



WeCare WeShare

共享·關愛







2016/17 ANNUAL 年 報







Wecare Weshare

共享·關愛





2016/17 ANNUAL 年 2016/17 REPORT 報

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About Us

關於我們

簡介 Who We Are

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

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

現時,本會約有八成半的收入來自社會福利署的 資助,其餘的收入來源則為捐款、服務收費、投資 收入及社會企業銷售等。當中,香港賽馬會慈善 信託基金的撥款主要用作資助關愛家庭服務及 「香港最佳老友」運動。有關本會財政狀況的 詳情,請參閱《財務報告》。 Inspired by the spirit of Father Enea TAPELLA, PIME in making selfless contributions and caring for the disadvantaged, Fu Hong Society was founded by a group of enthusiasts, who were motivated by his boundless love transcending the boundaries in race, culture, religion and intelligence. They carried on his unfulfilled aspirations to serve the most disadvantaged group in society.

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The Society has started providing rehabilitation services in Hong Kong since 1977. In the same year, the first service unit 'Father Tapella Home' was established to provide temporary residential services for adults with severe intellectual disabilities. The Society was incorporated under the 'Hong Kong Companies Ordinance' as a company limited by guarantee the following year and became a member of the Hong Kong Council of Social Service in 1980. Over the years, the Society, in the pursuit of innovation and changes, has strived to keep its services abreast of the changing society in order to meet the service needs of persons with intellectual disabilities, autism spectrum disorders, psychiatric and physical disabilities, thereby developing their potential and helping them get integrated into society.

Subvention from the Social Welfare Department occupies around 85% of the Society's income. The remaining income comes from donations, service charges, investment income, and social enterprise sales. Among the donations received, the funding from the Hong Kong Jockey Club Charities Trust supports our self-financed services, including Family Care Home Services and 'Best Buddies Hong Kong' Movement. Further details are given in the Financial Report of the Society.

理念 Vision

殘疾人士應享有一切基本的人權, 當中最重要的是受到認同及尊重。 他們亦有權利接受各種必需的援助, 令他們身心各方面都得到充分的發展。 本會竭盡所能,確保他們應有的 權利得到尊重。

Persons with disabilities are individuals with all basic human rights, above all the right to be recognised and respected. They have the right to receive all necessary help in order to progress at every level, human and spiritual; and we are committed to ensuring that their rights are respected and honoured through our work with the community.

使命 Mission

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

To provide opportunities for persons with disabilities, to develop their abilities and to ensure that they achieve the greatest independence possible within their circumstances, fully integrated into the community.

倡導教育、政策及法例的修訂, 為殘疾人士爭取平等權利。

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



核心價值 Core Values

關懷尊重 Care and Respect



專業精神 Professional Spirit



協同效應 Synergy



熱誠主動 Pro-activeness



持續改善 Continuous Improvement



員工樂意以開放、尊重及關懷的態度去接待服務使用者,建立以服務使用者為本的服務模式。

Staff members are willing to serve service users with an open, respectful and caring attitude, establishing a service-user-oriented model.

在不同的崗位上,員工以敬業樂業 及盡責的工作態度發揮專業精神, 並以服務使用者的福祉為依歸。

Staff members exert professionalism in different positions and work in the best interest of service users.

員工之間需要建立團隊精神,努力 地發揮「一加一大於二」的功能; 亦需要與其他持份者建立夥伴 關係,彼此衷誠合作。

Staff members need to cultivate team spirit and realise the effect of 'one plus one greater than two'; and to forge partnership with other stakeholders, achieving cordial collaboration.

員工主動承擔份內工作,甚至分擔 超越工作範圍的責任、主動溝通、 主動參與及提出達致更佳效果的 建議。

Staff members take up work proactively, including sharing duties beyond one's job description, take the initiative to communicate, participate and offer recommendations to achieve better results.

員工應持續檢討、學習及改善工作 方法及流程,以提升本會的 工作效率及生產力。

Staff members should continuously evaluate, learn, and improve workflow and methods in order to enhance the Society's work efficiency and productivity.

我們的工作 What We Do

全會自1977年開始提供康復服務, 至今服務香港社會四十載。目前, 本會設有四十三個服務點,服務逾三千八 百名殘疾人士,包括智障人士、精神康復 者、自閉症人士及肢體傷殘人士等。為電 合殘疾人士及其家人的不同需要以 一直努力發展多元化康復服務,實踐「以 高導」的精神。本會的核心服務包括:住宿 服務、日間訓練服務、職業康復及發展 服務、社區精神康復服務、自閉症及發展 障礙人士服務和殘疾人士社區支援服務。 有關本會的服務詳情,請參閱本年報第59 至89頁。

The Society has started providing rehabilitation services in Hong Kong since 1977. In 40 years of development, the Society has operated 43 service points, providing services for more than 3,800 persons with disabilities, including persons with intellectual disabilities, autism spectrum disorders, psychiatric and physical disabilities. To carry on the spirit of 'Meet the Need. Take the Lead', and to cater for the various needs of persons with disabilities and their families, the Society has been committed to developing multifaceted rehabilitation services. Our core services include Residential Services, Day Training Services, Vocational Rehabilitation and Development Services, Community Mental Health Services, Services for Persons with Autism Spectrum Disorders and Developmental Disabilities, and Community Support Services for Persons with Disabilities. For details of the services, please refer to Part 3 (p.59 – p.89) of this Annual Report

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年度主要數字 Key Figures of the Year

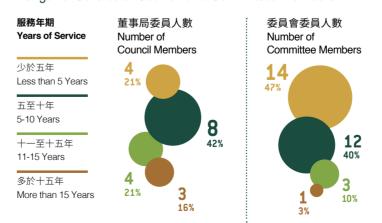
企業管治 Corporate Governance

備註:不包括家長代表
Note: Excluding parent representatives



董事局及委員會委員服務年資

Length of Service of Council and Committee Members



董事局及委員會平均會議出席率

Average Meeting Attendance Rate of Council & Committees



扶康會會員數目

Number of FHS Members



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 $2016/17 \mp$ annual report 關於我們 ABOUT US

財務

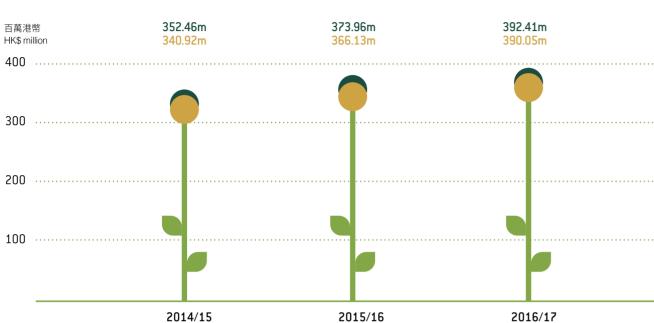
Annual Financial Report for Lump Sum Grant



Finance

綜合收入/支出 綜合收入Consolidated Income綜合支出Consolidated Expenditure

Consolidated Income / Expenditure



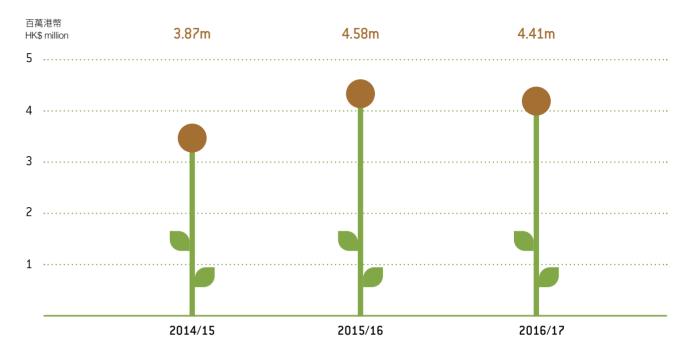
綜合員工薪金 Consolidated Staff Cost



備註:本年度之財務報告及整筆撥款之周年財務報告於周年大會(2017年10月21日)後上載至本會網頁。

Note: The full set of this yearly financial report and the annual financial report for Lump Sum Grant will be uploaded on the Society's website after the Annual General Meeting on 21 October 2017.

綜合捐款 Consolidated Amount of Donations Received

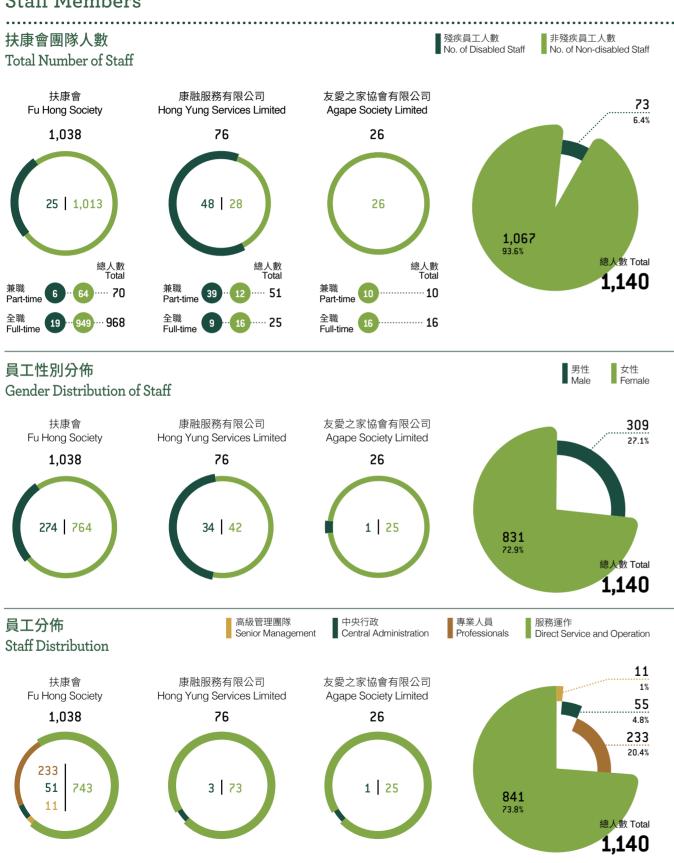


物業來源 Source of Premises

服務單位物業來源 Source of Premises of Service Units	租用香港房屋 委員會轄下物業 Renting Premises from Hong Kong Housing Authority	租用香港房屋 協會轄下物業 Renting Premises from Hong Kong Housing Society	租用政府物業 Renting Government Premises	租用領展物業 Renting Premises from Link REIT	租用私人物業 Renting Private premises	自置物業 Self-owned Premises	
住宿服務 Residential Services		0		0	1	2	
日間訓練服務 - 成人訓練中心 Day Training Services - Adult Training Centres	14	2	8	2	0	0	
社區支援服務 Community-based Support Services	1	0	0	0	0	0	
社區精神康復服務 Community Mental Health Services	1	0	0	0	0	0	
職業康復及發展服務 Vocational Rehabilitation and Development Services	1	0	2	0	1	0	
自閉症及發展障礙人士服務 Services for Persons with Autism Spectrum Disorders and Developmental Disabilities	0	0	1	0	0	1	
感覺統合治療服務 Sensory Integration Therapy Services	1	0	0	0	0	0	
社會企業 Social Enterprises	0	0	3	0	0	0	
中央行政 Central Administration	0	1	1	0	0	0	
載至2017年7月31日) 小計 As at 31 July 2017) Sub-total	18(41.9%)	3(6.9%)	15 (34.9%)	2(4.7%)	2(4.7%)	3 (6.9%)	

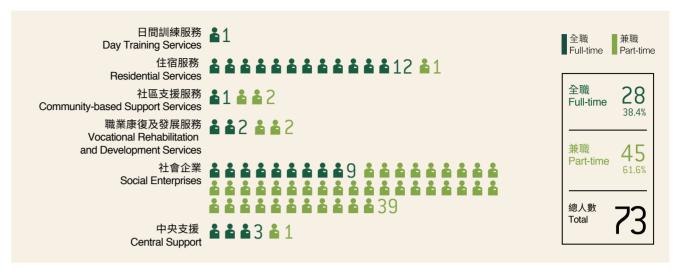
員工

Staff Members



全職/兼職殘疾員工分佈(以服務類別分類)

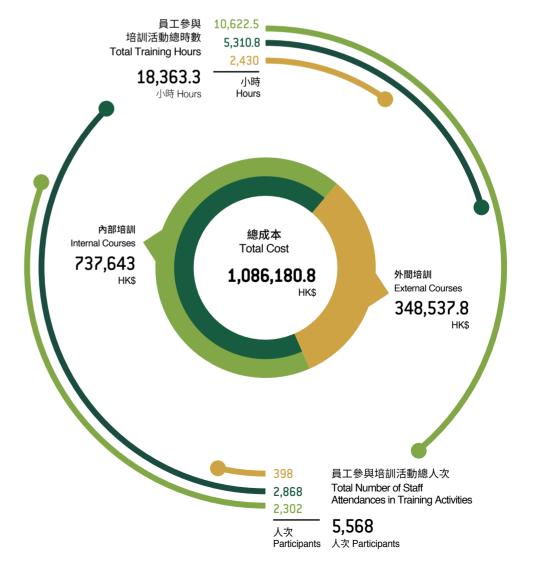
Distribution of Full-time/Part-time Disabled Staff (By Service Types)



員工參加內部及外間培訓綜合表 Staff Development Summary of Internal and External Courses



內部培訓(由服務單位提供) Internal Courses Organised by Service Units 外間培訓 External Courses



2016/17 年報 ANNUAL REPORT 關於我們 ABOUT US

服務

Services

服務使用者人數

Number of Service Users

服務類別 Service Types



住宿服務 Residential Services



日間訓練服務 Day Training Services



社區支援服務 Community-based Support Services



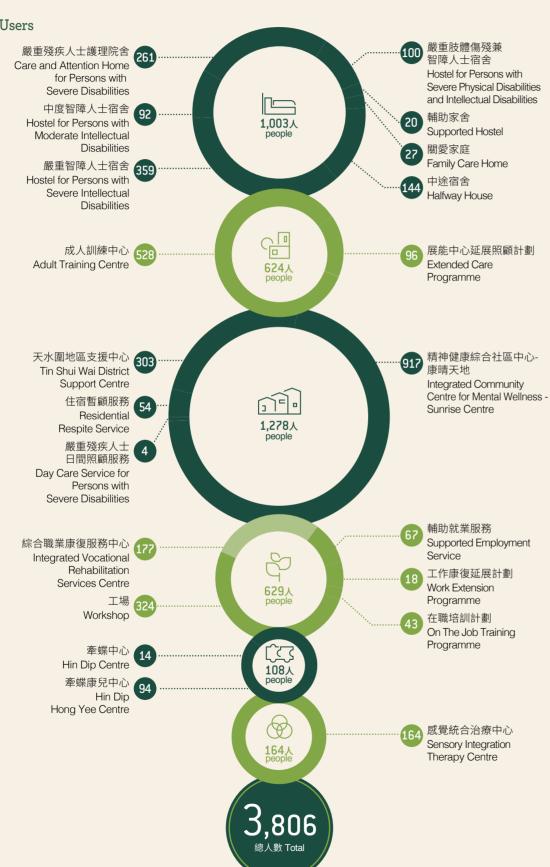
職業康復及發展服務 Vocational Rehabilitation and Development Services



自閉症及 發展性障礙人士服務 Services for Persons with Autism Spectrum Disorders and Developmental Disabilities

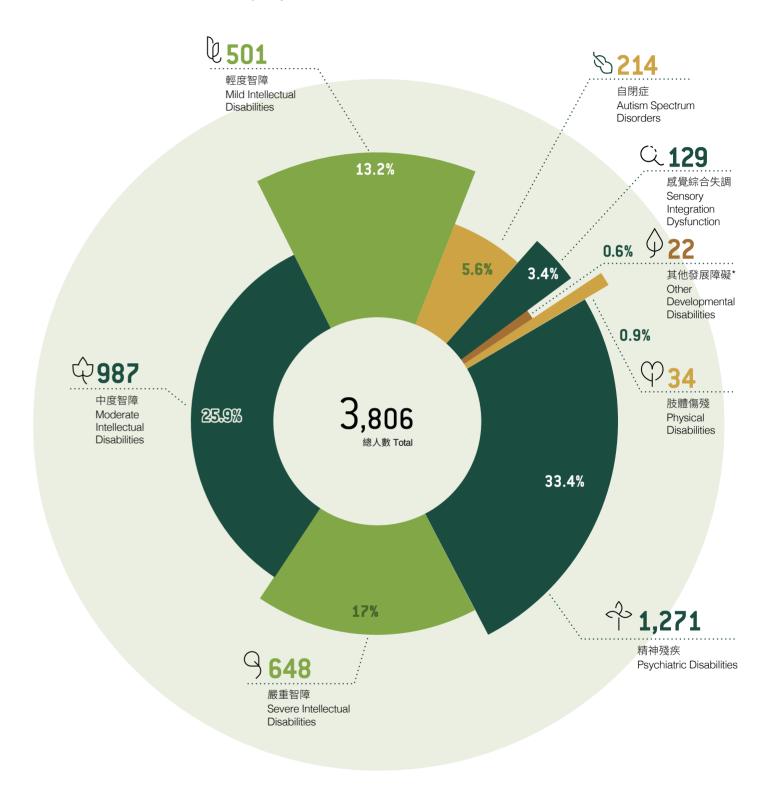


感覺統合治療服務 Sensory Integration Therapy Service



服務使用者主要殘疾類別

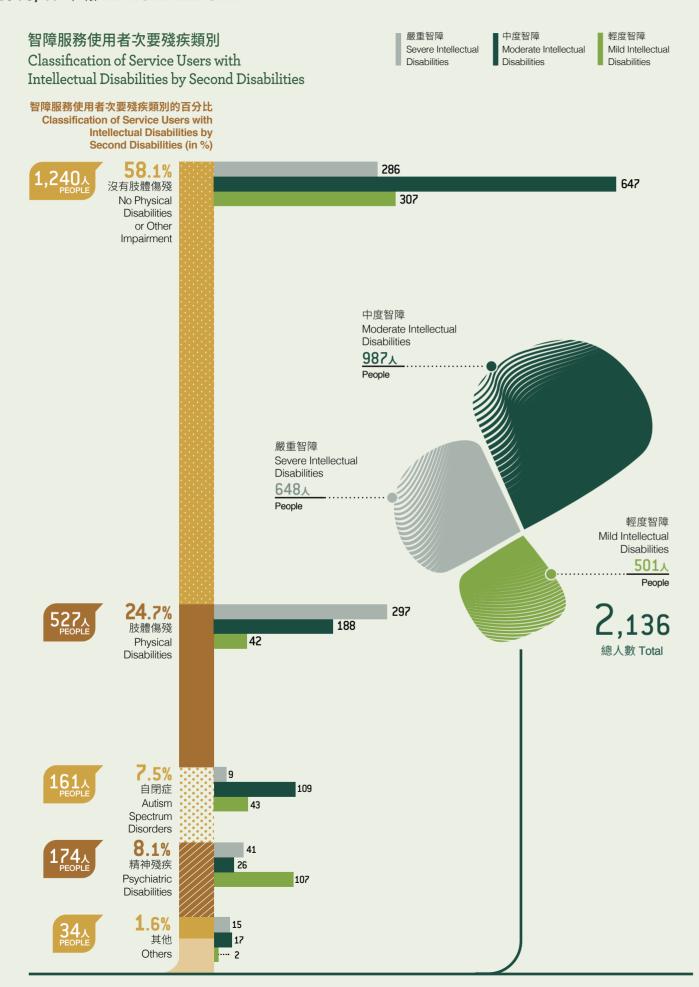
Classification of Service Users by Major Disabilities



^{*}包括學習遲緩、注意力缺失及過動和發育遲緩

Including Limited Intelligence, Attention-deficit Hyperactivity Disorder and Developmental Delay

總人數 Total



服務使用者年齡分佈

Therapy Service



服務使用者接受服務年期(截至2017年3月31日)



服務使用者個案來源

Sources of Referral of Service Users



2016/17 年報 ANNUAL REPORT 關於我們 ABOUT US

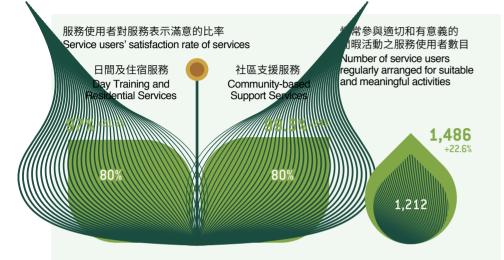
主要表現指標

Kev Performance Indicators

■ 2016/17 目標 Targets in 2016/17 全年成績 Overall Results (Variance in%)

服務使用者 Service Users

改善服務使用者的生活質素及滿意程度 Improving Service Users' Quality of Life and Satisfaction with Services Received

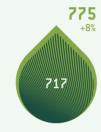


減慢高齡智障服務使用者身體 機能的退化速度

Slowing down service users' deterioration in physical functioning

恆常參與一種適合身體機能狀況

的運動之高齡服務使用者數目 Number of ageing service users arranged for regular participation in one physical exercise, suitable for their body condition 775



促進服務使用者積極融入社會

Encouraging Service Users to be Fully Integrated into Society

住宿服務使用者參與非中心 為本的社區共融活動 之出席人次

Attendance of service users of Residential Services participating in non-centre based inclusive activities

到訪人士參與共融活動的 出席人次

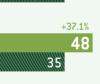
Attendance of visitors participating in inclusive activities

服務單位發展共融體藝 項目的數目

Number of inclusive arts and sports activities developed by service units



+42.8% 12.205 8,545



參與共融體藝項目的服務 使用者數目

Number of service users participating in inclusive arts and sports activities

參與提升工作能力訓練 項目之服務使用者數目 Number of service users participating in training to improve work ability

曾被接觸、推廣或介紹服務 使用者能力的服務機構/ 公司 / 團體之數目

Number of service organisations / corporations / groups being contacted, promoted, or introduced about service user's abilities



支援網絡 Supporting Network

增加照顧者的滿意程度 Increasing Carers' Satisfaction with the Society's Services



照顧者滿意服務的比率 Carers' satisfaction rate of services

加强義工陣容 Strengthening the

Capacity of Volunteers



義工參與扶康會 / 服務單位服務的出席次數 Volunteer attendance in services held by FHS / service units

其他 Others

加強與服務機構/公司/團體建立網絡 **Enhancing Network with Service** Organisations / Corporations / Groups



服務使用者老齡化 Ageing of Service Users

服務使用者老齡化問題日趨嚴重,當中以住宿服務、日間訓練服務和職業康復及 發展服務的情況最為明顯。

Ageing of service users becomes increasingly serious, particularly those receiving Residential Services, Day Training Services, and Vocational Rehabilitation and Development Services.

宿舍、成人訓練中心及職業康復及發展服務類別

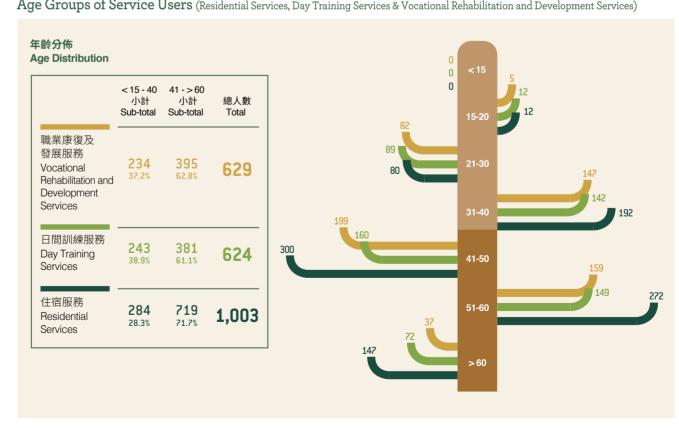
Types of Hostels, Adult Training Centres & Vocational Rehabilitation and Development Services



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服務使用者年齡分佈(住宿服務、日間訓練服務和職業康復及發展服務)

Age Groups of Service Users (Residential Services, Day Training Services & Vocational Rehabilitation and Development Services)



Social Inclusion

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社區共融

本會致力倡導社區共融,並透過關愛家庭服務及「香港最佳老友」運動:

2011/12

與社會各界一起建立關愛共融、平等互享的社會。

The Society actively promotes social inclusion through Family Care Home Services and 'Best Buddies Hong Kong' Movement, creating an inclusive, caring, and equal society with concerted efforts from community members.

香港賽馬會社區資助計劃:關愛家庭服務

The Hong Kong Jockey Club Community Project Grant: Family Care Home Services





0.86m

百萬港元

in HK\$ million

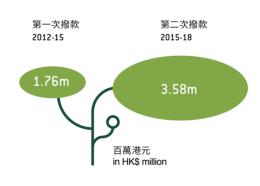
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扶康會「香港最佳老友」運動一賽馬會社會共融計劃

FHS 'Best Buddies Hong Kong' Movement Jockey Club Social Inclusion Project (BBHK)







分社數目(按類別)

Number of Chapters (by Types)

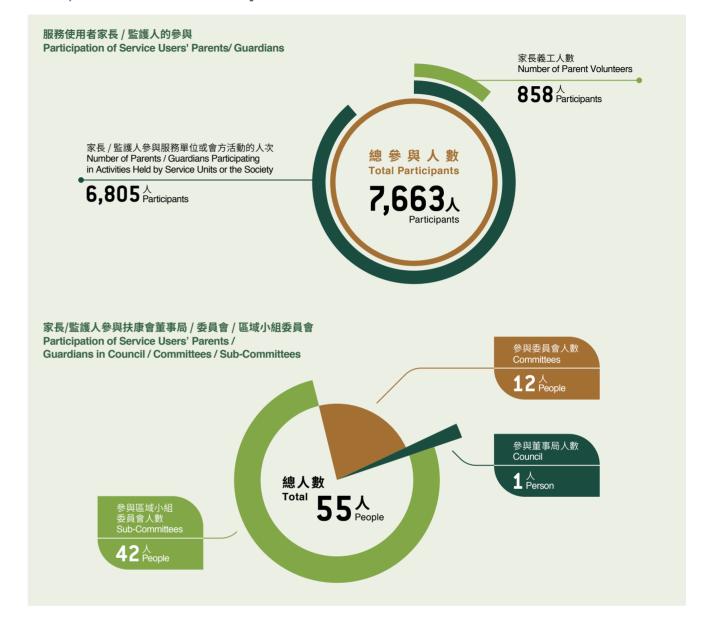




¹固定朋友為於每個年度定期探訪關愛家庭最少四次或以上的義工。Regular friends are volunteers who regularly visit family care homes at least 4 times or above each year.

家長/監護人及義工參與

Parent / Guardian & Volunteer Participation



義工參與



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會長獻辭 President's Message





葉恩明醫生 太平紳士 Dr IP Yan-ming JP

「哪裡是烏托邦?」

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相信任何有志之士,當靜下來稍有跳出生活迷陣時,都曾希望找到理想烏托邦。但,它在何方呢?是在那裡可以追尋到個人無邊的財色名利慾,永享不變?還是,在那裡不管遇上任何順逆變幻,仍有人與你一起面對,平和地生活,能愛也被愛呢?

年報中,我們邀請了不同持份者對不同服務分享了他們的真純感受,加插於各份報告中,所帶出的感受,亦分享著施與受的真摯,感動也感恩。而這「共享·關愛」,向來就是扶康會對弱勢社群的態度。

'Where does utopia lie?'

Searching for utopia, I believe, has somehow crossed one's soul when we are mindful. However, where is it? Is it in a place one can possess unlimited money, sexual gratification, fame and fortune so that our avarice will be forever satiated? Or, is it in a place where one can live in peace and love with all others, despite the vicissitudes of life......

In this Report, we have invited various stakeholders to share their feelings and the truth of 'give' and 'take', conveying a genuine sense of simplicity, appreciation and sublimation in living, albeit the life they had might not have been up to their wish. In fact, for the underprivileged, Fu Hong Society has always been upholding our attitude of 'We Care, We Share'. Indeed, their expressions have blessed and reinforced our belief.

在六、七十年代的香港,市民生活艱難,教育及經濟水平比較低,對智障人士深存誤解及排斥,令他們難以被接納,成為被社會忽視內一群。從1977年至今,扶康會一直與有需體為一群。從1977年至今,扶康會一直與有需傷傷人士、精神康復者及自閉症人士,提供一系驗過切康復服務。除了服務使用者,亦家長內的過切康復服務。除了服務使用者,亦家長內職他們的意見。直至2000年,「扶康家長長、時聽他們的意見。直至2000年,「扶康家長長、時聽他們的意見。直至2000年,「扶康家長長」以倡導家長的力量和需求,增強對社會政策、機構服務發展及質素等方面的參與。不只家人,「共享・關愛」的意識也推廣至社會大眾,令有需要的家庭,在康復路上不再孤單無助。

馬克思·曾說:「我們知道個人是微弱的,但我們也知道整體就是力量。」雖然每一個人的一份關愛可能是微少,但當每一個人不斷付出無私的關愛,就等於每個人都會得到愛,令互愛成為生活常態。那末,大家都會在平和共融中,活得更好!

此刻,原來烏托邦就在我們心中。

¹ 著名德國哲學家及革命社會主義者。 A well-known German philospher and revolutionary socialist 雖然每一個人的一份關愛可能是微少, 但當每一個人不斷付出無私的關愛, 就等於每個人都會得到愛。

Individual love and care may not be too strong but if everyone extends our love and care to each another, the power will be wonderfully great.

In the midst of hard times in the 60s and 70s, families and people with intellectual disabilities were tremendously harder with lots of misunderstanding, discrimination, prejudice and desertion by the society of Hong Kong. Seeing and feeling that, Fu Hong Society was formed in 1977 with the mission to accompany persons with disabilities with love and care, then step by step providing a host of needed services for persons with intellectual disabilities and physical disabilities, later extending to our friends with psychiatric disabilities and autism spectrum disorders along the way. Apart from walking and working with the service users, we did not undermine the significance of their families and took the lead to gather them and listen to their opinions in the 80s. Until 2000, we established 'Fu Hong Parents Association' as a parental organisation with complete membership and electoral system, enlisting their power in advocating their rights, participating in development of our Society, even strengthening the social policies in the community. Not only this, we also promulgate the concept of 'We Care, We Share' to the general public. No one is flawless but if anyone does struggle from flaws or disabilities, we shall never let them walk helplessly alone!

Karl Marx¹ once said, 'We know that the individual is weak, but we also know that society is a power.' This rightly applies to love and care. Individual love and care may not be too strong but if everyone extends our love and care to each another, the power will be wonderfully great. We shall then live happily in a better world full of peace and love, not fearing the ups and downs in life.

At that moment, utopia exists in us.

2Corporate Governance 機構管治

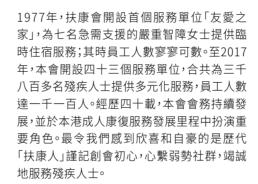
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2016/17——扶康會成立四十周年 董事局主席報告

2016/17—40th Anniversary of Fu Hong Society
Council Chairman's Report



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2016/17年度,於慶祝扶康會成立四十周年之際,我們既要傳承扶康會積極進取和熱誠服務的精神,更要持續優化機構管治和服務質素、回應殘疾人士不斷轉變的需求及推動社會共融。在各持份者的積極參與和支持下,本會於不同範疇均取得實質進展。

提升管治水平和成效 促進機構可持續發展

• 優化管治架構

為應付未來機構發展的需要,本會董事局於 2016/17年度就優化董事局轄下委員會架構 進行深入探索。目的是提高董事局轄下架構的 效率,以及開拓更多渠道吸納各界專才成為義 務委員,從而提升管治水平和成效。優化架構 方案將於2018年全面推行。期望各持份者能 一如以往支持董事局及其轄下委員會的工作, 一起於不同的崗位上實踐本會的使命。



Celebrating the 40th anniversary of the Society in 2016/17, the Society needs to pass on its proactive and enthusiastic attitude in serving persons with disabilities. The Society also has to continuously enhance corporate governance and service quality, in order to address the changing needs of persons with disabilities and foster social inclusion. With the support and active participation of all stakeholders, the Society has made substantive progress in various aspects in the year under review.

Pursuing excellence in governance and fostering sustainable development

persons with disabilities wholeheartedly and dedicatedly.

• Optimising governance structure

To cope with organisational needs in the future, the Council of the Society held an in-depth deliberation on how to optimise Council substructure. The aim is to strengthen corporate governance through further improving the efficiency of Council substructure, and opening up more channels to absorb professionals from different sectors to serve on Committees of the Society. The optimisation plan of Council substructure will be implemented from 2018. It is hoped that stakeholders in their various roles will, as always, support the work of the Council and Committees to jointly achieve the mission of the Society.



● 制定三年策略性計劃(2018至2021年)

為了更有效地評估本會面對挑戰的能力及善用有利發展的潛在機遇,管理層於本年度籌備進行機構及服務單位層面的「強弱危機綜合分析」。經整理後的分析結果將會呈交董事局及相關的專責小組作參考。除了董事局、各個委員會和員工的參與外,本會亦會邀請服務使用者家屬參與制定策略性計劃的過程,以便準確地了解他們的意見及期望。

推出適切服務 積極回應需求

• 增設言語治療服務

鑑於服務使用者對言語治療服務的需求日趨殷切,本會於2016年8月增設非政府常規資助的言語治療服務,增聘兩名言語治療師,為服務使用者提供吞嚥能力評估及介入服務。增聘言語治療師讓本會的專業團隊更為全面,而跨領域的合作亦能發揮協同效應,攜手提升服務使用者的溝通能力和生活質素。本會將因應服務使用者的需求,適時評估增聘言語治療師的需要。(詳情請參閱本年報第82至84頁。)

•「石圍角工場現代化計劃」

社會福利署於1986年設立石圍角工場,1991年起由本會接管,是首個由政府委託非政府機構接管營運的工場。為了回應高齡服務使用者的需要及應對職業康復服務的發展趨勢,石圍角工場需要在訓練項目、設施及室內設計等方面進行優化工程。承蒙香港賽馬會慈善信託基金捐助港幣一千一百二十九萬元,以推行現代化計劃。工場的服務將會更切合服務使用者和現今社會的需要,亦能透過舉辦社區共融活動,增加區內人士對殘疾人士的認識,促進社會和諧。

• 「殘疾人士入職後續支援」優化計劃

目前,只要殘疾人士於公開市場連續受聘六個月,並符合既定薪金收入標準,即符合社會福利署成功公開就業的標準,便要退出「輔助就業」或「殘疾人士在職培訓計劃」等服務。然而,根據本會的服務經驗,很多在職殘疾人士在退出服務後,仍然面對不少情緒問題及工作壓力。往往因缺乏適當支援,導致他們無法繼順利工作,甚至離職。有見及此,本會於本年度積極研究推行「殘疾人士入職後續支援」優化計劃。有關計劃以會員制的方式為已退出原有服務的殘疾人士、提供額外最長十八個月的入職後續支援;由社工提供專業意見及輔導,以加強殘疾人士工作的穩定性及持久性,讓他們能發揮潛能,貢獻社群。有關計劃於2017年4月1日至2019年3月31日期間推行。

• Formulating a three-year Organisational Strategic Plan (2018 – 2021)

To effectively assess the Society's capacity to face possible challenges and exploit potential opportunities for sustainable development, preparatory work for conducting SWOT analyses at corporate and service unit levels was carried out by Senior Management in the year under review. Results of the analyses will be a guiding reference for the Council and the dedicated Task Force. In addition to the active involvement of Council, Committees and staff members, the Society will invite family members of service users to participate in the formulation process so as to have a firmer grasp of their views and expectations.

Launching appropriate services that positively respond to the needs of service users

• Adding speech therapy services

In view of service users' increasing demand, non-subvented speech therapy services have been added from August 2016. Two Speech Therapists (STs) were recruited to provide swallowing assessments and intervention services. They also enhance the comprehensiveness of the Society's professional team. Multidisciplinary collaboration can further raise synergy effects, enabling different professional staff to make concerted efforts to improve service users' communication skills and quality of life. The Society will make timely evaluation of the need to recruit additional STs in response to the demand of service users. (Please refer to p. 82 – 84 for details.)

• 'Shek Wai Kok Workshop Modernisation Project'

The Social Welfare Department (SWD) set up Shek Wai Kok Workshop in 1986, and handed it over to the Society in 1991. It is the first of such entrustment to non-governmental organisations. In consideration of the needs of ageing service users and the obvious changes in the development trend of vocational rehabilitation services, it is necessary for the Workshop to carry out enhancement works in terms of training programmes, facilities, interior design, etc. We are grateful that The Hong Kong Jockey Club Charities Trust has donated a grant of HK\$11.29 million to implement the modernisation project. It is expected that services provided by the modernised Workshop will better serve the needs of service users and present-day society. Inclusive activities organised by the Workshop will also help enhance public understanding of persons with disabilities and promote social inclusion.

Enhanced Project on 'Post-Employment Support Services for Persons with Disabilities'

At present, if persons with disabilities have been continuously employed for more than six months in the open market and able to meet the established standards for wages, they are considered by the SWD as having successful employment. They will then be discharged from services like Supported Employment Service and On-the-Job Training Programme. According to our service experience, many of them still face a number of emotional problems and suffer from work-related stress. Often, they lack appropriate support to continue with their jobs; and some would resign because of inability to handle all these problems. To cater for the needs of this particular group, the Society actively studied the launch of the captioned enhanced project on a membership basis in the year under review. The enhanced project will provide members with additional post-employment support services for up to 18 months. Social Workers will provide professional advice and counselling for persons with disabilities so as to strengthen their job stability and continuity, thereby helping them develop their potential and make contribution to society. The enhanced project commenced on 1 April 2017 and will last until 31 March 2019.

• 更新個案管理系統

本會於2016/17年度探討如何改善及增加個案管理系統的作業流程,以促進跨專業協作; 更有效地制定、檢視和評估服務使用者的個別 康復及發展計劃。新的個案管理系統亦讓本會 更全面地了解服務成效,有助持續改善服務質 素。新系統將於2019年逐步推行。

開拓不同的平台 展示潛能和創意

● 「緊Art你手」共融計劃

本會相信每一位殘疾人士也有與生俱來的天賦和才能,而藝術是其中一種媒介展示他們的潛能。承蒙嘉民慈善基金於2015/16年度捐助港幣八十三萬八千元,讓為期兩年的「緊ART你手」共融計劃得以推行。當中的項目包括於本會總辦事處西翼開設「樂融展藝坊」,提供一個互動平台推動展能藝術的發展,及傳遞傷健共融的信息。此外,本會於2017年4月28日至5月3日在香港文化中心舉行「藝與夢飛行」藝術展覽,展出由一百三十三位服務使用者製作的藝術作品,總參觀人數超過一千六百人次。「緊ART你手」共融計劃已於本年度順利完結,本會將努力尋求其他捐助,以持續推廣展能藝術,並於社區宣揚關愛、共融的文化。

• 開設第三所社企餐廳「康姨小廚」

本會轄下的社會企業「康融服務有限公司」(簡稱「康融」)透過公開競投,於2016/17年度成功取得高山劇場餐飲的經營權,為期三年,於2017年7月開業。新餐廳命名為「康姨小廚」,是本會繼「康姨咖啡室」及「香城茶室」後,第三所開設的社企餐廳。本會於本年度亦成功延續「康姨咖啡室」的經營權,為期四年。這些進展不但標誌康融業務持續發展,而且顯示本會在發展殘疾人士潛能及促進殘疾人士就業等方面的決心和努力。三所社企餐廳將會發揮更大的協同效應,為更多殘疾人士提供餐飲就業機會和工作的訓練平台;並透過增加殘疾人士與社區人士的接觸,讓大眾了解殘疾人士的工作能力。

• Revamping Case Management System (CMS)

In 2016/17, the Society explored how to improve and increase the workflow of CMS in order to promote inter-multidisciplinary collaboration; and formulate, review and evaluate service users' individualised rehabilitation and development plans more effectively. The revamped CMS will equip the Society with a more comprehensive understanding of its service outcomes. The new CMS will be implemented from 2019.

Opening up different platforms to show the potential and creativity of service users

• 'Let's Art Together' Inclusion Project

The Society believes every person with disability is born with endowments and talents; and art is a medium that can demonstrate their potential. The Society is grateful to Goodman Foundation for a donation of HK\$838,000 in 2015/16 to conduct the two-year 'Let's Art Together' Inclusion Project. One of the major parts of the project was the setting up of 'Joyful Art Gallery' located at Head Office Annex of the Society. Through serving as an interactive platform, the Gallery promotes not only the development of arts with the disabled, but also the message of social inclusion. In addition, the Society held the 'Flying Dreams, Flying Colours' Art Exhibition at Hong Kong Cultural Centre from 28 April to 3 May 2017. The exhibition displayed art works of 133 service users, and the total number of visitors exceeded 1,600 attendances. The project has been smoothly completed in 2016/17. The Society will continue to seek funding to promote arts with the disabled, as well as a caring and inclusive culture in the community.

• Setting up the 3rd social enterprise restaurant 'Madam Hong Restaurant'

The Society's social enterprise, Hong Yung Services Limited (HYSL), succeeded in bidding the three-year permit to operate the business at the catering premises of Ko Shan Theatre through open tender. The new restaurant, named 'Madam Hong Restaurant', commenced its business in July 2017. It is the 3rd social enterprise restaurant set up by HYSL after 'Madam Hong Cafe' and 'City Cafe'. In the year under review, the Society also succeeded in renewing the operation permit of 'Madam Hong Cafe' for four years. Not only do these achievements mark the sustainable business growth of HYSL, they also fully demonstrate the Society's determination and efforts to develop the potential of persons with disabilities and promote their open employment. It is believed that the three social enterprise restaurants will achieve greater synergy and provide more catering employment and training opportunities for persons with disabilities. The public can have more interaction with disabled people and better understand their work abilities through the social enterprise restaurants.

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促進業界交流 分享知識經驗

本會十分重視與業界的交流,亦鼓勵董事局/委員會委員、員工及服務使用者家屬踴躍參與。在2016年9月至11月期間,本會考察團到台灣了解當地的高齡智障服務及職業康復服務,亦前往日本參觀「第四十三屆國際福祉機器展」。此外,本會一行十四人的代表團於2016年10月25至27日赴英國蘇格蘭出席「第二十三屆康復國際年會及世界大會」;代表團成員包括神師、董事局委員、員工及家屬代表。本會共有八篇論文獲接納於會上發表,主題包括關愛家庭服務、朋輩支援服務、機與家長的夥伴關係等。作為本港其中一所主要的康復機構,本會非常榮幸能與世界各地的同工分享香港的服務經驗,並通過這個寶貴的機會互相學習和交流。

在2017年4月20至22日,本會獲中國殘疾人聯合會(簡稱「中國殘聯」)邀請到北京進行首次正式拜訪。本會代表團除了獲邀出席康復國際執委會開幕儀式及參觀北大醫療康復醫院外,更獲安排與中國殘聯領導,如執行理事會副理事長賈勇先生、國際聯絡部副主任尤亮先生及港澳台事務辦公室調研員周紅女士等正式會談,讓本會與中國殘聯展開積極的合作關係。

凝聚社會力量 齊建共融社會

• 企業夥伴的支持

本會致力與各行業的企業建立良好的夥伴關係,並推動成立企業義工隊,促使企業切實地履行社會責任。在2016/17年度,本會成功提名117間企業和專業團體,獲香港社會服務聯會頒發「商界展關懷」及「同心展關懷」的標誌,藉以表揚跨界別合作的努力。同時,共有四十隊企業義工隊參與本會的活動,企業義工人次超過六百人次。(詳情請參閱本年報第107至117頁。)

• 「香港最佳老友」運動

自2004年開始,「香港最佳老友」運動成為本會重點發展的社區教育運動之一,目前得到香港賽馬會慈善信託基金撥款資助此項運動的行政及活動開支(直至2018年9月)。此運動透過讓社區人士與智障人士建立一對一友誼,於社區傳遞傷健共融的信息,以及建立關懷尊重的文化。截至2017年5月,本會成功配對二十七對「家對家」老友(家庭老友)及二百零八對「一對一」老友,並有二十二個老友分社,其中兩個新的分社分別由香港賽馬會義工隊與本會毅誠工場,以及拔萃女書院與天保民學校一起成立。(詳情請參閱本年報第91至93頁。)

Fostering exchange with the sector to facilitate knowledge and experience sharing

The Society attaches great importance to exchange with the disability sector, and encourages Council/Committee Members, staff and family members of service users to actively participate in exchange activities. From September to November 2016, the Society sent delegations to Taiwan to study services for ageing persons with intellectual disabilities and vocational rehabilitation services, and to Japan to visit the '43rd International Home Care & Rehabilitation Exhibition'. In addition, a delegation of 14 members attended the 23rd Rehabilitation International World Congress held in Scotland, UK on 25-27 October 2016. Delegates included Spiritual Adviser, Council Members, staff and a family member of service user. Eight papers were accepted and presented at the Congress, covering topics including family care home services, peer support services, partnership with parents, etc. As a major rehabilitation agency in Hong Kong, the Society was pleased to share with counterparts all over the world its service experience, and to learn and exchange views through this valuable opportunity.

Upon the invitation of China Disabled Persons' Federation (CDPF), the Society for the first time officially visited CDPF in Beijing on 20-22 April 2017. The official visit included participation in the opening ceremony of the Rehabilitation International Executive Committee Meeting, and study tour to Peking University Care Rehabilitation Hospital. The Society's delegation was received by senior officials of CDPF such as Mr JIA Yong, Vice President of Executive Board of CDPF, Mr YOU Liang, Deputy Director General of the International Affairs Department of CDPF, and Ms ZHOU Hong, Consultant of the Office of Hong Kong, Macau and Taiwan Affairs of CDPF. This formal visit paved the way for future collaboration between the CDPF and the Society.

Fostering social cohesion to build an inclusive society

Support from corporate partners

The Society strives to forge a close partnership with corporations from different sectors, and to promote the development of corporate volunteer teams. This partnership relationship also facilitates corporations to fulfil their corporate social responsibility. In 2016/17, the Society successfully nominated 117 corporations and professional bodies for the 'Caring Company' / 'Caring Organisation' logo issued by The Hong Kong Council of Social Service in recognition of cross-disciplinary collaborations. 40 corporate volunteer teams involving more than 600 volunteer attendances in activities held by the Society were recorded. (Please refer to p.107 – 117 for details.)

• 'Best Buddies Hong Kong' Movement (BBHK)

BBHK has been a major community education movement launched by the Society since 2004. The Hong Kong Jockey Club Charities Trust currently provides funding for BBHK's expenses on administration and activities (until September 2018). Through promoting one-to-one friendship between persons with and without disabilities, BBHK disseminates the message of social inclusion and fosters a culture of care and respect in society. As at May 2017, BBHK successfully formed 27 pairs of 'family-to-family' buddies (family buddies), 208 pairs of 'one-to-one' buddies and 22 chapters. Among the two newly set up chapters, one was formed by the volunteer team of The Hong Kong Jockey Club and Ngai Shing Workshop of the Society, and the other one was formed by Diocesan Girls' School and Mary Rose School. (Please refer to p.91 – 93 for details.)

展望未來

• 智障人士老齡化

截至2017年3月底,本會為3,806名殘疾人士提供服務,當中有超過2,200名(58%)服務使用者已年過四十歲。本會除了要提升護理及訓練服務的質素外,還需要密切關注各服務單位的人手需求和組合,以便有效地回應高齡服務使用者的需要。此外,本會將積極與有關團體研究通過運用資訊科技,加強服務使用者應對老齡化的能力,讓他們擁有樂齡生活。

● 持續發展關愛家庭服務

本會自1997年開展「扶康家庭」計劃,先後開 設四所關愛家庭,以自負盈虧的方式營運,為 缺乏家庭支援的智障成人提供服務。自2008 年開始,本會的關愛家庭服務獲香港賽馬會 慈善信託基金捐助部份經費。其中一所位於 威爾斯親王醫院員工宿舍大樓內的關愛家庭 「和諧軒」,因醫院大樓進行重建,已於2017 年3月遷出。作為過渡安排,受影響的家庭成員 已遷往另外兩所關愛家庭暫住。縱使另覓物業 的過程困難重重,本會仍然會以積極及樂觀態 度面對,冀望能盡快為和諧軒的家庭成員重建 一個家。本會深信關愛家庭的服務理念,能真 下履行《殘疾人權利公約》第二十三條有關「尊 重家居和家庭」的特定條款,確保殘疾人士在 家庭生活方面享有平等權利。未來,本會將把 握每一個機會,向政府及社會各界進一步推廣 關愛家庭服務,務求令扶康家庭計劃得到更廣 泛的支持和認同。

總結

2017是扶康會成立四十周年,亦標誌著本會與香港特區政府、殘疾人士及社會各界持份者同心同行四十載。本會不斷成長,並邁進新的服務領域,為更多有需要的殘疾人士提供適切的服務,讓他們一樣可以擁有燦爛的人生。在穩健、可信賴的機構管治和財務管理制度下,本會有信心迎接未來的挑戰,為可持續發展作好準備。

我非常榮幸能夠與會長、副會長、神師、董事局及委員會委員一同共事,亦由衷地感謝他們對本會的無私奉獻。同時,我謹代表董事局感謝全體員工克盡己任,並於各個崗位上努力實踐本會的核心價值。 最後,我謹代表扶康會衷心感謝香港特區政府和各部門、香港獎券基金、香港賽馬會慈善信託基金、捐助本會的社區人士和團體,以及所有義工。全賴他們的傾力支持及慷慨解囊,本會才能有如此令人鼓舞的成績。本會將繼續以堅定不移的態度履行使命,以殘疾人士的福祉為依歸,並與各持份者一起推動社會共融。

In the Years to Come

. Ageing of persons with intellectual disabilities

Among 3,806 persons with disabilities served by the Society, over 2,200 service users (58%) were 40 years old or above as at the end of March 2017. To effectively respond to the needs of ageing service users, the Society will improve the quality of nursing and training services, and pay close attention to staffing requirement and composition of service units. Furthermore, the Society will play an active role in studying the use of information technology with relevant organisations to strengthen service users' abilities to cope with ageing and achieve positive ageing.

• Sustaining the development of family care home services

Four family care homes have been set up on a self-financed basis under the 'Casa Famiglia' Project since 1997. The family care home services have been partially funded by The Hong Kong Jockey Club Charities Trust since 2008. These family care homes provide services for adults with intellectual disabilities who lack support from their own families. Concordia Family, one of the four family care homes, was originally located at the staff guarters building of Prince of Wales Hospital. Due to redevelopment of the Hospital, Concordia Family moved out from the said premises in March 2017. As an interim measure, affected family members were transferred to another two family care homes to receive services temporarily. Although it is never an easy task to find new premises for relocation, the Society will keep on adopting a proactive and positive attitude towards challenges in the hope of expediting the redevelopment of Concordia Family. The Society firmly believes that, the service concepts of these family care homes can truly implement the provisions of Article 23 'Respect for home and the family' of the Convention on the Rights of Persons with Disabilities, which ensure persons with disabilities to have equal rights with respect to family life. In the years ahead, the Society will seize every opportunity to further promote family care home services to the Government and the public in order to gain wider support and recognition of 'Casa Famiglia' Project.

Conclusion

The year of 2017 marks the 40th anniversary of the Society and signifies its 40-year partnership with the HKSAR Government, persons with disabilities and other stakeholders from different sectors. The Society has continuously developed and entered new areas of services to benefit as many needy persons with disabilities as possible, and to help them live a beautiful life. Supported by stable, steady and reliable corporate governance and financial management, the Society is confident in meeting future challenges and getting well prepared for sustainable development.

I am deeply honoured to have the opportunities to work with our President, Vice President, Spiritual Advisor, Members of the Council and Committees. I would like to express my sincere gratitude to them for their selfless dedication. On behalf of the Council, I wish to express our appreciation to staff members in different positions for making the best efforts to fulfil their duties and actualising the core values of the Society. Last but not least, on behalf of the Society, I would like to extend our sincere gratitude to the HKSAR Government and all governmental departments concerned, The Lotteries Fund, The Hong Kong Jockey Club Charities Trusts, donors including individuals and organisations, and volunteers. Without their enthusiastic support and generous donations, the Society would not be able to make such encouraging achievements. The Society will continue to put its mission into practice unflinchingly, to serve the best interests of persons with disabilities, and to foster social inclusion with concerted efforts of all stakeholders.

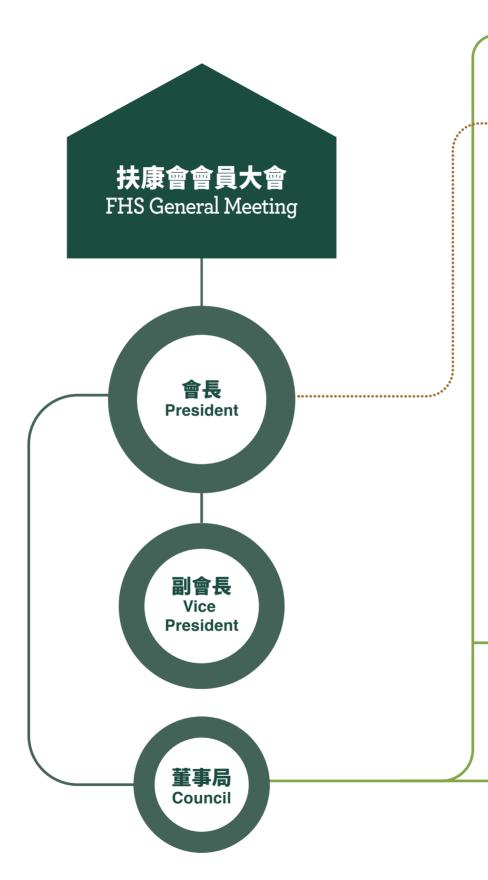
2016/17 年報 ANNUAL REPORT 機構管治 CORPORATE GOVERNANCE

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機構管治架構 Corporate Governance Structure

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, 盡力提升管理效益。右圖概述本會的機構管 治架構及主要服務的管理要點:

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 in order to enhance management efficiency through 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:



扶康會委員會 **Committees of Fu Hong Society**

機構管治委員會 Corporate Governance Committees

● 審核委員會 Audit Committee

• 提名委員會 Nomination Committee

• 資訊及通訊科技委員會

Technology Committee

Research Committee

Services Monitoring

服務監察委員會²

• 公共關係委員會

● 研究委員會

Committee²

● 招標委員會

Tender Board

Information & Communication

Public Relations Committee

常務委員會 Standing Committees

• 建築拓展及維修委員會 Building Development & Maintenance Committee

• 業務拓展及一般服務委員會¹ Business Development & General Services Committee¹

● 交流計劃委員會

Exchange Programme Committee

● 財務及投資委員會 Finance &

Investment Committee

• 人力資源委員會

Human Resources Committee

• 自閉症人士服務顧問委員會

• 扶康家庭服務顧問委員會 Advisory Committee on Casa Famiglia Services

專業委員會 Professional Committees

• 社區精神康復服務顧問委員會 Advisory Committee on Community Psychiatric Services

Advisory Committee on Services for Persons with Autism

康融服務有限公司董事局3 Council of Hong Yung Services Limited³

友愛之家協會有限公司董事局³ Council of Agape Society Limited³

多元化康復服務4 Multifaceted Rehabilitation Services⁴

(直接由扶康會管理 Directly Managed by FHS)4

• 住宿服務 Residential Services

● 日間訓練服務 Day Training Services

• 職業康復及發展服務

Vocational Rehabilitation and **Development Services** • 社區精神康復服務

Community Mental Health Services

• 自閉症及發展性障礙人士服務 Services for Persons with Autism Spectrum Disorders and Developmental Disabilities

• 殘疾人士社區支援服務 Community Support Services for Persons with Disabilities

•「香港最佳老友」運動 'Best Buddies Hong Kong' Movement

社會企業 **Social Enterprises**

(透過康融服務有限公司管理

Managed through Hong Yung Services Limited)⁵

● 禮品包裝服務 Gift Wrapping Services

● 空氣消毒及滅蟲服務 Air Sterilisation & Pest Control Services

• 清潔服務 Cleaning Services Catering Services

● 餐飲服務

關愛家庭服務 **Family Care Home Services**

(透過友愛之家協會有限公司管理 Managed through Agape Society Limited)6

● 邂逅軒 **Encounter Family** ● 超瑩軒 Radiance Family

● 婉明軒

•和諧軒7 Concordia Family7

Splendor Family

備註:1.業務拓展及一般服務委員會同時監督「香港最佳老友」運動理事會。2.服務監察委員會亦監督四個區域小組委員會。3.康融服務有限公司及友愛之家協會有限公司的董事局委員必須為扶康會董事局委員,全屬非受薪董事。4.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59至89頁。5.扶康會於2003年成立一所相關的擔保有限公司——康融服務有限公司(簡稱「康融」),用作營運社會企業,為殘疾人士提供各種就業機會,讓他們發揮潛能,融入社會。康融是本會的其中一項自負盈虧服務。6.扶康會於2006年成立另一所相關的擔保有限公司——友愛之家協會有限公司,主要代表本會管理關愛家庭服務。這計劃是本會的其中一項自負盈虧服務,現時獲香港賽馬會慈善信託基金贊助部分經費。7.受威爾斯親王醫院擴建工程影響,和諧軒已於2017年第一季遷出。

Notes: 1.Business Development & General Services Committee also oversees 'Best Buddies Hong Kong' Movement Council. 2.Services Monitoring Committee also oversees four Regional Sub-Committees. 3.Council members of Hong Yung Services Limited and Agape Society Limited must be Council Members of Fu Hong Society and they all serve without any remuneration. 4.Since 1978, Fu Hong Society, a company limited by guarantee, has begun to provide multifacettee. services for addressing 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 59 to 69 of this Report. 5.In 2003, Fu Hong Society established a related company, i.e., Hong Yung Services Limited (Hong Yung), also a company limited by guarantee, to look after all social enterprise works for unleashing the potential of persons with disabilities and to promote social inclusion through providing various employment opportunities. Hong Yung is one of the Society's self-financed projects. 6.In 2006, Fu Hong Society established another related company limited by guarantee, Agape Society Limited, with the main responsibility of managing Family Care Home Services on behalf of Fu Hong Society. Casa Famiglia Project is one of the Society's self-financed projects and are now partially funded by the Community Project Grant of The Hong Kong Jockey Club Charities Trust. 7.Being affected by the redevelopment of Prince of Wales Hospital, Concordia Family moved out from its current location in the first quarter of 2017.

機構管治成員 Corporate Governance Members

贊助人 Patron 香港特別行政區行政長官 林鄭月娥女士 大紫荊勳賢, GBS

Chief Executive of HKSAR

The Honourable Mrs Carrie LAM CHENG Yuet-ngor GBM, GBS





會長 **01** President 葉恩明醫生 JP Dr IP Yan-ming JP

02 副會長 Vice President 王淦基醫生 JP Dr WONG Kam-Kee, Simon JP









主席 03 Chairman

郭鍵勳博士 BBS, JP Dr KWOK Kin-fun, Joseph BBS, JP

義務秘書 Hon Secretary

王林小玲女士 мн Mrs WONG LAM Siu-ling, Cecilia мн

> 神師 **07** Spiritual Adviser **07**

方叔華神父 Fr Giosuè BONZI PIME



06 義務司庫 Hon Treasurer

Mr SZE, Kyran MH

陳雪湄女士 Ms CHAN Suet-mei, Jane











陳秀嫻博士 』P Dr CHANG Sau-han, Joyce 』P

陳紹沅先生 Mr CHAN Siu-yuen, Stephen

14 陳達文先生 Mr CHAN Tat-man,



林振敏先生 SBS, QFSM, CPM Mr LAM Chun-man, Anthony SBS, QFSM, CPM

|| || 許國腎和

許國賢神父 Fr Fernando CAGNIN PIME

計盧萬珍博士 Dr HUI LO Man-chun, Jenny 九權鋒教授 Prof SIN Kuen-fung,

王明爍醫生 Dr WONG Ming-cheuk, Michael

> 胡君仲先生 Mr WU Kwan-chung, Derek

> > **L**I 盧鴻業先生 Mr LO Hung-yip











15 16 李春霖先生 enneth Mr LEE Chun-lam.

John

18 范德穎醫生 Dr FAN Tak-wing, William

20 錢國強先生 Mr CHIEN Kwok-keung,

Kenny **22** 梁媛雯女士

Emba

Ms LEUNG Wun-man,

榮譽法律顧問
Hon Legal Adviser

梁肇漢律師樓
Messrs S H Leung & Co

余柏銓先生

榮譽顧問

Hon Advisers

羅友聖先生MH

Mr Joseph SALAROLI мн

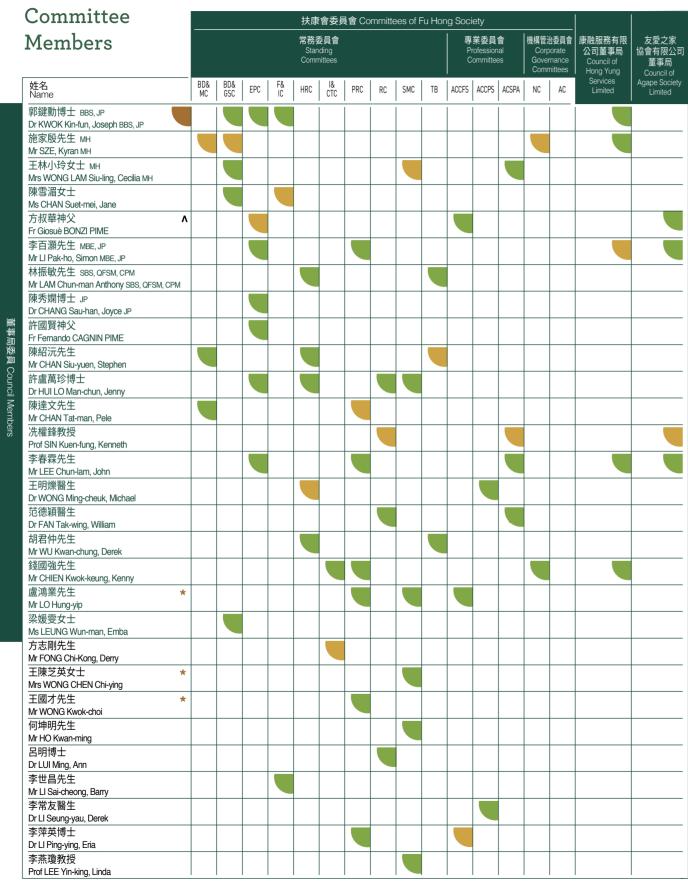
Mr YU Pak-chuen, Henry

核數師 Auditor 謝盧會

謝盧會計師事務所 Tse Lo CPA Ltd, Certified Public Accountants

 $2016/17 \mp$ annual report

委員會委員



		扶康會委員會 Committees of Fu Hong Society															
		常務委員會 Standing Committees									專業委員會 機構管治委員1 Professional Corporate Committees Governance Committees			oorate rnance	公司董事局 Council of	友愛之家 協會有限公司 董事局	
姓名 Name	BD8 MC		EPC	F&	HRC	I& CTC	PRC	RC	SMC	ТВ	ACCFS	ACCPS	ACSPA	NC NC	AC	Hong Yung Services Limited	Council of Agape Society Limited
沈靜姿女士 Ms SHUM Ching-chi, Nancy	i										<u> </u>						
林水祥先生																	
Mr LAM, Raymond																	
林柏榮神父 Fr Fabio FAVATA PIME																	
林國偉先生																	
Mr LAM Kwok-wai, Denny 林碧菁女士																	
Ms LIM Pek-ching, Dayna											-						
吳錫汶女士 Ms NG Shik-man	*																
容美鳳女士 Ms YUNG Mei-fung	*																
徐玉卿女士 Ms TSUI Yuk-hing																	
徐慕菁醫生 Dr CHUI Mo-ching, Eileena																	
梁郭淑燕女士 Mrs LEUNG KWOK Sok-yin	*																
陳玉堂先生 Mr CHAN Yuk-tong																	
陳玉蘭女士 Ms CHAN Yuk-lan																	
陳惠芳女士																	
Ms CHAN Wai-fong, Christina 陳煒國先生																	
Mr CHAN Wai-kwok, Kenneth 陳曉峰先生																	
Mr CHAN Hiu-fung, Nicholas 陸亞芳女士	*																
Ms LUK Ah-fong											-						
馮布玉娟女士 Mrs FUNG PO Yuk-kuen	*																
黃光磊先生 Mr WONG Kwong-lui																	
楊全盛先生 Mr YEUNG Chuen-shing, Eric																	
楊綺玲女士																	
Ms YEONG Yi-ling, Eileen 葉慶林先生		+															
Mr YIP Hing-lam, Peter																	
劉志强博士 Dr LAU Chi-keung																	
劉詩韻測量師 JP Sr LAU, Serena JP																	
歐成沛先生 Mr AU Sing-pui																	
蔡惠琴女士 JP Ms CHOI Wai-kam, Virginia JP																	
鄭建中先生 Mr CHENG Kin-chung																	
簡聚坤醫生 Dr KAN Chui-kwan																	
顧國偉醫生 Dr KU Kwok-wai																	
蘇漢章先生																	

● 董事局主席 Council Chairman ● 委員會委員 Committee Member ▲ 神師 Spiritual Adviser * 家屬代表 Family Member Representative HRC 人力資源委員會 Human Resources Committee I&CTC 資訊及通訊科技委員會 Information & Communication Technology Committee
PRC 公共關係委員會 Public Relations Committee
RC 研究委員會 Research Committee SMC 服務監察委員會 Services Monitoring Committee

TB 招標委員會 Tender Board ACCFS 扶康家庭服務顧問委員會 Advisory Committee on Casa Famiqlia Services ACCPS 社區精神康復服務顧問委員會 Advisory Committee on Community Psychiatric Services

ACSPA 自閉症人士服務顧問委員會 Advisory Committee on Services for Persons with Autism NC 提名委員會 Nomination Committee

AC 審核委員會 Audit Committee

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

中區及南區

Central & Southern

● **梁郭淑燕女士** 主席 / 怡諾成人訓練中心家長代表 Mrs LEUNG KWOK Sok-yin Chairman / Parent Representative of RCYLATC

 陸亞芳女士 副主席 / 思諾成人訓練中心家長代表 Ms LUK Ah-fong Vice Chairman/Parent Representative of RCSLATC

• 謝譚佩卿女士 社區義工 Mrs TSE TAM Pui-hing Community Volunteer

• 李雪英女士 怡諾成人訓練中心家長代表 Ms LEE Suet-ying Parent Representative of RCYLATC

 林麗娟女士 思諾成人訓練中心家長代表 Ms LAM Lai-kuen Parent Representative of RCSLATC

 李炯怡先生 毅誠工場家長代表代表 Mr LEE Kwing-yee Parent Representative of RCNSW • 蘇麗珍女士 毅誠工場服務使用者代表

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Ms SO Lai-chun Service User Representative of RCNSW

 詹兆麟先生 悅群之家服務使用者代表 Mr CHIM Siu-lun Service User Representative of RCYKH

 黎偉信先生 悅智之家服務使用者代表 Mr LAI Wai-shun Service User Representative of RCYCH

 林少珍女士 悅行之家服務使用者代表 Ms LAM Siu-chun Service User Representative of RCYHH

 吳國忠先生 康晴天地會員代表 Mr NG Kwok-chung Member Representative of SC

沙田、觀塘及港島東區

Sha Tin, Kwun Tong & Hong Kong Island East

 馮布玉娟女士 主席 / 順利成人訓練中心家長代表 Mrs FUNG PO Yuk-kuen Chairman / Parent Representative of SLATC

● 王陳芝英女士 副主席 / 清蘭之家家長代表 Mrs WONG CHEN Chi-ying Vice Chairman / Parent Representative of CLH

● 王國才先生 秦石成人訓練中心 / 禾輋成人訓練中心家長代表 Mr WONG Kwok-choi Parent Representative of CSATC / WCATC

Parent Representative of CSATC / WCATC

• 吳鮑金枝女士 樂華成人訓練中心家長代表

Mrs NG PAO Kam-chee
Parent Representative of LWATC

● 阮林瓊娜女士 靏華之家家長代表 Mrs YUEN LAM King-na Parent Representative of OWH

 ● 區美瓊女士 興華成人訓練中心家長代表 Ms AU Mei-king Parent Representative of HWATC 張蔡秀珍女士 順利成人訓練中心家長代表 Mrs CHEUNG CHOI Sau-chun Parent Representative of SLATC

 張**周惠芳女士** 秦石成人訓練中心 / 禾輋成人訓練中心家長代表 Mrs CHEUNG CHOW Wai-fong Parent Representative of CSATC / WCATC

• **麥佩英女士** 健持之家家長代表 Ms MAK Pui-ying Parent Representative of PH

 楊珍女士 興華成人訓練中心家長代表 Ms YEUNG Chun Parent Representative of HWATC

 謝永雄先生 樂華成人訓練中心家長代表 Mr CHE Wing-hung Parent Representative of LWATC

• 戴秀華女士 健持之家家長代表 Ms TAI Sau-wah Parent Representative of PH

荃葵青及九龍西區

Tsuen Wan, Kwai Ching & Kowloon West

● 徐玉卿女士 主席 / 社區義工 Ms TSUI Yuk-hing Chairman / Community Volunteer

 吳錫汶女士 副主席 / 麗瑤成人訓練中心家長代表 Ms NG Shik-man
 Vice Chairman / Parent Representative of LYATC

 黃黃婉霞女士 祖堯成人訓練中心家長代表 Mrs WONG WONG Yuen-ha Parent Representative of CYATC

● **李漢權先生** 澤安成人訓練中心家長代表 Mr LEE, David Parent Representative of COATC

 林碧球女士 長沙灣成人訓練中心及友愛之家家長代表 Ms LAM Pik-kau Parent Representative of CSWATC / FTH

 ● 戚幼玲女士 葵興職業發展中心家長代表 Ms CHIK Yau-ling Parent Representative of KHVDC

• 陳麗英女士 長康之家家長代表 Ms CHAN Lai-ying Parent Representative of CHH

 黄瑞萍女士 長康之家家長代表 Ms WONG Shui-ping Parent Representative of CHH • 黃杏玲女士 葵興職業發展中心家長代表

Ms WONG Han-ling
Parent Representative of KHVDC

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● **劉鹿先生** 長沙灣成人訓練中心及友愛之家家長代表 Mr LAU Lo Parent Representative of CSWATC / FTH

● **談寶釗先生** 麗瑤之家家長代表 Mr TAM Po-chiu Parent Representative of LYH

 鄧婉華女士 澤安成人訓練中心家長代表 Ms TANG Yuen-wah Parent Representative of COATC

• 韓周衛文女士 麗瑤之家家長代表 Mrs HON CHOW Wai-man Parent Representative of LYH

 羅王燕玲女士 上李屋成人訓練中心家長代表 Mrs LAW WONG Yin-ling Parent Representative of SLUATC

 • 譚黃麗卿女士 石圍角工場及輔助就業服務家長代表 Mrs TAM WONG Lai-hing Parent Representative of SWKW / SE

屯門及元朗區

Tuen Mun & Yuen Long

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• 何坤明先生 主席 / 社區義工 Mr HO Kwan-ming Chairman / Community Volunteer

 容美鳳女士 副主席 / 天水園地區支援中心家長代表 Ms YUNG Mei-fung Vice Chairman / Parent Representative of TSWDSC

 吳麗玉女士 潔康之家家長代表 Ms NG Lai-yuk Parent Representative of KHH

◆ **黃銘德先生** 潔康之家家長代表 Mr WONG Ming-tak Parent Representative of KHH

• 石楊小玲女士 社區義工 Mrs SHEK YEUNG Siu-ling Community Volunteer

 吳炳珍女士 山景成人訓練中心家長代表 Ms NG Ping-chun Parent Representative of SKATC • 魏婉玲女士 柔莊之家家長代表 Ms NGAI Yuen-ling

Parent Representative of YCH

• 關陳金好女士 天耀之家家長代表

Mrs KWAN CHAN Kam-ho

Parent Representative of TYH

Parent Representative of TYH

■ 陳王美華女士 天耀之家家長代表
Mrs CHAN WONG Mei-wah

● 李鄧全妹女士 天耀之家家長代表 Mrs LEE TANG Chuen-mui Parent Representative of TYH

 陳秀蘭女士 天水圍地區支援中心家長代表 Ms CHAN Sau-lan Parent Representative of TSWDSC

 黎惠英女士 友愛之家及長沙灣成人訓練中心家長代表 Ms LAI Wai-ying Parent Representative of FTH / CSWATC

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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》,致力達到高水平的機構管治,向各持份者負責。此部分總結了本會於2016/17年度的機構管治工作情況。

The Society has complied with requirements of the Company Ordinances and the Best Practice Manual formulated by the Social Welfare Department (SWD), in order to achieve high standards of corporate governance and to be accountable to stakeholders. This part summarises the corporate governance practices of the Society in 2016/17.

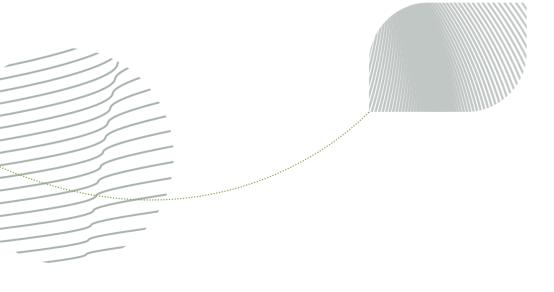
機構架構

按本會的組織章程細則,本會的會長、副會長及董事局委員須由本會會員擔任,他們均義務任職,並無領取任何酬金。如本會清盤時,各會員的有限法律責任不多於港幣五十元。本會的高級管理團隊由十一位成員組成,包括總幹事、助理總幹事、六位服務總監及三位中央行政部門主管,負責執行董事局的決定及管理本會的運作、服務提供及發展。管理層於2016/17年度的酬金合共港幣一千二百一十萬元,在社署的批准下,有關酬金是參照公務員總薪級表發放,並包括強制性公積金計劃供款及其他福利。

Corporate Structure

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According to the Articles of Association, President(s), Vice President(s) and Council Members of the Society shall be members of the Society. They are all volunteers serving the Society without any forms of remuneration. In case of winding up of the Society, the maximum liability of each member of the Society is HK\$50. The Society's Senior Management team comprises 11 members including Chief Executive Officer, Assistant Chief Executive Officer, 6 Service Directors and 3 Central Administration Department Heads; they are responsible for implementing the decisions of the Council and overseeing operations, service delivery and development. The total remuneration for the Senior Management team in 2016/17 was HK\$12.1 million which was paid out by reference to the Civil Service Pay Scales, including contributions to the mandatory provident fund schemes and other fringe benefits as endorsed by SWD.



董事局

● 職責

按本會章程細則規定的方向和權力,董事局負責管理本會事務,並局負整體及最終的責任。

• 董事局委員

在2016/17年度,董事局匯聚十九位來自不同專業界別的委員。董事局特意安排及邀請來自不同背景的專業人士處理事務,旨在以相關的知識及平衡的觀點,協助本會管理各種事務,同時保持決策過程的獨立性和客觀性。

• 委任條款

本會會員屬義務性質,通過周年大會監察本會,並授權董事局管理本會會務。董事局委員由會員於周年大會選出。董事局之上設有會長及副會長,同樣於周年大會選舉產生,負責支援董事局帶領高級管理層實踐由本會會員確立的願景、使命和目標。

The Council

• Role

The Council has the overall and ultimate responsibility in managing the businesses of the Society in accordance with the adopted directions and authorities as stipulated in the Articles of Association.

Council Members

The Council had 19 members with professions from various disciplines in 2016/17. The diversity in professions is deliberate so as to avail the Society of various types of expertise to help manage the multifarious businesses of the Society in a fair, important and balanced manner.

• Terms of appointment

The Society Members serve on a voluntary basis. Through General Meetings, the Society Members govern the Society, but delegate the authority to run the Society to a Council which resembles a board of directors. Members of the Council are elected by Society Members at annual general meetings. Above the Council, there are President and Vice President(s), who are also elected at Annual General Meetings, and are tasked to support the Council in leading Senior Management to achieve the vision, mission and objectives of the Society as determined by the Society Members.

委員會

本會設立了十五個委員會專責處理事務。除審核委員會外,各委員均由董事局委任。委員會主要分為三類,須向董事局匯報:(i)十個常務委員會監督不同範疇的運作及職能;(ii)三個專業委員會從專業角度,處理特別個案;及(iii)兩個機構管治委員會各自發揮相關機構管治職能。當中,為了維持機構管治的獨立性,審核委員會則直接向會長匯報。在2016/17年度(截至2017年7月31日),整體委員會會議的平均出席率接近八成。

服務年資

2016/17年度共有四十九位義務委員服務董事局(十九名委員)和十五個委員會(三十名委員)。所有董事局委員須擔任不少於一個委員會的委員,而84%的董事局委員加入多個委員會。在服務年資方面,近八成董事局委員已經於本會服務五年以上;而委員會委員約有逾五成服務超過五年或以上。這數據反映本會對新委員和現有委員的吸引力,印證了各董事局及委員會委員熱心支持本會為殘疾人士謀福利。

Committees

The Society forms 15 committees to look after specialised affairs. Except Audit Committee, Members of Committees are appointed by the Council. Committees are mainly divided into three types, closely related but with different functions: (i) overseeing various operations and functions by 10 Standing Committees; (ii) looking after special cases from the professional perspectives by 3 Professional Committees; and (iii) performing respective corporate governance duties by 2 Corporate Governance Committees. As a matter of independence for corporate governance, Audit Committee reports to the President directly. Overall average meeting attendance rate of Committees was about 80% in 2016/17 (as at 31 July 2017).

Length of Service

In 2016/17, there were a total of 49 volunteers serving the Council (19 members) and 15 Committees (30 members). All Council Members were required to serve at least one Committee; 84% of them sat in more than one. In terms of the length of service, around 80% of the Council Members and over 50% of Committee Members have been serving the Society for 5 years or above. These figures reflect the appeal of the Society to new and current Council/Committee Members, and also prove their enthusiasm for supporting the Society to fight for the benefits of persons with disabilities

備註:不包括家長代表 Note: Excluding parent representatives

內部監控

本會設有完善而具制衡作用的內部監控機制, 有利於維護本會資產、持份者利益,以及符合規 則和條例、法律或其他方面的要求。本會因應運 作及條例的轉變,持續檢視整個內部監控機制, 其主要功能簡述如下:

Internal Control

The Society's well-established internal control system, with checks and balances, helps safeguard the assets of the Society, the interests of stakeholders, and compliance with rules and regulations, statutory and otherwise. The entire system is always under review to cope with changes in operations and regulations. Key features of the internal control system are described below:

管理利益衝突 Avoidance of conflicts of interest

- 董事局及委員會委員須於獲委任時就其利益作出一般披露。
 Council and Committee Members are required to declare their conflicts of interest.
- 如在接受任命後發現有任何利益衝突,董事局/委員會委員必須於新一屆任期開始時填寫書面利益申報表,並需要立即通知董事局秘書。
 If any conflicts of interest are found after being appointed, Council and Committee Members have to provide a formal written confirmation and notify the Council Secretary promptly after appointment at the beginning of each term.
- 審批及招標程序中亦已加載相關提示,提醒本會員工及外間公司 均需要申報利益。

A note of caution in this regard is also provided in the approval process and tendering procedures, for both internal and external parties.

檢查 Inspections

各個部門特別是財務部,會進行常規、特殊和突擊檢查,確保運作能按照已確立的方式進行,以識別和檢測偏差及有意或無意的失誤,並及時修正。

Special and surprise inspections are conducted regularly in various departments, particularly in Finance Department, to ensure compliance with the adopted practices and to help in the discovery of deviation and mistakes, intentionally or not, for prompt remedies.

匯報 Reporting

精簡、準確而及時的報告有助準確評估各種服務/職能的表現,以便在適當階段 作出監控、規劃和發展,並在有需要時採取補救措施。因此,定期及不定期向高級 管理層及董事局匯報是內部監控的另一關鍵部分。

Accurate and timely reports in concise formats are prepared to help relate the performance of various services/functions to appropriate levels for control, planning, development, and taking remedial actions when circumstances are so warrant. Therefore, regular and ad-hoc reporting to the Senior Management and the Council is another crucial key to internal control.

內部評估 Internal reviews

- 為確保與社署設定的服務質素標準一致,每所服務單位於每三年內,須由同區 其他服務單位的代表進行一次內部評估及探訪。
 - To ensure the delivery of services in line with the criteria set by SWD, each service unit has to undergo one internal review visit within every three years, conducted by representatives of other internal service units within the same region.
- 在2016/17年度,共有兩所服務單位進行上述評估,整體結果令人滿意。 In 2016/17, a total of two service units underwent the said visits and the overall results were satisfactory.

外部評估

每年社署對選定的服務單位進行定期評估探訪及突擊檢查,以及進行兩至三年一次的財務審計。在2016/17年度,本會兩所服務單位曾進行上述評估探訪,署方非常滿意本會各方面的表現。另外,本會於周年會員大會委任謝盧會計師事務所有限公司為回顧年度內的外聘核數師,為本會及相關公司進行法定賬目審計。

風險和不明朗因素

本會與其他機構一樣,正面對著不同的風險和不明朗因素。詳情簡述如下:

• 老齡化

智障人士及其照顧者/父母/監護人雙老化的情況日漸引起社會及政府的關注。除了積極回應《2016年施政報告》提出為智障人士建立公共信託事宜,會方亦鼓勵員工及服務使用者家長參加相關講座,讓各持份者深入了解公共信託制度、相關財產管理方法及其應用,以協助智障人士日後對其財產作出適當的分配和安排。此外,本會已聘請兩位言語治療師,以協助改善服務使用者吞嚥問題及提供口部肌肉訓練,藉此提升服務使用者應對老齡化的能力。

• 關愛家庭服務

關愛家庭屬本會獨有的非政府資助服務,並獲香港賽馬會慈善信託基金資助部分營運經費。因配合威爾斯親王醫院擴建工程,和諧軒已於2017年第一季遷出,所有受影響的家庭成員已獲安排暫時入住超瑩軒及婉明軒(另外兩所關愛家庭)。本會將繼續積極尋找合適的單位重置和諧軒,持續發展關愛家庭服務。

• 風險管理

基於本會多元化的服務及龐大組織架構,在日常營運和管理中難免存在風險,包括為服務使用者提供治療、安排培訓和膳食、售賣由職業訓練生產的貨品、執行社企業務、舉辦籌款及社區共融活動、管理財務及人力資源等。除了安排經驗豐富的員工來監督服務運作及管理,採取合適及足夠的措施作監控,本會亦有購買保險保障會方可能面對的潛在責任。而且,為配合機構的策略計劃,本會將優化沿用多年的風險管理政策及指引;有關的檢視工作已按階段展開,並預計於2018年完成。

Reviews by External Parties

SWD conducts scheduled as well as surprise review visits to selected service units annually and also the accounting inspection once in two to three years. In 2016/17, two service units of the Society underwent the above review visits. SWD was highly satisfied with the Society's performance in various aspects. Tse Lo CPA Limited was appointed as our external auditor at the 2016/17 Annual General Meeting to carry out statutory audits of the accounts of the Society and its related companies.

Risks and Uncertainties

Similar to any other organisations, the Society faces a number of risks and uncertainties as enunciated below:

Ageing

Double ageing, a situation in which persons with intellectual disabilities and their carers/parents/guardians are becoming old, is an increasingly concern of the public and the Government. Apart from actively responding to the establishment of public trust for persons with intellectual disabilities as stated in 2016 Policy Address, the Society encouraged staff members and parents of service users to participate in relevant talks. Different stakeholders could deeply understand the system of public trust, property management methods and application, assisting persons with intellectual disabilities in distributing and arranging their properties appropriately. Additionally, the Society has employed two Speech Therapists to help service users alleviate swallowing problems and provide oral motor exercise in order to enhance their ability to cope with ageing.

• Family Care Home Services

Family Care Home is a unique service of the Society, supported by The Hong Kong Jockey Club Charities Trust (the Trust), and without government subvention. Due to redevelopment of Prince of Wales Hospital, Concordia Family had already moved out in the first quarter of 2017. Members of Concordia Family have been placed in Radiance Family and Splendor Family as a temporary measure. The Society will continue to actively seek new premises to relocate Concordia Family, sustaining the development of family care home services.

Risk management

With the Society's multifarious services and operations, it is inevitable that there are risks in all daily operations and administration, including but not limited to providing treatments/trainings and supplying meals to service users, selling products of vocational trainings, carrying out social enterprise works, holding fund raising and social inclusion events, managing finance, administering human resources, etc. Besides deploying experienced staff to oversee all the operations and administration and adopting appropriate good practices with proper and adequate controls, insurance covers are also arranged to protect the Society for potential liabilities. The Society will also improve its risk management policy and guidelines, which have been adopted for years. The process of reviewing has been started and it is expected to be finished in 2018.

遵從法定要求

本會一直恪守《公司條例》(第622章),亦因應法 定程序的變化而進行更新,保持警惕。根據殘疾 人士院舍條例(第613章)」,本會採取必要的措 施以符合由社會福利署署長管理的發牌制度。 在聘用員工的過程中,本會亦遵守《性別歧視條 例》、《殘疾歧視條例》、《家庭崗位歧視條例》及 《種族歧視條例》。同時,本會遵照《僱傭(修訂) 條例》規定,為每位員工簽訂書面僱傭合約,並 準時支付薪金、提供法定假日、有薪年假、產假 和侍產保障、最低工資等。

促進溝通

本會對外透過網站及不同的途徑,包括新聞稿、按季出版《扶康通訊》、年報、小冊子及其他刊物、進行問卷調查、舉辦傳媒午宴等,向大眾發放本會最新消息和發展,以加深大眾及政府了解殘疾人士不斷變化的需求、本會服務發展及成果。本會對內採取雙向溝通,透過董事局/委員會定期會議、各個員工會議、服務單位家長代表和扶康家長會代表,收集不同持份者包括服務使用者及其家人、員工及董事局/委員會委員的意見,與他們保持有效溝通。

問責性及透明度

本會設有明確的審批權限,有利於機構事務及營運。董事局監督本會的整體表現、策略方向及發展,以實踐願景、使命和目標。高級管理層代表董事局負責管理服務和支援運作,以及執行董事局批准的政策和項目。經過多年的經驗,各方在履行應盡義務及責任時,均對董事局/委員會和高級管理層的職責和權限分工表現充分理解及明白。

本會以公開及具透明度的方式發放相關資訊、財務狀況及其他資料。本會官方網站定期更新有關營運及表現、企業合作夥伴和義工活動的資訊、本會通訊及年報。投訴會交由負責的管理人員及/或董事局/委員會委員作適時回應及徹查,並採取必要的補救措施及跟進工作。

Statutory Compliance

The Society is committed to complying with Companies Ordinance (Cap. 622) strictly, and always vigilant to updates on and changes in statutory compliance. According to Residential Care Homes (Persons with Disabilities) Ordinance (Cap. 613)¹, the Society carries out necessary measures to conform to the licensing system administered by the Director of Social Welfare. In addition, the Society selects and hires employees in compliance with the Sex Discrimination Ordinance, the Disability Discrimination Ordinance, the Family Status Discrimination Ordinance and the Race Discrimination Ordinance. Complying with the Employment (Amendment) Ordinance, written employment contracts are signed between the Society and each employee. The Society pays salaries on time and employees are entitled to benefits such as statutory holidays, paid annual leave, maternity and paternity protection, minimum wages, etc.

Communication

The latest news and development of the Society are communicated to the public through the Society's website and various channels including press releases, the quarterly 'Fu Hong Newsletter', pamphlets and other publications, opinion surveys, media luncheons and so forth, to facilitate the understanding of the public and the Government towards the changing needs of persons with disabilities, service development, and achievements of the Society. Internally, the Society has adopted a two-way communication to collect views of different stakeholders including service users and their families, staff members and Council/Committee Members through regular Council/Committee meetings, different staff meetings and parent representatives from service units and/or Fu Hong Parents' Association.

Accountability and Transparency

The Society has clear delegation of authority which facilitates the conduct of businesses and operations. The Council oversees the Society's overall performance, strategic directions and developments in pursuit of the adopted vision, mission and objectives. Senior Management, on behalf of the Council, administers services and supporting operations to implement strategies and projects approved by the Council. Through years of experience, the segregation of duties and authorities between Council/Committees and Senior Management is clearly understood and appreciated by respective parties in conducting their obligations and duties.

The Society adopts an open and transparent approach in disclosing relevant information, financial status and otherwise. Information relating to the Society's operation and performance, corporate partnership, volunteer activities, newsletters and annual reports on its official website is frequently and regularly updated. Prompt responses to complaints will be handled by responsible managerial staff and/or Council/Committee members as appropriate, with proper, thorough investigation and necessary remedial actions for follow-up actions.

營運效率

在職業安全方面,在2016/17年度中,安全管理工作小組共進行了兩次內部評估探訪,並與單位員工交流意見,以加強職業安全的意識。在回顧年度內,本會的工傷數字較去年度持續下降,有接近兩成的跌幅。本會將繼續檢視工傷意外情況,適時就短、中、長期及恆常的措施提出優化建議,以達至零意外的最終目標。

在工作流程上,更換全新的財務管理及人力資源管理系統的第一階段工作已於2016年7月順利完成。第二階段的工作亦正在進行中,並於2017年底試行。新的財務管理系統新增固定資產管理及採購功能,加強管理。為了簡化日常工作及既定程序,人力資源管理系統亦增加了員工自助服務的功能,允許職員透過內聯網,查閱個人資料、下載糧單、申請假期及報讀內部的培訓課程,以提高工作效率。

為了更新個案管理系統及內聯網,本會已向社 署申請資助,以進行有關計劃。更新的個案管理 系統會以人為依歸,有效地管理服務使用者的 個案資料,並為不同的專業員工提供交流平台, 以改善溝通及服務使用者資料的透明度,讓服 務質素有所提升。此外,全新的內聯網將提供更 清晰的用戶介面和指示,令操作加倍容易,讓管 理層能獲得及時的資料。

本會毅誠工場與香港物流及供應鏈管理應用技術研發中心合作,進行名為「無線單晶片RFID識別讀卡機與適用於產品包裝的RFID標籤之應用」的研究計劃。此計劃已獲創新科技署資助,並向毅誠工場提供RFID識別讀卡機、RFID標籤及資產管理系統,以進行研究和數據分析。計劃已於2017年3月開始試驗,預計於2018年1月正式推行有關系統。

Operational Efficiency

In term of occupational safety, a Working Group on Workplace Safety Management conducted two internal safety visits in 2016/17 in order to arouse staff members' awareness of preventing occupational accidents and maintaining workplace safety. Meanwhile, the number of staff accidents reduced steadily and dropped nearly 20% comparing to the previous year. The Society will continue to keep a close eye on staff accidents and make suggestions on refining short-term, medium-term and long-term measures to achieve the goal of zero accidents.

In term of work procedures, phase one implementation of the new Financial Management System (FMS) and Human Resources Information System (HRIS) have been completed successfully in July 2016. Phase two implementation of both systems have been carried out and will be scheduled to roll out by the end of 2017. The new FMS includes new function of managing fixed assets and procurements that will strengthen the control mechanism. Furthermore, Employee Self-Service (ESS) is one of the new HRIS functions, allowing employees to access their personal records and payroll information, apply for leave and holidays, as well as enroll training courses via the intranet by themselves. This can simplify some routines and procedures to increase the work efficiency.

To revamp Case Management System (CMS) and Internet Portal, the Society has applied for funding support from SWD. The new CMS will adopt people-oriented approach to manage the case of each service user effectively as well as provide a collaboration platform for multi-disciplinary professionals to enhance the services by improving the communication and the transparency of service users' information. In addition, the new Intranet Portal will be more user-friendly by providing a clearer user interface and direction to generate timely management information for the Management.

The Society's Ngai Sing Workshop (NSW) has conducted a collaborative project with Hong Kong R&D Centre for Logistics and Supply Chain Management Enabling Technologies, named 'Application of Wireless Hybrid UHF RFID Reader and Package Specific RFID Tag in Asset Tracking System', which was funded by the Innovation and Technology Commission. The project provided Wireless RFID Hybrid Readers, RFID Tags and Asset Management System to NSW for carrying out studies and data analysis. It has started experimenting since March 2017 and the said system will be formally launched in January 2018.

¹按社署頒發之豁免證書規定,此條例生效前已存在但未能完全符合法例規定的殘疾人士院舍營辦人,可申請豁免證書,預留時間為原有的院舍進行改進,以滿足牌照的要求。
As stipulated in the Certificate of Exemption (CoE) issued by the Social Welfare Department, residential care homes for persons with disabilities (RCHDs) which exist before commencement of the Ordinance and yet are unable to fully comply with the legislative requirements, the operators may apply for a CoE in order to allow time for the existing RCHDs to make improvements for meeting the licensing requirements.

人力資源

Human Resources

僱員關係及發展

「關懷尊重」一直是本會人力資源政策堅守的 理念。本會能夠為服務使用者提供專業及優質 的服務,全賴員工專業的服務精神和高水平的 工作效能,故此員工是機構珍貴的資本。本會亦 支持共融就業,希望透過提供就業機會予殘疾 人士,讓他們能發揮所長,藉以促進殘疾人士平 等就業。

Staff Relations and Development

'Care and respect' is the vision of human resources policies that the Society commits to. The provision of professional and quality services cannot be achieved without the professionalism and high work efficiency of our staff members. Therefore, they are always an invaluable asset to the Society. The Society also supports equal employment opportunity by offering job opportunities to persons with disabilities and developing their potential, so as to promote equal employment for them.



賀年食品製作班深受員工歡迎 Cooking classes for Chinese New Year food are popular among staff members



扶康會籃球隊由不同職級的員工組成,積極參加業界舉辦的比賽 The Society's Basketball Team consists of staff members from different ranks, and joins competitions held by the sector actively

年內工作重點

• 更新人力資源管理系統工程

第一期更新系統工程已於2016年7月完成,而 第二期有關員工自助服務則於2017年5月開 展。員工可透過新系統自行查閱其個人檔案、 申請假期、報讀培訓課程及申請培訓津貼;同 時,新系統亦為管理人員提供更精確的管理資 料和數據,以作分析及更有效地處理工傷個案 資料。

• 推行「扶康傳承: 人才儲備及培訓計劃」

為了更有系統地培訓未來的管理層,以傳承機構的理念、使命和有效地實施管治,讓本會健康地持續發展,本會於2016/17年度首次推行「扶康傳承:人才儲備及培訓計劃」。此計劃提升專業管理人員所需要的管理知識、技巧、經驗及能力,並提升對職務的應變及承擔能力。計劃內容包括專業培訓課程、交流活動及由高級管理人員作為領航教練;本期共有二十一位員工參加此計劃。

• 關顧員工需要

在2016年9月,本會推出「員工心理服務先導計劃」,協助員工處理與工作壓力有關的情緒及心理問題。員工可透過電話及面談形式,向本會的臨床心理學家尋求支援。此外,為體恤懷孕員工的體能負擔,本會豁免懷孕踏入三十二週後之員工輪值夜更及留宿候命更,讓員工於個人健康、家庭及工作上取得平衡。同時,本會於2017年4月1日起優化員工團體醫療福利,為員工提供更全面的住院、門診及牙科保障。

• 實施「五天工作」

本會於2017年4月1日開始按服務安排逐步推行「五天工作」,讓員工於工作與生活上取得平衡,令生活過得更充實。

Focuses of Our Work in the Year

• Updating Human Resources Information System (HRIS)

The first phase of the system update was completed in July 2016 and the second phase about employee self-service has commenced in May 2017. Through the new HRIS, staff members are able to access their personal information, and apply for leave and holidays, training courses, and training subsidies. The Management can also acquire management information and data more accurately for conducting analysis and handling work-injury cases more effectively.

• Implementing Management Staff Development Programme

To train future managerial staff systematically for passing on the Society's vision and mission and having more effective management and sustainable development, the Society organised the Programme for the first time in 2016/17. It aimed to enhance the managerial knowledge, skills and competencies of professional managerial staff, enrich their experience and strengthen their response capability and the ability to perform their duties well. The Programme included professional training courses, exchange activities, and mentoring by Senior Management. In this term, 21 staff members joined the Programme.

• Caring about the needs of staff members

The Society launched 'Pilot Programme of Psychological Services for Staff Members' in September 2016, to help them handle mental and psychological problems caused by work pressure. In addition, understanding the physical burden of pregnant staff, the Society exempted thirty-two weeks pregnant staff from night shifts and on-call duty to balance their health, families and work. Starting from 1 April 2017, the Society improved group medical benefits for staff members to provide a more comprehensive coverage including hospitalisation, outpatient and dental services.

• Executing Five-day Work Week

Starting from 1 April 2017, the Society executed five-day week progressively according to service arrangement. It is expected that this measure can help staff members live a balanced and more fulfilling life.



會長葉恩明醫生、方叔華神父及董事局委員在春茗上高歌助慶 Dr IP Yan-ming, Fr Giosuè BONZI and Council Members are singing at the Annual Staff Dinner

員工溝通

• 建立雙向溝通

為加強員工的凝聚力及團隊精神,本會設立多 元化的渠道,包括新入職員工導向工作坊、員工 分享大會、「扶康講場」、職員事務諮詢及發展委 員會等;透過與管理層雙向的溝通,收集員工的 意見,讓員工了解機構理念及使命。

• 與總幹事對話

為更了解員工的需要,總幹事陸慧妍女士以開 放、持平的態度聆聽員工意見,與各階層員工建 立和保持良好的溝通。在2016/2017年度,總幹 事先後舉辦四次全體員工分享大會、三次職員事 務諮詢及發展委員會會議及十次「扶康講場」,讓 不同職級的員工可以與總幹事直接對話,就改善 服務質素、員工福利及工作發展提出意見。

Staff Communication

• Developing two-way communication

To strengthen the cohesion of staff members and team spirit, the Society has set up diversified channels, including Orientation Day for new staff, Fu Hong Focus Group, Staff Consultative and Development Committee, etc. Through two-way communication between staff members and the Management, views of staff members can be collected while enabling them to better understand the Society's vision and mission.

• Having dialogues with the Chief Executive Officer

Chief Executive Officer, Ms LUK Wai-yin, Becky, adopts an attitude of open-mindedness and impartiality to listen to staff members and maintains effective communication with staff members in different positions. In 2016/17, four All Staff Meetings, three Staff Consultative and Development Meetings and ten 'Fu Hong Focus Groups' were held. Staff members of different ranks were able to have dialogues with the Chief Executive Officer on topics such as service quality, staff benefits and staff development.



不同聯級的員工積極地參與扶康講場,並發表章見 Staff members from different ranks join Fu Hong Focus Group and express their opinions actively

關懷與獎勵

在2016/17年度,本會共有一百零三位員工獲頒 長期服務獎,當中為本會服務二十年或以上的 資深員工共有三十三位,其中一位更為本會服 務了三十五年。本會於本年度亦舉辦多項活動, 包括天然肥皂製作班、園藝種植班、賀年食品製 作班及員工春茗等,期望員工於工作與生活之 間取得平衡。

Care and Reward

In 2016/17, 103 staff members received the Long Service Awards, 33 of whom with seniority over twenty years, and amongst them, one has served for thirty-five years. To help staff members strike a balance between work and life, the Society organised various activities in 2016/17, including natural soap making classes, gardening classes, festival food producing classes and annual staff dinner, etc.

三十五年長期服務獎得獎員工感想

Sharing of the Awardee of 35-Year Long Service Award

Ms CHU Mei-ling

順利成人訓練中心服務經理 Service Manager of Shun Lee Adult Training Centre

在扶康會走過了三十五年的工作歲月,感謝會方對我的包容, 並予以機會讓我學習。從服務中我得到很多,尤其是在服務護理 家舍期間,我領會到只有愛才能維繫及燃起員工之間的工作動力。 「尚愛、相助融洽、潔心、互育關懷」是我工作至今的座右銘。愛是 不可測量,在愛內,我們學習到互相接納和關懷。只要謙虛地放下 自我,在愛內,我們學習到互相欣賞,人與人之間的關係便會拉得 更近、更親切。

'Working at Fu Hong Society for thirty-five years, I am grateful to have the acceptance and learning chances from the Society. I have learnt a lot when providing services, especially when I was working at Care and Attention Home. I realised that only love can motivate staff and link them up to work together. "Upholding love, helping one another with harmony, keeping a pure heart, and caring" is always my motto until now. Love is unconditional. We can learn how to accept and care for one another through love. Being humble and putting down the self, we can learn how to appreciate others inside love. The distance among people will then be shortened and the relationship will be closer.'







職員培訓及發展 Staff Training and Development

多元化內部培訓活動

在2016/17年度,培訓部舉行不同主題的培訓活動或課程合共九十三項,出席培訓員工達二千三百零二人次。員工對培訓活動有正面評價,滿意度達86.1% (詳見表一)。

Diversified Staff Training

In 2016/17, the Training Department organised 93 training activities or courses of different topics and there were a total of 2,302 staff participants. They all showed positive feedback on the activities or courses and 86.1% of them considered that the training was satisfactory (See Table 1 in detail).

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培訓部舉辦之內部培訓活動概況綜合表

Summary of internal training activities organised by Training Department

・恆常培訓

本年度本會共舉辦二十三項恆常培訓,共四百六十六人次參與。培訓內容包括認識智障的基本知識及相關課題、訓練模式及技巧、挑戰性行為的處理、智障人士老化的常見疾病及照顧等處理、自閉症、展能藝術協作員基礎訓練、急救及職安健知識等培訓,確保和裝備員工具備服務所需的知識、技巧及灌輸正確的工作態度,加強員工處理日常工作及突發事件的能力。另外,亦舉辦了三次新入職員工導向工作坊,為一百零五名新入職員工提供入職培訓。

· Regular training

23 regular training courses were organised this year and a total of 466 staff members joined. The courses were related to the basic knowledge of rehabilitation services of intellectual disabilities, training models and techniques, handling of challenging behaviour, handling and caring for ageing persons with intellectual disabilities suffered from common diseases, the knowledge of autism spectrum disorders, arts with the disabled, first-aid and the knowledge of safety in working environment. These courses aimed to ensure and equip staff members with necessary knowledge, skills and proper attitude to carry out their work, and to strengthen their abilities to cope with daily work and contingencies. In addition, three Orientation and Introduction Training Sessions were arranged for 105 new staff members.

服務發展和專業培訓撮要

Summary of Staff Training Related to Services and Professional Development

- 1. 服務發展 Service Development
- 海外交流活動 Overseas exchange activities

台灣高齡智障服務考察團(2016年5月15至20日)

Study Tour on Services for Ageing with Persons with Intellectual Disabilities in Taiwan (15-20 May 2016)

為紓緩智障人士老齡化的問題,本會共有十九名不同職級的 員工及服務使用者家長,前往台灣參觀及學習當地為高齡智 障人士提供的相關服務,擴闊參加者於復康服務的視野和知 識,尤其有關高齡智障人士方面的服務模式和工作手法。

To alleviate the ageing problems of persons with intellectual disabilities, 19 delegates, including staff from different ranks and service users' family members, went to Taiwan to visit and learn local rehabilitation services. The study tour broadened their horizons and helped them gain knowledge, particularly on service models and methods about ageing persons with intellectual disabilities.



台灣高齡智障服務考察團參觀國立臺北護理健康大學的「悲傷療癒花園」 了解悲傷輔導與生命教育的重要性

Delegation of Taiwan Study Tour on Ageing Services visits 'Grief Recovering Garden' of National Taipei University of Nursing and Health Sciences to understand the importance of bereavement counselling and life and death education

第四十三屆國際福祉機器展(2016年10月12至14日)

43rd International Home Care & Rehabilitation Exhibition (12-14 October 2016)

本會共有七名員工前往日本東京出席上述展覽,深入了解當地復康服務及最新的復康科技,期望日後有機會將合適的科技引入服務中,以改善服務質素。

7 staff members attended the captioned exhibition in Tokyo to further understand local rehabilitation services and the latest technology. It is expected that appropriate technology can be applied in our services in the future to improve service quality.



在國際福祉機器展中,代表團進一步了解科技如何幫助復康服務及其發展趨勢 At International Home Care & Rehabilitation Exhibition, the delegates further understand how the technology help develop rehabilitation services and its development trend

代表團成員參觀日本當地三所公營和非牟利機構, 認識當地如何善用科技優化服務,並與當地的同業作交流

The delegates visit three governmental and non-profit organisations in Japan to know how they make optimal use of technology to improve their services, and to exchange views with them

第二十三屆康復國際年會及世界大會(2016年10月25至27日) The 23rd Rehabilitation International (RI) World Congress (25-27 October 2016)

為擴闊員工的國際視野,本會鼓勵他們參與海外會議,進行交 流及向其他國家學習。在2016/17年度,本會代表團前往英國 蘇格蘭出席第二十三屆康復國際年會及世界大會,並在會上 發表演說。

To broaden staff members' horizons, the Society encourages them to participate in overseas conferences to exchange views with and learn from other countries. In 2016/17, a delegation attended the 23rd RI World Congress and delivered presentations.



代表團成員包括袖師、四位董事局委員、一位服務使用者家屬及十位聯員 Delegation members include Spiritual Adviser, four Council Members, a family member of service user and ten staff members



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方叔華神父於演說中介紹本會的關愛家庭服務 Fr Giosuè BONZI introduces family care home services in his presentation



代表團於第二十三屆康復國際年會及世界大會期間與籌委會主席 Dr Stephen DUCKWORTH (左五) 會面

The delegates meet Dr Stephen DUCKWORTH (fifth from the left), Chair of the 2016 RI World Congress Programme Board

台灣職業康復服務考察團(2016年11月14至18日) Study Tour on Vocational Rehabilitation Services in Taiwan (14-18 November 2016)

本會共有十六名不同職級的員工前往台灣,了解當地職業康 復服務的最新發展,並汲取相關的服務經驗,以發展本會職業 康復服務的服務模式。

16 staff members participated in the Study Tour to learn about the latest development of vocational rehabilitation and development services, and absorb relevant experience to develop the Society's service model in this regard.



考察團參觀當地的機構,加深認識台灣的職業復康服務發展和特色 The delegation visits local organisations to know more the development and characteristics of vocational rehabilitation services in Taiwar

• 協助推行資訊科技系統 Assisting in the implementation of new information technology systems

財務管理系統使用者培訓 User training for Financial Management System (FMS) 為培訓員工操作新財務管理系統,本年度共舉行了十節培訓, 出席人次達三百人。

To train staff members operate the new FMS, ten training sessions were organised and 300 staff members attended.

人力資源資訊科技系統使用者培訓 User training for Human Resources Information System (HRIS)

為配合推行人力資源資訊科技系統,共舉辦了四節培訓, 出席人次達五十三人。

To help promote the use of HRIS, four training sessions were held and 53 staff members attended.

2. 專業培訓 Professional Training

臨床督導:

精神康復服務及臨床心理服務 Clinical Supervision: psychiatric services and clinical psychological services

為精神康復服務及臨床心理服務各舉辦四節臨床督導,內容主要針對個案分析, 以提升專業員工對個案分析、介入等技巧。

Four sessions of clinical supervision were provided to psychiatric services and clinical psychological services respectively. These sessions focused on the analysis of cases to enhance the analytical and intervention skills of professional staff.

醫護紀錄

Medical record

舉辦了三節醫護紀錄的培訓,以加強護理專業職級員工對醫護紀錄重要性的 意識及認識紀錄與安全質素的關係。

Holding three sessions of training about medical record allowed professional nursing staff to further recognise the importance of medical record and its relationship with safety.

園藝治療工作坊

Workshop of horticultural therapy

舉辦一天園藝治療工作坊,讓員工通過種植植物,親身體驗其療癒力量, 並讓他們一同探討怎樣將活動應用於服務使用者上。

A one-day workshop of horticultural therapy allowed staff members to experience the healing effects through planting, as well as discuss how to apply the activities to service users.

服務成效評估

Programme Evaluation

為配合會方持續推動「實證為本」工作,舉辦了一天「服務成效評估工作坊」及 提供三節服務成效評估的諮詢服務,讓員工學習有關知識及實踐服務評估。

To promote evidence-based practice continuously, the Society organised a one-day workshop and three sessions of consulting services for staff members to learn related knowledge and apply programme evaluation.

生死教育 Life and Death Education

針對智障人士老齡化,本會近年大力推動生死教育,亦舉辦了兩天的員工培訓, 以讓員工認識臨終服務、哀傷關懷、殯葬流程及遺體捐贈。

Focusing on the ageing problem of persons with intellectual disabilities, the Society strongly promoted Life and Death Education and held a two-day training for staff members to know about hospice services, bereavement care, funeral process and body donation.

3. 其他 Others

策略計劃 Strategic Planning

舉辦了一天的策略計劃培訓,以加強員工對制定策略計劃的認識及有關制定計劃的工具運用。

A one-day training course was held to strengthen staff members' knowledge of strategic planning and application of tools for setting related plans.

實用英語傳意

Effective Communication in English

舉辦了一節以英文作為有效溝通的培訓,以提升專業職級員工的英文書寫的技巧。

A session of training of effective communication in English was held to improve the writing skill of professional staff.

英文演說技巧 Presentation Skills in English

會方舉辦了一節英文演說的培訓,以加強員工演說的基本技巧, 有助於海外會議上進行演講。

A session of English presentation skill was held to improve their basic presentation skill for overseas conferences.



在策略計劃課程中,員工需要互相討論,並一起完成習作,以學習如何制定計劃 In the course of strategic planning, staff members need to discuss and finish tasks together to learn how to formulate a plan

鼓勵員工出席外間培訓

除內部培訓,本會鼓勵和資助員工參加外間課程、講座、研討會、工作坊、交流探訪及分享會等。本年度,共有三百九十八名員工出席相關之外間培訓活動,參與不同的外間培訓活動高達二百三十一項(詳見表二)。為配合智障人士老齡化的趨勢,本會委派十一名員工修讀有關哀傷輔導及生死教育等講座及課程;另外,委派六位員工修讀園藝治療課程,探究更有效平靜服務使用者情緒的方法。

Encouraging Staff Participation in External Training

Apart from internal training, the Society encourages and subsidises staff members to attend external training courses, talks, seminars, workshops, exchange programmes, visits and sharing sessions, etc. 398 staff members attended 231 relevant training activities held by external parties (See Table 2 in detail) this year. For further studying about the ageing issue of persons with intellectual disabilities, 11 staff members were appointed to attend seminars and courses about bereavement counselling and Life and Death Education. Additionally, 6 staff members were appointed to study the courses of horticultural therapy to find more effective ways to soothe service users' emotion.



環境保護

Environmental Protection

為實現香港社會可持續發展的願景,本會積極履行保護環境的責任,與各員工共同實踐綠色生活。 本會於2016/17年度的環境保護工作歸納如下:

To realise the vision of promoting sustainability in Hong Kong, the Society is committed to fulfilling its corporate responsibility of protecting the environment, engaging its staff members to practise green living together. The Society's efforts of environmental protection in 2016/17 are summarised below:

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環境保護政策及策略性計劃

本會為全面地推行環保工作,各服務單位均需 要落實環境保護措施,內容包括七大範疇:節約 能源、節約用紙、節約用水、提升空氣質素、減廢 及廢物循環再用、環保採購及環保教育活動。本 會於策略性計劃中加入環保項目,當中包括鼓 勵殘疾人士參與製作環保產品,藉此展示他們 的工作能力及提升他們對環保活動的參與。

Environmental Protection Policy and Strategic Plan

To carry out environmental protection comprehensively, all service units are required to implement the Society's environmental protection measures in seven aspects: energy conservation, paper conservation, water conservation, air quality enhancement, waste reduction and recycling, environmental procurement and environmental education. The Society incorporated green elements into its strategic plan, including but not limited to the production of green products as a strategy to enhance the work abilities of persons with disabilities as well as their participation in environmental protection.

環境保護活動

本會舉行多項環保活動,以提升員工及持份者 的環保意識,當中包括:

Environmental Protection Activities

The Society has organised various environmental protection activities to increase the environmental awareness of staff members and stakeholders, including:

「Go Green! 綠色手製作品比賽」

'Go Green! Green Product Making Competition'

共有超過八十份環保作品參賽,以展現服務使用者的才能,推動機構 的綠色文化。而本會將得獎作品的相片及資料製成本會2017年的月 曆,並向服務單位及社會大眾派發。

Over 80 green products were submitted to the competition to show the talents of service users and promote the green culture in the organisation. The photos and information of the awarded products were adopted for the Society's 2017 calendars, which were distributed to service units and the public.







社區農圃計劃

Community Gardening

本會康復中心於天台的空間進一步開展「鄰友農友在扶康」的耕種計 劃,讓義工與服務使用者一同體會種植蔬菜的樂趣,並以此作為促進 共融的平台,鼓勵社區人士與殘疾人士透過耕種增進彼此認識。此計 劃於本年度的義工參與共有超過九十人次。

Rehabilitation Centre further optimises the rooftop areas to launch community gardening for service users and volunteers to experience the fun of farming together. This can also serve as an inclusive platform to enhance mutual understanding between community members and persons with disabilities. In 2016/17, over 90 participants joined this programme.



獎項 Awards

獲頒中電「環保節能機構」嘉許計劃優異證書 **Recipient of Certificate of Merit** in the CLP GREEN PLUS Recognition Award

本會獲中華電力有限公司頒發「環保節能機構」嘉 許計劃2016優異證書,以表揚本會於過去一年在節 能上的努力和成果。

The Society received the Certificate of Merit in the 2016 CLP GREEN PLUS Recognition Award, which recognised our efforts in energy saving over the past year.



榮獲惜食傳承金獎 Recipient of **FoodEver WasteNever Award**

「傳承惜食」大獎——惜食傳承獎由香港女工商及專 業人員聯會主辦,並由香港生產力促進局推行。在此 活動中,扶康會康復中心獲頒「惜食傳承金獎」,表揚 中心在減少廚餘方面的努力。

FoodEver WasteNever Award was organised by Hong Kong Women Professionals & Entrepreneurs Association and implemented by Hong Kong Productivity Council. In this activity, our Rehabilitation Centre received the Gold Award in recognition of its efforts in reducing food waste.



Service Reports 服務報告

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年度亮點 Highlights of the Year

「牽蝶康兒中心」舉行開幕禮

Opening Ceremony of Hin Dip Hong Yee Centre

該中心是本會第二所專為有特殊需要兒童而開設的自負盈虧服務單位

The Centre is the second self-financed service unit of the Society, which provides services for children with special needs

開展「扶康・愛自然」計劃

Launching 'Fu Hong Love the Nature' Project

本會於元朗的開心農場租用六塊農田,讓服務使用者參與園藝活動;其中兩 塊田用作研究園藝活動的效益,為自閉症人士提供另一種治療方式

The Society rented six pieces of farmlands in Happy Farm, located in Yuen Long, to let service users participate in gardening activities. Two farmlands were used for the study of the effectiveness of gardening activities as an alternative treatment for persons with autism spectrum disorders

慶祝方叔華神父晉鐸金禧

Celebrating the Golden Jubilee of priestly ordination of Fr Giosuè BONZI

• 於善導之母堂舉行感恩彌撒及分享會,以慶祝本會創辦人及神師方叔華神 父晉鐸五十周年,及服務香港社會近半個世紀

A Thanksgiving Mass cum Sharing Party was held at Mother of Good Counsel Church to celebrate the golden jubilee of priestly ordination of Fr BONZI, who is the Co-founding Member and Spiritual Adviser of the Society, and has served Hong Kong for nearly half of the century

• 出版《誠摯祝賀方叔華神父晉鐸金禧感恩紀念文摘》 (同年6月出版意大利文版;11月出版雙語版)

'The Golden Jubilee of Fr Giosuè BONZI's Ordination' was published (Italian version and bilingual version were published in June and November 2016 respectively)







方叔華神父獲扶輪社頒發「香港無名英雄獎2016」 Fr Giosuè BONZI was awarded 'THE ONE Hong Kong 2016' by Rotary Club

這獎項表揚方神父矢志服務殘疾人士,為他們爭取應有的權益

This award recognised Fr BONZI's determined efforts in serving persons with disabilities and advocating their rights



出版特殊教育書籍《愛有方——自閉人士復康之路》簡體版 Publishing a book on special education entitled Love in the

Right Path – Rehabilitation Guidebook for Persons with Autism Spectrum Disorders' in simplified Chinese version

於中國內地發行,為國內的自閉症人士家長提供支援及指導

The book was published in Mainland China to provide support and guidance for parents of persons with autism spectrum disorders



2014/15年度年報於香港管理專業協會「2016最佳年報比賽」中獲頒「優異年報獎」及「優秀慈善機構獎」

2014/15 Annual Report of the Society received the 'Honourable Mentions' and 'Excellence Award for Charitable Organisations' in the competition of '2016 HKMA Best Annual Reports Awards'



本會代表團出席第二十三屆康復國際世界大會

Delegates of the Society attended the 23rd Rehabilitation International (RI) World Congress

本會共有八篇論文獲康復國際世界大會接納;一行十四人的代表團遠赴蘇格蘭出席是次大會並發表演說,當中包括本會神師、董事局委員、員工及家屬代表

A total of eight papers were accepted by the RI World Congress. 14 delegates, including Spiritual Adviser, Council Members, staff members and a parent representative, attended the Congress held in Scotland and delivered presentations



獲強制性公積金計劃管理局頒發「積金好僱主」獎項

The Society received the 'Good MPF Employer Award' issued by the Mandatory Provident Fund Schemes Authority



獲民政事務局和家庭議會頒發「2015/16年度傑出家庭友善僱主獎」、「2015/16年度支持母乳餵哺獎」及「2015/16年度特別嘉許獎」,並連續兩屆獲嘉許為「傑出家庭友善僱主」

The Society received '2015/16 Family-Friendly Employers Award', '2015/16 Award for Breastfeeding Support', '2015/16 Special Mention', and 'Distinguished Family-Friendly Employers' for two consecutive years presented by Home Affairs Department and Family Council

獲勞工及福利局社會投資共享基金頒發「社會資本動力獎」

The Society received 'Social Capital Builder Award' presented by the Community Investment and Inclusion Fund of the Labour and Welfare Bureau



*出版《「閃亮自己·照耀他人」—— 40位殘疾人士的生命故事》 和《幸福玻璃球—— 12個真實心理治療個案》及附冊《幸福之本》

Publishing 'Lighting Yourself and Shining on Others - 40 Life Stories of Persons with Disabilities' and 'Glass Ball with Happiness - 12 Real Psychological Treatment Cases' with 'Book of Happiness'







參與《有能者·聘之約章》及共融機構嘉許計劃,獲頒發「傑出師友獎」和「友善 聘用獎」

The Society participated in the 'Talent-Wise Employment Charter' and Inclusive Organisations Recognition Scheme, and received 'Outstanding Mentor Award' and 'Friendly Employment Award'



These were published in celebration of the 40th anniversary of the Society

[★]此為慶祝扶康會四十周年的刊物。



*舉行「共融同行四十載 『綠·藝展才嘉年華』」宣揚「傷健共融」及「環保」 等正面信息,亦為本會四十周年的慶祝活動揭開序幕

'Go Green • Art Carnival' was held to promote positive messages such as social inclusion and environmental protection, and to kick-start the 40th Anniversary celebrations of the Society



「藝與夢飛行」藝術展覽於香港文化中心舉行,展出由一百三十三位服務使用者製作的環保藝術品

'Flying Colours, Flying Dreams' Exhibition was held in Hong Kong Cultural Centre. The Exhibition displayed environmentally friendly art pieces created by 133 service users



*四十周年誌慶研討會「老齡與共融——文明社會的挑戰」於香港浸會大學曾陳式如會堂舉行,並邀請亞洲各地學者發表演講

40th Anniversary Symposium: 'Growing Old and Included - Challenges to Civilised Societies' was held at Tsang Chan Sik Yue Auditorium of Hong Kong Baptist University. Eminent academics from Asia were invited to give speeches



*「感恩·傳承展藝SHOW」於元朗劇院舉行,有超過二百名服務使用者及其家長、義工和員工參與。此活動不但展現了服務使用者的創意及才華,而且展示了本會對傳承核心價值的決心

The Talent Show was held at Yuen Long Theatre and over 200 service users, their family members, volunteers, and staff members participated in it. This event showed the creativity and potential of service users, and demonstrated the Society's determination to pass on its core values



★此為慶祝扶康會四十周年的活動。
There were held in celebration of the 40th anniversary of the Society.

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住宿服務 Residential Services

現時本會共有二十二所資助院舍(不包括關愛家庭服務),為約一千位不同智力程度的智障人士和精神康復者提供住宿服務。為持續提升住宿服務的質素,本會致力為殘疾人士提供家居化的住宿環境,並從多方面滿足服務使用者在身、心、社、靈四方面的需要。

The Society has currently operated 22 subvented hostels (excluding Family Care Home Services), providing residential services for around 1,000 persons with disabilities, including persons with different degrees of intellectual disabilities and persons with psychiatric disabilities. To continuously enhance the quality of residential services, the Society has been endeavoring to provide a homelike living environment for service users and meet their physical, mental, social and spiritual needs in a number of ways.

提升生活質素

為推動和發展「以人為本」的家居化生活模式,相關的工作小組擬定了一份「家居化檢視清單」,供各住宿服務單位參考,持續完善服務使用者的生活安排。另一方面,為了促進高齡智障服務使用者身心的發展,本會為他們安排適切而又富意義的閒暇活動,同時令他們從群體活動中學習與人溝通和交流。

殘疾人士院舍牌照

六所位於扶康會康復中心內的院舍及關愛家庭超瑩軒已於本年度獲發殘疾人士院舍牌照。截至2017年7月底,本會已有九間院舍獲發牌照。其他院舍亦正加快處理相關的跟進事項,以盡快獲取上述牌照。

Enhancing quality of life

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To push forward and develop a homelike living model based on 'people-oriented' approach, the relevant working group formulated a 'Checklist on Homelike Living Environment' as a reference for residential service units to continuously improve living arrangements for service users. On the other hand, to facilitate the physical and psychological development of ageing service users, appropriate activities were provided to make the leisure life of service users more meaningful and enjoyable, and enable them to communicate and interact with people through inclusive activities.

Licence for Residential Care Homes for Persons with Disabilities (RCHDs)

Six hostels situated in our Rehabilitation Centre and Radiance Family obtained the licence for RCHDs in 2016/17. As at the end of July 2017, nine of our hostels were licensed. The remaining hostels are now speeding up the handling of relevant follow-up works so as to become licensed as soon as possible.



服務使用者從家舍群體的生活中,擴闊生活的圈子及提升社交能力 Service users widen their social circles and improve their social skills through group living in hostels

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檢討住宿及日間訓練 前線服務員工職務和職級

為應對智障服務使用者老化及年齡兩極化所帶 來的服務需要,本會已完成前線員工的職務與 職級的檢討工作。人力資源委員會亦已接納專 責小組的建議;包括(i)將部份助理康復導師職 級提升至二級康復導師;(ii)合併一級照顧員及 二級照顧員職級為照顧員;及(iii)將護理家舍 的一級康復導師職級提升為高級康復導師。本 會相信此措施有助挽留前線工作人員及提升士 氣,有助保持服務質素。

配合機構管理及發展

為配合機構已落實推行的風險管理機制、相關 政策及指引,本會所有服務單位,包括住宿服 務,按照各類潛在風險事項發生的可能性及後 果的嚴重性進行評估,從而制定行動計劃,作出 預防。

Reviewing the duties and ranks of frontline staff in service units providing residential and day training services

In order to cope with ageing of service users and address service needs arising from age polarisation, the Society completed the review on the duties and ranks of frontline staff. Human Resources Committee accepted the Task Force's recommendations that (i) the rank of Assistant Rehabilitation Worker was partly upgraded to Rehabilitation Worker II; (ii) the ranks of Care Worker I and Care Worker II were combined to become Care Worker: and (iii) the rank of Rehabilitation Worker I in Care and Attention Homes was upgraded to Senior Rehabilitation Worker. It was hoped that such measures could help retain frontline staff and boost staff morale, thereby maintaining the quality of services.

Tying in with corporate management and development

Service units of the Society, including residential service units, conducted risk assessments to identify the likelihood and consequences of potential risks. Based on the assessments, corresponding action plans were mapped out for prevention.



護理家舍利用睡房露台種植植物,既美化居住環境,亦同時培養服務使用者的興趣及責任感 Care and Attention Homes grow plants on balconies of dormitories to beautify the living environment, nurture service users' interest and build up their sense of responsibility



持份者的感想 Sharing of Stakeholders

Ms KWONG Kwan-vi (Left)

麗瑤成人訓練中心服務使用者家屬

Family Member of Service User of Lai Yiu Adult Training Centre

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還是十分感恩。回憶當初,中心的訓練和宿舍 部分同處於屋邨的地牢下,居住環境極不理 想。夏天時,因通風不足及沒有冷氣機,室溫 可以高達攝氏四十度。為了令服務使用者住 得舒適些,職員要每晚跑到平台開水喉灑水 降溫,有時更要把學員搬到有冷氣的地方讓 他們好好睡覺。

的艱難歲月。我不會忘記那些曾服務過我們 子女或兄弟姊妹的員工,即使人事更替,中心 還是不忘初衷,體現『關懷尊重、專業精神、協 同效應、熱誠主動、持續改善』的核心價值。」

「我弟弟慶春接受扶康會麗瑤中心服務已有 'My brother, Hing-chun, has been receiving services at Lai Yiu Adult Training Centre for 37 years. Time flies and looking back to the past, I still feel grateful. At first, the training rooms and dormitories of the Centre were situated at the basement of the estate where the living environment was far from desirable. In summers, due to inadequate ventilation and lack of air-conditioners, room temperature could reach as high as 40°C. To make service users a bit more comfortable, staff of the Centre always went to the podium to spray water so as to lower the room temperature. Sometimes they even transferred service users to air-conditioning areas to let them sleep better.

以上只是其中的一個例子,卻足以說明當初 This is just one of the examples explaining the hardship in the early days. I won't forget those who had served our siblings and/or children, and the Centre is still embodying the core values of "Care and Respect, Professional Spirit, Synergy, Pro-activeness and Continuous Improvement" in spite of staff changes over the past decades.'



Ms CHEUNG Yin-ping

香港佛教聯合會青少年中心社工

Social Worker of Hong Kong Buddhist Association Children and Youth Centre

「不經不覺,與扶康會合作已經超過十個年 頭,帶領著青年義工與服務單位合作推行活 動,亦見證了不少服務使用者的成長與進步、 年老與衰退。內心的確曾感到一陣唏嘘;幸運 是扶康會的同工真像家人般關懷照料服務使 用者,尤其是負責照顧學員的前線同工,真 的是愛心滿溢。他們對不同學員的特性與需 要也了解透徹,像父母了解自己的孩子般。 完善的設備和舒適的環境,而是他們提供了 『人』的服務。祝福扶康會服務繼續發揚,惠 及更多有需要的社群。」

'Hong Kong Buddhist Association Children and Youth Centre and Fu Hong Society have been cooperating for over ten years. Through leading youth volunteers to visit service units and organise activities, I've witnessed the growth and improvement of service users but it is saddening to see their ageing and deterioration. Fortunately, staff of the Society, in particular those frontline staff, are just like family members of the service users who take good care of them wholeheartedly. They are fully aware of the characteristics and needs of each service user, as if parents clearly understand their children. Therefore, what I appreciate the most is the provision of "people-oriented" services by the Society, not their well-equipped hostels nor comfortable living environment. I wish the services of the Society can continue to flourish, benefiting more and more persons in need.'





服務報告 SERVICE REPORTS

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日間訓練服務 Day Training Services

本會共有十三所展能中心,於本年度為逾六百位嚴重至低中度智障人士提供日間訓練服務。近年成人訓練中心既需要紓緩服務使用者老齡化的問題,亦要面對新收納年輕和有自閉症徵狀的服務使用者所帶來的挑戰。因此,本會透過提供多元化的訓練項目,改善服務使用者的健康狀況及行為問題,亦同時豐富他們的生活體驗。

The Society operates 13 adult training centres which provide day training services for over 600 persons with severe to low moderate intellectual disabilities in 2016/17. In recent years, the adult training centres need not only to alleviate the ageing problem of service users, but also to cope with the challenges arising from new and young service users with autistic features. Diversified training programmes are therefore provided to improve the health conditions and behavioral problems of service users and enrich their life experience.

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發掘殘疾人士的潛能

為了培養服務使用者的興趣及發展他們的才能,本會致力提供多元化的活動、訓練、康復及發展計劃,鼓勵服務使用者參與,發揮他們的潛能及提升自信,讓他們充分表現獨立自主。在本年度,本會主要以藝術作為媒介,透過製作環保產品,並發展多元化的展能藝術活動,如魔術、書法、手工藝、畫藝、舞蹈等,讓服務使用者透過不同的藝術創作及表演機會,讓他們發揮潛能,同時宣揚共融精神。

Exploring the potential of persons with disabilities

To cultivate the interests of service users and develop their talents, the Society strives to provide diversified activities, training, and rehabilitation and development plans to enable service users to give full play to their potential, boost their self-confidence, and act independently through active participation. In 2016/17, the Society adopted arts as a main medium to produce environmentally friendly products and develop diversified arts activities for persons with disabilities, including magic, Chinese calligraphy, handicrafts, dancing, drawing and painting. Service users were given various opportunities to perform themselves and create different art pieces, enabling them to realise their potential while promoting the spirit of social inclusion.



服務使用者利用紙皮及舊衣物的鈕扣創作環保錫紙畫發揮他們的想像力及創意

Service users make use of cardboard and buttons of used clothes to create environmentally friendly art pieces to show their imagination and creativity



服務使用者透過參與園藝治療小組,享受種植的樂趣, 亦有助穩定他們的情緒

Service users can enjoy the fun of growing plants and stabilise their emotions through joining the horticultural therapy group



在花茶小組中,服務使用者可學習基本 的自理技巧

Service users can learn basic self-care skills through joining the group of floral tea



服務使用者在職員的帶領下進行健腳操
Service users are doing leg exercises under the instruction of staff



透過密集互動的技巧及結合成效評估,初步發現服務使用者對身邊的人和事物有更多好奇心

Through the use of intensive interaction skills and as revealed in the assessment of effectiveness of training, service users are found to be more curious about the people and things around them

回應服務使用者老齡化的需要

截至2017年3月31日,成人訓練中心有超過六成的服務使用者已年過四十歲。此歲數對智障人士而言就等同步入了老齡階段。有見及此,為加深職員對高齡智障人士服務模式和工作手法的了解,本會安排職員前往台灣進行考察及交流,參考當地的相關經驗以優化本會針對老齡化的工作。

成人訓練中心積極發展不同的訓練模式,以配合高齡服務使用者的需要,如推行配合身體肌能狀況的運動,以減慢他們身體機能的退化。為配合「延展照顧計劃」,本會亦舉辦多元化趣味活動和閒暇活動,包括園藝治療、沖泡花茶、香薰等,培養服務使用者的興趣,讓他們生活更充實。同時,本會亦推行「說死談生」教育計劃,讓高齡智障人士及其家人能以積極的態度面對死亡。

Addressing the needs of ageing service users

As at 31 March 2017, over 60% of service users of adult training centers are aged over 40. Persons with intellectual disabilities aged 40 or above are entering the stage of ageing. To deepen staff understanding of the service model and work practices for ageing persons with intellectual disabilities, a study tour to Taiwan was organised to learn the experience of local counterparts with a view to improving the Society's work on ageing.

Adult training centres made continuous efforts to develop different training models to meet the needs of service users. An example was the promotion of suitable exercise which helped slow down service users' deterioration in physical functioning. The Extended Care Programme also organised different types of leisure activities to cultivate service users' interests and enable them to spend their leisure time fruitfully. These included horticultural therapy, making floral tea, aromatherapy, etc. In addition, the Society launched the 'Dialogue between Life and Death' Education Project to help ageing service users and their family members take a positive attitude in face of death.

配合自閉症服務使用者的需要

因本會近年新收納的智障人士大部分是較年青及有自閉症特徵,所以與他們有效地溝通和建立社交互動行為成為另一個重要而迫切的課題。本會多個單位積極推廣「密習互動訓練」及「圖卡交換溝通系統」介入手法,以提升服務使用者的溝通動機和能力,協助他們與外界建立溝通的橋樑。

Meeting the needs of service users with autism spectrum disorders

Due to the increasing number of new and young service users with intellectual disabilities and autistic features, having effective communication and social interaction with them has become an issue of urgent importance. Several service units tried to apply Intensive Interaction and Picture Exchange Communication System in training in order to enhance service users' motivation and ability to communicate, and help them develop a channel of communication with people around them.



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持份者的感想

Sharing of Stakeholders

林太(右圖為其女兒,服務使用者林麗莎)

Mrs LAM (The service user on the right is her daughter, LAM Lai-sha)

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長沙灣成人訓練中心服務使用者家屬

Family Member of Service User of Cheung Sha Wan Adult Training Centre

使用者。」

「自2003年,麗莎於長沙灣成人訓練中心」 'Since 2003, Lai-sha has received training in Cheung Sha Wan Adult Training 接受訓練後,我覺得她有很大進步,學到好多 Centre and has made considerable improvement. She enjoys learning in the 東西, 姚亦很喜歡到中心學習。我覺得中心 Centre and has learnt a lot of things. Staff in the Centre always work hand in 同事很齊心、環境衛生又乾淨,並有一群熱心 hand, and the environment is clean and tidy. The staff together with a group of 的義工,共同攜手提供優良的服務予各服務 enthusiastic volunteers have made concerted efforts to provide quality services for each service user.'



楊偉強先生(後排右四)

Mr YEUNG Wai-keung (Fourth from right, second row)

秦石成人訓練中心義工

Volunteer of Chun Shek Adult Training Centre

年。我欣賞中心能以小組形式訓練服務使用 者跳舞,除了增加他們的運動量外,亦於服務 使用者之間建立默契和互動,讓他們享受和 心願意投放資源,不但會外聘導師教導服務 時,也看到服務使用者正一點點地進步。」

「我在秦石中心做義工服務不經不覺已有十 'I've been providing volunteer services in Chun Shek Adult Training Centre for ten years. I appreciate that the Centre can form small groups to provide dance training for service users. This not only enables them to do more exercise, but also forms tacit understanding and encourages interaction between them, 投入訓練過程。經努力練習後,服務使用者在 letting them enjoy and participate in the training process fully. After practicing 舞台表現沒有怯場,提升不少自信。而且,中 hard, service users do not have stage fright and their confidence have increased a lot. What's more, the Centre is willing to put in resources to hire 使用者跳舞,亦安排職員每日恆常與他們分 external instructors to conduct dance courses for service users and to arrange 階段練習,發揮他們的潛能。我每次在旁協助 staff members to give them regular dance training, stretching their potential to the full. Every time when I assist service users in having dance training, I witness that they are indeed making progress bit by bit.'

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

本會透過提供工場、輔助就業、在職培訓計劃和職業康復延展計劃等多元化職業康復及發展服務等 培訓殘疾人士的潛能,讓他們有機會於職場上發揮所長及增加就業選擇。在2016/17年度,共有接 近六百三十名殘疾人士接受本會的職業康復及發展服務。

Through providing diversified services including workshops, supported employment, on-the-job training and Work Extension Programmes, etc., persons with disabilities are given the opportunities to develop their potential, give full play to their strengths and skills in the job market, and widen their career choices. İn 2016/17, around 630 persons with disabilities received vocational rehabilitation and development services provided by the Society.

凝聚工商力量 創造就業機會

本會的職業康復及發展服務一直走在前線, 並結合工商元素,以創造更多就業及培訓機會 予殘疾人士。本會不但為殘疾人士提供一站式 的職業康復服務,亦致力為有潛質及願意公開 就業的殘疾人士提供職前培訓、就業選配、在職 及持續支援。為了讓殘疾人士能於職場上持續 發展及增加他們的就業選擇,本會會在未來持 續加強與工商團體或其他服務機構建立協作網 絡,讓更多殘疾人士投身社會,宣揚共融精神。

Pooling the efforts of industrial and commercial sectors together to create employment opportunities

The Society has always stayed at the forefront of vocational rehabilitation and development services, and has worked together with the industrial and commercial sectors to create more training and employment opportunities for persons with disabilities. Not only does the Society provide one-stop vocational rehabilitation services to persons with disabilities, it also strives to offer pre-employment training, job-matching service, on-the-job and ongoing support to those with potential and willingness to take up open employment. To enable persons with disabilities to have continuous development in the job market and increase their employment choices, the Society would keep on strengthening the collaborative network with the two sectors to allow more persons with disabilities to participate in community and promote the spirit of social inclusion.



治療師以有趣的方法教導服務使用者鍛鍊肌能,以紓緩老龄化的狀況 The therapist adopts an interesting way to give functional training to service users in order to mitigate ageing situation



為維持老齡化服務使用者的基本工作能力,毅誠工場會為 他們安排一些簡單的工作,如協助摺疊會方衣物 To maintain the basic work skills of ageing service users, Ngai Shing Worshop arranges simple tasks for them like folding clothes of the Society

服務深受社會人士支持

本會營運兩所庇護工場及一所綜合職業康復服務中心,為殘疾人士提供多元化的職業技能訓練,包括曲奇烘焙、多媒體攝製、水耕種植、汽車美容、洗衣、包裝、產品加工、印刷、零售及清潔等。在各方的努力及支持下,2016/17年度工場的服務使用者總訓練津貼共有接近港幣五百萬元的收入,較去年提升11%。此外,本會的輔助就業及在職培訓計劃已為接近一百六十名服務使用者提供就業支援服務,並成功協助二十四位殘疾人士公開就業。

於「展才設計2017」獲獎

「展才設計2017」比賽是由香港理工大學主辦,並與扶康會及其餘七間社福機構一同協辦。本會葵興職業發展中心的服務使用者沈鷹揚成功從三百多名參賽者中脫穎而出,獲得設計大獎。是次比賽提供了一個平台和機會,讓服務使用者可以發揮所長,增加自信心;同時,社會人士可透過設計作品,加深對他們的了解。

台灣考察團

隨著社會進步及社會企業發展日趨蓬勃,訓練 殘疾人士的工作技能不只是單一地參與外判的 加工工序,還需要配合他們的能力及市場需要, 提升其工作能力以融入社會。因此,本會於2016 年11月組織十六人的跨專業代表團,前往台灣 進行實地考察及交流。在考察期間,代表團更與 國立暨南國際大學、臺北市勞動力重建運用處 進行深入交流,以了解台灣當地職業復康服務 發展的情況和所面對的困難,汲取經驗作未來 發展的參考。

Receiving wide support from community members

The two workshops and one Integrated Vocational Rehabilitation Service Centre of the Society provide multifaceted vocational training for persons with disabilities. These include cookies baking, multimedia production, hydroponic cultivation, car grooming, laundry, packaging, product processing, printing, retail, cleaning, etc. With the concerted efforts of all parties, the total training allowances of service users in workshops reached over HK\$5 million in 2016/17, an increase of 11% over the last year. In addition, the Society provided employment support services to 160 persons with disabilities through supported employment and on-the-job training programme, and successfully helped 24 persons with disabilities take up open employment.

Receiving award at 'Youreable Fashion Design 2017'

'Youreable Fashion Design 2017' was organised by The Hong Kong Polytechnic University in collaboration with eight social welfare agencies including Fu Hong Society. Mr SHUM Ying-yeung, service user of Kwai Hing Vocational Development Centre, stood out from over 300 contestants and was awarded in the competition. Through participating in this competition, service users were given the opportunities to unlock their potential and increase their self-confidence, and the public can better understand persons with disabilities through their works.

Taiwan Study Tour

As the society advances and social enterprises have flourishing development, work skills training for persons with disabilities can no long simply focus on processing tasks of outsourcing projects, but to take into consideration the abilities of persons with disabilities and market needs in order to enhance their work abilities and foster their integration into society. To this end, a multi-disciplinary delegation comprising 16 staff members conducted field visits in Taiwan and exchanged views with the counterparts. During the study tour, delegation members carried out in-depth exchanges and discussions with National Chi Nan University and Taipei City Foreign and Disabled Labor Office to understand the current situation and difficulties faced by vocational rehabilitation services in Taiwan. Experience gained from the study tour provides useful reference for future development.



本會服務使用者沈鷹揚的參賽服飾 以蛇為創作靈感,於頒獎禮當天由 另一位服務使用者向場內人士演繹 得獎作品

The awarded design by our service user, SHUM Ying-yeung, is based on the inspiration of snake. It was worn by another service user as a model on the day of the award presentation ceremony



本會連續兩年成為「展才設計」的協辦機構之一,致力發掘服務使用者的潛能
The Society has been a co-organiser of 'Youreable Fashion Design' contest for two consecutive years, and has strived to explore the potential of service users



台灣考察團獲臺北市勞動力重建運用處官方接待,並一同探討殘疾人士就業制度、工場營運及社會企業情況

Delegation of Taiwan Study Tour is officially received by the Taipei City Foreign and Disabled Labor Office and they jointly explore issues on employment scheme of persons with disabilities, operation of workshop and development of social enterprises



代表團與台灣國立暨南國際大學「非營利組織經營 管理碩士學位課程」的教授及學生,就港台兩地的 發在人士就業情況作深入交流

Professors and students of Master program for Non-profit Organization Management of National Chi Nan University, and delegation members of the Society hold an in-depth discussion on employment of persons with disabilities in Hong Kong and Taiwan

推行「殘疾人士就業後續支援延展服務」先導計劃

為加強殘疾人士在職的穩定及持久性,本會特別推行「殘疾人士就業後續支援延展服務」先導計劃,以會員制為已在輔助就業服務及殘疾人士在職培訓計劃被計算作成功公開就業並退出服務的殘疾人士,提供額外最長十八個月的入職後續支援,協助他們順利克服職場上遇到的困難及轉變。

職業康復延展計劃

老齡化對職業復康及發展服務亦是一項重大的挑戰。自2006年起,為配合服務使用者老齡化的需要,毅誠工場營辦了社署的「職業康復延展計劃」(WEP),並命名為「資深工友俱樂部」。此計劃為因年老或工作能力衰退而無法繼續日常工作及訓練的工場服務使用者,提供包括維持工作能力、康樂和發展性活動及照顧服務等。WEP現時為十八名五十歲以上並附合上述要求的服務使用者提供「半退休」式的工作生活模式,維持他們的工作能力,同時舉辦多元化的活動,以配合「資深工友」的身心需要。

Launching pilot project on 'Post-Employment Support Services for Persons with Disabilities'

To strengthen work stability and continuity of persons with disabilities, the Society launched a special pilot project on 'Post-Employment Support Services for Persons with Disabilities' on a membership basis for those who have been discharged from supported employment service and on-the-job training programme. The pilot project provides members with additional post-employment support services for up to 18 months, aiming to help them overcome the difficulties and changes at work.

Work Extension Programme

Ageing has become a big challenge for vocational rehabilitation and development services. To respond to the needs of ageing service users, the Society's Ngai Shing Workshop has launched the Work Extension Programme (WEP) with subvention from the Social Welfare Development by setting up a 'Senior Workmates Club' since 2006. Service users of workshops, who are unable to perform their work and receive training as usual due to old age or deterioration in work abilities, are the targets of WEP. Examples of the services of WEP include provision of daily work activities for sustaining work abilities and caring activities for meeting the health, physical, social needs of service users. Currently, semi-retirement style training and activities are provided for 18 qualified service users aged 50 or above. These help maintain their work abilities while balancing their physical and psychological needs.

持份者的感想 Sharing of Stakeholder

|| 盧明

LO Ming

石圍角工場服務使用者

Service User of Shek Wai Kok Workshop

「最初接觸卡板時,真的摸不著頭腦,不知如何處理卡板木,再做出雨傘架。經工場導師悉心培訓後,我掌握了製作技巧和熟習操作工具。我真的學懂了一項專門技能,非常有成功感!原來只要自己不怕辛勞,堅持努力練習,我都做得到!」



'When I first got in touch with wooden pallets, I was totally at a loss and didn't know how to make use of the pallets to produce umbrella stands. However, after being trained by instructor, I am able to master the skills and handle the tools. I feel a deep sense of satisfaction after learning this technical skills! I realise that I can accomplish difficult tasks if I work hard and practice hard.'

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香港賽馬會社區資助計劃: 關愛家庭服務 The Hong Kong Jockey Club **Community Project Grant:** Family Care Home Services

本會共設有四所關愛家庭,分別是「邂逅軒」、「和諧軒」、「婉明軒」及「超瑩軒」,均屬自負 盈虧服務;在2016/17年度,共有二十七位缺乏家庭支援的智障人士接受此項服務。承蒙 馬 會 慈 善 信 託 基 金 诱 過 「 香 港 春 馬 會 社 區 資 助 計 劃 」 資 助 部 份 經 費 ,讓 服 務 得 以 持續發展。雖然扶康家庭成員沒有血緣關係,但基於彼此接納及互相欣賞,他們皆如親人般互相 關心、互相扶持。

The Society has set up four family care homes, namely Encounter Family, Concordia Family, Splendor Family and Radiance Family. They all operate on a self-financed basis. In 2016/17, a total of 27 persons with intellectual disabilities, who lacked support from their own families, benefited from this service project. Having been partially funded by the Community Project Grant of The Hong Kong Jockey Club Charities Trust, the Casa Famiglia Project is able to continue its development. Because of mutual appreciation and acceptance, Casa Famiglia members, without any blood relationship, care about and support one another just like family members do

和諧軒搬遷

為配合沙田威爾斯親王醫院擴建工程,扶康家 庭和諧軒已於2017年3月遷出。因暫時未能找 到合適的樓宇作重置,共有六位和諧軒的家庭 成員需要暫住婉明軒和超瑩軒,重新適應及融 入新的居住環境。因此,婉明軒及超瑩軒亦須改 動及加設床位以配合安排。

Relocation of Concordia Family

Due to the expansion project of Prince of Wales Hospital, Concordia Family moved out from the staff guarters building of the Hospital in March 2017. As an interim measure during the process of seeking suitable premises for relocation, six family members of Concordia Family have been arranged to receive services in Splendor Family and Radiance Family and need to get themselves adapted to the new living environment. Follow-up arrangements like the purchase of additional beds were made by the two families

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與,讓扶康家庭成員有機會與外界接觸,促進社區共融 Different community members were invited to attend 'Casa Famiolia Annual Gala' in March 2017, giving members of Casa Famiglia an opportunity to have contacts with the public



扶康家庭成員於台上表演歌舞,展現才能 Members of Casa Famiglia are performing on the stage to show their talents

提供家庭式生活體驗

在關愛家庭中,家姆負責照顧家庭成員的身心 健康及日常起居生活; 兄長則負責輔導及培育 家庭成員的靈性及德行發展。在2016/17年度, 關愛家庭服務共有十八位家姆(屬受薪員工)及 九位兄長(屬社區義工)。部份智障家庭成員亦 會分擔家務或照顧其他有需要的成員。為了讓 智障家庭成員能投入社會發揮潛能,家庭內會 按照他們的能力安排在日間公開就業、接受職 業訓練或接受展能中心服務。

實踐結交朋友的權利

智障人士應享有結交朋友的權利;而這理念亦 獲得很多社區人士的認同和支持。因此,他們 會以「固定朋友」的身份經常探訪家庭成員、 參與家庭活動及為家庭成員舉辦外出活動。 在2016/17年度,關愛家庭服務共有二十四位 固定朋友。而在2016年9月和10月,家庭成員 在固定朋友及職員的陪同下,分別前往南京及 澳門,探訪當地的復康單位及分享接受關愛家 庭服務的感受。

參與社區共融活動

為了增加社區人士與智障家庭成員的接觸,扶 康家庭除定期舉辦不同類型的共融活動,還有 一些特色節目,如參與聖堂彌撒或其他宗教活 動、節慶活動、本地和海外探訪等。這些活動有 助社區人士認識智障人士友善的特質,有效促 進他們對智障人士的接納。

Providing family-like life experience

In each family care home. Housemothers look after the daily lives as well as the physical and mental well-being of family members, whilst the Elder Brothers provide support to the spiritual and moral development of family members. In 2016/17, Family Care Home Services had 18 Housemothers (paid staff) and 9 Elder Brothers (community volunteers). Some family members with intellectual disabilities help with the housework and take care of other family members in need. To ensure that family members can participate in society and develop their potential, they are arranged to receive vocational training, day training services or take up open employment based on their abilities.

Actualising the right to make friends

Persons with disabilities should be able to enjoy the right to make friends, and this belief has been recognised and widely supported by lots of community members. To this end, community members as regular friends of the family care homes frequently visit family members, participate in family activities and organise outings for them. In 2016/17, Family Care Home Services had 24 regular friends. Accompanied by regular friends and staff members, some family members visited rehabilitation agencies in Nanjing and Macau, and shared with them the experience in receiving Family Care Home Services.

Participating in social inclusion activities

To increase interactions between family members with intellectual disabilities and community members, different inclusive activities are regularly held and special activities are also organised. Examples include participation in mass or other religious activities, festive celebration activities, local and overseas visits. These activities can make the public aware of the friendliness of persons with intellectual disabilities, and help foster social acceptance of persons with intellectual disabilities.



在2016年10月,扶康家庭獲澳門弱智人士家長協進會邀請出席活動, 並同時探訪澳門扶康會寶翠中心

Members of Casa Famiglia were invited to attend an event held by Associação dos Familiares Encarregados dos Deficientes Mentais de Macau, and visited Pou Choi Centre of Fuhong Society of Macau in October 2016



在南京的交流活動中,方叔華神父和扶康家庭成員參觀當地復康機構 —— 陽光家園 During the Nanjing exchange tour, Fr Giosuè BONZI and members of Casa Famiglia visit a local rehabilitation agency called Ningxin Sunshine Home

持份者的感想 Sharing of Stakeholders

廖君榮 (右)

LIU Kwan-wing (Right)

超榮軒家庭成員

Family Member of Radiance Family

分喜歡這個家庭,這裡還給我一個機會參加 南京五日四夜交流團,令我大開眼界和增廣 境旅行,我實在感到非常開心。感謝主!」

「我完全感受到關愛家庭的愛和喜樂! 我十 'I fully appreciate the love and joy of family care home! I love this home very much and it has also given me the opportunity to participate in the five-day four-night exchange tour to Nanjing. The exchange tour broadened my horizons 見聞,實在獲益良多。其實,這是我第一次出 and gave me an eye-opening experience. Actually this was the first time that I travelled outside Hong Kong and I really enjoyed it. Thanks be to God!'



陳景賢小姐 (左) Ms Connie CHAN (Left)

固定朋友

Regular Friend

鏡子。」

「承蒙扶康會和高修女熱心發展扶康家庭計 'With the enthusiasm of Fu Hong Society and Sister Sandra as well as their 劃,我在去年九月成為婉明軒的固定朋友。我 endeavour to develop Casa Famiglia Project, I've become a regular friend of 發現婉明軒的家庭成員其實都是帶著使命來 Splendor Family since September 2016. I realise that members of Splendor 到這個世界。他們不矯情、不虛偽,只有一顆 Family have been brought to this world with a mission. They are sincere and 真摯的心。在參與服務時,讓我有機會重新去 without hypocrisy. While participating in the service, I've got a chance to review 檢討自己:放下驕傲自大、保持純真的心靈、 myself: stay away from arrogance, keep being sincere and learn to be humble 學會謙卑信賴。這裡的成員是我人生的一面 and trustworthy. Members of family care home are mirrors of my life."

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社區精神健康服務 Community Mental Health Services

本會的社區精神康復服務包括三所中途宿舍和一所精神健康綜合社區中心「康晴天地」,為有 需要的社區人士提供服務。2016/17年度,中途宿舍共為一百四十四名精神康復者服務,協助他 們重新融入社區;康晴天地共有九百一十七名會員,主要服務對象為港島中區及部分南區的居 民。除了提供一站式精神健康及社區支援服務,康晴天地還積極推行公眾教育,加強居民對精神 健康的關注。

The Society provides community mental health services to persons in need through three halfway houses and one Integrated Community Centre for Mental Wellness - Sunrise Centre. In 2016/17, halfway houses provided services for 144 persons with psychiatric disabilities, helping them reintegrate into the community; Sunrise Centre served 917 members, who were mainly residents of Centre District and some were from Southern District. Apart from providing one-stop mental healthand district support services, the Centre took an active role in promoting community education to increase public awareness of mental health.

深化「復元為本服務手法」

為了深化復元文化,本年度推行復元「稱謂」運 動,鼓勵服務使用者以平輩稱謂稱呼職員,拉近 人與人之間的距離,讓職員扮演復元支持者的 角色;同時職員亦與服務使用者共同製作「復 元」掛畫,以傳遞正向的復元訊息。另一方面,本 會提供更多自主自決的機會,以加強服務使用 者的自信心;如以服務使用者的身份參與不同 的會議、參與推行及計劃活動和比賽等,讓他們 學習表達自己的意見和期望。

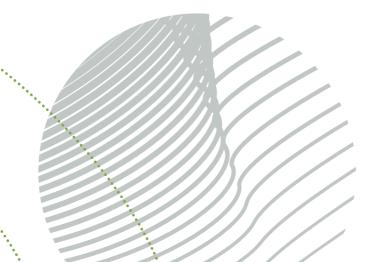
為進一步落實復元為本服務手法,除了更新個 案評估和個案計劃表格外,本會亦安排資深臨 床心理學家為社區精神康復服務的專業員工提 供個案管理臨床督導和培訓,加強個案管理知 識及技巧。

Deepening 'Recovery-oriented Practice'

To deepen the culture of recovery, a recovery movement was launched this year which encouraged service users to call staff members by using appellations of the same generation. The aims of the movement were to shorten the distance among people, through which the staff could act as service users' supporters on the road to recovery; and to provide service users with more opportunities to be independent and autonomous so as to enhance their self-confidence. Examples included participating in different meetings and assisting in launching and planning activities and competitions. These enabled them to learn how to express their views and expectations.

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To give further effect to 'Recovery-oriented Practice', case assessments and planning forms were updated, and experienced clinical psychologists were arranged to provide clinical supervision and training for professional staff of community mental health services with a view to increasing their knowledge and skills in case management.





擇把精神病經歷公開?——披露與自我污名」推行深入的服務交流

Peer Supporters of the Society participated in Asian Mental Health Conference 2016 and had in-depth exchange with the participants on the topic 'Why I choose to disclose my history of mental illness to the public? - Disclosure and Self-stigmatisation'



本會用輩支援員參加亞洲精神健康會議,並與參加者就「為什麼我撰 服務使用者透過如繪書禪繞書等藝術活動培養興趣,並讓社區人士了解 他們的潛能

Arts activities like drawing Zentangle can cultivate service users' interests and enable the public to realise their potential

推行朋輩支援員先導計劃

配合社署推行為期兩年的朋輩支援員先導計 劃,本會共聘請一名全職和兩名半職朋輩支援 員,讓他們以「過來人」的身份與其他康復者和 社區人士分享復元經驗及提供朋輩支援服務。 在2016/17年度,朋輩支援服務概況如下:

Launching Pilot Project on Peer Support Services

To act in concert with the two-year Pilot Project on Peer Support Services launched by the Social Welfare Department, one full-time and two part-time peer supporters were employed by the Society to share their recovery experience with persons in recovery and community members. The following table provides an overview of Peer Support Services in 2016/17:





服務使用者於2016/17年度參加如「勇跑地貌王2016」及「苗圃12小時慈善越野馬拉松2016」等社區體育活動鍛鍊身體,同時亦可挑戰自我極限 In 2016/17, service users did exercise and challenged themselves to the limit through participating in community sports activities such as Geo Hero Run and Sowers Action Challenging 12 Hours Charity Marathon 2016

提升生活質素

中涂宿舍的綜合藝術小組為服務使用者提供接 觸藝術、陶冶性情的機會。他們除了參與數字油 書、針氈羊毛公仔和洣你家居模型等活動外,本 會還聘請計區導師教授他們彈奏小結他及繪書 禪繞畫的技巧。此外,中途宿舍的綜合運動小組 舉辦多項體育活動,包括游泳訓練班、乒乓球訓 練班、球類和遠足等;讓康復者在復元的路途上 能保持身心健康。與此同時,本會亦鼓勵服務使 用者參加社區舉辦的體育活動,既能發揮所長, 亦能融入社會、建立自信。

運動對個人的身心健康有正面的幫助,而在復 元的路涂上,運動對精神康復者更為重要。本會 中涂宿舍於2006年獲余兆麒殘疾人十醫療基金 的資助,成立了綜合運動小組,積極推動精神康 復者建立做運動的習慣,促進他們的身心健康。 過去數年曾舉辦多項體育活動,包括:遠足、健 步、健康舞、保齡球、攀石及單車等。

Enhancing quality of life

The integrated arts group of halfway houses provided service users with the opportunities to get exposure to arts and refine their temperament. Apart from joining activities such as painting by numbers, sewing teddy bear dolls and making miniature house models, service users were taught how to play Ukulele and draw Zentangle. Various sports activities were also organised by the integrated sports group of halfway houses to enable service users to stay healthy psychologically and psychically on the road to recovery. These included training classes on swimming and table tennis, ball games, hiking, etc. Meanwhile, the Society also encouraged service users to fully participate in sports activities held by community groups in order to bring their abilities into full play while integrating into society and building up their self-confidence.

Doing exercise can positively contribute to the physical and psychological health of individuals. To persons with psychiatric disabilities, exercising takes an even more important role on their road to recovery. Since 2006, our halfway houses have received funding support from S. K. Yee Fund for the Disabled to form the integrated sports group to help service users develop a habit of doing exercise, and promote their physical and psychological health. In the past few years, a number of sports activities were held, including hiking, jogging, aerobic dance, bowling, rock climbing, cycling, etc.

促進社區共融

中途宿舍成立豐盛人生小組的目的是為了社 區生活能力不足的康復者,提供職業訓練、環 保產品設計和園藝等展現生產力的活動,以建 立自信及為重新融入社會作準備。而中餘宿舍 的「Teen使行動」和康晴天地的「連友Club」及 「老友三缺一計劃」,大力推動康復者積極參與 互助活動和社區事務,有助促進共融。

家屬對康復者的支持是復元的重要元素之一。 因此,康晴天地積極推行家屬支援服務,如成立 家屬互助小組及舉辦家屬聯誼活動,讓家屬之 間可作更多交流及分享正向情緒,互勵互勉。

Fostering social inclusion

Halfway houses set up a group to help persons in recovery without adequate community living skills to live a rich and full life. The group provided vocational training and productive activities such as designing environmentally-friendly products and gardening activities, so as to build up the self-confidence of group members and get them prepared for re-integrating into society. Different projects were launched by halfway houses and Sunrise Centre to encourage service users to actively participate in mutual-help activities and community affairs, thereby fostering their integration into society.

Support from family members is crucial for the recovery of persons with psychiatric disabilities. Sunrise Centre therefore actively implemented family supportive services such as forming mutual-help group and organising social gatherings for family members, to allow them to have more exchanges and share positive emotions, mutually supporting one another.



2016/17 年報 ANNUAL REPORT

與社區協作舉辦精神健康活動

中途宿舍和康晴天地一直與社區保持緊密聯繫,並與區內的長者服務單位、青少年中心、學校、居民組織等進行協作活動,向不同階層人士推廣精神健康的訊息。以下是2016/17年度舉行的其中幾項協作活動:

Organising mental health activities with the community

Halfway houses and Sunrise Centre have always maintained close contact with the community by working with service units for the elderly, youth centres, schools, resident groups, etc. and promoting mental health messages to people from all walks of life. Examples of collaboration projects held in 2016/17 are as follows:

協作 Collaborative 伙伴 Partners



香港真光書院 Hong Kong True Light College

嘉諾撒培德書院 Pui Tak Canossian College

服務使用者透過參與節日慶祝活動,增加他們和社區人士的交流,打破隔閡

Participation in festive celebration activities enabled service users to have more exchanges with the public and bridged the gap between them



香港房屋委員會 Hong Kong Housing Authority

康晴天地獲香港房屋委員會華富(一)邨屋邨管理諮詢委員會撥款資助,與地區組織協作舉辦「情懷·華富Fun Fun Show」精神健康教育活動

Sunrise Centre received funding support from the Estate Management Advisory Committee of Wah Fu (I) Estate of Hong Kong Housing Authority to co-organise a mental health education activity with community groups



社會福利署 嘉諾撒聖心書院
Social Welfare Sacred Heart
Department Canossian College

獲社會福利署2016-2017年度「地區夥伴協作計劃」撥款資助,並與嘉諾撒聖心書院合辦「Teen『晴』展藝互同行」計劃

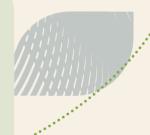
In receipt of the funding from 2016-2017 District Collaboration Projects of the Social Welfare Department, an inclusive arts programme was co-organised with Sacred Heart Canossian College



香港動物輔助治療學會 Hong Kong Animal Assisted Therapy Association

與學會協作成立「iPET寵物特工隊」,讓服務使用者學習與動物相處,再以義工角色陪同動物外出服務社區人士

A volunteer team named 'iPET' was formed in collaboration with the Association to teach service users how to get along with animals and to serve the community together with the animals



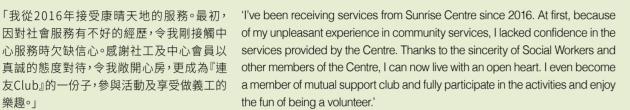
持份者的感想 Sharing of Stakeholdes

Ah Siu

康晴天地會員

Member of Sunrise Centre

心服務時欠缺信心。感謝社工及中心會員以 樂趣。Ⅰ





少珍的姐姐 (左)

Sister of Siu-chun (左)

悅行之家服務使用者之家屬

Family Member of Service User of Yuet Hang Home

開心,變得和以往不同;如在最近家舍舉辦的 的喜樂心情,讓我們姐妹可以重享相聚。我想 對扶康會說一聲多謝!」

「妹妹入住悅行之家後, 感到她在改變, 變得 'After receiving residential services in Yuet Hang Home (YHH), my sister has changed and is happier than before. For example, in the recent "One-day Trip 『家屬一天游』中,我明顯看到及感受到妹妹 for Family Members" held by YHH, my sister's joy was obviously shown and I was glad to have gathering with her through this activity. I am really thankful to Fu Hong Society.



Chi-ping

悦群之家服務使用者

Service User of Yuet Kwan Home

「我參加了『苗圃挑戰12小時2016』,成功由 城門水塘走到至大埔!初時,我對行山沒有信 心,在職員的同行支持下,我願意踏出生活的 安全區,接受苗圃挑戰。比賽的後段山路崎 嶇,亦有被大石絆倒;幸有職員同行鼓勵,我 可繼續前進,最後成功抵達終點。從這次比 賽,我對自己的能力有了新的體會,對復元更 存盼望。」

'I participated in Sowers Action Challenging 12 Hours Charity Marathon 2016, and succeeded in hiking from Shing Mun Reservoir to Taipo. In the beginning, I was not confident in hiking. But with the support of staff members, I was willing to leave from my comfort zone in life and to face the challenges of the competition. In the final part of the competition, the roads were hilly and I tripped over a big stone. Luckily, at that time, the timely encouragement from participating staff members enabled me to continue to take part in the competition and reached the destination finally. Through this competition, I have a new understanding of my capabilities and very much look forward to my recovery."

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自閉症及發展性障礙人士服務 Services for Persons with Autism Spectrum Disorders and Developmental Disabilities

本會自閉症服務使用者的數目日益增加,而且家長對相關服務的需求亦不斷提升。因此,本會在不 同範疇積極研究及加強訓練與服務質素,務求發揮自閉症服務使用者的潛能,增加他們融入社區的

To cope with the rising number of service users with autism spectrum disorders and parents' demands for related services, the Society put efforts in various aspects to explore and improve the quality of training and services, so as to help service users with autism spectrum disorders develop their potential and integrate into society.

牽蝶康兒中心正式開幕

因關注到幼兒自閉症服務的迫切需要,本會於 2009年在香港仔設立牽蝶中心,為有特殊需要 的兒童提供適切的治療和訓練,包括密集式訓 練小組及感覺統合治療等;並於2015/16年度在 九龍荔枝角增設牽蝶康兒中心。該中心於2016 年4月9日正式開幕,由不同的專業人員,包括特 殊幼兒工作員、職業治療師、臨床心理家,為有 特殊需要的兒童提供小組或個別訓練及治療。 在本年度,共有九十八人接受牽蝶康兒中心的 服務,而累積服務使用者人數逾二千人次。

Opening of Hin Dip Hong Yee Centre

To address the urgent needs of children with autism spectrum disorders, the Society set up Hip Dip Centre in Aberdeen in 2009, providing appropriate therapy and training for children with special needs, such as intensive training groups, sensory integration therapy, etc. In 2015/16, the Society established Hip Dip Hong Yee Centre in Lai Chi Kok. This Centre officially opened on 9 April 2016, and provides group or individual training and therapy for children with special needs by Special Child Care Workers, Occupational Therapists and Clinical Psychologists. In 2016/17, 98 people received services provided by Hin Dip Hong Yee Centre and the accumulated number of clients reached over 2,000 people.



Services provided by Hin Dip Hong Yee Centre help children improve their emotional control and



彗妍雅集捐出港幣\$453 600予牽幉康兒中心,以津助低收入家庭的白閉症兒童

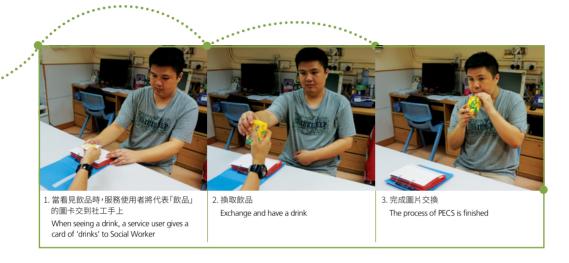
Wai Yin Association donated HKD\$453,600 to Hin Dip Hong Yee Centre to support children of low-income families to receive appropriate training and services

應用圖片交換溝通系統

本會已安排五所成人訓練中心參與圖片交換 溝通系統(PECS)計劃,由職業治療師向中心 職員提供深入的培訓,並制定進度記錄表, 讓中心記錄服務使用者的學習進度,以進一步 評估成效。另一方面,自閉症服務使用者藉著 此訓練能輕易地掌握「以物易物」的概念及增加 自發性溝通,再於日常生活中應用圖卡作媒介 與外界溝涌。

Applying Picture Exchange Communication System (PECS)

The Society has arranged five Adult Training Centres to apply PECS in their training. Occupational Therapists provided advanced training for staff members of the Centres and made progress report form to record the learning progress of service users and assess their outcome. Also, with the use of PECS, service users with autism spectrum disorders were able to master the concept of exchanging goods and increase spontaneous communication by using picture cards as a medium in their daily living.



持份者的感想 Sharing of Stakeholder

Tsz-han's mother

牽蝶康兒中心的服務使用者家屬

Family Member of Service User of Hin Dip Hong Yee Centre

深愛他,希望他能傳承我們的堅毅,繼續勇敢 challenge in the future. 面對將來的挑戰!」

「小兒在差不多一年時間內,得到中心的 'My son has received the selfless contribution and care from teachers and 老師和社工無私的貢獻和照顧,在行為、 Social Workers from the Centre for almost a year. His behaviour, emotion, verbal 情緒、言語表達及認知方面都有明顯進步, communication skill and cognitive skill have improved obviously. He can now 現更嘗試於一所幼稚園進行試讀;作為 try to study in a kindergarten. As his parents, we feel very relieved. Our family 父母的我們也感到非常安慰。我們一家也 loves him deeply and hopes he can be as strong as we are, bravely facing each



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機構輔助醫療服務 Agency-based Paramedical Services

本會一直關注服務使用者老齡化問題和身心健康的發展。因此,本會設有臨床心理服務、物理治療 服務及職業治療服務,讓服務使用者身心得到平衡的發展。本會於本年度更增設言語治療服務,利 用適切的口腔肌肉訓練,紓緩因年老而產生的口腔肌能衰退問題,亦透過溝通訓練來改善服務使用 者的說話能力。

The Society is always concerned about the ageing problem of service users and their physical and mental development. Hence, the Society provides services of clinical psychology, physiotherapy, and occupational therapy to help service users achieve balanced physical and pshchological development. This year, speech therapy services was introduced to address the problem of regressing oral motor ability due to ageing by providing appropriate training of oral muscles, and improve their communication ability.

臨床心理服務

本會共有三位臨床心理學家,為服務使用者提 供心理評估、心理治療及臨床諮詢服務、協助處 理服務使用者的行為及情緒問題,增強他們適 應生活的能力,從而提升他們的生活質素。

Clinical Psychological Services

The Society has three Clinical Psychologists, who provide psychological assessment, psychotherapy and clinical consultation for service users to help handle their challenging behaviour and emotional problems. These services enhance their ability to adapt to daily living and improve their quality of live.

制定減少職員及服務使用者意外的措施

- 臨床心理學家在不同的服務單位為服務使用 者舉辦情緒管理小組,加深了解他們的行為 問題,亦進一步提升其控制情緒的能力。
- 為職員提供適切的培訓課程,如危機處理, 加強職員面對突發情況的應變能力。
- 為職員提供心理輔導服務,處理他們因工作問 題或因意外而出現的情緒困擾。

為自閉症人士提供臨床心理服務

臨床心理學家為牽蝶中心及牽蝶康兒中心提供 相關服務,如進行自閉症診斷、智力評估、心理評 估及治療服務。

Setting measures to reduce the accidents of staff and service users

- Organising emotion controlling groups in different service units by Clinical Psychologists to better understand the behavioural problems of service users and improve their ability to control emotion
- Providing appropriate training courses for staff members, such as risk management, to strengthen their flexibility of handling spontaneous situations
- Providing psychological counselling services for staff members to manage their emotional problems incurred by work or accidents

Providing clinical psychological services for persons with autism spectrum disorders

Clinical Psychologists provide related services for Hin Dip Centre and Hin Dip Hong Yee Centre, such as diagnosis of autism spectrum disorders, intellectual assessment, psychological assessment and related treatment.

物理治療服務

為紓緩服務使用者的老齡化問題,近年服務 單位大力推行運動模式,更納入體能活動課程 中,以增加服務使用者運動的機會,從而改善 身體的控制、關節靈活性和柔軟度、手眼協調 及平衡力。

推行硬地滾球活動

為減慢高齡服務使用者的肌能衰退,自2012年 起,本會便成立以物理治療師為主導的普及運 動工作小組;透過職員簡介會及訓練班,宣揚硬 地滾球活動對服務使用者的好處,並鼓勵他們 參與。本會亦連續三年舉辦全會性硬地滾球挑戰 賽,讓服務使用者發揮體育潛能,亦加強不同持 份者之間的合作性,促進共融。

進行骨質健康評估

針對高齡服務使用者骨質疏鬆的健康問題 本會購置一部骨質疏鬆機於不同的服務單位 輪流使用,深入了解並及早偵測服務使用者 骨骼的健康狀況,以作出相應的預防和介入。

Physiotherapy Services

To mitigate the ageing problem of service users, service units have actively promoted sports activities in recent years, and included these activities into programmes to encourage service users to do more exercise, and improve their abilities of body control, flexibility and elasticity of joints, eye-hand coordination and balance.

Promoting boccia

Since 2012, the Society established a working group led by Physiotherapists to promote exercise. Through organising briefing sessions and training classes for staff members to increases their knowledge of boccia, they helped promote the advantages of boccia to service users and encourage them to try. Also, the Society has organised the competition of boccia for three years, allowing service users to show their talents in sports and encourage their cooperation with other stakeholders to achieve social inclusion.

Carrying out assessment on bone health conditions

Concerning the problem of osteoporosis of service users, the Society bought one bone densitometer to check the health conditions of bone of the service users in different service units. Service users' bone health conditions will be thoroughly assessed for early detection, prevention and intervention.

持份者的感想 Sharing of Stakeholder

吳冬喜女士 Ms NG Tung-hai

資深義工 Senior Volunteer

日益進步之外,他們與其他人合作的意識也 with others has increased." 提升了。」

「大部份服務使用者自從練習硬地滾球後, 'Most of the service users become more focused after practicing boccia. 他們的專注力比以前提高了。另外,除了球技 Besides improving the skill of playing boccia, their consciousness of cooperating



......

硬地滾球是一項講求專注、技巧、老小皆官及有益身心的體育運動 Boccia is a kind of sports that requires concentration, techniques and is suitable for children and the elderly

職業治療服務

為減慢服務使用者老齡化的狀況,職業治療師 诱過日常生活技能訓練、閒暇活動及職業康復 治療,提升服務使用者的獨立生活能力,以進一 步改善他們的生活質素。

多功能感官治療

護理院舍部份高齡服務使用者的身體機能逐漸 衰退,情緒亦變得容易緊張,已較難接受一般的 生活技能訓練。因此,職業治療師利用多功能感 官室的設施,並採用實證為本的方法以評估治療 的成效,讓他們接受適當的外來感官刺激,以達 致鬆弛神經。

加強肌能

高齡而肢體傷殘的服務使用者的肌能,隨着年紀 增長而不斷退步。因他們需要長時間坐著高背椅 或輪椅,所以缺乏足夠的伸展活動。他們的上下 肢伸展能力會減弱,亦可能會影響其關節的運動 幅度。有見及此,職業治療師設計了合適的地蓆 活動,同時會透過轉身活動來增強他們的身軀能 力。另一方面,當學員躺卧在地蓆上時,其臀部所 承愛的壓力會相對減低,不但讓服務使用者感覺 舒適,而且減少產生壓瘡的機會。

Occupational Therapy Services

To slow down the ageing of service users, occupational therapists strengthen their living skills to live independently and improve their quality of life by providing daily living skills training, doing leisure activities and occupational

Multifunctional sensory therapy

Because of body degeneration, some ageing service users in Care and Attention Homes get nervous easily and are comparatively difficult to receive general living skills training. Therefore, Occupational Therapists have used the facilities in multifunctional sensory room with evidence-based practice to assess the results of treatment, enabling them to relax by receiving appropriate sensory stimulation.

Strengthening motor ability

The motor ability of ageing service users with physical disabilities is degenerated due to getting old. Because of sitting on wheelchairs for long time, they do not have enough stretching exercise. Thus, their ability of stretching limbs will be reduced, affecting the movement of joints. Hence, Occupational Therapists have designed a series of appropriate mat exercise to strengthen service users' motor ability by letting them turn around their bodies on the mats. While service users are lying on the mat, they will feel comfortable as their bottom will suffer from minimum pressure. This will also help reduce the chance of forming pressure sores.





服務使用者在地蓆上進行簡單的伸展運動,以增強肌力及延緩退化 Service users are doing some simple stretching exercise on the mat so as to strengthen their motor ability and delay the ageing process



言語治療服務

隨著智障人士年齡增長,機能及認知能力退化 引起吞嚥困難、四肢不協調、說話能力下降等 問題,令他們無法表達清晰而延誤診斷。有見及 此,本會為紓緩智障服務使用者老齡化的問題, 於2016年8月聘請了兩位全職言語治療師,展 開為期三年的言語治療服務先導計劃。

進行評估及提供適切的治療

言語治療師會為有溝通障礙(如構音、聲線、 語言、流暢度等問題)及吞嚥困難的智障人士 提供個別化的專業服務,並按診斷評估進行 適切的治療。為了進一步掌握服務使用者吞嚥 的狀態,在2016年8至10月期間,兩位言語治 療師便進行吞嚥能力基線調查,數據涵蓋本會 五所嚴重殘疾人士護理家舍和三所成人訓練 中心暨宿舍,共四百零四名服務使用者的吞嚥 狀況。他們平均年齡為46.5歲,主要是嚴重智 障人士,有部份是肢體殘障人士及智障兼嚴重 肢體殘障人士。

從調查結果顯示,如以患中度或以上吞嚥困 難的服務使用者作需要特別護理,而其便 寒風險較高作指標,嚴重殘疾人士護理院 舍及成人訓練中心暨宿舍分別有近七成及 兩成半的服務使用者屬於該高危類別。他們 大部分礙於認知能力不足、多重機能缺損等 限制,未能自行安全地進食。針對上述的狀 況,言語治療師已向參與研究的服務單位就 餵食安排提出改善建議,並提供適當的口肌 訓練和治療。

Speech Therapy Services

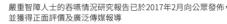
Because of ageing, the body function and cognitive ability of persons with intellectual disabilities are degenerated, which induces problems such as swallowing difficulties, uncoordinated limbs, speech regression, etc. Delay of diagnosis will be resulted as service users cannot express their health problems clearly. Therefore, to mitigate the ageing problem of service users, the Society recruited two full-time Speech Therapists in August 2016 to launch the three-year pilot programme of speech therapy services.

Carrying out assessments and providing appropriate treatments

Speech Therapists provide individual professional services for persons with barriers to communication (e.g. articulation, voice problem, language disorder, and fluency problem, etc.) and swallowing difficulties, and carry out appropriate treatment based on diagnosis. To further understand the swallowing conditions of the service users, two Speech Therapists conducted a survey on swallowing profile of 404 service users from five Care and Attention Homes for Persons with Severe Intellectual Disabilities and three Adult Training Centres cum Hostels. Their average age was 46.5 years old. Most of them were persons with severe intellectual disabilities and the rest were persons with physical disabilities or intellectual disabilities with severe physical disabilities.

According to the survey, if service users suffered from moderate or above swallowing difficulties and required special care are treated as having higher risk of swallowing problem, 70% of service users of Care and Attention Homes and 25% of service users of Day Training Centres cum Hostels belonged to the high risk group. Due to the lack of cognitive ability and deficit of multiple body functions, most of them are unable to eat by themselves safely. To deal with this situation, the Speech Therapists have provided suggestions on feeding arrangement for the service units and appropriate oral muscle training and treatment for the service users.





The survey report on the swallowing profile of persons with severe intellectual disabilities was released in February 2017. It received positive feedback and attracted wide media coverage



言語治療師評估服務使用者的進食及

Speech Therapists assess services users' ability of eating and swallowing

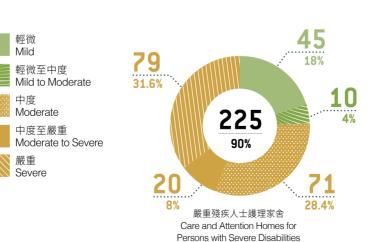
嚴重殘疾人士護理家舍及成人訓練中心暨宿舍之服務使用者的吞嚥困難程度

The level of swallowing difficulties of service users of Care and Attention Homes for Persons with Severe Disabilities and Adult Training Centres cum Hostels

	嚴重殘疾人士護理家舍 Care and Attention Homes for persons with Severe Disabilities		成人訓練中心暨宿舍 Adult Training Centres cum Hostels	
	25	10%	55	35.7%
患吞嚥困難 Suffered from swallowing difficulties	225	90%	99	64.3%

服務使用者患吞嚥困難程度分佈

Distribution of the level of swallowing difficulties of service users



吞嚥高風險群組 High risk group of swallowing



The total number of research targets of the five Care and Attention Homes for Persons with Severe Disabilities is 250 participants; and that of the three Day Training Centres cum Hostels is 154 participants



¹五所嚴重殘疾人士護理家舍的研究對象總人數為250人;而三所日間展能中心暨宿舍則為154人。





言語治療師舉辦溝通訓練工作坊,讓專業及前線員工深入了解言語治療服務 Speech Therapists organise workshops of communication training for staff members to let them understand speech therapy services

推廣言語治療

為向不同的持份者分享治療理論及訓練心得, 本會言語治療師就吞嚥困難、溝通困難等議題 主持多個講座。在2016年9月便舉行言語治療 服務分享會,吸引了共五十八位專業和前線員 工參加。言語治療服務將繼續與各服務單位緊 密合作及提供支援, 進一步改善服務使用者的 生活質素。

Promoting of speech therapy services

To share the theories of speech therapy and training experience with different stakeholders, the Society's Speech Therapists held various talks on topics such as swallowing difficulties and communication difficulties. A sharing session on speech therapy was organised in September 2016, which attracted 58 professional and frontline staff members to attend. Speech therapy services will continue to cooperate with and support service units to further improve the quality of life of service users.

持份者的感想 Sharing of Stakeholder

怡諾成人訓練中心 Yi Lok Adult Training Centrei

能力評估,並提供適切的進食建議和訓練,提 增強了自信心。」



「言語治療師不但為本中心的學員進行吞嚥 'Besides providing assessments on service users' swallowing ability, Speech Therapists have also provided appropriate feeding suggestions and training 升他們的吞嚥能力,令他們不用再使用凝固 for service users to improve their swallowing ability, helping them get rid of 粉,改善了生活質素。而個別學員進行了發音 using food thickeners and enhancing their quality of life. After receiving voice 訓練後,提升了他們的溝通及社交能力,同時 training, some service users have improved their communication and social skills, boosting their confidence.



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殘疾人士社區支援服務 Community Support Services for Persons with Disabilities

本會的殘疾人士社區支援服務一直貫徹「地區為本」的方針,致力提供「以人為本」的訓練和照顧服 務,並以一站式及跨專業的多元化服務和完善的支援網絡,鼓勵殘疾人士全面融入社會,增強對他 們及其照顧者的支援,創造和諧共融的社區。

With the 'district-based' approach as the guiding principle, the Society is committed to providing 'people-oriented' training and care services. Through providing one-stop and multi-disciplinary services with a sound social network, the Society encourages persons with disabilities to fully participate in the community and strengthen the support to them and their carers, in order to create a harmonious and socially inclusive community.

天水圍地區支援中心

每年有超過四千人次使用中心服務,而在 2016/17年度共有三百零三名會員。中心作為 一個「一站式」的服務平台,以跨專業的服務方 式為殘疾人士提供適切的諮詢及支援服務,如 提供情緒支援、輔助醫療、照顧服務等。每年使 用嚴重殘疾人士日間照顧服務的人次更達一千 人,包括日間護理、個人照顧及小組復康訓練、 物理治療及職業治療等。中心亦提供課餘照顧 服務,以紓緩殘疾人士家庭的照顧壓力,同時讓 會員可與不同的社區人士接觸,擴闊社交圈子。

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Tin Shui Wai District Support Centre (TSWDSC)

Over 4,000 attendances receive services provided by TSWDSC every year. The Centre had 303 members in 2016/17. Being a one-stop service platform, the Centre provides appropriate consultation and support services for its members through the multi-disciplinary approach, providing emotional support, paramedical services, care services, etc. Every year, almost 1,000 attendances receive day care services for persons with severe disabilities, including day care, personal care and group rehabilitation training, physiotherapy and occupational therapy, etc. Moreover, the Centre provides after school care service to relieve the pressure on families of persons with disabilities, allowing the members to interact with the public and broadening their social circles.

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《屯元一家》於2015年12月開始以半年刊形式 出版,內容主要包括服務特色介紹、專訪、遊戲及

'Tuen Mun and Yuen Long Newsletter' has been published every half of a year since December 2015. by playing interactive games Its content include feature service introduction interviews, games, four-frame comics, etc.



「小奧士社區共融」計劃與區內的學校舉辦不同的工作坊,利用互動遊戲向 學生宣揚共融的重要性

'Social Inclusion Project for Primary Students' organises different workshops with regional primary schools, promoting the importance of social inclusion to students persons with disabilities and community members, and



多元化的活動增加殘疾人士與社區人士的接觸,讓他們 透過溝通加深了解

Diversified activities increase the interaction between enable them to better understand one another

推行「小奧士社區共融計劃」

屯門及元朗區於本年度繼續推廣「小奧士 —— 共 享,同樂聚社區」社區教育活動。此項目的第二 期已於2016年6月獲勞工及福利局批出超過九 萬元資助。計劃的內容包括在區內三間小學舉行 工作坊、風箏設計比賽暨同樂日,以及與南亞裔 兒童、青少年及其家庭的競技日和種植活動。而 計劃的主要目的是通過不同的活動,讓區內人士 接觸殘障人士,推廣「社區共融」的概念。

出版「小奧士社區生活札記」 四格漫畫

為加強社區人士的聯繫,本會每半年便出版《屯 元一家》通訊,描繪智障人士的生活軼事,加深 社區人士對他們的認識。而本年度屯門及元朗 區更獲得伊利沙伯弱智人十基金贊助印製「小 奥士社區生活机記」四格漫畫。此計劃已於2016 年9月開始,預計於2017年8月出版。

Implementing Social Inclusion Project for primary students

Tuen Mun and Yuen Long District continued to promote social inclusion project for primary students this year. In June 2016, the Labour and Welfare Bureau approved a subvention of over HK\$90,000 for carrying out the second phase of the project. The project includes workshops held in three regional primary schools, a kite-design competition cum Fun Day, Sports Day for South Asian children, teenagers and their families, and gardening activities. It aims to provide community members with opportunities to communicate with persons with disabilities by participating in these activities and further promote the concept of social inclusion.

Publishing Four-frame Comic Book of Community Living in Tuen Mun and Yuen Long

In order to strengthen the connection with the community, the Society publishes 'Tuen Mun and Yuen Long Newsletter' every half of a year to deepen the understanding of persons with intellectual disabilities by describing their life anecdote. This year, the region of Tuen Mun and Yuen Long was sponsored by the Queen Elizabeth Foundation for the Mentally Handicapped to publish the Four-frame Comic Book. The project was started in September 2016 and expected to be released in August 2017.





四格漫畫是取材於智障人士日常生活所遇到的情況,以輕鬆有趣的表達手法,令社會大眾對他們產生正面的形象,促進彼此間的接納 Contents of four-frame comics are based on the daily lives of persons with intellectual disabilities and presented in an interesting way. This helps promote the positive image of persons with intellectual disabilities and fosters mutual acceptance in society

持份者的感想 Sharing of Stakeholder

安琪媽媽 (右)

Angel's mother (Right)

天水圍地區支援中心的服務使用者家屬 Family Member of Service User of TSWDSC

「女兒安琪是一個中度智障兼自閉症人士, 行為和情緒起伏頗大,令我經常擔驚受怕,精 神上的壓力更影響了自己的身體健康,感覺 很無助。直至她接受中心服務後,經社工和導 師們悉心教導,情況得以改善,照顧的壓力也 得以紓緩,身體毛病亦漸漸減低。去年女兒參 與天水圍地區支援中心的園藝活動後,我很 開心見到她的情緒及社交能力大大提升,現 在更懂得與人分享和學會忍耐!」

'My daughter, Angel, is a person with moderate intellectual disability and autism spectrum disorders. Because of her wide fluctuation of behaviour and emotion, I always felt frightened and suffered from stress, which affected my physical health. I feel helpless. Until receiving the services of the Centre and the support and guidance of Social Workers and Rehabilitation Workers, her condition has improved. My health has also recovered by releasing the pressure. After my daughter joined the gardening activities last year, I was happy to see her improvement in emotional control and social skills. She knows how to share with people and be patient now."



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社會企業 Social Enterprises

康融服務有限公司(康融)秉承扶康會的服務使命,配合「凝聚工商力量,創造就業機會」為職業康復 及發展服務的方向,致力促進發疾人十公開就業機會,讓他們融入社群、自力更新。康融業務廣泛, 包括零售、餐飲、清潔、空氣消毒及滅蟲等,為工場、輔助就業及在職殘疾人士提供多元化及真實的 訓練、實習及就業機會。在2016/17年度,康融為殘疾人士提供了超過五百小時的訓練,並聘用了六 十名殘疾僱員,佔總僱員人數70%以上。此外,康融總營業額接近港幣八百二十萬元,增幅接近11%。

Hong Yung Services Limited (Hong Yung) pursues the mission of the Society and ties in with the development direction of 'enlisting support from the industrial and commercial sector for creating employment opportunities' for the Society's vocational rehabilitation and development services. Hong Yung actively fosters the employment of persons with disabilities in the open job market to help them integrate into the community and become self-reliant. Hong Yung has a broad range of businesses, such as retailing, catering, group purchase, cleaning, air sterilisation and pest control, etc., offering diversified and authentic training, internship and employment opportunities to service users of workshops, supported employment or on-thejob training programme. İn 2016/17, Hong Yung provided over 500 training hours for persons with disabilities, as well as hired 60 disabled persons as employers, making up 70% of its staff members. In addition, the total turnover of Hong Yung reached HK\$8.2 million, which was an 11% increase over the previous year.

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成功延續康姨咖啡室經營權

本會位於香港海防博物館的康姨咖啡室營運合 約已於2016年10月31日屆滿。康融誘過公開競 投程序,成功獲得香港海防博物館餐廳未來四年 (由2016年11月1日至2020年10月31日)的營 運權。為提升服務質素及配合未來的營運策略, 康姨咖啡室進行翻新工程,以全新的面貌重新 投入服務。

獲高山劇場中式食肆經營權

康融透過公開競投程序,於2016年8月成功獲 得高山劇場中式食肆經營權,經營合約為期三年 (由2017年5月16日至2020年5月15日)。康融 同時向「伙伴倡自強」社區協作計劃申請種子基 金,成功獲撥款約二百四十萬。此餐廳名為「康 姨小廚」,並於2017年7月初開始投入服務。

its operation permit expired on 31 October 2016. Through open bidding, Hong Yung has succeeded in renewing the operation permit of the restaurant at Hong Kong Museum of Coastal Defence for another four years (from 1 November 2016 to 31 October 2020) successfully. To improve the service quality and respond to the strategic plan in the future, Madam Hong Cafe carried out the renovation work and reopened with its new look.

Succeeding in renewing the operation permit of Madam Hong Cafe Madam Hong Cafe is located at Hong Kong Museum of Coastal Defence and

Obtaining the operation permit of the Chinese Restaurant at Ko Shan Theatre

Through open bidding, Hong Yung successfully obtained the three-year permit (from 16 May 2017 to 15 May 2020) to operate the Chinese restaurant at Ko Shan Theatre in August 2016. At the same time, Hong Yung succeeded in applying for a grant of HK\$2.4 million as the seed money from 'Enhancing Self-Reliance Through District Partnership Programme'. The restaurant is named 'Madam Hong Restaurant', and has commenced its business in early July 2017.



康姨咖啡室以簡約、悠閒及慢活為設計主題,呼應文化氣息濃厚的博物館, 讓顧客舒適地享受美食

The theme of Madam Hong Cafe is minimal and relaxing, creating the style of slow-living to echo the rich cultural atmosphere of the museum and let customers enjoy food comfortably



為促進傷健共融,康姨小廚聘請了殘疾人士工 作,讓他們能於職場中發揮所長 To promote social inclusion, Madam Hong

them to unleash their potential at the workplace



康姨小廚的室內設計亦配合了高山劇場的格 調,混合了粵劇的元素

The interior design of Madam Hong Restauran Restaurant employs persons with disabilities, allowing matches with the style of Ko Shan Theatre, mixing

香城茶室被選為 全港八大推介社企餐廳之一

好評,更被《都市日報》選為全港八大推介社企 餐廳之一;而評選結果已於2017年1月9日的 《都市日報》刊出,讓康融多年來的努力獲得外 界肯定。

City Cafe was selected as one of the eight recommended social enterprise restaurants in Hong Kong

位於香港歷史博物館的香城茶室一向備受 City Cafe is located at Hong Kong Museum of History and is well-received by the public. It has been selected by Metro Daily as one of the eight recommended social enterprise restaurants in Hong Kong. Media coverage on the election was released by Metro Daily on 9 January 2017. This was a recognition of Hong Yung's efforts.

獎項 Awards

「十八區關愛僱主」獎項

18 Districts Caring Employers Award

「2015/16家庭友善僱主」獎勵計劃之「家庭友善僱主」獎項 2015/16 Family-Friendly Employers Award Scheme -Family-Friendly Employer Awards

主辦機構 Organisers

香港社會服務聯會 The Hong Kong Council of Social Service 香港復康聯會 The Hong Kong Joint Council for People with Disabilities

民政事務局 Home Affairs Bureau

表一 Table 1 康融於2016/17年度獲頒發的獎項 Awards received by Hong Yung in 2016/17



香城茶室為殘疾人士提供一個職業訓練的平台,讓他們有機會投身社會 City Cafe provides a platform for persons with disabilities to receive job training, enabling them to integrate into society



《都市日報》透過集合不同的資料及神秘 食家的意見,評選香城茶室為全港八大推 介社企餐廳之一

Metro Daily collects different information and opinions of mystery food critics, choosing City Cafe as one of the eight recommended social enterprise restaurants

	訓練 Training	受聘 Employment
清潔/ 空氣消毒及滅蟲服務 Cleaning/ Air Sterilisation & Pest Control Services	1	17
餐飲服務 Catering Services		
康姨咖啡室 香港海防博物館 Madam Hong Cafe Hong Kong Museum of Coastal Defence	2	2
香城茶室 香港歷史博物館 City Cafe Hong Kong Museum of History	10	14
	Total 13	33

表二 Table 2 受惠於社會企業的殘疾人士人數

Number of persons with disabilities benefited in social enterprises

持份者的感想 Sharing of Stakeholder

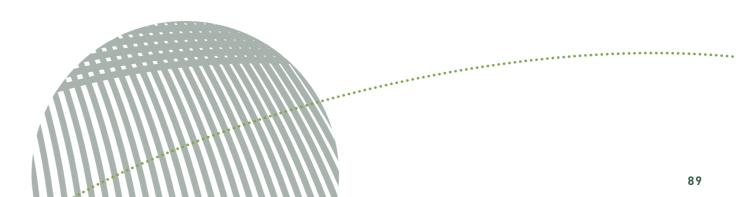
Siu-long

香城茶室的職員

我都會掛著笑容,因為我希望可以藉著笑容 influence every customer." 來感染每一位客人。」

「我不比其他人聰明,但卻比其他人更感恩 I'm not cleverer than others but I know what gratitude and appreciation are. 惜福。除了得到家人的愛護外,還有一群如天 Besides being loved and cared by my family, I also have a group of angel-like 使般守護著我的同事和上司。在這裡,沒有人 colleagues and supervisors. No one will discriminate against me because of 會因為我的不足而歧視我,還給我很多學習 my weakness. They offer me lots of learning and working chances. Although 和工作的機會。雖然侍應的工作十分繁忙,但 working as a waiter is very busy, I keep smiling as I wish my happy face can





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Community Education and Advocacy

社區教育及倡導

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扶康會「香港最佳老友」運動 ——賽馬會社會共融計劃 FHS 'Best Buddies Hong Kong' Movement Jockey Club Social Inclusion Project

「最佳老友」運動是一項非牟利的國際性友誼運動,由美國甘迺迪家族成員Mr Anthony Kennedy SHIVER於1989年發起及成立;目的是讓智障人士與社區人士建立一對一的友誼,加強社會人士對智障人士的認識,從而促進社會共融。目前,全球共有五十四個國家和地區參與推廣此項極具意義的運動,共有逾一千九百所初中、高中和大學參加,累積參加人數高達一百萬人。

在2004年,本會獲國際最佳老友 (Best Buddies International) 總部邀請及授權本會成立「香港最佳老友」運動 (簡稱「BBHK」),成為香港唯一獲認可推動此項運動的機構。在2012年10月起,BBHK獲香港賽馬會慈善信託基金撥款贊助行政及活動開支,以大力推動這項運動的共融精神。

'Best Buddies' is a non-profit making international friendship movement, founded in 1989 by Mr Anthony Kennedy SHIVER, a member of the American Kennedy family. Its aims are to create one-to-one friendship between persons with and without intellectual disabilities in the community, strengthen public understanding of persons with intellectual disabilities, thereby promoting social inclusion. Currently, 54 countries and regions participate in this meaningful movement. Over 1,900 participants from secondary schools and universities have joined the movement and its total number of participants has reached one million.

In 2004, upon the invitation and authorisation from Best Buddies International, the 'Best Buddies Hong Kong' (BBHK) Movement was set up. Up till now, the Society is the only authorised organisation to promote the movement in Hong Kong. Since October 2012, The Hong Kong Jockey Club Charities Trust has sponsored the administrative and activity expenses of BBHK to advocate its spirit of social inclusion.

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開展「家庭老友計劃」及增設老友分社

為鼓勵智障人士及其家庭與非智障人士的家庭進行交流,本會開展了「家庭老友計劃」。在本年度,BBHK成功配對了二十七對「家對家」老友(家庭老友)及二百零八對「一對一」老友,並有二十一個老友分社,其中包括由香港賽馬會義工隊與本會毅誠工場合作成立的新分社。

Developing 'Family Buddies Programme' and increasing the number of BBHK Chapters

To encourage the interaction between persons with and without intellectual disabilities and their families, the Society has launched the 'Family Buddies Programme'. This year, BBHK successfully paired up 27 pairs of 'family-to-family' buddies (family buddies) and 208 pairs of 'one-to-one' buddies, together with 21 chapters, including the newly set up chapter by The Hong Kong Jockey Club Volunteer Team and the Society's Ngai Shing Workshop.



拔萃女書院與天保民學校於2017年5月成立學校分社 Diocesan Girls' School and Mary Rose School formed a school chapter in May 2017



香港賽馬會義工隊於2017年1月正式成為BBHK企業分社之一 The Hong Kong Jockey Club Volunteer Team became one of the BBHK corporate chapters in January 2017



十多對家庭老友一同參與「家庭老友日營——營聚一家」活動,以增進他們的友誼 Over ten pairs of family buddies join 'Family Buddies Camp' to enhance their friendship



香港心理衞生會臻和學校以故事「小雞找朋友」勇奪共融組冠軍 The Mental Health Association of Hong Kong Cornwall School wins the champion of social inclusion group by presenting the story of 'chicks find friends'

舉辦第二屆「老友鬼鬼」 共融故事演繹比賽

本會於2017年3月至4月期間,本會舉行了以推廣「平等友誼」及「智障人士融入社會」為主題的共融故事演繹比賽,以增加學生及社會大眾對智障人士的認識,從而促進社會共融。比賽分為初賽和決賽,參賽組別除了設有幼兒組及小學組外,更特設展能組及共融隊際賽,讓智障人士也可親身演繹,向大眾分享他們的想法。是次比賽共吸引了二百七十八名學生及社區人士參加,共有二十五隊參賽隊伍晉身決賽。

出席國際最佳老友領袖會議

本會共有四位BBHK代表前往美國參與2016年 7月18日至26日的國際領袖會議。柔莊之家的服 務使用者黃駿安先生為本年度的「香港最佳老 友」大使,與多個國家的代表於會議上進行交流。

Organising the Second 'Inclusive Storytelling Competition'

Between March and April 2017, the Society organised the subject Competition with the themes of promoting equal friendship and integrating persons with intellectual disabilities into society. The Competition aimed at fostering social inclusion by enhancing public awareness. The Competition was divided into a heat and final. Apart from having the child group, primary student group, two special groups were formed to enable persons with intellectual disabilities to participate in the Competition and to share their views with the public. 278 students and community members joined the Competition, and 25 entries were selected from the heat to enter the final.

Attending Best Buddies International Leadership Conference

Four BBHK representatives went to the United States to participate in the Best Buddies International Leadership Conference during the period between 18 July and 26 July 2016. Mr WONG Chun-on, service user of Yau Chong Home, was selected to be the ambassador of BBHK this year and exchanged his views with representatives from other countries during the Conference.



「香港最佳老友」運動大使黃駿安先生(後排左三)出席第二十七屆「國際最佳老友」全球計劃領袖會議 Mr Wong Chun-on (third from the left, second row), the ambassador of BBHK, attends the 27th International Best Buddies Leadership Conference



「國際最佳老友」全球計劃總監Ms Jennifer ALLEN (後排右一) 協助第一屆老友大使進行進階訓練,提升他們的演講技巧

Ms Jennifer ALLEN (first from the right, second row), Programme Director of Best Buddies International, conducts the advanced training for the first group of BBHK ambassadors to enhance their presentation skills

持份者的感想 Sharing of Stakeholders

鍾喜清女士 (後排右五)

Ms Pauline CHUNG (Fifth from left, second row)

捷和實業有限公司人力資源總監

Human Resources Director of Chiaphua Industries Limited

「捷和實業有限公司是『香港最佳老友』運動的第一間企業分社;亦不經不覺參與了六年。剛開始時,因我們缺乏與智障朋友相處的經驗,在照顧及溝通上難免有著各種擔心;後來發現他們個性友善、可愛,只要我們做到『三心兩意』:給予他們『愛心』、『關心』、『耐心』,以『誠意』及『善意』對待他們,其實和他們相處並不難。我們與老友們曾參與很多不同的活動,包括旅行、做手工、烹飪及為長者提供事,就會露出笑容。他們讓我們明白擁有快樂其實是很簡單。快樂來自分享與施予,我們希望社會上有更多人對有需要人士給予關愛,為他們的生活帶來改變。」

'Chiaphua Industries Limited is the first corporate chapter of BBHK, and has participated in BBHK for more than six years. At the beginning, we were worried about communicating with and taking care of persons with intellectual disabilities because we lacked experience. After joining BBHK, we found that they're friendly and cute, as long as we show our love, care, patience, faith and goodwill to them. Getting along with them is not difficult. We've involved in many different activities with our buddies including travelling, making handicrafts, cooking and providing volunteer services for the elderly. They would be very happy once they finished a task by themselves. They're good examples showing us that happiness is actually very simple. It comes from giving and sharing. We hope that there'll be more people in the community showing care for the disadvantaged and thereby bring changes to their lives.'



黃澤祺先生(右)

Mr WONG Chak-kei (Right)

香港公開大學四年級學生

Year-four student of Hong Kong Open University

「我參加最佳老友已經有兩年左右。從一開始的生疏不了解,甚至有一點畏懼,到後來我慢慢同老友不斷互相了解認識,感情也慢慢變得濃厚。我的老友不擅言語,和他溝通只能通過眼神和肢體語言。這種獨特的溝通方法也讓我感觸頗深;我需要加倍感受對方的想法,從中也學會了耐心和同理心。我衷心感謝扶康會和『香港最佳老友』運動,也希望和老友這份友誼能天長地久!」

'I've been joining BBHK for about two years. At the beginning, I was a bit scared as I didn't understand my buddy. Later, I had chances to get along with him and we built friendship gradually. My buddy isn't good at speaking, so I have to communicate with him by body language. This communication method is unique that I need to put more efforts to understand his thoughts. I therefore can learn how to be patient and empathetic. I'm thankful to the Society and BBHK. Wish our friendship last forever!'



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「緊Art 你手」共融計劃 'Let's Art Together' Inclusion Project

本會多年來一直致力發展多元化服務,並積極倡導社會共融。在2015年,本會獲嘉民慈善基金資 助,開展為期兩年的「『緊Art你手』共融計劃」。藉著「樂融展藝坊」這藝術平台,定期舉辦活動及訓 練,包括常設藝術展覽、藝術培訓工作坊、藝術義工培訓工作坊及社會共融教育計劃等,發掘殘疾人 士的潛能和創意,展現才華,帶出「生而平等,人人皆有無限生命力與創造力」的理念。本會更希望透 過共同協作,增進社區人士與殘疾人士之間的溝通與交流,加深彼此的認識。樂融展藝坊自成立以 來,舉辦的活動也引起外間的熱烈迴響,亦讓社會人士從新角度了解及欣賞殘疾人士的才能。

Over the years, the Society has strived to develop a wide range of services and promote social inclusion. Funded by the Goodman Foundation in 2015, the Society launched the two-year 'Let's Art Together' Inclusion Project. Through setting up 'Joyful Art Gallery' as a platform, activities and training such as permanent art exhibitions, art training workshops, art volunteer training workshops, social inclusion education programmes etc., were regularly organised to explore the creativity and potential of persons with disabilities, and to show their talents in order to bring out the concept of 'everyone is born equal, and everyone possesses infinite vitality and creativity. The Society expects to enhance mutual understanding and communication between community members and persons with intellectual disabilities through various collaborations. Since its inception, Joyful Art Gallery has received positive responses from the community for its activities, which have enabled the community to understand and appreciate the talents of persons with disabilities from a new perspective.

896人次 參觀樂融展藝坊 Attendance Visiting to Joyful Art Gallery

254人次 藝術義工培訓工作坊 Attendance Art Volunteer Training Workshops

藝術及表演培訓工作坊 Art and Performance Training Workshops

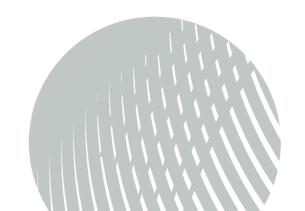


937人次 社會共融教育計劃 Social Inclusion Education Programme

2.685

表一 Table 1 樂融展藝坊活動的參與人次

Attendances of the activities organised by Joyful Art Gallery



常設藝術展覽

自共融計劃開展以來,樂融展藝坊定期展出殘 疾藝術家作品。在本年度,本會以「眉飛色舞」、 「星羅雲布」、「尋・墨」 & 川」、「咔嚓」」為題作 常設展覽,展出多件平面繪畫作品、時裝紙品 裝置、水墨和潑墨畫作及攝影作品,吸引服務 使用者及其家人、職員及社區人士前來參觀。 這些展覽加深大眾對智障人士及精神康復者 的認識,亦讓他們了解殘疾人士的藝術潛能。

大型藝術展覽:「藝與夢飛行」

「藝與夢飛行」藝術展覽於本年度進行籌備,並 於本年4月28日至5月3日假香港文化中心展覽 館舉行。展覽結集了藝術家們近兩年來的創作 成果,將水墨畫、攝影作品、投影藝術、玻璃創 作、鋁線塑形創作、紙糊立體創作等逾數百件作 品,一併展示於公眾眼前。為期六日的展覽共有 逾一千六百人入場,亦吸引了團體預約參觀。展 覽能得到社會人士的支持,為促進社區共融邁 進一步。

Permanent art exhibitions

Joyful Art Gallery has been regularly showcasing art works created by persons with disabilities since starting the Project. This year, different graphic art works, fashion paper arts, ink and splashed ink paintings, photographic works were exhibited under the themes of 'Deliahted by Colours'. 'Cover the Earth with Fashion', 'Seeking Painting I & II' and 'Ka-cha', and they attracted service users and their families, staff, and community members to visit. These exhibitions enhanced public understanding of persons with intellectual and psychiatric disabilities as well as their artistic potential.

Large-scale exhibition: 'Flying Colours, Flying Dreams'

'Flying Colours, Flying Dreams' Exhibition was prepared this year and held at the Exhibition Hall of Hong Kong Cultural Center from 28 April to 3 May 2017, showing over hundreds of art works, such as ink paintings, photographs, projection arts, glass creations, aluminum wire shaping, paper paste arts, etc. The exhibition showed artists' two-year efforts in making creative works and attracted over 1,600 individuals and group visitors to the exhibition. The support from the community further promoted social inclusion.



本會藉大型展覽為平台,加強服務使用者的信心,同時加深社區人士對他們的了解 開幕典禮吸引近二百位嘉賓出席支持,包括社區人士、業界同工、服務使用者及其家屬 The large-scale exhibition serves as a platform to increase service users' confidence and enhance public understanding



Nearly two hundred guests attend the opening ceremony. These include community members, counterparts in the sector, service users and their families



開幕典禮的壓軸環節是時裝表演,中毅信之家的服務使用者擔任模特兒; 展示別出心裁的紮染服裝

This word phonetically intimates camera shutter sound

The climax of the opening ceremony is the fashion show, presented by service users of Ngai Shun Home as models to demonstrate unique tie-dye clothing

¹ 此擬聲詞為照相機所發出的聲響。

義工及藝術家參與

各項藝術義工培訓工作坊至今共舉辦了八期, 逾一百名義工及藝術家參與。藝術家與義工以 一對一的模式共同創作,並跨越言語溝通的障 礙,用藝術去交流,嘗試達到共融的目標。經過 多次共聚,藝術家與義工從初次見面的陌生人, 轉變成漸有默契的伙伴。義工們對服務使用者 及工作坊都有正面的評價,更表示他們對服務 使用者的觀感及態度有正面的提升,亦加深了 解對藝術家的才華;同時,他們深感認同樂融展 藝坊能作為促進社會共融的平台(詳見表二)。 服務使用者參與工作坊後,他們不但感到開心, 其能力亦有所增強(詳見表三)。

有賴各服務單位及社區人士的配合與支持, 「『緊Art你手』共融計劃」才能獲得階段性 的成果。除了使「藝術家」們的生活更多元豐 盛,樂融展藝坊亦為計區添上點點色彩。樂融 展藝坊今後仍會延續計劃的精神,繼續發掘服 務使用者的藝術才能,讓大眾了解藝術無分界 限,宣揚社會共融的訊息。

Volunteer and artist participation

Eight different workshops for training art volunteers were organised and attracted over 100 volunteers and artists to participate. Artists interacted with volunteers by creating art works on a 'one-to-one' basis, through which they could overcome the language barrier and foster the concept of social inclusion. Beginning as strangers, artists and volunteers have gradually become friends after a few gatherings. Volunteers not only gave positive feedback on the workshops, they also had good impression on service users and discovered their artistic talents. They also recognised that Joyful Art Gallery could be a platform to promote social inclusion (see Table 2 for details). After joining the workshops, service users felt happy and their abilities were improved in different areas (see Table 3 for details).

With the cooperation and support from service units and the community, 'Let's Art Together' Inclusion Project has been making progress with initial achievements. The Project has enriched the lives of 'artists' and brightened the community. Joyful Art Gallery will continue the spirit of the project in future to explore artistic talents of service users, show the public that art has no boundaries, and promote the message of social inclusion.



藝術家及義工們共同合作完成具創意的藝術品 Artists and volunteers work together to make creative art works



藝術家及義工以一對一的協作模式,加深彼此之間的互信



「義工培訓工作坊」是為了讓義工嘗試共同創作藝術品,提升溝通及指導技巧 Artists and volunteers cooperate on a 'one-to-one' basis to build mutual trust "Volunteer Training Workshop' allows volunteers to jointly create art works in order to enhance communication and guidance skills

平均值 (工作坊前)³ Average Score Before Workshops³ Average Score After Workshops³ 中均值的轉變 Change in Average Score 我認為藝術家完成工作坊後,對以下項目有所提升: 根據以下的範疇,我對藝術家的認識程度是: After participating in workshops, I think artists have got I know artists in terms of the following aspects: improvements in the following aspects: 6.51 主動性 學習能力 7.14 Learning Ability 7.09 Initiative 6.51 藝術能力 自信心 Self-confidence 7.20 7.34 6.91 滿足感 創作能力 Satisfaction 7.69 7.46 表二 Table 2 藝術義工在參與工作坊前後對服務使用者及工作坊的看法及轉變² Art volunteers' views and changes of attitude on service users and workshops before and after participating in workshops²

平均值 (工作坊前) Average Score Before Workshops 平均值 (工作坊後) Average Score After Workshops

平均值的轉變 Change in Average Score

我感到自己的能力有多強 I can feel how strong my ability is

7.51

參加藝術創作活動後,我感到有多開心 After participating in workshops, I can feel how happy I am

8.57

97

表三 Table 3 服務使用者或其照顧者在參與工作坊前後的看法及轉變的

Views and changes of attitude of service users and their carers before and after participating in workshops⁴

¹由2016年4月至2017年3月期間,共有三十五位参與工作坊的義工接受訪問。 A total of 35 volunteers who participated in the workshops were interviewed between April 2016 and March 2017. 39是非常正面,1是非常負面。9 represents 'very positive', 1 is 'very negative'. 4由2016年4月至2017年3月期間,共有四十七位參與工作坊的服務使用者或其照顧者接受訪問。A total of 47 service users and their carers who participated in the workshops were interviewed between April 2016 and March 2017

持份者的感想 Sharing of Stakeholders

黃毓敏女士 (左) Ms WONG Yuk-man (Left)

義工 Volunteer

故事,藝術家在工作坊除了各展所長,還為平 talents but also bring happiness into ordinary life." 凡的生活增添快樂。」

「在與多個藝術家相處後,我感受到玉成(思 'After getting along with different artists, I found that Yuk-shing (service user of 諾成人訓練中心服務使用者) 在參與工作坊 Si Lok Adult Training Centre) changed a lot after participating in workshops. At 後的轉變最大。玉成在工作坊的初期眼神飄 the beginning, Yuk-shing didn't focus and gave us the cold shoulder; however, 忽,反應冷淡;但他漸漸地變得活躍,更自薦 he made changes little by little. He turned to be active and even took initiative 參與暖場遊戲,主動向導師展出作品,表現自 to join warm up games and showed his art works to instructors. He showed his 信。我慶幸能見證了一個以生命改變生命的 confidence. I'm glad to witness a life-changing story. Artists not only show their



李慧萍女士(左) Ms LEE Wai-ping (Left) 義工

Volunteer

和快樂。我發現自己與藝術家當中不存在『 only friendship remains by the value of synergy." 施』與『受』的角色,取而代之的是『協同』,還 能建立起友誼。」

「我發現藝術家一次比一次更投入參與在 'I found that artists get more involved in creating art works. You can feel their 藝術創作中。從他們的表情可以感受到愉悅 happiness and satisfaction from their facial expression. Before joining the 與滿足。從前沒有機會去了解智障人士及精 activities, I didn't have any experience of getting along with persons with 神康復者,而透過活動,我對他們認識多了。 intellectual and psychiatric disabilities. Now, besides respecting them, I also 現在我對他們不只是多了一份尊重,更明白 understand that "everyone is equal" is not just an idea but you should take 『人人平等』不應是一種想法,而是要去實 action to it. I've gained a sense of satisfaction and happiness from the activities. 踐。參與其中,自己不禁有一種莫名的滿足感 I found that the roles of "givers" and "takers" do not exist in our relationship, but



「說死談生」教育計劃 'Dialogue between Life and Death' **Education Project**

智障人士老齡化是業界近年非常關注的議題。智障人士普遍於四十歲左右出現身體衰退現象,而目 前本會有多達58.1%的服務使用者已超過四十歲。由於智障人士的平均壽命延長,他們有較多機會 面對親友的離世。然而,不少人誤以為智障人士未能理解死亡,或不會因喪失親友而感到悲傷,加上 死亡是中國的傳統忌諱,故此智障人士往往被剝奪接受生死教育的權利。為了讓高齡服務使用者可 以接受生死教育,本會特別向「聖誕愛心大行動」基金申期撥款,並獲批接近港幣一百萬元於會內推 行為期兩年的「說死談生」教育計劃。

The ageing of persons with intellectual disabilities has been a matter of great concern in the industry recently. Persons with intellectual disabilities are generally suffered from the body recession around the age of 40, and 58.1% of our service users are over 40 years old. As their average life expectancy are extended, they have more opportunities to face the death of relatives and friends. However, many people mistakenly believe that persons with intellectual disabilities cannot understand death, or do not feel sad when losing their friends and relatives. Additionally, death is a Chinese traditional taboo, so persons with intellectual disabilities are often denied the right to receive life and death education. To allow ageing service users to receive life and death education, the Society specifically applied for the funding of the Operation Santa Clause and successfully attained near HK\$1 million for launching 'Dialogue between Life and Death' Education Project for two years.



每名小組成員均有一本《生命教育工具冊》及一盆植物,讓他們更投入地參與小組活動。 Each group member is offered a 'Life Education Tool Book' and a pot of plants, allowing them to get involved in group activities





Explaining funeral ceremonies to service users



員工參加鑽石山紀念花園導賞團 Staff members participate in Diamond Hill Memorial Garden guided tour



為扶康家長會提供日營講座 Providing talk at day camp for Fu Hong Parents' Association



到服務單位為照顧者提供生死教育講座, 得到正面評價 Talks on life and death education for carers held in senire, units receive positive feedback

本會已於2016年4月1開展「說死談生」教育計劃,並增聘一名一級社工擔任計劃統籌。在2016/17年度,計劃的主要內容包括: Launching the 'Dialogue between Life and Death' Education Project since 1 April 2016, the Society has employed a Social Worker I specifically responsible for planning and executing the Project. In 2016/17, the Project mainly included the following activities:

• 員工培訓

為專業員工舉辦了兩次生死教育工作坊暨實地探訪,以裝備他們於所屬單位推行生死教育。本年度,共有一百零七位員工參加,培訓時數超過八百小時。

• 照顧者培訓

為服務使用者家屬提供相關講座及墳場遊覽活動,以促進他們對生死教育的了解及接納程度,學習以正面的態度面對死亡。本會提供的講座不但讓家屬有機會對「生死」議題進行討論,而且更讓他們明白生死教育的意義。本年度共有一百三十五位家屬參與有關講座,參與時數接近三百小時。

• 服務使用者參與

為了讓服務使用者積極參與有關計劃,本會特別製作了一套教材,讓參與小組培訓的服務使用者認識生死的概念、計劃自己的身後事,以及學懂珍惜生命的重要。本會更印製了一本配合教材套使用的《生命教育工具冊》,讓服務使用者於生死教育的課堂上,親身製作屬於自己的生命工具冊。本年度共有四十一位服務使用者參與生死教育小組,訓練時數超過三百五十個小時。此外,有關計劃亦會為服務使用者舉辦墳場導賞團、協助有需要的服務使用者到醫院探望病重的親友、參與喪禮及組織追思會,並會適時轉介服務使用者接受專業的哀傷輔導。

Staff training

Two workshops and field visits were organised for professional staff to equip them for implementing life and death education in their service units. 107 staff members participated in the training and more than 800 training hours were recorded.

• Training for carers

Providing talks and tours to cemeteries for families of service users help them understand and accept the concept of death. The talks not only gave opportunities for families to discuss the issue of life and death, but also let them understand its meaning. This year, 135 family members attended the talks and near 300 training hours were recorded.

· Participation of service users

To motivate service users to participate in the Project, the Society has specially produced a set of teaching materials for service users paticipating in group training, in order to help them understand the concept of life and death, plan their own funerals, and cherish their lives. Teaching materials were gathered and printed as 'Life Education Tool Book' for service users to make their own life tool books during the lessons. 41 service users participated in the lessons and the total training hours reached over 350 hours. In addition, the Project also organised cemetery tours for service users, assisted them in visiting their sick relatives and friends, attended funerals, organised memorial sessions, and referred them to receive professional sorrow counselling if necessary.

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服務使用者及家屬充權 Empowerment of Service Users and Their Families

為尊重及鼓勵服務使用者發表意見及積極參與社區生活,本會致力倡導服務使用者認識及實踐應有權利,提升他們參與會內及社區事務的機會。另一方面,本會亦倡導家屬在殘疾人士權益、社會政策及機構服務質素監察等方面的參與。

Respecting and encouraging service users to express their views and actively participate in community life, the Society advocates service users' to understand and exercise their rights. Service users are given opportunities for involvement in the affairs of the Society and that of the community. On the other hand, the Society also advocates the participation of family members in respect of the rights for persons with disabilities, social policies and monitoring of service quality of the Society.

屯元區服務使用者會議

屯門、元朗區區域服務使用者會議於2007年成立,於2009年重點強化充權概念,成立服務使用者委員會,鼓勵服務使用者關心社區事務及讓他們明白自己擁有發聲的權利。服務使用者在單位通過互選確立代表,再由代表出席服務使用者會議。在2016/17年度,共舉行了五次服務使用者會議,積極討論與服務有關的議案;當中有關智障人士續期八達通優惠所遇的困難已經由扶康家長會向勞工福利局反映,並獲局方關注和跟進。

Tuen Yuen District Service Users Meeting

Tuen Mun and Yuen Long District Service Users Meeting started in 2007. In 2009, the concept of empowerment was strengthened and a committee consisting of service users was set up to encourage them to care about community affairs and enable them to understand their rights of expression. Service users elect their own representatives in respective units to attend the meetings. In 2016/17, five meetings were held to actively discuss service-related topics. One of the topics, 'the difficulties encountered in renewing the Octopus card fare concession for persons with disabilities', has been reflected to Labour and Welfare Bureau through Fu Hong Parents' Association (FHPA). The Bureau showed concerned about the issue and would follow up on it.



屯元區區域服務使用者會議委員透過扶康家長會表達對殘疾人士八達通續期的意見,並由家長會發信勞工及 福利局局長反映意見

Committee members of Tuen Yuen District Service Users Meeting express their views on the renewal application for Octopus cards of disabled persons to FHPA, which then writes a letter to the Secretary for Labour and Welfare to express opinions



在服務使用者會議委員競選期間,候選人需要發表參選政綱,表現他們的自主自決的能力

During the election of Committee members of Service Users Meeting, candidates present their manifestos to demonstrate their determination.

扶康家長會

扶康家長會於2000年成立,由扶康會轄下各服 務單位的家長和家屬組成的自務組織以關注殘 疾人士及其家人的服務需要和權益為宗旨,並 诱過舉辦多元化的活動,促進家屬之間的認識 及互助精神。家長會擁有會章及幹事撰舉制度, 由會員選出兩年一任的幹事會成員。經過多年 的發展,家長會已成為本會一個重要及緊密的 合作伙伴; 現時共有四百三十名會員。家長會於 2016/17年度主要會務歸納如下:

Fu Hong Parents' Association

Established in 2000, FHPA is a self-help group formed by family members of service users in different service units. It aims at catering for the needs and rights of persons with disabilities and their families. Through organising diversified activities, FHPA advocates the understanding among family members and promotes mutual support. FHPA has its own constitution and electoral system of Executive Committee. Members elect the Committee Members for a term of two years. After years of development, FHPA has become an important and close partner of the Society. FHPA had 430 members this year and the main businesses in 2016/17 are summarised as follows:

• 選舉新幹事

隨著本屆幹事會任期屆滿,家長會便於2016年 10月舉行第九屆幹事會選舉,並選出林禮勝先生 為新一屆幹事會主席,而副主席分別是陳麗英女 士及湯戴夏萍女士。

• 增加會員凝聚力

為了增加會員之間的聯繫和互動,家長會舉辦了 多項活動,包括「大笑瑜伽」活動、「齊嘩嘩親子 才藝SHOW I 及「心血管病」專題講座等。家長會 亦舉行服務交流團,前往深圳及順德,既促進兩 地之間的交流,亦增進家長對國內復康服務的認 識。另一方面,「薪火相傳」同行照顧者小組亦定 期舉辦聯誼活動,促進智障服務使用者的兄弟姐 妹或較年輕一輩的家屬打破隔閡,互相分享與智 障家人相處的生活點滴,亦可以認識服務使用者 的權益,彼此支持和鼓勵。

• 積極關注殘疾人士的需要和權益

家長會就殘障人士院舍服務質素問題、簡化殘疾 人十續期申請乘車優惠程序及延續專為智障人 士而設的無障礙牙科服務等議題,先後去信有關 部門表達家長會的立場和建議。而家長會亦對早 前私營院舍「康橋之家」發生的侵犯事件深表關 注和憂慮,聯同「爭取資助院舍聯席」成員跟進是 次事件,並關注現行涉及「精神無行為能力人士」 的司法程序及政府對私營院舍的監管情況。在未 來,家長會會繼續聯同其他家長組織密切跟進有 關議題。

• Election for New Committee Members

As the term of office of the current Committee expired, FHPA organised the 9th Committee Election in October 2016. Mr LAM Lai-shing was elected as the new Chairperson. Ms CHAN Lai-ying and Mrs TONG TAI Ha-ping were the new Vice Chairpersons.

Strengthening the cohesion of members

To increase interaction and strengthen the cohesion among members, FHPA organised a variety of activities, including Laughter Yoga, Parentchild Talent Show. Talk on Cardiovascular Disease, etc. FHPA also held service exchange tours to Shenzhen and Shunde to facilitate communication between rehabilitation organisations in Hong Kong and Mainland, and to let parents learn more about the rehabilitation services in China. In addition, the Carers Supporting Group also organised social activities regularly to encourage siblings of service users and younger parents to break the barrier through sharing their experience of getting along with family members with intellectual disabilities. Not only could the group members receive support and encouragement, they also had opportunities to learn about the rights of service users.

Showing deep concern on the needs and rights of persons with disabilities

FHPA wrote to relevant departments to express their views and suggestions on a couple of issues including the hostel service quality for persons with disabilities, simplifying the renewal procedure of applications for Octopus card fare concessions and the continuation of special dental service, Love Smiles Service for persons with intellectual disabilities. Also, FHPA showed worries and deep concerns about the suspected sexual assault found at Bridge of Rehabilitation Company and followed up on the incident with members of the 'Alliance for Subvented Residential Care Service'. They demanded better legal protection for persons with intellectual disabilities and strict governmental supervision towards Private Residential Care Home for the disabled. In future, FHPA will continue to closely follow up on related issues with other parent organisations.



幹事會主度林禮滕先生與扶康會董事局委員分享家長會未來的發展方向 Mr LAM Lai-shing, Chairman of FHPA shares his views on future development of FHPA with Council Members of the Society



在第十七次周年大會暨聚餐上,家長會表決及頒過修訂後之會章和撰舉章則 並同時舉行新—屆幹事會就職曲禮

At the 17th General Meeting cum lunch gathering, members of FHPA vote and endorse the revised constitution and the election rules, and hold the inauguration of the new Committee

持份者的感想 Sharing of Stakeholders

Mr HO Ka-ming

扶康家長會第九屆幹事會財政

Treasurer of the 9th Executive Committee of FHPA

已親身體會到扶康會董事局委員、職員、家長 會主席和幹事們對家長會的積極支持。這全 因為大家有着共同的愛心和目標,就是要為 殘障人十謀福祉。1

「從參與例會至出席會各類家長會活動中, 'Through attending regular meetings and different activities organised by FHPA, I found that Council Members of the Society, staff, FHPA Chairperson and Committee Members actively support parents. This is because everyone aims at achieving a common goal with love, for the sake of the well-being of the



曾敏兒女士

Ms TSANG Man-vi

扶康家長會第九屆幹事會秘書

Secretary of the 9th Executive Committee of FHPA

「本人很榮幸能參與扶康家長會的幹事 工作。在與各位幹事一同處理會務期間,加 深我對扶康會不同服務的了解,並彼此同 心協力為智障人士爭取及享有更多平等權 利和為他們表達訴求。很感謝扶康會給予 家長一個平台,提供支援和溝通渠道,同時 communicate and interact with one another. 互相連繫。」

'This is my honour to involve in the work of FHPA. During the period of working together with the members, besides deepening my understanding towards different services provided by the Society, we also work together to fight for the equal right and help persons with intellectual disabilities express their requests. I would like to thank the Society for giving parents a platform to receive support,

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交流計劃及顧問服務 **Exchange Programmes and Consultancy Services**

在2016/17年度,本會不但參加多個海外展覽,更到訪多個外地機構,了解當地業界的發展,並互相 推行交流。而日,本會亦繼續為澳門扶康會提供顧問服務,通過交流心得,互相取長補短,藉以提升

In 2016/17, the Society participated in a number of overseas exhibitions and visited several organisations to learn about their development and exchange experience. Moreover, the Society has continued to provide consultancy services to Fuhong Society of Macau. Through the exchange of experience, we have learnt from different organisations to enhance our service quality.

拜訪中國殘疾人聯合會

在2017年4月,本會獲中國殘疾人聯合會(簡 稱「中國殘聯」)邀請出席在北京舉行的「康 復國際2017年執委會開幕典禮」及與中國殘 聯進行首次正式會談。訪京代表團成員包括 神師、董事局委員、總幹事及管理人員。代表 團亦參觀了北京大學醫療康復醫院及我們 的家園,並與相關的專業人士和機構負責人 就殘疾人士社區康復服務及社區就業等議題 交流意見。是次拜訪除了介紹本會的服務, 亦加強兩岸的了解和交流,為雙方合作奠下 重要的基礎。

Visit to China Disabled Persons' Federation

In April 2017, the Society was invited by the China Disabled Persons' Federation (CDPF) to attend the Opening Ceremony of the Rehabilitation International Executive Committee Meeting 2017 in Beijing, and to have the first official meeting with CDPF. A delegation comprising Spiritual Adviser, Council Members, Chief Executive Officer and the Management was formed. The delegation also visited PKU Care Rehabilitation Hospital and OVCI la Nostra Famiglia (OVCI). The deldgates exchanged views and shared experience with relevant professionals and institutional leaders on issues such as community rehabilitation services for the disabled and community employment. In addition to introducing the Society's services, the visit also strengthened the understanding between Mainland China and Hong Kong, and laid an important foundation for future cooperation.

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中國殘聯主席及康復國際主席張海迪女士(左一)與本會代表團會面 Ms ZHANG Haidi (first from the left). Chairperson of CDPF and President of Rehabilitation International, meets with our delegation



代表團探訪「我們的家園」,並就殘疾人社區康復及就業服務議題進行深入交流 The delegates visit OVCI and exchange views on the issues of community rehabilitation and employment services for the disabled

國內及澳門康復機構到訪本會

本年度,多個康復機構到訪本會及進行交流活 動,包括西安慧靈、南京方舟、澳門弱智人家 長協進會、澳門扶康會等。在2017年2月,分別 來自澳門及順德等康復機構,派出共八位專業 同工來港參加本會屯門及元朗區的服務退修 日,加強職員正面的工作態度、團結和互信的 精神。

提供顧問服務

本會持續為澳門扶康會康盈中心、怡樂軒及朗 程軒提供顧問服務,主要包括行政及管理、職 員培訓、日間訓練、住宿照顧及社區精神康復服 務,協助提升當地的智障人士和精神康復服務 的質素。

Visits by Rehabilitation Organisations from Mainland China and Macau

Several rehabilitation organisations, including Xi'an Hui Ling, Ark-Nanjing, Associacao dos Familiares Encarregados dos Deficientes Mentais de Macau, and Fuhong Society of Macau, visited and exchanged experience with the Society this year. In February 2017, a total of 8 professional staff members from rehabilitation organisations in Macau and Shunde participated in the Society's Regional Service Retreat Day (Tuen Mun and Yuen Long District), which strengthened their positive attitude, unity and mutual trust.

Provision of Consultancy Services

The Society has continued to provide consultancy services for service units of Fuhong Society of Macau, including Hong leng Centre, Yee Lok Centre and Long Cheng Home. The consultancy services focused on administration and management, staff training, daily training services, residential care and community services for persons with psychiatric disabilities, helping them enhance service quality for persons with intellectual disabilities and psychiatric disabilities in Macau.







本會員工與外地機構進行服務交流,互相分享經驗 Staff members of the Society exchange experience with overseas organisations

持份者的感想

Sharing of Stakeholder

澳門扶康會康盈中心

Hong leng Centre of Fuhong Society of Macau



中心的管理行政、專業服務及危機風險評估 上,提供充足的支援、指導及意見,陪伴中心 由拓展服務的籌備工作,發展至今日能穩定 地推行服務。同時,顧問團隊亦給予我們啟發 及反思,促進團隊向心力,以一致的目標提供 服務。願港澳兩地的復康服務維繫亦師亦友 的關係,將『同舟共濟』的精神延續下去。」

「在七年間,顧問團隊像引路燈一樣,為康盈 'For the past seven years, the consultancy team was like a lead light, providing support, guidance and advice for Hong leng Centre in respect of administrative management, professional services and risk management, as well as service development. They helped the Centre from preparing service expansion to implementing services steadily. At the same time, the consultancy team has also given us inspiration and reflection to promote team cohesion and serve with a common goal. We wish that Hong Kong and Macau will keep the mentoring relationship, continuing to help each other.'

5Corporate Communication 企業傳訊

籌款 Fundraising

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在2016/17年度,本會得到各企業、團體及社區人士的鼎力支持,共籌得三百二十四萬港元。各界的善款讓本會能夠繼續拓展配合殘疾人士需要的服務,並且支持本會自負盈虧服務的運作。本會於2016/17年度舉辦及參與的籌款活動包括:

In 2016/17, a total of HK\$ 3,240,000 was raised by the Society through receiving staunch support from different corporations, organisations and community members. Such donations enabled the Society to continuously develop services pertaining to the needs of persons with disabilities, and financially supported the operation of our self-financed services. Fundraising activities organised and participated by the Society in 2016/17 included:

「全心傳心」步行籌款 2016 'Fu-Heart' Walkathon 2016

西九龍中心於2016年7月17日(星期日)舉辦步行籌款,為本會的智障人士、精神康復者及自閉症人士服務籌募經費。數百位參加者及本會服務使用者由西九龍中心出發,沿荔枝角道、東京街及長沙灣道步行回西九龍中心。本會衷心感謝西九龍中心一直以來的支持。

The walkathon was held by Dragon Centre on Sunday, 17 July 2016 with a view to raising funds for the Society's services for persons with intellectual disabilities, persons with psychiatric disabilities and persons with autism spectrum disorders. Hundreds of participants and service users of the Society set off from the Dragon Centre, followed Lai Chi Kok Road, Tonkin Street, Cheung Sha Wan Road and then walked back to the Dragon Centre. The Society sincerely thanks the Dragon Centre for its continuous support.





第十三屆「甜蜜心連心」步行籌款 The 13th FHS Charity Walkathon

步行籌款於2016年12月10日(星期六)假大埔海濱公園舉行,有接近一千位傷健人士參與,共籌得超過三十八萬港元。參加者包括商業機構、團體、學校、社區人士、義工、本會服務使用者及其家長,反應熱烈。

The walkathon held by the Society on Saturday, 10 December 2016 at Tai Po Waterfront Park was supported by the public overwhelmingly and over HK\$380,000 was raised at the event. More than 1,000 persons with and without disabilities, including representatives from corporations, organisations, schools, community members, volunteers, service users and their parents, participated in the walkathon.





共融同行四十載「綠・藝展才嘉年華」慈善義賣

FHS 40th Anniversary 'Go Green-Art Carnival' Charity Sale

為慶祝本會成立四十周年及宣揚傷健共融和環保等正面信息,本會於2017年3月4日(星期六)假尖東百周年紀念公園舉辦「綠·藝展才嘉年華」,場內更設有慈善二手賣物攤位。慈善義賣得到數十個大型屋苑及知名企業支持,回收及獲捐贈的物品合共多達三百箱;當中有超過五萬件物品用作慈善二手賣物用途,所得收益將全數用作發展本會的社會企業服務,以協助更多殘疾人士就業。

The Society held the 'Go Green Art Carnival' on Saturday, 4 March 2017 at The Urban Council Centenary Garden to celebrate its 40th anniversary of establishment and promote positive messages of social inclusion, environmental promotion, etc. Charity sale was also held at the event with support from several dozens of large housing estates and renowned enterprises. Over 300 cartons, providing more than 50,000 new and secondhand goods, were collected and donated for the charity sale. All proceeds will be used for the development of social enterprise services to further facilitate the employment of persons with disabilities.





「全因有李慈善折子戲獻扶康」粵曲晚會 Cantonese Opera Charity Concert

愛心傳送於2017年3月26日(星期日)晚上假高山劇場舉行粵曲晚會,為本會服務籌募經費。扣除活動開支後,本會共獲捐款七萬一千八百港元。本會非常感謝愛心傳送及各捐款人士的熱心支持。

The charity concert was held by Serving Love and Care on Sunday, 26 March 2017 at Ko Shan Theatre. After deducting all expenses, a total of HK\$71,800 was raised for services of the Society. The Society is very grateful to Serving Love and Care and all donors for their enthusiastic support.





「復康券」慈善籌款運動

Rehab Charity Ticket

本會首次參與「愛心復康會」舉辦之「復康券」慈善籌款運動,為本會籌募發展經費。

It was the first time that the Society participated in the selling of Rehab Charity Ticket organised by the Care for People with Disabilities Association to raise funds for service development of the Society.

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伙伴合作 Partnership

本會的服務理念得到商界支持,並與我們合作舉辦不同的義工及社區項目,攜手實踐共融的精神。 在2016/17年度,本會成功提名117間企業及專業團體,獲香港社會服務聯會頒發「商界展關懷」及 「同心展關懷」的標誌。

The service vision of the Society is well supported by the commercial sector and concerted efforts with corporate partners have been made to put the spirit of social inclusion into practice. In 2016/17, a total of 117 corporations and professional bodies were successfully nominated by the Society to receive the 'Caring Company Logo' and 'Caring Organisation Logo' given by The Hong Kong Council of Social Service.



高華集團國際有限公司 Clover Group International Limited



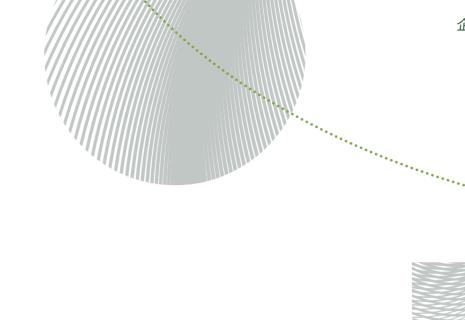
荃灣扶輪社 Rotary Club of Tsuen Wan



東亞銀行有限公司 The Bank of East Asia Limited



中銀信用卡(國際)有限公司 BOC Credit (International) Limited





葵涌扶輪社 Rotary Club of Kwai Chung



香港會議展覽中心(管理)有限公司 Hong Kong Convention and Exhibition Centre (Management) Limited



港基物業管理有限公司 Citybase Property Management Limited

協作計劃 **Collaboration Projects**

本會積極與不同的企業及專業團體開展多元化的協作計劃,並建立良好的夥伴關係,共同推動社會 共融及實踐企業社會責任。2016/17年度推行的協作計劃如下:

The Society has been taking an active role in establishing partnership with corporations and professional bodies, and implementing diversified partnership projects to promote social inclusion and fulfil corporate social responsibility. Partnership projects in 2016/17 included:

「香港最佳老友」運動電能烹飪比賽

'Best Buddies Hong Kong' Movement Electric **Cooking Competition**

中華電力有限公司連續十三年支持本會舉辦「香港最佳老友」運動電 能烹飪比賽,透過協辦及贊助此活動,宣揚傷健共融的精神。

CLP Power Hong Kong Limited has supported the 'Best Buddies Hong Kong' Movement Electric Cooking Competition as a sponsor and a co-organiser for thirteen consecutive years to promote the spirit of social inclusion.



國際廚師日

International Chefs Day

香港廚師協會連續九年邀請本會參與「國際廚師日」的慈善自助 午餐,讓本會四百多位服務使用者及其家屬可以一同享用美食佳餚, 藉此傳遞對殘疾人士的愛與關懷。

Hong Kong Chefs Association has invited the Society to participate in 'International Chefs Day' Charity Buffet Lunch for nine consecutive years. More than 400 service users and their family members enjoyed delicious food through the event where the love and care to persons with disabilities were expressed.



「幸福的黃色小票」活動 **Yellow Receipt Campaign**

永旺(香港)百貨有限公司連續第九期邀請本會成為活動的受惠機構 之一,並捐贈電器等物品予本會多個服務單位。

Apart from donating electrical appliances to the Society's service units, AEON Stores (Hong Kong) Co. Limited has invited the Society to be one of the beneficiaries of the Campaign for nine consecutive phases.









藝術培訓班

Art Training Courses

泰邦集團國際控股有限公司贊助本會服務使用者參與藝術培訓班, 並挑選他們的畫作製成為公司2017年度的座枱月曆,讓更多社區人 十認識殘疾人十的藝術潛能。

Top Dynamic International Holdings Limited sponsored service users of the Society to join art training courses and selected pictures painted by our service users to be printed on its 2017 desk calendar, making more community members aware of the artistic potential of persons with disabilities.



13-27 JANUARY

JOYCE IS MAR

Charity Sale of Madam Hong's Cookies

載思(Joyce Boutique)支持本會於2017年1月13至27日期間在旗下 店舖進行康姨曲奇慈善義賣,向顧客宣傳由本會服務使用者製作的

To help promote the cookies made by our service users, Joyce Boutique Holdings Limited supported the Society to conduct charity sale of Madam Hong's cookies at its stores during the period between 13 January and 27 January 2017.



放置扶康會捐款箱

Placing Fu Hong Society's Donation Boxes

永旺(香港)百貨有限公司的門市及中國石油化工股份有限公司的油 站內放置本會捐款箱,以支持本會的服務發展。

With support from AEON Stores (Hong Kong) Co., Limited and China Petroleum & Chemical Corporation, donation boxes of the Society were placed at their stores / petrol stations to collect funds for service development of the Society.



企業展銷

Corporate Trade Fair

康姨餅房獲邀於多間企業進行曲奇展銷。當中包括香港會議展覽中心 (管理)有限公司、帝京酒店、九龍建業有限公司、DHL、禤氏律師行、 富豪香港酒店、富豪九龍酒店、麗豪酒店、高華集團、香港保險中介人 商會、一般保險代理協會及香港保險中介行業協會。

Madam Hong's Bakery was invited to conduct trade fairs in a number of corporations, including Hong Kong Convention and Exhibition Centre (Management) Ltd., Kowloon Development Company Limited, Royal Plaza Hotel, DHL, Huen & Partners Solicitor, Regal Hongkong Hotel, Regal Kowloon Hotel, Regal Riverside Hotel, Clover Group International Limited, Hong Kong Chamber of Insurance Intermediaries, The Hong Kong General Insurance Agents Association Ltd and Hong Kong Insurance Intermediaries Association.



企業義工活動

Corporate Volunteer Activities

2016/17年度共有四十隊企業義工隊參與本會的活動,企業義工人次超過六百人。透過不同的義工活動,服務使用者不但有機會與社區人士合作和交流,而且可以擴闊眼界,為他們的生活帶來豐富的體驗。義工活動撮要如下:

In 2016/17, a total of 40 corporate volunteer teams took part in activities organised by the Society and over 600 corporate volunteers participated in the activities. Through joining various volunteer activities, service users were given the opportunities to cooperate and communicate with community members, widen their horizons and enrich their life experience. Volunteer activities held in 2016/17 are summarised below:



雅詩蘭黛集團義工隊與服務使用者一起乘坐昂平360 登山纜車

Volunteers of Estee Lauder and service users take Ngong Ping 360 cable car together



摩根士丹利義工隊與服務使用者一起乘坐天星小輪 到中環碼頭,其後乘坐摩天輪欣賞維港景色

Volunteers of Morgan Stanley and service users go to the Central Pier by Star Ferry and then take a ride on ferries wheel to enjoy picturesque scenery



中國銀行義工探訪本會服務單位,並與服務使用者進行共融活動

Volunteers of Bank of China visit a service unit and join inclusive activities with service users



DHL義工與服務使用者一同遊覽挪亞方舟 Volunteers of DHL and service users jointly visit the Noah's Ark 博藝體運有限公司義工與服務使用者一同參加中西 區古蹟導賞團

Volunteers of Spotlight Enterprises Limited and service users participated in the guided tour of the Central and Western Heritage Trail



香港四季酒店義工與服務使用者一起參觀香港歷史博物館,並到本會的社企餐廳「香城茶室」午膳

Volunteers of Four Seasons Hotel Hong Kong and service users visit Hong Kong Museum of History and have lunch at City Cafe, the Society's social enterprise cafe



理光 (香港) 有限公司義工參與康姨餅房曲奇製作班 Volunteers of Ricoh Hong Kong Limited participated in cookies making class organised by Madam Hong's Bakery



萬興行義工探訪本會服務單位 Man Hing Hong visit a service unit



海利公館義工探訪本會服務單位 Volunteers of Hullett House visit a service unit



2016/17 年報 ANNUAL REPORT



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為了讓更多社區人士認識本會的服務及了解殘疾人士的需要,本會積極透過不同的媒體向大眾傳遞服務及活動資訊。在2016/17年度,本會在各個媒體共錄得近一百則報道,顯示媒體及社會關注本會的殘疾人士服務。

傳媒不但是傳遞社會資訊的重要渠道,而且更是本會宣傳服務及推廣「傷健共融」文化的密切伙伴。媒體報道可讓大眾從多角度理解殘疾人士的能力,從而消除由誤解而引起的偏見和歧視。為此,本會於2017年2月23日在社企餐廳「香城茶室」舉辦第四次「傳媒午宴」,席間發布由本會言語治療師於2016年8月至10月進行的「嚴重殘疾人士吞嚥情況」研究摘要,並率先介紹本會為回應需求而開展的「殘疾人士入職後續支援」先導計劃及新出版的機構刊物。

To let more community members know about the services of the Society and understand the needs of persons with disabilities, the Society frequently disseminates its information on services and events through different media reports. In 2016/17, around 100 pieces of news articles of the Society were recorded, which revealed the concern of the community and local media about services for persons with disabilities provided by the Society.

Media is not only an important channel for disseminating information to the public, but also a close partner of the Society in promoting services and the spirit of social inclusion. Media reports can allow the public to be aware of the capability of persons with disabilities from different perspectives, through which prejudice and discrimination arising from misunderstanding can be eliminated. To this end, the Society organised the fourth Media Lunch on 23 February 2017. Results of the Survey on Swallowing Profile of Service Users in Care and Attentions Homes and Adult Training Centres conducted by Speech Therapists of the Society during the period between August and October 2016 were released, and the Pilot Project on Post-Employment Support Services responsive to the needs of persons with disabilities as well as new publications of the Society were introduced at the media lunch.



「香港最佳老友」運動電能烹飪比賽是本會的年度盛事。一如既往,於2017年4月舉行的電能烹飪比賽成功吸引不同學校/機構、社區團體及企業伙伴組隊參與,更得到勞工及福利局局長蕭偉強先生JP、多名立法會議員及社會賢達出席支持及/或參與決賽當天的名人滙演環節。是次比賽獲報章於不同的版面報導,而立法會議員們身體力行地宣揚及實踐「傷健共融」的精神,亦感染社會大眾關懷及接納殘疾人士。

•••••

此外,本會於2015/16年度增設的「牽蝶康兒中心」亦獲傳媒廣泛報導。中心提供專為有特殊需要兒童而設的服務,自開業至今已服務超過二千人次。傳媒的報導成功令社會大眾了解有特殊需要兒童的需要,以及明白及早適別和接受適切治療的重要。

本會將繼續與傳媒伙伴保持緊密聯繫,協力把 更多有關智障人士、自閉症人士、精神康復者及 有特殊需要兒童的正面訊息傳遞給社區人士, 共建和諧、平等的關愛社區。 'Best Buddies Hong Kong' Movement Electric Cooking Competition is always an annual signature event of the Society. Similar to past years, the Cooking Competition held in April 2017 attracted contestants coming from different schools/organisations, community groups and corporations. Mr Stephen SUI JP, the then Secretary for Labour and Welfare, several Legislative Council members and distinguished community leaders attended and/or participated in the 'Star Cooking Performance' held during the final cum award presentation ceremony to promote the spirit of social inclusion and put it into practice. Their concrete action helped foster greater acceptance of persons with disabilities and encourage the public to show care for them. Local media had a lot of coverage of the Competition.

•••••

In addition to 'Best Buddies Hong Kong' Movement, the newly set up 'Hin Dip Hong Yee Centre' in 2015/16 received extensive media coverage. The Centre provides services specifically for children with special needs and has served more than 2,000 clients since its opening. Media reports enabled the public to understand the needs of children with special needs and to realise the importance of early identification and provision of timely and appropriate treatment.

The Society will continue to maintain a close contact with media partners, and make collaborative efforts with the media to convey to the general public positive messages of persons with intellectual disabilities, persons with autism spectrum disorders, persons with psychiatric disabilities and children with special needs, engaging them in building a caring society with harmony and equality.

b Appendices 附錄

機構組織圖表 **Organisation Chart**

高級管理團隊 **Senior Management**

總幹事

Chief Executive Officer

陸慧妍女士 Ms LUK Wai-yin, Becky

助理總幹事

Assistant Chief Executive Officer

徐群燕女十

Ms TSUI Kwan-yin, Frankie

服務總監

Service Directors

梁大偉先生(沙田及觀塘區) Mr LEUNG Tai-wai, David (Sha Tin & Kwun Tong)

王健安先生(中區及南區) Mr WONG Kin-on, Leo

(Central & Southern) 卜福晨先生(九龍西區)

Mr POK Fook-sun

(Kowloon West)

歐偉民先生(屯門及元朗區)

Mr AU Wai-man, Joseph (Tuen Mun & Yuen Long)

關志生先生(港島東區)

Mr KWAN Chi-sang, Aldous (Hong Kong East)

麥潤芸女士(荃灣及葵青區)

Ms MAK Yun-wan, Silvia (Tsuen Wan & Kwai Tsing)

財務總監

Financial Controller

陳燕華女士

Ms CHAN Yin-wah, Eva

行政及資訊科技經理 **Administration & IT Manager**

黎兆芬女十

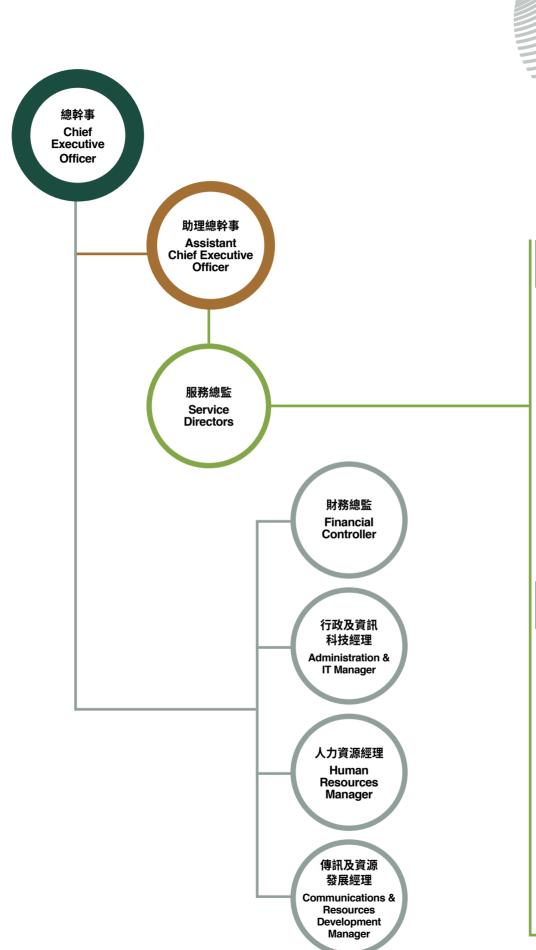
Ms LAI Siu-fun, April

人力資源經理

Human Resources Manager

梁佩蓮女士

Ms LEUNG Pui-lin, Angela



沙田及觀塘區 Sha Tin & Kwun Tong

Extended Care Programme

澤安成人訓練中心/展能中心延展照顧計劃 Chak On Adult Training Centre/ Extended Care Programme

秦石成人訓練中心/展能中心延展照顧計劃 Chun Shek Adult Training Centre

樂華成人訓練中心/展能中心延展照顧計劃 Lok Wah Adult Training Centre/

Extended Care Programme 順利成人訓練中心/展能中心延展照顧計劃

Shun Lee Adult Training Centre/ Extended Care Programme

禾輋成人訓練中心 Wo Che Adult Training Centre

扶康關愛家庭

Family Care Homes

• 和諧軒¹ Concordia Family¹

屯門及元朗區

• 邂逅軒2

Encounter Family² Splendor Family

• 超瑩軒

Radiance Family

中區及南區 Central & Southern

康復中心管業處 Management Office

思諾成人訓練中心/展能中心延展照顧計劃 Si Lok Adult Training Centre/ Extended Care Programme

康晴天地 (精神健康綜合社區中心) Sunrise Centre

(Integrated Community Centre for Mental Wellness)

怡諾成人訓練中心/ 展能中心延展照顧計劃 Yi Lok Adult Training Centre/ Extended Care Programme

悅智之家 Yuet Chi Home

悅行之家 Yuet Hang Home

悅群之家 Yuet Kwan Home

九龍西區 **Kowloon West**

祖堯成人訓練中心 Cho Yiu Adult Training Centre

麗瑤成人訓練中心

Lai Yiu Adult Training Centre

麗瑤之家

上李屋成人訓練中心/ 展能中心延展照顧計劃 Sheung Li Uk Adult Training Centre/ Extended Care Programme

研究及統計2 Research and Statistics²

員工培訓2 Staff Training²

扶康會「香港最佳老友」運動——賽馬會 社會共融計劃2 FHS 'Best Buddies Hong Kong' Movement

Jockey Club Social Inclusion Project²

「緊Art你手」共融計劃² 'Let's Art Together' Inclusion Project²

Tuen Mun & Yuen Long

長沙灣成人訓練中心2/展能中心延展照顧計劃

Cheung Sha Wan Adult Training Centre²/ Extended Care Programme 友愛之家2

Father Tapella Home²

潔康之家 Kit Hong Home

良景成人訓練中心/ 展能中心延展照顧計劃 Leung King Adult Training Centre/

Extended Care Programme 山景成人訓練中心/展能中心延展照顧計劃 Shan King Adult Training Centre/

Extended Care Programme 天水圍地區支援中心

Tin Shui Wai District Support Centre 天耀之家

Tin Yiu Home 柔莊之家

Yau Chong Home

Hong Kong East

清蘭之家

Ching Lan Home

興華成人訓練中心/ 展能中心延展照顧計劃 Hing Wah Adult Training Centre/ Extended Care Programme

靄華之家/日間照顧服務 Oi Wah Home/ Day Care Service

健持之家/展能中心延展照顧計劃 Priscilla's Home/ Extended Care Programme

感覺統合治療中心² Sensory Integration Therapy Centre²

輔助醫療服務2 Paramedical Services² 牽蝶中心2

Hin Dip Centre²

牽蝶康兒中心2 Hin Dip Hong Yee Centre²

荃灣及葵青區 Tsuen Wan & Kwai Tsing

石圍角工場

Shek Wai Kok Workshop 葵興職業發展中心

Kwai Hing Vocational Development Centre

毅誠工場²/ 職業康復延展計劃

Ngai Shing Workshop²/ Work Extension Programme

毅信之家² Ngai Shun Home²

長康之家 Cheung Hong Home

「說死談生」教育計劃²

'Dialogue between Life and Death' Education Project²

殘疾人士在職培訓計劃²

On the job Training Programme for Persons with Disabilities

輔助就業2

Supported Employment²

康融服務有限公司2

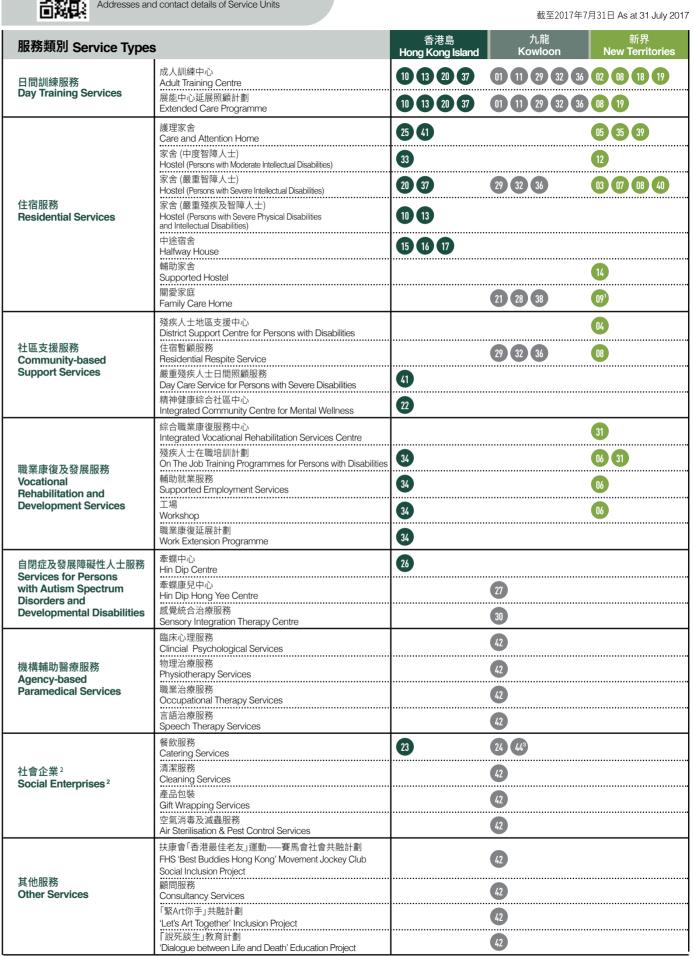
Hong Yung Services Limited²

¹受威爾斯親王醫院擴建工程影響,和諧軒已於2017年第一季遷出。

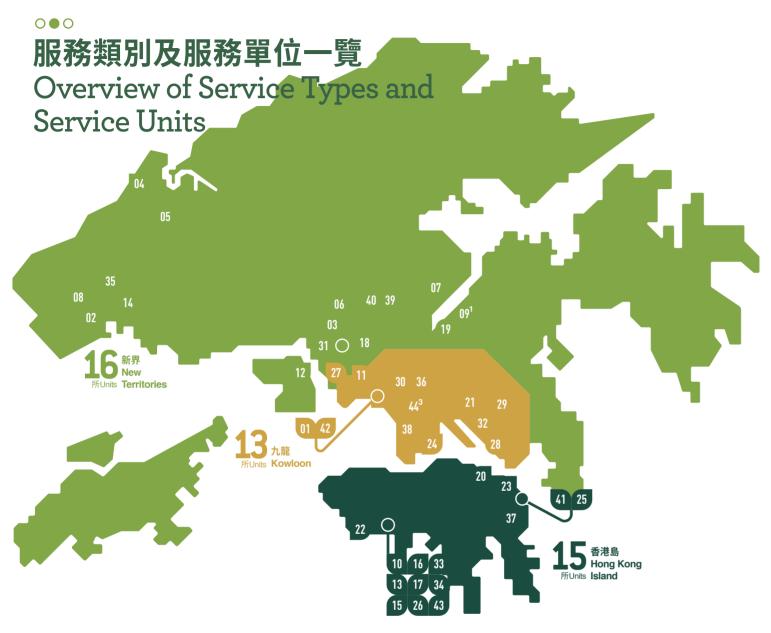
Being affected by the redevelopment of Prince of Wales Hospital, Concordia Family had to move out from its current location in the first quarter of 2017.

²服務總監會按專業提供跨區服務。

Service Directors provide cross-district services according to their professions



1受威爾斯親王醫院擴建工程影響,和諧軒已於2017年第一季遷出。Being affected by the redevelopment of Prince of Wales Hospital, Concordia Family had to move out from its current location in the first quarter of 2017. ²本會透過「康融服務有限公司」管理社企業務。如對社企服務有任何查詢,請致電2215-6305或電郵hys@fuhong.org與職員聯絡。The Society's social enterprises are managed through Hong Yung Services 123



- 01 上李屋成人訓練中心 Sheung Li Uk Adult Training Centre
- 02 山景成人訓練中心 Shan King Adult Training Centre
- 03 友愛之家 Father Tapella Home
- 04 天水圍地區支援中心 Tin Shui Wai District Support Centre
- 05 天耀之家 Tin Yiu Home
- 06 石圍角工場 Shek Wai Kok Workshop
- 07 禾輋成人訓練中心 Wo Che Adult Training Centre
- 08 良景成人訓練中心 Leung King Adult Training Centre
- 09 和諧軒1 Concordia Family
- 10 怡諾成人訓練中心 Yi Lok Adult Training Centre
- 11 長沙灣成人訓練中心 Cheung Sha Wan Adult Training Centre
- 12 長康之家 Cheung Hong Home

- 13 思諾成人訓練中心 Si Lok Adult Training Centre
- 14 柔莊之家 Yau Chong Home
- 15 悅行之家 Yuet Hang Home
- 16 悅智之家 Yuet Chi Home
- 17 悅群之家 Yuet Kwan Home
- 18 祖堯成人訓練中心 Cho Yiu Adult Training Centre
- 19 秦石成人訓練中心 Chun Shek Adult Training Centre
- 20 健持之家 Priscilla's Home
- 21 婉明軒 Splendor Family
- 22 康晴天地 Sunrise Centre
- 23 康姨咖啡室 (位於香港海防博物館) Madam Hong Cafe (Hong Kong Museum of Coastal Defence)

- 24 香城茶室 (位於香港歷史博物館) City Cafe (Hong Kong Museum of History)
- 25 清蘭之家 Ching Lan Home
- 26 牽蝶中心 Hin Dip Centre
- 27 牽蝶康兒中心 Hin Dip Hong Yee Centre
- 28 超瑩軒 Radiance Family
- 29 順利成人訓練中心 Shun Lee Adult Training Centre
- 30 感覺統合治療中心 Sensory Integration Therapy Centre 31 葵興職業發展中心
- Development Centre 32 樂華成人訓練中心 Lok Wah Adult Training Centre

Kwai Hing Vocational

- 33 毅信之家 Ngai Shun Home
- 34 毅誠工場 Ngai Shing Workshop

- 35 潔康之家 Kit Hong Home
- 36 澤安成人訓練中心 Chak On Adult Training Centre
- 37 興華成人訓練中心 Hing Wah Adult Training Centre
- 38 邂逅軒 **Encounter Family**
- 39 麗瑤之家 Lai Yiu Home
- 40 麗瑤成人訓練中心 Lai Yiu Adult Training Centre
- 41 靄華之家 Oi Wah Home
 - 42 總辦事處 Head Office
 - 43 康復中心管業處 Rehabilitation Centre Management Office
 - 44 康姨小廚(位於高山劇場) Madam Hong Restaurant (Ko Shan Theatre)

2016/17 年報 ANNUAL REPORT



鳴謝

Acknowledgements

我們衷心感謝各捐款人士、義工、企業及機構在過去一年(2016年4月1日至2017年3月31日)對本會的捐助及支持。由於篇幅所限,致謝名單不能盡錄。如有遺留,謹此致歉。

We would like to extend our sincere gratitude to all donors, volunteers, corporations and organisations for their generous donations and support to our services last year (from 1 April 2016 to 31 March 2017). Due to limited space, the Society regrets not being able to include the names of all volunteers and contributors individually here.

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企業

Corporations

AEON Stores (Hong Kong) Co., Limited

Amoy Food Limited
AMTEK Limited
Argo Production Ltd.
Artware Limited

ATP Swimming Centre Limited

Auto Beauty

Autodesk Far East Ltd.

Bank of China (Hong Kong) Limited BOC Credit Card (International) Ltd. Bull Capital Partners (HK) Ltd. Café de Coral Fast Food Limited Café de Coral Holdings Limited Capital Lake Property Ltd. Cayee Design Limited

Central Animal Hospitall Company Limited Central Insurance Management Ltd.

Chiaphua Industries Limited
Chinalink Express Holdings Limited
Chu & Lau Solicitors & Notaries

Citibank Hong Kong

CITIC Capital Holdings Limited

Citvwalk

Citybase Property Management Ltd.
Clover Group International Limited
CLP Power Hong Kong Limited

Computer and Technologies International Limited

Construction Industry Council
Cosmos Machinery Enterprises Ltd.

Cosmos Machinery Ltd.

Country House Property Management Limited

CPS Insurance Brokers Ltd.
CPS Insurance Consulting Ltd.
CR Care Company Ltd.

Credit Insurance Management Ltd

Crowne Plaza Hong Kong Causeway Bay

Cypress Insurance Agency Limited
DHL Global Forwarding (Hong Kong) Limited

eprint Group Ltd.

Estee Lauder (Hong Kong)

Eton Properties Agency Co. Ltd.

FACE Worldwide Ltd.
Fieldful Limited
Glory Sky Group Ltd.
Goldrise Investment Ltd.
Good Show Ltd.
Goodman Asia Limited
GR8 Leisure Concept Limited
H.K. Pet's Hospice Care Service
Hong Kong Ad Service Co. Ltd.

Hong Kong Apps Service Ltd.

Hong Kong Chamber of Insurance Intermediaries

Hong Kong Convention and Exhibition Centre (Management) Limited

Hong Kong Disneyland Resort

Hong Kong Group Advertising Service Holding Ltd.

Hong Kong Guangxi He Zhou City Friendship Association Ltd.

Hong Kong Insurance Intermediaries Association Limited

Hong Kong Marketing Service Ltd.

Hong Kong Royal Insurance Services Co. Ltd.

Hong Kong Tramways Limited Huen & Partners Solicitors ICS Insurance Group iMusicTech Limited J&Y Cleaning Equipment Ltd.

J&Y Cleaning Equipment Ltd.
Jardine Lloyd Thompson Ltd.
Jetime Tours Limited
JM Insurance Brokers Ltd.

John HY Yip Surveyors Limited

Joyce Boutique Holdings Limited

JP Advisory Limited

Junior Chamber Internation Island (Hong Kong) Limited

Kamyin Consultants Ltd. (KCL)

Kickapps King Wah Co. Ltd. Knight Frank Petty Limited Knight Holdings Limited

Kowloon Development Company Limited

L&C Insurance Consultant Ltd.
Links Wealth Management Limited

Look Design Workshop
Loyal Insurance Advisers Ltd.
Loyal Insurance Underwriters Ltd.
Luk Fook Holdings (International) Limited
Made In Hong Kong Entertatment Co. Ltd.
Man Fook Jewellery Holdings Limited
Mat Wah International Enterprise Ltd.
Melco Industrial Supplies Co Ltd.

Millock Ltd.

Morgan Stanley Asia Limited

Merck Sharp & Dohme (Asia) Ltd.

MTR Corporation
NCR Insurance Agency
Nestle Hong Kong Limited
New Rich (Asia) Service Ltd
Nexus Solutions Limited

Onning Ceramic Dental Laboratory
Otto International (HK) Ltd.

Panda-a-Panda

Park Hotel Property Management Ltd.

Photo Gift

Pollution & Protection Services Ltd.
Polywell Printing & Supplies Ltd.
Quko Int'l Development Limited
Realife Financial Services Ltd.
Realife Insurance Advisors Ltd.
Realife Insurance Brokers Ltd.
Realife Insurance Services Ltd.
Regain Insurance Group Ltd.
Renley Watch Manufacturing Co. Ltd.

Ricoh Hong Kong Limited

Royal Plaza Hotel

Sheren Tang International Fan Club Sinopec (Hong Kong) Limited

Smark B TV

Spotlight Enterprises Limited

Strangeva Limited
Super Star Group
Target Consultant Limited
The "Star" Ferry Company, Limited
The Bank of East Asia, Limited

The Hong Kong Chefs Association

The Hong Kong General Insurance Agents Association Ltd.

The Luxe Manor

The Wave

TJ Design & Company

Top Dynamic Enterprises Limited

Top Dynamic International Holdings Limited

Town Build Company Ltd.
Trio Best International Ltd.
United Italian Corp. (HK) Ltd.
United Overseas Bank Limited
UPS Parcel Delivery Services Limited

Wah Fung Computer Services Limited

Welltec Machinery Ltd.

Viva China Holdings Limited

Wider Link Ltd.
Winever Credit Limited
Wing Fat Loong Ltd.
Wing Wui Finance Limited
Wong's Diamond & Pearl Co. Ltd.

一粥麵

中國港灣工程有限責任公司中銀(香港) - 個人金融及產品管理

Yau Shing Land Investment Co. Ltd.

六福珠寶有限公司 永義醫療用品有限公司 百運實業有限公司

米線陣 米線營

東南塑膠實業公司 保誠保險 保險中介人協會

恆業電器五金工程有限公司

香港會議展覽中心 商務印書館 清水灣鄉村俱樂部 富城物業管理有限公司 森那美汽車服務有限公司

絳皂人樂園 匯駿財務有限公司 新香港隧道有限公司

置富都會 萬興行

嘉怡物業管理有限公司 嘉霖海產有限公司 銀禧國際旅遊有限公司 龍慶堂有限公司

聯邦皇宮大酒樓 (天水圍店) 麗絲迪系統有限公司

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Foundations

Chow Mun Sum Tong Foundation Limited
Remad Foundation Limited

The Shamdasani Foundation

Wai Yin Association

WWJ Charitable Foundation Ltd.

田馨慈善基金有限公司 香港賽馬會慈善信託基金 華人廟宇委員會 - 華人慈善基金

睛彩慈善基金

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Government Departments/Organisations/Volunteer Groups

Evangelization Family
Best Buddies International

CARE@hkjc Volunteer Team
Catholic Diocese of Hong Kong

Holy Family Parish

Hong Kong Chiu Chow Student Association

Hong Kong Housing Authority
Hong Kong Housing Society

P-Parents Relax 義工隊 St. Joseph's Church

St. Teresa's Filipino Community
The Hong Kong Jockey Club

Tung Wah College Community Service Team

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心靈關懷協會
北角宣道會
匡智會山景中心
同理義務會

尖沙咀浸信會路加團契 有骨氣劇團

佛教聯合會青少年中心 沙田婦女會

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明愛筲箕灣家庭服務中心 明愛鄭承峰長者社區中心(深水埗)

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社會福利署東柴灣家庭服務中心

社會福利署南屯門綜合家庭服務中心心靈啟迪義工小組

社會福利署婦女義工隊歡顏婦女互助小組

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懷智元朗地區支援中心 贖世主堂 霉華之友

學校

Schools

Alpha School of Dance

Centre for Sign Linguistics and Deaf Studies

Department of Linguistics and Modern Languages, The Chinese University of Hong Kong

Choi Jun School

Division of Speech and Hearing Sciences, Faculty of Education, The University of Hong Kong

Ho Dao College (Sponsored By Sik Sik Yuen)

Hong Kong Institute of Vocational Education (Tsing Yi)

Li Po Chun United World College of Hong Kong

NLSI Lui Kwok Pat Fong College
The Education University of Hong Kong
The Hong Kong Polytechnic University

九龍工業中學

天水圍官立小學

大埔浸信會幼稚園天澤邨分校

天主教培聖中學 天保民學校 屯門天主教中學 伯裘學校 佛教黃鳳翎中學 庇理羅士女子學 拔萃女書院 明愛元朗陳震夏中學 東華三院黃朱惠芬幼稚園

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香港中文大學逸夫書院 香港心理衛生會 - 臻和學校 香港外展訓練學校 香港青年協會李兆基書院

香港浸會大學

香港專業教育學院(屯門)

香港教育大學特殊學習需要與融合教育中心

香港樹仁大學

香港樹仁大學社會工作學系

真光女書院

神召會禮拜堂天澤幼兒園

培僑中學

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梁永鴻博士

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徐秀玲

徐珠華

徐峰

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