme, establishing diverse platforms for artistic expression, such as touring exhibitions and galleries, breaking through traditional boundaries. Artists with disabilities are encouraged to create according to their own ideas, showcasing their unique charm and limitless possibilities. This year's collection features artwork from 14 service units, involving a total of 152 service users. Nearly 300 hours of art training were provided, resulting in the exhibition of around 100 pieces, including visual arts, sculpture, and handicrafts. The project has attracted considerable interest from the public, collectively helping to reduce prejudice and discrimination.

Additionally, the Society has consistently collaborated with partners from various sectors to provide platforms for our service users to demonstrate their talents and integrate into the community. With the ongoing support of our long-term partner, Citybase Property Management Limited, we hosted a series of touring art exhibitions across 15 residential properties, enabling the public to appreciate the talents of persons with disabilities.

With sponsorship from Hong Kong Tramways, promotional advertisements for the Fu Hong Art Hub were displayed at the Paterson Street tram stop in Causeway Bay, highlighting the creative abilities and artistic value of persons with disabilities. In August 2024, thanks to the support of Beyond Coffee & Bar, the artwork by 14 artists with disabilities from our Adult Training Centres will be featured under the theme of “Imagination”.

In 2025, we partnered with Tai On Coffee & Tea Shop to build a platform for value co-creation. Our Artist with disabilities created art works inspired by the theme of old Hong Kong, while partners from all sectors were invited to participate, further promoting the concept of inclusion.

Our service users also collaborated with residents of Sereno Verde to organise an inclusive creative mural activity, jointly producing a mural that highlights the unique character of Yuen Long. The mural was displayed within the estate, fully embodying the spirit of inclusion and community cooperation.

As the social dimension of ESG evolves from “fulfilling obligations” to “creating value”, persons with disabilities are generating diverse value through sport and arts. They are no longer seen as marginalised or vulnerable, but have become catalysts for positive change in society.



Putting Service Users First: Promoting and Applying the ICF

從服務使用者需要出發 推廣及應用國際功能、殘疾和健康分類系統

為更有效應用國際功能、殘疾和健康分類系統 (ICF)，扶康會邀請了多位專業員工成立相關的工作小組，以重點推廣和應用國際功能分類框架。而本會於本年度就 ICF 亦有 4 個主要任務。

1. 跨專業合作

本會邀請了不同服務單位的同事參與推廣 ICF，同時促進不同領域之間的交流與合作，檢討各服務單位有關 ICF 的運作、培訓項目與研究項目。另外，為加強推動 ICF，本會特別邀請不同專業的主管聯合參與，以更有效推廣相關的工作內容。

2. 教育與培訓

扶康會提供有關 ICF 的教育資源和培訓，幫助專業同工理解如何在實踐中有效地使用 ICF。於 2024 年 10 月，本會更特別邀請到中國 ICF 專家邱卓英教授來港為專業同工進行培訓，以加強他們對相關理論與推行策略方面的認識。

3. 研究與發展

為支持 ICF 相關的研究，本會同工分享了有關文章，分別講解 ICF 框架在香港康復服務的應用情況，與 ICF 理論在職業康復發展上的應用。有關文章已刊登於中國 ICF 學術雜誌「中國康復理論與實踐」期刊中，期望能與同業分享本會在 ICF 研究上的成果。

4. 建立服務使用者訓練資料庫

為設計以 ICF 編碼為基礎的訓練網頁，扶康會特別錄製相關的訓練內容並上傳至網頁系統。本會員工可因應服務使用者的程度與編碼，並根據內容及程序，定期為他們進行相應的訓練，確保訓練內容的一致性，同時有助提升服務使用者的身體功能。

扶康會致力推動 ICF 工作，有助促進本會同工對功能和殘疾系統有更深入理解，更有效地應用相關措施。本會期望明年能利用並拓展相關的評估工具，針對服務使用者的需要進行分發，豐富訓練內容，並加強他們身心功能上的發展。

To enhance the effective implementation of the "International Classification of Functioning, Disability and Health" (ICF), a comprehensive framework developed by the World Health Organisation for describing functioning and disability in relation to health condition, Fu Hong Society has established a dedicated working group of professional staff to drive the

promotion and application of the ICF framework. This year, the Society identified four key objectives related to the ICF.

1. Interdisciplinary Collaboration

Staff from various service units were actively involved in promoting ICF, fostering communication and collaboration across professional disciplines. This includes reviewing existing operational practices, training programmes and research projects. Management staff from different backgrounds were also engaged to strengthen the effective promotion and integration of ICF principles.

2. Education and Training

The Society provides comprehensive educational resources and training on ICF to enhance staff competency in practical application. In October 2024, Professor Zhuo-ying Qiu, a leading ICF expert from China, was invited to Hong Kong to deliver training sessions for our staff, deepening their understanding of the theoretical framework and practical strategies for implementation.

3. Research and Development

To support research, our staff have contributed articles detailing the application of the ICF framework in Hong Kong's rehabilitation services and its role in vocational rehabilitation. These articles have been published in the Chinese Journal of Rehabilitation Theory and Practice, with the aim of sharing knowledge and advancing best practices within the sector.

4. Establishing a Service User Training Platform

To develop an ICF-code training platform, the Society has specially recorded relevant training content for the online system. Staff can provide regular and tailored training for service users according to their abilities and ICF codes, ensuring consistency and supporting improvements in users' body functions.

The Society remains committed to promoting the ICF framework, which deepens staff's understanding of functioning and disability and enables more effective, user-oriented support. Looking ahead, the Society aims to further expand and utilise assessment tools to enable needs-based triage, enrich training content, and strengthen their physical and mental development of service users.



Stakeholder Engagement & Support — 持分者的關顧及聯繫 — 職員及家屬 Staff & Families

扶康會致力履行企業責任，深信唯有「關懷各持分者以及維持良好聯繫」才能穩健推進本會使命 — 「以求為導，以愛同行」，共同建設一個共融的社會，讓服務使用者活出生命光彩。在眾多持分者中，前線同事及家屬絕對是最關鍵的一環。

輸入護理員研究

由於前線同事面臨人手不足的挑戰，本會參加了「院舍輸入護理員特別計劃」，並成功引入 40 名來自國內的輸入護理員，分配到 14 個服務單位，以紓緩人手不足的壓力。

同時，我們亦非常關注各持分者的問題及意見，例如：輸入護理員能否適應本地的工作環境？在離鄉背井的情況下，會否影響他們的服務質素？有見及此，本會研究及統計部開始進行「輸入護理員影響及支援需要調查」，以深入了解輸入護理員的需求及調整相應的支援措施，並探討計劃對整體服務質量的影響。

本會於 2024 年以小組訪談形式訪問了 30 位輸入護理員，同時向參與計劃的服務單位回收了 210 份問卷。結果顯示，本會服務單位的同事認為輸入護理員加入服務單位後，對工作效率及運作均有顯著的影響。

除正式研究外，早前本會總幹事胡志活博士與管理層同事亦親自到各間輸入護理員的宿舍作親善交流。在輕鬆的氛圍下，一同進膳及暢談他們的工作情況，並表達會方對他們的關懷，貫徹扶康會對員工的人情味。

無論是專業的研究，或是輕鬆的訪談交流，都彰顯了扶康會對「關懷各持分者以及維持良好聯繫」的重視。

對家屬的支持

本會一直視服務使用者的家屬為重要持分者，並致力與他們建立更緊密的聯繫。為促進家屬的參與，本會透過不同層面設立多個溝通平台，包括在服務單位層面設立「服務單位家長組」、在區域層面成立「區域小組委員會」，以及在機構層面設立「服務監察委員會」，讓家屬能夠直接表達意見、提出建議，同時能參與機構管治事務，確保服務更貼近使用者的需要。

此外，扶康家長會於 2000 年成立，今年正式踏入廿五周年。作為本會轄下各服務單位的家長和家屬組成的殘疾人士家屬組織，扶康家長會定期舉辦一系列活動，如郊遊、聯誼聚餐、義工支援等，旨在加強家屬間的互信及凝聚力，為他們提供更多關懷和支持。

Fu Hong Society is committed to fulfilling its corporate responsibility, believing that only by "engaging all stakeholders and maintaining strong connections" can we steadfastly advance our mission — "Your Need is the Lead, Walk together with Love" — to build an inclusive society where service users can thrive. Among our stakeholders, the frontline staff and family members of our service users are undoubtedly the most vital.

Study on Imported Care Workers

Facing staffing shortages, the Society joined the Imported Care Workers under the Special Scheme for Residential Care Homes and successfully recruited 40 Imported Care Workers from the Mainland, deploying them across 14 service units to alleviate workforce pressures.

Moreover, we actively address stakeholder concerns, such as how well the Imported Care Workers adapt to local work environments, and whether being away from home affects service quality. To explore these issues, our Research & Statistics Unit conducted the "Study on the Impact and Support Needs of Imported Care Workers", assessing their needs, refining support measures, and evaluating the scheme's overall effect on service standards.

In 2024, we held focus group interviews with 30 Imported Care Workers and collected 210 questionnaires from participating service units. Findings revealed that their inclusion significantly improved the working efficiency and overall operation.

Beyond formal research, our Chief Executive Officer, Dr. WOO Chi Wood, and management staff visited Imported Care Workers' dormitories for interaction. Over shared meals, they discussed work experiences and conveyed the Society's support, embodying the Society's people-centric ethos.

These efforts — whether structured studies or dialogues — reflect our dedication to stakeholder engagement.

Support for Families

We recognize families of service users as key stakeholders in our work. To strengthen engagement, we have established multi-tiered communication platforms, including Parent Groups at service unit level, Regional Sub-Committees at regional level, and a Service Monitoring Committee at organizational level. These structured channels facilitates direct feedback and involvement from families, ensuring that our services remain aligned with service users' needs.

Marking its 25th anniversary this year, the Fu Hong Parents Association (FHPA) continues to serve as a self-advocacy platform for families of persons with disabilities. Through outings, gatherings and volunteer programmes, it promotes mutual support and lasting solidarity among the families.



Naming Ceremony of 扶康會賽馬會葵興職業發展中心 Fu Hong Society Jockey Club Kwai Hing Vocational Development Centre 命名典禮

扶康會賽馬會葵興職業發展中心原為社會福利署的庇護工場，於1993年委託扶康會營辦。直至2004年，正式轉型為綜合職業康復服務中心，為154名殘疾人士提供一站式職業訓練，同時發展社交技巧和工作潛能，由工場訓練至公開就業。

承蒙香港賽馬會慈善信託基金撥款一千四百多萬元，葵興職業發展中心已完成現代化工程。本會於2025年1月11日舉辦「扶康會賽馬會葵興職業發展中心」命名典禮，並邀請葵青區議會社會福利委員會主席朱麗玲小姐，MH、社會福利署荃灣及葵青區策劃及統籌小組社會工作主任莊燕暉女士、香港賽馬會慈善事務高級經理鄒蘊晴女士，以及扶康會董事局主席錢國強先生一同主持典禮。

扶康會賽馬會葵興職業發展中心是本會第二間成功向香港賽馬會慈善信託基金申請撥款資助現代化工程的服務單位。現代化工程有助重新規劃優化空間及增加科技元素的硬件，讓中心的服務使用者得到適切、更貼近時代及市場需要的多元化工作訓練，當中包括為年長的服務使用者而設的樂齡訓練，讓他們學習應用電腦科技產品，提升身體機能和認知能力，為晚年生活作好準備；同時亦設立展

能及卓能訓練，讓服務使用者參與配合市場發展及創新科技的技能提升培訓，如3D打印、鐳射切割及雕刻、物流及自提點服務、果乾及果醋製作等等。

現代化工程計劃是扶康會在職業康復發展路上的重要里程碑，亦是社會福利署、香港賽馬會慈善信託基金、扶康會三方攜手合作的成果。期望讓服務使用者能獲得更多工作的選擇及培訓，同時增加他們工作時的滿足感及社區融入。

Fu Hong Society Jockey Club Kwai Hing Vocational Development Centre was originally a sheltered workshop operated by the Social Welfare Department and was entrusted to Fu Hong Society in 1993. In 2004, it officially transformed into a comprehensive vocational rehabilitation and development service center, providing one-stop vocational training for 154 persons with disabilities, while developing social skills and job potential, from workshop training to open employment.

It is honoured to receive over HK \$14 million from the

Hong Kong Jockey Club Charities Trust to complete its modernisation project. The naming ceremony of the "Jockey Club Kwai Hing Vocational Development Centre" was held on 11 January 2025, with the participation of Miss CHU Lai-Ling, MH, Chairperson of the Social Welfare Committee of the Kwai Tsing District Council; Miss CHONG Yin-Fai, Social Work Officer of the Tsuen Wan & Kwai Tsing District Planning & Coordination Team of the Social Welfare Department; Ms. CHAU Wan-Ching, Senior Manager of Charities of The Hong Kong Jockey Club; and Mr. CHIEN Kwok-Keung, Kenny, Chairman of Fu Hong Society.

Fu Hong Society Jockey Club Kwai Hing Vocational Development Centre is the second service unit has been granted funding from the Hong Kong Jockey Club Charities Trust for modernisation works. The modernisation project helps to better use of space and improve technological

hardware, allowing service users to receive appropriate and diversified vocational training that meets contemporary and market needs. This includes gerontechnology designed for older service users, teaching them to use technology products to enhance their physical functions and cognitive abilities, preparing them for their twilight years. Additionally, training programs have been established for skills enhancement in line with market development and innovative technologies, such as 3D printing, laser cutting and engraving, logistics and self pick-up site services, as well as the production of dried fruits and fruit vinegar.

The modernisation project marks an important milestone in Fu Hong Society's journey of vocational rehabilitation development and is the result of collaboration among the Social Welfare Department, Hong Kong Jockey Club Charities Trust, and Fu Hong Society. It aims to provide service users with more job options and training opportunities, while enhancing their job satisfaction and community inclusion.



Collaboration by Fu Hong Society X Tai On Coffee and Tea Shop
扶康會 X 大安茶冰廳 聯乘活動

共融藝術與咖啡品嚐 Inclusive Art and Coffee Tasting



為建構價值共創平台，扶康會與懷舊冰室—大安茶冰廳合作，推出聯乘活動，期望將展能藝術家的作品融入商業環境，進一步發展共融理念。

作為香港的老字號茶餐廳，大安茶冰廳主打懷舊裝潢，帶出昔日香港的味道。是次聯乘活動包含三大重點：由本會展能藝術家 Nobody 以懷舊香港為主題的畫展、搭配本會服務單位產品的限定特別餐牌，以及本會實習咖啡師親自沖煮的咖啡工作坊。

扶康會展能藝術家 Nobody 特別為是次展覽創作更多滿載香港情懷的水彩畫作，每幅畫背後都有自己的故事及屬於他的童年回憶。食客可一邊享受美食，一邊欣賞畫展，了解一下精神復原人士的才能及內心世界。

於畫展期間，大安茶冰廳與扶康會推出限定特別餐牌。以經典茶餐廳飲品—杏霜鮮奶咖啡，搭配本會毅誠工場康姨餅房出品的康姨曲奇，而盛載著餐點的陶瓷製杯碟均由扶康會賽馬會石圍角工場的服務使用者親手製作，為這個特別餐牌加添意義。

有賴大安茶冰廳的配合，本會於 5 月 2 日舉辦的咖啡工作坊亦完滿結束。咖啡由扶康會賽馬會石圍角工場的實習咖啡師親自沖煮，更有導師在場講解。當日活動在展能藝術家 Nobody 的畫作映襯下，細嘗服務使用者沖調的咖啡，讓各參加者帶來一場體驗非凡的咖啡旅程。

本會感謝大安茶冰廳的支持，為是次聯乘活動建構一個價值共創平台，同時讓殘疾人士的卓越才華被社會大眾看見。

To establish a platform for value-cocreation, Fu Hong Society has collaborated with Tai On Coffee and Tea Shop (Tai On), a long-standing cha chaan teng in Hong Kong, to bring the artwork of artists with disabilities into commercial spaces and further promote social inclusion.

Tai On is celebrated for its retro decorations, evoking the flavours and atmosphere of old Hong Kong. This collaboration features three highlights: an exhibition of paintings themed around old Hong Kong by Nobody, one of our artists with disabilities; a limited-edition menu featuring products from our service units; and a coffee workshop led by our trainee baristas.

Nobody, the featured artist, has specially created a series of watercolour paintings inspired by old Hong Kong, each piece telling stories and childhood memories from his own life. Participants can savour delicious food while appreciating the artwork, gaining insight into the talents and inner worlds of person in mental recovery.

During the exhibition, a special limited-edition menu was introduced. Classic cha chaan teng drinks - Hong Kong-style almond latte are paired with Madam Hong cookie produced by Madam Hong's Bakery of Ngai Shing Workshop. The antique ceramic cups and saucers used to serve the set have been handmade by service users from our Fu Hong Society Jockey Club Shek Wai Kok Workshop, adding extra meaning to this unique menu.

Thanks to the support of Tai On Coffee and Tea Shop, the coffee workshop held on 2 May was a great success. Coffee was freshly brewed by trainee baristas from our Fu Hong Society Jockey Club Shek Wai Kok Workshop, with guidance from an instructor. Amidst the backdrop of Nobody's nostalgic paintings, participants enjoyed a memorable coffee experience crafted by our service users.

We are grateful to Tai On Coffee and Tea Shop for their support in co-creating this platform, enabling the exceptional talents of people with disabilities to be seen, heard and appreciated by the wider community.



扶輪扶康親子共融日

Rotary Club and Fu Hong Society Family Inclusive Day

為紓緩照顧者緊繃的生活節奏，扶康會與九龍塘扶輪社於2月8日假沙田突破青年新村聯會舉辦「扶輪扶康親子共融日」。活動主要透過多元而療癒的活動，在義工陪伴下，讓服務使用者和照顧者享受難得的紓壓時光，重拾身心平衡。

是次共融活動邀請了60位來自扶康會天水圍地區支援中心的服務使用者及照顧者，連同30位九龍塘扶輪社扶少團香港布廠商會朱石麟中學義工一同參與。活動內容包括 Museek Studio 的音樂治療工作坊，以沉浸式體驗為特色，讓參與者環繞演奏者而坐，透過頌鉢和非洲鼓等樂器，感受音樂穿透身心的獨特效果，探索自己的內心世界。

而潔緣原始點健康促進協會就為參加者帶來「原始點健康講座及痛症體驗」，由專業導師即席示範簡易的穴位按摩技巧，並以互動式教學形式提供生活上實用的健康知識，紓緩身體的疲憊和痛症。

扶少團的同學亦有於當日擔任義工，與服務使用者和照顧者一同參加摺紙飛機比賽，渡過愉快療癒的一天，共同釋放生活中的壓力！

To alleviate the stress of caregivers, Fu Hong Society and Rotary Club of Kowloon Tong jointly organized the "Rotary Club and Fu Hong Society Family Inclusive Day" on 8 February at Sha Tin Breakthrough Youth Village. The event aimed to provide service users and caregivers with a rare opportunity to unwind and restore their physical and mental balance through diverse and therapeutic activities, accompanied by volunteers.

This inclusive event invited 60 service users and caregivers from Fu Hong Society's Tin Shui Wai District Support Centre, along with 30 volunteers from the Rotary Club of Kowloon Tong and Interact Club of HKWMA Chu Shek Lun Secondary School. Activities included a music therapy workshop by Museek Studio, featuring an immersive experience where participants sat surrounding the performers. Through instruments like singing bowls and African drums, they were able to feel the music's unique effects penetrating their bodies and minds, exploring their inner worlds.

Kit Yuan Yuanshidian Health Association conducted a session on "Yuanshidian Health Talk and Pain Experience," where professional instructors demonstrated simple acupressure techniques and offered practical health knowledge in an interactive way to relieve physical fatigue and discomfort.

Students of the Interact Club, volunteered on the day, participating in a paper airplane competition with service users and caregivers, enjoying a delightful and therapeutic day together to release the pressures of daily life!



卓越人力資源大獎

Human Resources Excellence Awards

由香港人力資源管理學會頒發的「卓越人力資源大獎」素有「人力資源界奧斯卡」之稱，以表揚在人力資源策略及實踐上表現卓越的機構。今年，本會成功奪得「人才管理獎」項目的金獎，肯定我們在人力資源管理方面的傑出表現。

鑑於2020年起，在移民潮及退休潮下，不少中階管理人員相繼離職，本會於2023年期間晉升超過20名前線專業人員至中階管理層。考慮到他們在管理能力、軟技巧和領導力上有不少提升空間，因此本會開展了一項名為「卓越領導：P.O.L.C. 新晉領袖育成計劃」的培訓計劃，以提升參加者在「規劃、組織、領導和控制」四方面的能力。培訓內容包括由扶康會總幹事和副總幹事主持有關本會核心理念的研討會、個人領導風格上的培訓、策略性方向和績效管理工作坊、一對一教練式指導，以及參觀大灣區的康復機構等。

本會亦為是次培訓計劃進行量化和質性研究，結果均反映是次培訓顯著地提升了參加者在「規劃、組織、領導和控制」四方面的能力，所有參加者亦表示培訓內容十分具體、實用和「貼地」。由於考慮到參加者不同的背景和性格，是次培訓其中一個特點是「以人為本」的培訓方法。我們為每位參加者配對與他們性格和領導風格相近的資深中層管理人員，透過一對一教練式指導並提供一個理想的學習榜樣，以促進他們成為成熟和優秀的管理者。

最後，我們相信管理人員之間的和諧關係對機構發展是至關重要的。是次培訓為參加者提供建立互信和人際關係的平台，從而加強他們的社會資本，提升本會整體的協同效應。

The “Human Resources Excellence Awards” presented by Hong Kong Institute of Human Resource Management (HKIHRM), known as the “Oscars of HR Profession”, has been a prestigious accolade recognizing organizations that have demonstrated exceptional people strategies and practices. This year, our organization has been awarded the Excellence award in Talent Management, which underscores our outstanding performance in human resource management.

Given the exodus of employees due to migration and retirement in the early 2020s, more than 20 frontline professional staff were promoted to middle management level in 2023. Recognizing the rooms of improvement of their managerial knowledge, soft skills, and leadership charisma, our organization has initiated a training program, titled “Elevate Edge - Empowering Excellence in Emerging Leaders through the P.O.L.C. Model”, to enhance their competencies. This program has provided training in the four key functions of management: 1) Planning; 2) Organizing; 3) Leading; and 4)

Controlling. The training incorporated seminar on the organization’s core purpose and guiding philosophy, facilitated by the Chief Executive Officer and Deputy Chief Executive Officer, workshops on individual leadership styles, strategic planning, and performance management, mentoring sessions between the participants and senior management staff, and visits to rehabilitation institutions in the Greater Bay Area.

Both quantitative and qualitative assessments have demonstrated the satisfactory efficacy of the training program. In addition to the significant improvement in the four key functions, the participants claimed that the program has been very concrete, practical, and down-to-earth. Given that leadership is a social-influencing process, a distinctive feature of this program is its people-oriented training approach. While all participants are newly promoted managers, they are not be viewed as a homogeneous subgroup, but as individuals with diverse backgrounds and personalities. Most participants found it meaningful to be paired with a coach who shares a comparable personality and leadership style, which have provided them with an ideal role model to better foster their development as managers and a more mature person.

Lastly, given the close collaboration across services, a harmonious relationship among the newly promoted managers is considered essential. This training program has provided a great platform for the participants to develop mutual trust and interpersonal connections, which has enhanced their social capital and boosting the overall synergy of the organization.



Fu Hong Society Jockey Club Shek Wai Kok Workshop Antique Ceramics

扶康會賽馬會石圍角工場 陶瓷出品

Under the careful guidance of the instructors, service users at Jockey Club Shek Wai Kok Workshop of Fu Hong Society have crafted the high-quality ceramic cups and slow feed bowls for pets. Through the pottery skills, it aims to fully showcase the professional ceramic craftsmanship and delicate artistry of persons with disabilities.

The process of making the antique ceramic cups involves numerous challenging steps. With the assistance of our instructors, the service users first prepare the clay slip, followed by pouring the slip into molds. They then refine the edges of the pottery, apply glaze to the unfired pieces, and finally fire them at high temperatures to ensure the cups are smooth, delicate, and durable, while also possessing a unique handmade texture.

The pet slow feed bowls, on the other hand, are entirely handmade by the service users without the use of any molds. They utilize throwing and shaping techniques to carefully craft the bowl and the special textures within it, paying attention to every detail. The adorable cat and dog patterns in the bowls are also hand-sculpted by our service users, demonstrating their high level of professionalism and patience, resulting in unique products. Each piece embodies the dedication of the service users and the care of the instructors, showcasing a distinctive handmade warmth and personality.

If you are interested in ordering, please feel free to contact us at 2745 4214.

在導師的悉心指導下，扶康會賽馬會石圍角工場的服務使用者親手製作出高質感的陶瓷咖啡杯及寵物慢食碗，期望透過製陶技巧，充分展現出殘疾人士專業的陶瓷工藝與細膩手藝。

陶瓷杯的製作過程工序繁多且具挑戰性，在本會導師的協助下，先調配陶泥漿，再進行倒模灌漿，然後為陶器細緻修邊、素坯施釉，最後以高溫入窯燒製，確保杯身光滑細緻、堅固耐用，同時伴隨著獨特的手作質感。而另一款寵物慢食碗則是全程由服務使用者以純手工方式製作，過程中並沒有使用任何模具。他們運用拉坯及塑形技巧，仔細塑造碗身和慢食碗中特製的紋理，修整每個細節。而碗中可愛的貓狗圖案也是由他們親手捏，展現出高度專業和耐心，製作出一件件獨一無二的產品。每一件作品都凝聚了服務使用者的心血與導師的用心，展現獨特的手工溫度與個性。

如有興趣訂購，歡迎致電 2745 4214 與我們聯絡。



扶康通訊

督印人 總幹事胡志活博士

編輯小組 傳訊及資源發展經理黎詠儀女士、
傳訊及資源發展主任呂詠茹小姐

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齊建共融社會

Together We Build a Society for All

地址 Address 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 27450424

傳真 Fax 27864097

電郵 Email fhs@fuhong.org

捐款 Donation

 **我樂意支持他們
盡展潛能!**
*I would like to help them
to unleash their potential.*

HK\$200 HK\$500 HK\$1,000
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(捐款港幣 100 以上可憑收據申請扣減稅項)
(Donation of HK\$100 or above is tax deductible with receipt)

捐款方法 Donation Methods

現金 請把捐款直接存入本會匯豐銀行戶口 **119-290005-838**

Cash Direct pay-in to our HSBC account
(請把銀行存款收據連同本表寄回本會)
(Please send the bank-in-slip together with this form to our society)

劃線支票 抬頭請寫「扶康會」
Crossed Cheque - payable to "Fu Hong Society"

按月自動轉帳 (自動轉帳表格隨後寄上)
Monthly Autopay (We will forward the autopay form to you)

信用卡 Credit Card
 VISA Card Master Card

捐款可傳真至 **2361 2053** / Donation can be made by faxing this slip to **2361 2053**

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電話 Telephone _____ 日期 Date _____

電郵地址 E-mail address _____

請寄回填妥之表格 Please send this form back to:

扶康會傳訊及資源發展部 新界荃灣石圍角邨二號停車場地下
Fu Hong Society Communications & Resources Development Department
G/F, Car Park Block No.2, Shek Wai Kok Estate, Tsuen Wan, N.T.

電話 Tel : 27454214 傳真 Fax : 23612053
電郵 Email : comms@fuhong.org 網址 Website : www.fuhong.org

扶康會《收集個人資料聲明》

Fu Hong Society Personal Information Collection Statement

扶康會(以下簡稱「本機構」)會按照《私隱政策聲明》的規定處理及儲存您的個人資料,絕不會向第三方出售及/或提供您的個人資料。本機構擬使用您的個人資料(包括:姓名、地址、電話、電郵及傳真等等)為日後向您提供有關本機構最新動向、服務推廣、招募義工及籌募活動資訊,以及用作收集意見等用途。如您不同意,請在以下空格內加上「/」號。您有權隨時向本機構查詢、更改或要求停止使用您的個人資料作上述推廣用途,請於辦公時間致電 2745 4214 與傳訊及資源發展部傳訊主任聯絡。

Fu Hong Society (hereafter referred to as "the Society") shall comply with the Privacy Policy Statement in handling and keeping your personal data. The Society will not sell and/or provide your personal data to any third party. The Society intends to use your personal data (including name, address, telephone no., email and fax no., etc) for future correspondences, promotional activities, volunteer recruitment and fund-raising appeals, and feedback collection purposes. If you do not agree to the use of your personal data for the above purposes, please indicate by putting "✓" in the box below. You have the right to access, correct and request the Society to stop using your personal data for the above purposes at any time, please contact our Communications and Resources Development Officer by phone 2745 4214 during office hours.

如您不同意上述有關本機構使用個人資料的安排,請於後方空格加「✓」,然後簽署。
If you disagree on the proposed use of your personal data as stated above, please put "✓" in the box and then sign.

本人不同意上述有關使用個人資料的安排
I object to the use of my personal data as stated above.

簽署 / Signature: _____

本人已閱讀、了解及接納本機構有關收集、使用及提供個人資料的通知。
I have read, understood and accepted the statement regarding the collection, use and provision of personal data by the Society.
本機構《收集個人資料聲明》及《私隱政策聲明》詳見本機構網頁 https://www.fuhong.org/important_notice.aspx
Visit the Society's site https://www.fuhong.org/important_notice.aspx for full context of the Society's Personal Information Collection Statement and Privacy Policy Statement.

Thank you for your support!

多謝您們的支持!