

扶康會的成立源於我們對殘疾人士的關愛和尊重。本會自1977年成立第一所小型家舍「友愛之家」發展至今，有近五十個服務單位，約四千名服務使用者，其中包括智障人士、自閉症人士、精神康復者及肢體殘疾人士。除了積極拓展服務外，我們亦一直堅持殘疾人士應享有家庭溫暖及擁有參與社會生活的權利。為此，本年度我們特別以「愛·生活」作為年報的主題，藉著八位服務使用者的真實故事，表達他們對生活的熱愛，並展現本會的關愛文化。

The inception of Fu Hong Society is derived from our care and respect for persons with disabilities. Since the first establishment of the Society's small home "Father Tapella Home" in 1977, the Society has evolved into an organisation with about 50 service units serving around 4,000 persons with disabilities, including persons with intellectual, psychiatric and physical disabilities, as well as autism. In addition to service expansion, we have been striving hard to fulfill the rights of persons with disabilities to enjoy the warmth of family and participate in social life. We therefore name "I Live" as the theme of this year's Annual Report, to express service users' enthusiasm for life and to manifest the Society's caring culture, through the real life stories from eight of our service users.

香港九龍深水埗樂年花園保安道二號A地下  
G/F, No. 2A Po On Road, Cronin Garden,  
Sham Shui Po, Kowloon, Hong Kong  
T : (852) 2745 0424  
F : (852) 2786 4097  
E : fhs@fuhong.org  
www.fuhong.org

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機構管治  
**CORPORATE  
GOVERNANCE**



## 理念、使命、目標和核心價值

# Vision, Mission, Objectives and Core Values



### 理念 Vision

殘疾人士享有一切基本的人權，其中最重要的是受到認許及尊重。他們亦有權利接受各種必需的援助，令他們身心各方面都得到充分的發展。本會竭盡所能，確保這些權利得到尊重。

Persons with disabilities are individuals with all human rights, above all the right to be recognised and respected, the right to receive whatever help is necessary in order to progress at every level, human and spiritual, and we are committed to 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, as fully integrated members of 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.

### 目標 Objectives

- 在社區中籌辦適切服務及「扶康家庭」，為有需要的殘疾人士提供一個全面照顧及家居式生活環境。
- 提供各類評估及培訓，啟發殘疾人士的潛能。
- 與殘疾人士的家人合作提供適切的優質服務。
- 為具有工作潛能，可於就業環境中工作的殘疾人士提供職業評估及技能培訓等服務，並為他們提供更多就業機會。
- 為殘疾人士及其家人提供輔導及社會工作服務。
- 舉辦社區教育活動，讓公眾人士能更深入了解殘疾人士，進而對他們持更積極和正面的態度。
- To establish appropriate services and family units (Casa Famiglia) in the community to provide holistic care and a homelike environment for persons with disabilities.
- To provide assessment and training for the development of the potential of persons with disabilities.
- To work together with families in the provision of quality service for their family members with disabilities.
- To provide vocational assessment and training for persons with disabilities and enhance employment opportunities for those who have the potential to work in the community.
- To provide counselling and social work services to persons with disabilities and their family members.
- To organise community education programmes for a better understanding and a positive attitude towards persons with disabilities.

### 核心價值 Core Values

1

#### 關懷尊重 | Care and Respect

員工樂意用開放、尊重及關懷的態度來接待服務使用者，建立以服務使用者為本的服務模式。  
Staff members are willing to serve service users with respect, open and caring attitude, forming a service user oriented service model.

2

#### 專業精神 | Professional Spirit

我們的「專業」是廣義的，所以每位員工都應以敬業樂業及盡責的工作態度，在不同的崗位上發揮其專業的精神，並以服務使用者的福祉為依歸。  
We have adopted a macro understanding of the word "profession". Every staff member will be dedicated and responsible for his or her work, as well as practise with professional spirit in their different positions and work for the best interest and welfare of service users.

3

#### 協同效應 | Synergy

建立團隊精神，員工之間需建立緊密聯繫和合作互信，透過互相支援及互相激勵，共同努力發揮「一加一大過二」的功能；員工亦要與服務使用者、其家人及其他持份者建立伙伴關係，彼此衷誠合作。

Team building requires staff members to maintain close collaboration and mutual trust, realise the effect of "one plus one greater than two" and pursue for excellence through mutual support and encouragement. Staff members should also forge partnership with service users, their family members and other stakeholders, achieving cordial collaboration.

4

#### 熱誠主動 | Pro-activeness

員工主動承擔份內工作，甚至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 responsibilities beyond one's job description, taking the initiative to communicate, participate and offer recommendations to achieve better results.

5

#### 持續改善 | Continuous Improvement

持續檢討、學習及改善工作方法及流程，以提升全會的工作效率及生產力。

Continuous evaluation, learning and improvement of work flow and approach with the aim to enhance the Society's work efficiency and productivity.



## 對服務使用者的信念、價值和原則

# Beliefs, Values and Principles towards Service Users

我們尊重每一位服務使用者，深信他們擁有獨特價值及享有平等人權，包括：

We respect our service users as a human entity, having their individual characteristics and rights, including:

### ■ 自決權利

#### The Right to Make Their Own Decisions and Choices

尊重服務使用者在自己生活事情上作決定和選擇的權利。

Respect the right of service users to have the opportunity, as fully as possible, in making decisions and choices about their daily life and activities.

### ■ 表達自己的權利

#### The Right to Say

服務使用者有權表達自己及得到別人聆聽。

Listen to service users as they express themselves.

### ■ 學習權利

#### The Right to Learn

讓服務使用者在生活上承擔合理程度的冒險，並從經驗中學習。

Enable service users to take calculated risks and to learn from their experiences.

### ■ 平等機會

#### Equal Opportunities in Life

不論殘障程度如何，所有人都應該享有平等機會及為此得到適當支援。

No matter what degree of disability, all people must have the same opportunity and be appropriately supported.

### ■ 參與社區活動的權利

#### The Right to Participate in Community

殘疾人士同是社會的一份子，有參與社區活動的權利，不應加以標記及隔離。

Persons with disabilities should not be labelled as segregated out of the mainstream of life. They should be supported and encouraged to participate and be involved in community life.

### ■ 自我價值及受到重視

#### Own Worthwhile Value and be Respected

每一個人都有其本身的自我價值，應得到別人重視。

All people have value and must be treated as such.

### ■ 自己的姓名和稱呼

#### Own Name

應該以名字稱呼服務使用者。

Service users should be addressed by their names.

### ■ 私隱、尊嚴及保密權利

#### The Right to Privacy, Dignity and Confidentiality

每一位服務使用者在生活各方面的私隱、尊嚴及保密權利，都應該得到認同及尊重。

Each service user's right to privacy, dignity and confidentiality in all aspects of his or her life must be recognised and respected.

### ■ 個人的身份

#### Own Identity

每一位服務使用者都是獨立的個體，他們的個別身份必須得到認同和尊重。

Service users are all individuals and must have their own identity.

### ■ 得到與一般人士同等的對待

#### The Right to be Treated Like Everyone Else in the Community



## 機構管治資訊 Corporate Governance Information

### 機構管治架構 Corporate Governance Structure



### 機構管治成員芳名 Corporate Governance Members

<b>贊助人</b> 香港特別行政區行政長官 梁振英先生 GBM, GBS, JP	<b>Patron</b> Chief Executive of HKSAR The Hon C Y LEUNG GBM, GBS, JP
<b>會長</b> 葉恩明醫生 JP	<b>President</b> Dr IP Yan Ming JP
<b>副會長</b> 王淦基醫生 JP	<b>Vice President</b> Dr WONG Kam Kee, Simon JP
<b>董事局主席</b> 袁國榮先生	<b>Council Chairman</b> Mr YUEN Kwok Wing, Kevin
<b>董事局副主席</b> 王林小玲女士 MH	<b>Council Vice Chairman</b> Mrs WONG LAM Siu Ling, Cecilia MH
<b>義務秘書</b> 郭鍵勳博士 BBS, JP	<b>Hon Secretary</b> Dr KWOK Kin Fun, Joseph BBS, JP
<b>義務司庫</b> 施家殷先生	<b>Hon Treasurer</b> Mr SZE, Kyrán
<b>神師</b> 方叔華神父	<b>Spiritual Adviser</b> Fr BONZI Giosuè G PIME
<b>董事局委員</b> 李百灝先生 MBE, JP 林振敏先生 SBS, QFSM, CPM 戚碧玉博士 陳秀嫻博士 JP 許國賢神父 陳紹沅先生 許盧萬珍博士 陳達文先生 冼權鋒教授 李春霖先生 王明燦醫生 范德穎醫生 胡君仲先生 陳雪湄女士 錢國強先生	<b>Council Members</b> Mr LI Pak Ho, Simon MBE, JP Mr LAM Chun Man, Anthony SBS, QFSM, CPM Dr CHIK Pik Yuk, Maria Dr CHANG Sau Han, Joyce JP Fr CAGNIN Fernando PIME Mr CHAN Siu Yuen, Stephen Dr HUI LO Man Chun, Jenny Mr CHAN Tat Man, Pele Prof SIN Kuen Fung, Kenneth Mr LEE Chun Lam, John Dr WONG Ming Cheuk, Michael Dr FAN Tak Wing, William Mr WU Kwan Chung, Derek Ms CHAN Suet Mei, Jane Mr CHIEN Kwok Keung, Kenny
<b>榮譽顧問</b> 羅友聖先生 MH 余柏銓先生	<b>Hon Advisers</b> Mr SALAROLI Joseph MH Mr YU Pak Chuen, Henry
<b>榮譽法律顧問</b> 梁肇漢律師樓	<b>Hon Legal Adviser</b> Messrs S H Leung & Co
<b>核數師</b> 謝盧會計師事務所	<b>Auditor</b> Tse Lo CPA Ltd, Certified Public Accountants

委員會委員芳名  
Committee Members

董事局委員 COUNCIL MEMBERS	委員會 COMMITTEES																
	常務委員會 Standing Committees										專業委員會 Professional Committees			機構管治委員會 Corporate Governance Committees			
	姓名 Name	BD & MC	BD & GSC	EPC	F & IC	HRC	I & CTC	M & PRC	RC	SMC	TB	ACCFS	ACCPS	ACSPA	ARC	NC	AC
	袁國榮先生 <i>董事局主席</i>		●		●												●
	王林小玲女士 Mrs WONG LAM Siu Ling, Cecilia MH		●					●						●			
	郭鍵勳博士 Dr KWOK Kin Fun, Joseph BBS, JP		●	●						●	●				●		
	施家殷先生 Mr SZE, Kyran	●			●												
	方叔華神父▲ Fr BONZI Giosuè G PIME		●	●								●				●	
	李百灝先生 Mr LI Pak Ho, Simon MBE, JP			●													
	林振敏先生 Mr LAM Chun Man, Anthony SBS, QFSM, CPM					●					●						
	戚碧玉博士 Dr CHIK Pik Yuk, Maria		●						●					●			
	陳秀嫻博士 Dr CHANG Sau Han, Joyce JP												●				
	許國賢神父			●													
	陳紹沅先生 Mr CHAN Siu Yuen, Stephen		●							●		●					
	許盧萬珍博士 Dr HUI LO Man Chun, Jenny				●			●									
	陳達文先生 Mr CHAN Tat Man, Pele	●						●						●			
	冼權鋒教授 Prof SIN Kuen Fung, Kenneth									●			●				
	李春霖先生 Mr LEE Chun Lam, John			●				●				●			●		
	王明燦醫生 Dr WONG Ming Cheuk, Michael				●							●					
	范德穎醫生 Dr FAN Tak Wing, William							●			●			●			
	胡君仲先生 Mr WU Kwan Chung, Derek				●						●					●	
	陳雪湄女士 Ms CHAN Suet Mei, Jane		●														
	錢國強先生 Mr CHIEN Kwok Keung, Kenny					●		●									
	方志剛先生 Mr FONG Chi Kong, Derry					●											
	王陳芝英女士 Mrs WONG CHEN Chi Ying							●*		●*							
	何坤明先生 Mr HO Kwan Ming									●							
	吳錫汶女士 Ms NG Shek Man, Illya							●*									
	李世昌先生 Mr LI Sai Cheong, Barry			●													
	李常友醫生 Dr LI Seung Yau, Derek							●					●				
	李萍英博士 Dr LI Ping Ying, Eria							●									
	李鄧全妹女士 Mrs LEE TANG Chuen Mui									●*	(由2013年11月 From Nov 2013)						
	沈李以慧女士 Mrs SUM LEE Yee Wai, Eva													●	(由2014年6月 From June 2014)		
	沈靜姿女士 Ms SHUM Ching Chi, Nancy				●												
	阮林瓊娜女士 Mrs YUEN LAM King Na									●*							
	林水祥先生 Mr LAM, Raymond	●															
	林余佩馨女士 Mrs LAM YUE Pui Hing, Eleanor			●	(至2014年5月 Until May 2014)												
	林國偉先生 Mr LAM Kwok Wai, Denny													●			
	林碧菁女士 Ms LIM Pek Ching, Dayna													●			

		委員會 COMMITTEES															
姓名 Name		常務委員會 Standing Committees										專業委員會 Professional Committees			機構管治委員會 Corporate Governance Committees		
		BD & MC	BD & GSC	EPC	F & IC	HRC	I & CTC	M & PRC	RC	SMC	TB	ACCFS	ACCPS	ACSPA	ARC	NC	AC
胡嘉浩先生	Mr WU Ka Ho, Stanley							●									
徐玉卿女士	Ms TSUI Yuk Hing									●							
徐慕菁醫生	Dr CHUI Mo Ching, Eileena												●				
浦偉明先生	Mr PO Wai Ming, Jackie	●	( 至2014年5月 ) ( Until May 2014 )														
張周惠芳女士	Mrs CHEUNG CHOW Wai Fong							●*									
梁郭淑燕女士	Mrs LEUNG KWOK Sok Yin									●*							
梁媛雯女士	Ms LEUNG Wun Man, Emba		●													●	
陳玉蘭女士	Ms CHAN Yuk Lan											●					
陳惠芳女士	Ms CHAN Wai Fong, Christina							●									
陳楊綺麗女士	Mrs CHAN, Lucia											●					
彭韻僊女士	Ms PANG, Melissa MH,JP		●														
曾憲文先生	Mr TSANG Hin Men, Terence																●
黃光磊先生	Mr WONG Kwong Lui												●				
黃蕙婉霞女士	Mrs WONG WONG Yuen Ha									●*							
楊小玲女士	Ms YEUNG Siu Ling									●	( 至2013年11月 ) ( Until Nov 2013 )						
楊全盛先生	Mr YEUNG Chuen Shing, Eric						●										
楊綺玲女士	Ms YEONG Yee Ling, Eileen												●				
葉慶林先生	Mr YIP Hing Lam, Peter				●												
劉余寶瑩女士	Mrs LAU YU Po Kwan JP													●			
劉志強博士	Dr LAU Chi Keung	●															
劉桂珍女士	Ms LAU Kwai Chun, Joan											●					
劉詩韻測量師	Sr LAU, Serena JP	●															
歐成沛先生	Mr AU Sing Pui				●										●		
鄭建中先生	Mr CHENG Kin Chung																●
盧鴻業先生	Mr LO Hung Yip							●*		●*							
簡聚坤醫生	Dr KAN Chui Kwan												●				
羅錦榮先生	Mr LO Kam Wing, Albert				●												
蘇漢章先生	Mr SO Hon Cheung, Stephen																●

備註 NOTE:

- ▲ 神師  
Spiritual Adviser
- 委員會主席  
Committee Chairman
- 委員會委員  
Committee Member
- \* 家長代表  
Parent Representative

- BD&MC : 建築拓展及維修委員會  
Building Development & Maintenance Committee
- BD&GSC : 業務拓展及一般服務委員會  
Business Development & General Services Committee
- EPC : 交流計劃委員會  
Exchange Programme Committee
- F&IC : 財務及投資委員會  
Finance & Investment Committee
- HRC : 人力資源委員會  
Human Resources Committee
- I&CTC : 信息科技委員會  
Information & Communication Technology Committee
- M&PRC : 服務推廣及公共關係委員會  
Marketing & 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 Famiglia 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
- ARC : 年報委員會  
Annual Report Committee
- NC : 提名委員會  
Nomination Committee
- AC : 審核委員會  
Audit Committee



## 區域小組委員會委員芳名

### Regional Sub-Committee Members

#### 港島南區

盧鴻業先生（主席/康晴天地會員代表）  
梁郭淑燕女士（副主席/怡諾成人訓練中心家長代表）  
呂雪紅女士（悅群之家家屬代表）  
林婉芳女士（悅行之家家屬代表）  
梁芷芳博士（社區人士）  
梁潔玉女士（思諾成人訓練中心家長代表）  
許芬玲女士（毅誠工場工友代表）  
許陳明麗女士（悅智之家家屬代表）  
陸亞芳女士（思諾成人訓練中心家長代表）  
楊林薇娥女士（毅信之家/毅誠工場家長代表）  
謝譚佩卿女士（怡諾成人訓練中心家長代表）  
關錦華女士（康晴天地會員代表）

#### 沙田、觀塘及港島東區

阮林瓊娜女士（主席/靄華之家家長代表）  
王陳芝英女士（副主席/清蘭之家家長代表）  
徐懿華女士（興華成人訓練中心家長代表）  
吳鮑金枝女士（樂華成人訓練中心家長代表）  
區美琼女士（興華成人訓練中心家長代表）  
張周惠芳女士（秦石成人訓練中心/禾輦成人訓練中心家長代表）  
張廣嗣先生（健持之家家長代表）（於2014年5月逝世）  
麥佩英女士（健持之家家長代表）  
馮布玉娟女士（順利成人訓練中心家長代表）  
戴秀華女士（健持之家家長代表）  
（由2014年6月）

#### 荃葵青及深水埗區

徐玉卿女士（主席/社區人士）  
黃黃婉霞女士（副主席/祖堯成人訓練中心家長代表）  
陳麗英女士（長康之家家長代表）  
吳錫汶女士（麗瑤成人訓練中心家長代表）  
李漢權先生（澤安成人訓練中心家長代表）  
林碧球女士（長沙灣成人訓練中心/友愛之家家長代表）  
（由2014年1月）  
章渝生先生（長沙灣成人訓練中心/友愛之家家長代表）  
（至2014年1月）  
黃瑞萍女士（長康之家家長代表）  
黃杏玲女士（葵興職業發展中心家長代表）  
劉海燕女士（葵興職業發展中心家長代表）  
劉鹿先生（長沙灣成人訓練中心/友愛之家家長代表）

#### Hong Kong Island South

Mr LO Hung Yip（Chairman / Member Representative of Sunrise Centre）  
Mrs LEUNG KWOK Sok Yin（Vice Chairman / Parent Representative of RCYLATC）  
Ms LIU Suet Hung（Relative Representative of RCYKH）  
Ms LAM Yuen Fong（Relative Representative of RCYHH）  
Dr LEUNG Tsz Fong, Terry（Community Volunteer）  
Ms LEUNG Kit Yuk（Parent Representative of RCSLATC）  
Ms HUI Fun Ling（Workmate Representative of RCNSW）  
Mrs HUI CHAN Ming Lai（Relative Representative of RCYCH）  
Ms LUK Ah Fong（Parent Representative of RCSLATC）  
Mrs YEUNG LAM Mae Ngor（Parent Representative of RCNSH / RCNSW）  
Mrs TSE TAM Pui Hing（Parent Representative of RCYLATC）  
Ms KWAN Kam Wa（Member Representative of Sunrise Centre）

#### Sha Tin, Kwun Tong & Hong Kong Island East

Mrs YUEN LAM King Na（Chairman / Parent Representative of OWH）  
Mrs WONG CHEN Chi Ying（Vice Chairman / Parent Representative of CLH）  
Ms TSUI Yue Wah（Parent Representative of HWATC）  
Mrs NG PAO Kam Chee（Parent Representative of LWATC）  
Ms AU Mei King（Parent Representative of HWATC）  
Mrs CHEUNG CHOW Wai Fong（Parent Representative of CSATC / WCATC）  
Mr CHANG Kong Chi, William（Parent Representative of PH）(Deceased in May 2014)  
Ms MAK Pui Ying（Parent Representative of PH）  
Mrs FUNG PO Yuk Kuen（Parent Representative of SLATC）  
Ms TAI Sau Wah（Parent Representative of PH）  
（From June 2014）

#### Tsuen Kwai Tsing & Sham Shui Po

Ms TSUI Yuk Hing（Chairman / Community Volunteer）  
Mrs WONG WONG Yuen Ha（Vice Chairman / Parent Representative of CYATC）  
Ms CHAN Lai Ying（Parent Representative of CHH）  
Ms NG Shek Man, Illya（Parent Representative of LYATC）  
Mr LEE, David（Parent Representative of COATC）  
Ms LAM Pik Kau（Parent Representative of CSWATC / FTH）  
（From Jan 2014）  
Mr CHEUNG Yu Sang（Parent Representative of CSWATC / FTH）  
（Until Jan 2014）  
Ms WONG Shui Ping（Parent Representative of CHH）  
Ms WONG Han Ling（Parent Representative of KHVDC）  
Ms LAU Hoi Yin（Parent Representative of KHVDC）  
Mr LAU Lok（Parent Representative of CSWATC / FTH）

談實釗先生（麗瑤之家家長代表）  
鄧婉華女士（澤安成人訓練中心家長代表）  
韓周衛文女士（麗瑤之家家長代表）  
鄭坤儀女士（麗瑤成人訓練中心家長代表）  
羅王燕玲女士（上李屋成人訓練中心家長代表）  
譚黃麗卿女士（石圍角工場/輔助就業服務家長代表）

#### 屯門及元朗區

楊小玲女士（主席/社區人士）  
（至2013年11月）  
何坤明先生（主席/社區人士）  
（由2013年11月）  
李鄧全妹女士（副主席/天耀之家家長代表）  
（由2013年11月）  
王玉嫦女士（良景成人訓練中心家長代表）  
容美鳳女士（天水圍地區支援中心家長代表）  
張鄧玉霞女士（潔康之家家長代表）  
溫玉儀女士（山景成人訓練中心家長代表）  
魏婉玲女士（柔莊之家家長代表）  
關陳金好女士（天耀之家家長代表）

Mr TAM Po Chiu（Parent Representative of LYH）  
Ms TANG Yuen Wah（Parent Representative of COATC）  
Mrs HON CHOW Wai Man（Parent Representative of LYH）  
Ms KWONG Kwun Yee（Parent Representative of LYATC）  
Mrs LAW WONG Yin Ling（Parent Representative of SLUATC）  
Mrs TAM WONG Lai Hing（Parent Representative of SWKW / SE）

#### Tuen Mun & Yuen Long

Ms YEUNG Siu Ling（Chairman / Community Volunteer）  
（Until Nov 2013）  
Mr HO Kwan Ming（Chairman / Community Volunteer）  
（From Nov 2013）  
Mrs LEE TANG Chuen Mui（Vice Chairman / Parent Representative of TYH）  
（From Nov 2013）  
Ms WONG Yuk Sheung（Parent Representative of LKATC）  
Ms YUNG Mei Fung（Parent Representative of TSWDSC）  
Mrs CHANG TANG Yuk Ha（Parent Representative of KHH）  
Ms WAN Yuk Yi（Parent Representative of SKATC）  
Ms NGAI Yuen Ling（Parent Representative of YCH）  
Mrs KWAN CHAN Kam Ho（Parent Representative of TYH）

## 會長獻辭 President's Message

### 葉恩明醫生 JP Dr IP Yan Ming JP

會長 President



今年，我們喜見《施政報告》內，表明將投放更多資源來改善社福服務，包括增加康復服務名額、優化整筆撥款津助制度等。盼望政府能持續與業界溝通合作，規劃出社福服務更美好的長遠目標。

在此，我們一定要感謝社會福利署和政府各部門、各界捐助人士和機構、義工、家長、本會董事局和委員會各成員、全體員工及各持份者在過去一年對本會的支持，幫助本會順利發展各項服務和計劃，實踐我們的理念與使命。

各位不同界別人士默默的付出，彰顯了一份對智障人士、精神康復者和自閉症人士無私的愛，不但跨越思想文化的隔閡，也超越了智力的規限。我深深地體會到，「施予者」其實也正正是當中的「受益人」，服務使用者那份純真、知足及充滿喜樂的生活態度，不時啟發著我們，在人生的逆旅之中，可有堪忍平和的方法面對。

It is to our warmth and happiness to see that the latest policy address will put more resources for the improvement of social welfare services in Hong Kong, including increase in the number of places in rehabilitation services and enhancement of Lump Sum Grant Subvention System, etc. In the same vein, we wish the Government will continue to join hands with the Sector to make a better future for our rehabilitation services.

We must take this opportunity to thank the Social Welfare Department, along with other Government Departments, individual and corporate donors, volunteers, parents of service users, members of the Council and Committees of our Society, our staff and every stakeholder, who have rendered their unflagging support in the past year. Their effort is the vital catalyst to our development, projects and services, making our vision and mission possible.

The selfless support from the community is their selfless love towards persons with intellectual disabilities, psychiatric disabilities and autism. Such love is able to transgress all boundaries of fear, stigma, cultural and intellectual differences. In my experience through years of service, I do sincerely feel that the more you give the more you will receive. We have in fact received a lot of inspiration from our service users. Seeing their ability to deal with their destined life with such wonderful smile, unsophistication and contentment can teach us the way to life – being able to be tolerant and serene even in face of adversities.

本會堅信，每一位服務使用者與生俱來都享有平等人權，他們各具獨特的價值及值得受到重視。他們和所有人一樣，有權在同一天空下同等生活，也應享有教育、就業、交友、家庭生活、參加社區活動的權利和機會。因此，本會除了提供多元化的訓練和展能藝術活動，促進服務使用者的健康和個人成長，也致力創造傷健人士交流及合作平台，孕育共融關愛文化。藉著義工服務、社區表演、「香港最佳老友」運動等，豐富服務使用者生活體驗，宣揚融合互助精神。

冀盼未來有更多的社區人士，願意走近多一步，了解多一點，與殘疾人士並肩同行。相信憑藉一份發自內心的關愛，能夠消除人與人之間的隔礙，共建一個互相接納、互相尊重、互相扶持的共融社區；相信透過真摯的分享，建立彌足珍貴的友誼，我們能夠照亮彼此的生命，活出光明人生！

Our Society firmly believes that we are all born with equal rights. Every one of us has special value and should be cherished, our service users alike. They should, like everyone else under the same sky, have the same rights and opportunities to live, be educated, be employed, have friends as well as family life and to participate in community activities. On this basis, our Society offers multi-faceted trainings, activities of arts for the disabled, promotion of health and individual development, etc. We also create platforms of exchange and cooperation where persons with disabilities and members of the community can cultivate a caring culture. Through volunteer services, performances at district level, "Best Buddies Hong Kong" Movement, etc., life experience of service users would be enriched and the spirit of inclusion and mutual help would be propagated.

We sincerely hope that more people in the community will come closer, know better and walk together with our persons with disabilities. With care and love from the bottom of one's heart, I am sure any human barrier will be broken and together we can build up a community of mutual acceptance, respect, support and inclusion. Through love, friendship and sharing, let's light up our life together and darkness would be forgotten!

“

殘疾人士經常展露笑容，純真可愛，啟示我們快樂本處心內，而人的互相尊重和關愛更會激發這喜樂。扶康會內，服務使用者與員工正正實踐著這份美，讓愛的力量打破任何界限，散發光芒，豐富彼此生命！

The lovely smiles of persons with disabilities tell us that happiness lies in everybody's heart, ready to be sparkled by people's love, care and respect. It is happy to see that in our Society, staff and service users have always been actualising this beautiful chemistry, letting this power of love break all barriers and sublimate one another's life!

”



## 主席報告 Chairman's Report

袁國榮先生

Mr YUEN Kwok Wing, Kevin

主席 Chairman



按殘疾人士的實際需要提供適切服務，讓他們發揮潛能，融入社會，並在關懷和尊重的環境下成長，活出精彩人生，是本會堅定不移的使命。回顧過去一年，本會不論在機構管治、服務發展及機構文化等方面，均力求上進，持續優化服務，以服務使用者的福祉為依歸。

### 多元發展切合服務需求

為豐富服務使用者的生活體驗及發掘他們的潛能，本會積極開展多元化訓練服務，包括：2014年2月，在善長的捐助下，本會在石圍角工場推行室內水耕種植先導訓練計劃，設立水耕種植訓練室，讓服務使用者學習相關知識和技能；2014年3月，本會社會企業康融服務有限公司的「康姨咖啡室」正式開業，此間位於海防博物館內的咖啡室更成功地申請到社會福利署「創業展才能」計劃的撥款，資助聘請殘疾員工，讓他們透過餐飲業的培訓，掌握實用經驗，建立公開就業的信心。本會一直積極向各工商機構推廣會方的職業康復及發展服務，去年本會兩間工場及一間綜合職業康復中心得到超過七十間工商機構客戶的支持，全年總生產收入接近港幣三百五十萬元，較上年度提升了百分之十三，成績令人鼓舞。

The Society is committed to meeting the needs of persons with disabilities through provision of relevant services, which develop their potential and integrate them with the community while offering a caring and respectful environment for them to grow and live a beautiful life. Last year, the Society has not only strived to make improvement on corporate governance, service development and organisational culture but also to continuously enhance services for the benefits of service users.

### Provide Multi-dimensional Services to Meet the Needs of Service Users

Multi-dimensional training services have been launched by the Society for enriching service users' life experience and exploring their potentials. For examples: A hydroponics training room for a pilot hydroponics training project has been set up in the Shek Wai Kok Workshop in February 2014 with a donation from a philanthropist; "Madam Hong Cafe", located at the Hong Kong Museum of Coastal Defence, started its operation in March 2014, is operated by Hong Yung Services Limited, a social enterprise of the Society, with sponsorship from the "Enhancing Employment of People with Disabilities through Small Enterprise" Project of the Social Welfare Department for employment of persons with disabilities. Through on-the-job training in the food and beverage industry, they would gain practical working experience and regain confidence to work in the open employment market. Efforts have been made vigorously by the Society to introduce our rehabilitation and development services to the business sector. Last year, with the support of over 70 companies, the total revenue earned by service users of two workshops and one integrated vocational rehabilitation services centre was close to HK\$3.5 million, an increase of 13% over the previous year. It is indeed a very encouraging result.

目前，智障人士及其照顧者「雙老」的問題非常嚴峻。本會除了高度關注這情況，亦從訓練服務的內容及家長工作兩方面着手，以迎合高齡智障人士的需要及舒緩家長的壓力。如在成人訓練中心訓練項目分佈中，肌能訓練項目佔首位（26.1%），服務使用者透過適當的恒常運動減低身體機能的退化；在家長工作方面，本會積極促進扶康家長會的發展，鼓勵家長為殘疾子女發聲，如派代表參與「家長自助組織座談會」及「爭取資助院舍聯席」等外間團體，向政府表達訴求及爭取殘疾人士家屬支援服務。去年，扶康家長會的會員人數已達四百七十多人，而家長會舉辦的活動有多達七百四十多人參與。此外，為切實回應社會對殘疾人士院舍宿位的殷切需求，本會正積極籌備擴建位於香港仔的康復中心，希望可以在來年與社會福利署取得實質進展。

### 榮獲獎項 鼓勵推動進步

2013年11月，本會創辦人之一及神師，方叔華神父，從一百位候選人當中成功獲選為「ATV 2013 感動香港」十大年度人物之一，表揚他四十多年來在香港積極推動智障成人服務的傑出貢獻，並肯定本會對爭取殘疾人士權益及推動殘疾人士服務發展的價值。此外，繼連續五年獲得「十八區關愛僱主」嘉許後，本會獲政府諮詢組織家庭議會頒發「2013/14 年度傑出家庭友善僱主」獎項。對於本會首次參賽，便有幸從數百間「機構組」的參選機構當中，成為二十間獲得這項殊榮的機構之一，作為扶康會的一份子，我確實感到欣喜和自豪。每一個獎項，皆見證了本會各員工對工作的「熱誠主動」，體現本會「關懷尊重」的核心價值，並策勵本會精益求精。

### 高度重視機構管治水平

本會致力達到高水平的機構管治，竭力提升管理效益，並維持高公信力和運作透明度，確保對公眾和持份者負責。2013年初，本會獲廉政公署防止貪污處協助進行防貪檢討，對本會的採購程序及外間培訓課程行政管理進行檢視。報告於2013年4月完成，對本會原有措施和運作程序予以肯定，並提出一些完善現有制度的建議。管理層已跟進報告內的建議，使運作機制更妥善。

Currently, ageing of both persons with intellectual disabilities and their carers is a critical issue. To combat the problem, the Society has devised training service content to respond to the needs of ageing persons with disabilities and work with parents to alleviate their stress. For instance, training on motor has now become a significant portion (26.1%) in the training sessions provided in adult training centres. Service users through regular exercise may delay the effect of ageing on motor capability. For parents, the Society actively promotes the development of Fu Hong Parents' Association (FHPA). Parents are encouraged to express their views on related issues. Participation of representatives of FHPA in the "Parents Self-help Association Forum" and "Alliance for Subvented Residential Care Service" are examples of the Society's involvement with other organisations to convey their requests to Government for more family support services for persons with disabilities. Last year, the total number of members of FHPA has exceeded 470. More than 740 participants took part in activities arranged by FHPA. Furthermore, to meet the acute demand for places in residential care, the Society is actively working on the expansion of the Rehabilitation Centre in Aberdeen. It is hoped that there would be positive progress with the Social Welfare Department in the coming year.

### Awards Encourage and Stimulate Further Actions

Fr BONZI Giosuè G PIME, the Spiritual Adviser and one of the founders of the Society, was one of the top ten winners among 100 candidates of the "ATV 2013 Hong Kong Loving Hearts Campaign" which recognises and commends on his commitment to services for adults with intellectual disabilities in Hong Kong for more than 40 years in the past. This also recognises the Society's efforts in the pursuit of rights and services for persons with disabilities and the value of our services. In addition to receiving the "18 Districts Caring Employers" Award for five consecutive years, the Society is commended as "2013/14 Distinguished Family-Friendly Employer" by the Family Council, an advisory body to the Government. Among several hundred entries in the "Organisations" category, it is indeed the Society's honour to be one of the 20 award-winning organisations at its first participation in the award scheme. I am so thrilled and proud to be a member of the Society. In fact, every award is secured with the "pro-activeness" of staff of the Society, an illustration of the core value of "care and respect", being a driving force for the continuous enhancement of the Society's services.

### Emphasis on Corporate Governance

The Society puts strong emphasis on achieving excellence in corporate governance for efficient management, maintenance of high level of credibility and operational transparency, as an assurance of accountability to public and stakeholders. The Corruption Prevention Department of ICAC assisted the Society to conduct internal examination of corruption prevention procedures in early 2013. A review of the procurement procedures and administration of external training courses was carried out. The report was published in April 2013, which recognised the effectiveness of the Society's current measures and operational procedures. They also provided some recommendations to further enhance the existing systems. Follow-up actions by Management have been taken to refine the mechanism.

此外，本會應香港大學的邀請參與以「機構管治」為題的研究，成為研究個案對象，探討本會的機構管治模式。有關報告在2013年12月出版，內容指出本會對機構運作及服務質素有嚴密的監督，而來自各範疇的專業人士皆能運用委員會這平台，與管理層同事在知識領域上進行交流，發揮協同效應，讓本會能更有效地優化服務。2014年3月，董事局委員與管理層同事參與集思會，共同策劃本會未來的發展方向，以便制定相關策略計劃。本會將繼續大力推行優質機構管治，包括遵照於2014年3月實施的新《公司條例》，及持續地推行社會福利署早前發表並於2014年7月實施的《最佳執行指引》。

服務發展與企業社會責任對本會而言也是同樣重要。為實現推動香港社會可持續發展的願景，本會在優化及拓展服務的同時，極力承擔對員工、社會及環境的責任，包括提倡遵守道德規範、關注職業健康、實踐節約能源、協助提升社會的生活素質等。本會繼續加強在環保方面的工作，從廢物管理、減少廢棄物、綠化環境、能源效益及環保意識等範疇，與各員工及服務使用者一起為保護環境出一分力。

## 與企業伙伴齊建共融社會

本會多年來與各行業的企業及機構並肩同行，攜手建立共融社會。去年，本會成功提名一百零九間企業及專業團體，獲得由香港社會服務聯會頒發的「商界展關懷」及「同心展關懷」標誌。企業伙伴不僅與本會發展多樣化的協作計劃，更贊助本會的活動，和撥款支持本會的自負盈虧服務，包括扶康家庭提供的家庭模式照顧服務，及牽蝶中心提供的臨床服務。全港獨有、本會致力推廣的「香港最佳老友」運動（BBHK）就正好讓各界人士通過與智障人士建立友誼，實踐共融精神。2014年，BBHK踏入十周年誌慶。在這十年間，參與BBHK的分社由中學、大專院校，拓展至社區人士及企業，至今共設立了十八個老友分社，成功配對超過二百對老友。本會的BBHK更是全球首個，亦是現時唯一一個成功開拓企業分社的地區。在社會各界尤其是香港賽馬會慈善信託基金的大力支持下，本會期望能成立更多企業老友分社，傳達傷健共融的訊息，並配合推動社會企業責任。除建立傷健共融外，BBHK透過活動將正面的、包容性的價值觀和思維傳給年青的一代，從而幫助建設一個和諧的社會。

In addition, the Society was invited by the University of Hong Kong to take part in the study on “Corporate Governance” and became a case study for this study. The report was published in December 2013. It points out that the Society has imposed strict supervision on operations and the quality of services. Professionals of different disciplines are able to make use of committees as a platform to actualise the effect of synergy by exchanging their views and knowledge with Management for optimising efficiency. As a result, the Society is able to implement services more effectively. A Council retreat was organised for members of the Council and Management in March 2014. The direction of future development was mapped out for formulation of related strategic plans. The Society will continue to implement quality corporate governance practices including but not limited to compliance with the new Companies Ordinance enacted from March 2014, and continuous adherence to the Best Practice Manual which has been recently promulgated by the Social Welfare Department for implementation from July 2014.

Service development and corporate social responsibility are of equal importance to the Society. To help realise the vision of Hong Kong as a community of sustainable development, the Society takes up the responsibility towards its staff, the community and the environment apart from its works on the enhancement and development of services. Abiding to ethical behaviour, paying close attention to occupational health, practising energy saving, raising the quality of life are areas advocated by the Society. Together with staff members and service users, the Society will continue to strengthen its work on environmental protection from waste management, reduction of waste, greening, energy efficiency to environmental consciousness in order to make some contributions.

## Building Social Inclusion Together with Corporate Partners

The Society has for many years worked closely with various industries and organisations for the establishment of a community of social inclusion. Last year, 109 companies and professional bodies were nominated by the Society and awarded with the “Caring Company” and “Caring Organisation” logo by the Hong Kong Council of Social Service. Corporate partners not only work with the Society for the development of partnership projects but also sponsor activities and subsidise self-financed services of the Society including the family-based care service provided by Casa Famiglia and clinical services at Hin Dip Centre. Promoted by the Society, the unique “Best Buddies Hong Kong” Movement (BBHK) advocates the building of one-to-one friendships between persons with disabilities and citizens for barrier-free friendships. BBHK will celebrate its 10<sup>th</sup> anniversary in 2014. For the past 10 years, 18 BBHK chapters have been established with participation initially from secondary schools, universities to different levels of the community and corporations. Over 200 pairs of buddies have been successfully matched. BBHK has even set up the first and the only corporate chapter in the world. With sponsorship from the community, particularly the support of The Hong Kong Jockey Club Charities Trust, the Society wishes that more corporate chapters would be established for conveying the message of barrier-free friendship and corporate social responsibility. Apart from promoting the spirit of inclusion, it would also instil the messages of positive value and embracing spirit to the younger generation for establishing a harmonious community through BBHK activities.

## 傳承機構文化 傳遞關愛精神

本會自1977年提供服務至今已逾三十六年，除一直秉承服務啟蒙者達碑立神父關懷弱小的精神外，亦不斷應對殘疾人士隨社會轉變而衍生的需求，開展各種適切的服務。為此，本會在2014年2月出版《用愛啟航家是岸——扶康會「以求為導」卅五年》，介紹本會的發展歷史及各項多元服務，與各持份者分享本會多年來的點點滴滴，推廣本會的關愛文化。同時，為提升社會大眾對本會服務的認識及對殘疾人士的關注，此書已送呈相關機構、學校及團體，當中包括中學、專上院校、公共圖書館及企業伙伴等，傳遞關愛共融的訊息。

## 展望未來

隨著智障人士老齡化的情況，本會的智障服務將面對更多挑戰及沖擊。智障人士老齡化除了添加前線護理人員的工作壓力及增加對專業護理人員的需求，也導致院舍人均空間不足、前線人手招聘困難、工傷潛在風險增加等問題。為了讓出現老化的服務使用者得到適切服務，本會將增撥資源加強人手支援，提升智障人士老化服務的內涵，加強恆常照顧、醫療護理、訓練及活動等元素，並透過員工培訓，深化專業及前線人員照顧老齡智障人士的知識及技巧。

未來，本會會持續檢討服務需要並積極拓展迎合殘疾人士及其家人需要的服務，包括審視智障人士老齡化對康復服務、生活質素及照顧者帶來的問題與影響，並按社會需要重整服務策略。此外，良好的機構管治是提供優質服務的重要基石，本會將持續提升機構管治效能，並適時增加資源以強化本會各部門的功能。

最後，本人衷心感謝會長和副會長的指導，董事局及各委員會委員的全力協助、全體員工努力不懈的工作、家長和各持份者的傾力支持。本人亦非常感謝社會福利署、各政府部門、香港賽馬會慈善信託基金、各捐助人士／機構、義工等，他們的幫助和鼓勵對本會的發展貢獻良多。

殘疾人士的福祉，本會的未來發展，全賴大家的持續參與和支持！

## Inheriting Organisational Culture, Passing on the Spirit of Caring

It has been over 36 years since the inception of the Society in 1977. The Society has always upheld the spirit inspired by Fr TAPELLA Enea PIME, the pioneer of the Society's services, on caring for the weak and the underprivileged. Further, a comprehensive range of services have been developed by the Society to cope with the changing needs of persons with disabilities. In this respect, a book titled “Set Sail for Home with Love – How Fu Hong Society has ‘Met the Need, Taken the Lead’ for 35 Years” has been published by the Society in February 2014. The book introduces the history of the development of the Society and its multi-faceted services, shares with stakeholders the dribs and drabs and advocates the caring culture of the Society. The book has been circulated to related organisations and institutes including secondary schools, universities, public libraries and corporate partners to convey the message of barrier-free caring. Through the publication, the works of the Society and the needs of persons with disabilities would be better made known to the general public.

## Looking Ahead

The ageing of service users has significant impact on the services for persons with disabilities and is a big challenge to the Society. Frontline staff members now face more stressful conditions when carrying out their work with ageing service users. The demand for more nursing staff has also grown. Consequential problems include inadequate average space per person within residential care homes, difficulty in recruiting frontline staff and increase in potential risk of work injury. In this respect, the Society will dedicate more resources for strengthening manpower support, expanding the contents of services, and enhancing regular care, medical care, training and activities for ageing service users. Professional and frontline staff members will further upgrade their knowledge, skills and techniques for caring of ageing service users through staff training.

The Society will continue reviews on service needs and expansion of services to cope with the needs of persons with disabilities and their family members in the future. Such reviews include the impact of ageing service users on rehabilitation service, living quality and carers and corresponding formulation of service strategy. Furthermore, the Society will continue with the enhancement of efficiency of its corporate governance, the foundation on which quality services are provided. The functions of various departments would also be strengthened by increasing resources at the right times.

Last but not least, my heartfelt gratitude goes to the President and the Vice President for their guidance, the great assistance of the members of Council and Committees, the continuous efforts of all staff members and the unwavering support of parents and stakeholders. I am also very grateful for the assistance and encouragement of the Social Welfare Department, other governmental departments, The Hong Kong Jockey Club Charities Trust, all donors and sponsoring organisations, volunteers and so forth. Their contributions to the development of the Society are tremendous.

The wellbeing of persons with disabilities and the future development of the Society rely entirely on the continuous participation and support of every one of you!





## 機構管治 Corporate Governance

本會多年來一直重視機構管治。本會不斷革新求進，提供服務之同時，須確保服務能回應服務使用者的需要，符合法例要求及有效管理。本會的機構管治工作概述如下：

### 機構架構

根據本會的組織章程大綱及細則規定，扶康會受其會員大會監察，由董事局監管，並於每年會員大會中推選出董事局委員。在本會會長的支持下，董事局帶領管理層實踐其使命及目標。

本會的機構管治架構載於本年報第十頁。本會除了設有負責監察不同運作及職能的常務委員會外，亦設有專業委員會，負責協助管理層處理特別事項。除審核委員會外，委員會委員均由董事局委任，旨在招攬來自合適界別的專業人士加入委員會，協助董事局監管有關運作及職能。於2013/2014年度，共有六十三位義工不問酬勞地於本會董事局及委員會服務。

本會設有以下三個直接與機構管治工作相關的委員會：

● **審核委員會** 由會計及法律界專業人士組成。審核委員會的委員由會長委任，並直接向會長匯報。除監督本會的風險管理，他們亦協助財務及投資委員會，與外間核數師查閱年度審核帳目。

● **提名委員會** 由董事局每年委任提名委員會委員，以物色及提名合適的候選人加入董事局。

● **年報委員會** 委員每年由董事局委任，負責監察年報的刊發工作。

Corporate governance has always been on top of the Society's agenda. The Society has always strived for progressive advancement. Services provided by the Society must respond to the needs of service users and meet the requirements of the relevant ordinances and should be under effective management. A synopsis of the Society's corporate governance practices is provided below:

### Corporate Structure

As stipulated in its Memorandum & Articles of Association, the Society is governed by the General Meeting of Fu Hong Society Members, but managed by Council, members of which are elected annually at annual general meetings. The President of the Society supports the Council in leading Management to achieve its mission and objectives.

The corporate governance structure is shown and explained on page 10 of this Report. In addition to Standing Committees which oversee various operations and functions, there are Professional Committees which support Management in looking after special cases. Except the Audit Committee, Committee Members are appointed by the Council with the aim to solicit necessary professionals from appropriate professions, disciplines and trades to help the Council oversee respective operations and functions. In 2013/2014, there were 63 volunteers serving in the Society's Council and Committees without any form of remuneration.

There are three Committees which are directly related to corporate governance practices. They are:

● **Audit Committee** The Committee comprises professionals from the accountancy and legal fields. Members of the Audit Committee are appointed by the President and report directly to the President. Besides overseeing the risk management of the Society, they also help scrutinise annual audited accounts jointly with external auditors, as a separate support to the Finance and Investment Committee.

● **Nomination Committee** Members of the Committee are appointed by the Council annually with the purpose of finding and nominating suitable candidates to join the Council.

● **Annual Report Committee** Members of the Committee are appointed by the Council annually to oversee the publication of annual reports.

### 內部監控

本會已建立一套完善的內部監控系統，在維持有效制衡、風險管理的同時，促進運作順暢。現舉例並概述如下：

a) 本會由董事局 / 委員會至執行層面，包括財務管理、人力資源管理、採購等，均訂立詳盡的審批權限機制，以確保資源得以適當運用，並依照資金及資產目的作妥善撥款及分配；

b) 本會訂立政策及指引，以補充審批權限機制。有關政策及指引，旨在協助本會的行政管理及運作，預防任何蓄意或濫用情況；

c) 本會各範疇均備有實務手冊，這些範疇不但涵蓋財務、行政管理、人力資源等，還包括服務單位的全面運作。這是協助員工按照本會期望的方式履行責任的重要文件；

d) 本會各部門尤其是財務部，會進行定期和特別檢查，以確保運作能按照已採納的方式進行，防止違規及錯誤；

e) 本會另一項重要的內部監控措施是以定期及特別匯報機制層遞式上達至董事局。精簡、準確而及時的報告有助本會準確地評估各項服務和職能的表現，以作監控、籌劃及拓展用途，並於有需要時採取補救措施；

f) 政府部門亦對本會進行審查。每年，社會福利署（簡稱「社署」）均進行服務質素標準審查，以確保本會按照其預期的方式運作。此外，社署每兩至三年會對本會進行財務審核一次，署方對本會各項範疇的表現均表示滿意；

g) 於2013/2014年度，本會共有三個服務單位接受社署「服務表現監察制度」評估探訪，全部均符合社署的《津貼及服務協議》及「服務質素標準」訂明的要求。本會亦設有內部評估探訪機制，以三年為一周期。於周期內，各服務單位均須接受一次內部評估探訪，以確保提供的服務符合社署服務表現監察制度內的標準。本年度本會共有五個服務單位進行了內部評估探訪；

h) 本會一直重視避免利益衝突的措施，包括每次於會議上及審批過程中申報利益衝突、於招標文件中載有提醒訊息等。

### Internal Control

The Society has established a well-balanced internal control system to facilitate smooth operations while maintaining an effective check and balance, risk management approach. Some examples are summarised below:

a) A detailed schedule of delegated authorities for the entire Society from Council/Committee level to operational level, covering financial management, human resources management, procurement, etc. This would ensure the protection of resources, and the appropriation of funds and assets in the manner as they are intended for;

b) Policies and guidelines are available to supplement the schedule of delegated authorities. They are prepared with the aim to facilitate administration and operations and to prevent any abuse, intentional or otherwise;

c) Handbooks cover all areas, not only for finance, administration, human resources etc., but also for full operations at service units. They are important documentations to assist staff in carrying out their duties in the manner as expected by the Society;

d) Regular and special inspections are conducted by various departments in particular the Finance Department, to ensure compliance of the adopted practices to prevent violation of regulations and mistakes;

e) Regular and ad hoc reporting level by level up to Council is another important arm of internal control. Accurate, timely reports in concise formats are used to help relate the performances of various services/functions to the appropriate levels for control, for planning, for development, and for taking remedial actions when circumstances so warrant;

f) Reviews by government departments are also conducted. Annually, the Social Welfare Department (SWD) conducts Service Quality Standards to ensure that the Society is performing in accordance with their expectations. They also conduct financial audits once in two to three years. The SWD is pleased with the Society's performances in various aspects;

g) In 2013/2014, three service units have accepted the review visits of Service Performance Monitoring System (SPMS) conducted by the SWD. All of them fulfilled the requirements of Funding and Service Agreements and Service Quality Standards set by the SWD. An internal review visit mechanism on a three-year cycle is in place in the Society with a view to ensuring the services provided to be in line with the criteria specified in the SPMS. During the cycle, each service unit has to conduct one internal review visit. In 2013/2014, five service units carried out internal review visits;

h) Emphasis on conflict of interest has always been made, including declaration of conflict of interest at each meeting, during approval process, reminder messages in tender documents, etc.

## 遵從法定要求

雖然本會的行政管理團隊成員人數不多，但本會均能按要求及按時執行所有法例規定工作，例如年度財務報表審核工作、遞交周年申報表、就董事局委員(董事)的變動發出聲明、嚴格遵守各種條例及牌照規定，例如法定最低工資、《殘疾人士院舍條例》、《公司條例》、《僱傭條例》、《個人資料(私隱)條例》、使用閉路電視系統的條例等。

## 溝通

本會經常鼓勵各方進行坦誠的溝通及對話，務求為服務使用者及持份者謀福祉。透過適當及開放的溝通，本會可以持斷改善、發展及擴展，以滿足不斷轉變的社會需要。本會設有直向及橫向的雙向溝通途徑。垂直式的溝通是指由董事局下達至管理層，由管理層下達至執行員工，反之亦然；橫向式的溝通是指不同部門、服務單位及職能之間的溝通。

## 問責性及透明度

- **職能分配**  
本會的董事局及管理層團隊具有清晰的職能分配。董事局授權一定程度之權力予各管理層團隊成員。
- **處理投訴**  
為有效地處理投訴，本會已建立投訴機制，投訴調查報告會交予相關之委員會作出適時跟進及檢討。

## 加強運作效率

本會的應用系統已進行全面升級以提升運作效率，包括：安裝無線網絡系統、加強網絡設施及翻新本會官方網頁等。

## Statutory Compliance

Although the Society does not have a large team for administration, all statutory compliance work has been duly carried out as and when required, for instance, annual audit of financial statements, submission of annual returns, declarations for changes in members (directors) of Council, strict adherence to various ordinances and licensing requirements such as statutory minimum wage, Residential Care Homes (Persons with Disabilities) Ordinance, Companies Ordinance, Labour Ordinance, Personal Data (Privacy) Ordinance, regulations on using CCTV systems, and so forth.

## Communication

The Society always encourages communication and dialogue in an honest manner for the benefits of service users and stakeholders. Through proper, open communication, the Society will be able to improve, develop and expand to cope with changing social needs. The Society has both vertical and horizontal two-way communication channels. Vertically, it is from the Council down to Management, Management to operational staff, and vice versa. Horizontally, it is across different departments, service units and functions.

## Accountability and Transparency

- **Delegation of Authority**  
System of delegation of authority between the Council and different levels of executive management is clearly delineated. The Council delegates certain regulatory powers and functions to senior management.
- **Handling of Complaints**  
Mechanism for handling complaints is established to ensure effective complaint-handling practices. Complaint reports will be submitted to relevant Committees for timely follow-up and review.

## Strengthening Operational Efficiency

To strengthen operational efficiency, the Society's application systems have undergone a complete upgrade, including an on-line mobile function with installation of Wi-Fi network; enhancing the network infrastructure; and revamping the Society's official website, etc.







服務成績  
**SERVICE  
ACHIEVEMENTS**



## 年度亮點 Highlights of the Year



2013

Sep  
九月



勇奪「職安健常識問答比賽2013」工會/團體組別冠軍是次比賽增加員工對職業安全的關注，有助推廣安全文化。

#### Championship in the "Safety Quiz 2013" Union Category

The contest increases the work safety awareness of staff members while propagating the safety culture.

Nov  
十一月



扶康會創辦人及神師方叔華神父獲選為「ATV 2013 感動香港」十大年度人物之一

方神父希望透過分享自己與殘疾人士一同生活的經歷，感染更多社會人士接納他們，學會彼此欣賞。

#### The founder and Spiritual Adviser of the Society, Fr BONZI Giosuè G PIME, was awarded as one of the top ten winners of the "ATV 2013 Hong Kong Loving Hearts Campaign"

Fr BONZI, through sharing his experience of getting along with persons with disabilities, wishes to enhance public understanding and acceptance of persons with disabilities, appreciate and learn from one another.

Dec  
十二月



#### 本會連續五年獲頒「十八區關愛僱主」嘉許

此嘉許表揚本會在促進殘疾人士就業、推動傷健共融及締造和諧社會方面的努力及貢獻。本會同時成為全港六間獲頒發特別大獎的非政府機構之一，表揚本會連續五年成為關愛僱主。

#### The Society received the "18 Districts Caring Employers" Award for five consecutive years

This award commends the efforts and contributions made by the Society to build an inclusive and harmonious society through promoting employment of persons with disabilities. The Society was honoured to be one of the six non-governmental organisations to receive a special award for being a caring employer over the past five years.

Dec  
十二月



#### 第十屆「甜蜜心連心」步行籌款

是次步行籌款為智障人士、精神康復者及自閉症人士的服務籌募經費，有接近1,200位傷健人士參與，反應熱烈。

#### The 10<sup>th</sup> FHS Charity Walkathon

The Walkathon, which raised funds for services for persons with intellectual disabilities, psychiatric disabilities and autism, attracted about 1,200 participants with and without disabilities who warmly supported the event.

2014

Feb  
二月



#### 扶康會歷史回顧《用愛啟航家是岸——扶康會「以求為導」卅五年》

此書介紹本會的發展歷史及多元服務，與各持份者回顧本會多年來的成長點滴。

#### The Society's historical review "Set Sail for Home with Love — How Fu Hong Society has 'Met the Need, Taken the Lead' for 35 years"

This book introduces the Society's milestones and diversified services, looking back on the development over the years with all stakeholders.

Feb  
二月



#### 石圍角工場推行水耕種植先導訓練計劃

設立水耕種植訓練室，為服務使用者提供多元職業技能訓練。

#### Launching the pilot hydroponics training project in Shek Wai Kok Workshop

A hydroponics training room was set up to provide diversified occupational trainings for service users.

Mar  
三月

#### 董事局委員與管理層員工參與集思會

集思會討論本會未來的發展方向，並提出建議作為制定本會未來之策略計劃。

#### Members of the Council and Management participated in a Council Retreat

The Society's direction of future development was mapped out for formulation of related strategic plans in the retreat.

Mar  
三月



#### 慶祝「香港最佳老友」運動成立十周年

本會舉行連串慶祝活動，包括第十屆「香港最佳老友」運動電能烹飪比賽，讓三百多位傷健人士透過製作美食，發揮共融精神。

#### Celebrated the 10<sup>th</sup> Anniversary of "Best Buddies Hong Kong" Movement

The Society celebrates with a series of activities, including the 10<sup>th</sup> "Best Buddies Hong Kong" Movement Electric Cooking Competition. The Competition enabled over 300 contestants with or without disabilities cooking hand in hand and the spirit of social inclusion was manifested.

Mar  
三月



#### 「康姨咖啡室」開幕

咖啡室聘請殘疾人士擔任餐飲服務員，協助他們發展潛能、融入社會。

#### "Madam Hong Cafe" started its operation

The cafe employed persons with disabilities for developing their capabilities and integrating them with the community.



## 我們的服務 Our Services

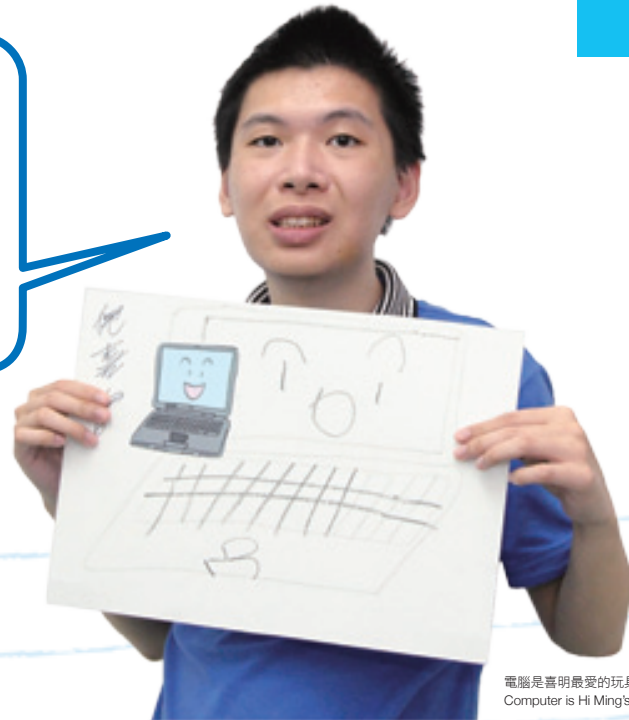
### 我的多元訓練生活 My Life of Diversified Training

我寫得一手好書法，  
可以免費幫你寫毛筆揮春！  
I am good at calligraphy and  
I can write you Fai Chun for free!

楊嘉明

服務使用者  
Service User

扶康會順利成人訓練中心  
FHS Shun Lee Adult Training Centre



電腦是喜明最愛的玩具  
Computer is Hi Ming's favourite toy



喜明於大型活動上表演毛筆書法，展示才能  
Hi Ming demonstrates calligraphy at major event, showing his talent

我叫喜明，是一位自閉症及中度智障人士，之前在特殊學校上學及寄宿。2008年畢業後，我與家人同住，並進入了扶康會順利成人訓練中心接受日間訓練服務至今。

剛進入中心時，我很害怕，因為突然要面對很多轉變，如新的學習環境、學習內容和活動時間表，還有新的導師和同學。患有自閉症的我對不熟悉的事物會產生恐懼，但我卻不懂如何表達自己的感受和告訴別人我想要什麼。那時，每當回到中心，我都感到不安，抗拒參與訓練和活動，有時更會打碎玻璃物品和拍打別人來表達需要和發洩情感。幸好中心導師明白我的情況，為我度身設計一個我看得懂的個人學習和活動時間表，同

Hi Ming is my name. I am a person with autism and moderate intellectual disability. After graduation in 2008 from special school where I got my education and boarding, I stay with my family and attend FHS Shun Lee Adult Training Centre during daytime.

I was quite scared when I first joined the Centre. It was a drastic change for me: new learning environment, learning content and activity schedule, not to mention new instructors and classmates. Being a person with autism, I easily become scared when facing something I am not familiar with. But I do not know how to express myself and tell people what I need. During those days, I was quite unsettled whenever I was in the Centre and refused to join any training or activities. Sometimes I even broke glass pieces or hit people to express my needs and to discharge my emotions. Fortunately, the instructors in the Centre understood my needs and custom-designed a learning and activity schedule which I would be able to understand. A white



時在訓練室內放置一個白板，讓我可以將個人需要和感受寫在白板上，逐步適應轉變。

導師常鼓勵我體驗和學習新事物，如毛筆書法、彈電子琴、使用平板電腦學習溝通技巧和認識社區地方及設施等。在活動室學習時，導師投放大幅的相片和生動的影片，又有問答環節，學習內容既有趣又令人容易明白。

經過努力練習，我有機會在大型活動上表演寫毛筆揮春和毛筆字畫賀詞，作出了大膽的嘗試，得到在場人士的讚賞，而媽媽更說我「叻」！我很享受表演的過程，從中更增加了自信和與人相處的信心。

board was placed in the training room for me so I could write down my needs and feelings and get used to the new environment gradually.

My instructors often encourage me to participate and learn new things such as calligraphy, electronic organ, using iPad to learn communication skills and knowing the district and its facilities. In the activity rooms, the instructors would project magnified pictures and interesting videos. There are also Q & A sessions which make learning interesting and easy.

Through much hard work, I have opportunity to demonstrate calligraphy in major events. Such bold attempts have won praises from participants. My mum says I am great! I enjoy the show a lot. Through these, I have gained self-confidence and I am more confident to get along with others.

## 成人訓練中心訓練服務 Training Services of Adult Training Centres

成人訓練中心透過「生活經驗互動訓練」，參照喜明的需要、能力和喜好，為他提供多元化的訓練形式和內容，讓他在愉快、輕鬆的學習經驗中展現才能，建立正向行為和融入社會。

Through "Life Experience Interactive Training", Adult Training Centre makes reference to Hi Ming's needs, capability and interests to design diversified training mode and content. Hi Ming is able to develop his talents in a joyful and leisure learning environment and to make positive social behaviour for his integration with the community.

「生活經驗互動訓練」讓學員從快樂中學習，提升學習興趣  
Life Experience Interactive Training enables service users to learn in a joyful environment and enhances their interest in learning





服務重點

本會透過為服務使用者提供多樣化的生活體驗，滿足其身、心、社、靈的需要，達致全人發展。去年度工作重點如下：

持續發展多媒體輔助訓練

各成人訓練中心共製作超過一百個多媒體輔助訓練範本供共享使用，同時本會資訊科技部會持續優化使用平台；舉辦工作坊以促進導師對使用多媒體輔助訓練的知識和技巧。

加強員工對展能藝術的認識

本會分別為導師和相關員工提供有關基本顏色運用及「展能藝術與智障人士的成長」課程，加強他們對展能藝術的認識和技巧。

密集互動訓練先導計劃

本會於2009年至2011年期間舉辦第一至第三期密集互動訓練先導計劃。現正整理相關研究資料成為資源冊，供各服務單位參閱；得到伊利沙伯女皇弱智人士基金贊助，與心理衛生會臻和學校合作，將邀請密集互動的始創人英國學者 Dr HEWETT Dave 於2014年12月到港舉辦講座和工作坊。

Service Focus

By providing various life experiences, it would be possible to fulfill the physical, psychological, social and spiritual needs of service users for their holistic development. Highlights of work last year are as follows:

Continuing development of Multimedia-assisted Training

Adult Training Centres produce more than 100 Multimedia-assisted Training modules for sharing of use. The Society's Information Technology Department will work for continuous improvement of the user platform and workshops on knowledge and technique of using Multimedia-assisted Training will be organised for instructors.

Enhancing staff members' knowledge of arts for the disabled

The Society provides courses on application of primary colors and "Arts for the Disabled and Growth of Persons with Intellectual Disabilities" to strengthen instructors and related staff's understanding and skills on arts for the disabled.

Pilot work for the Intensive Interaction Training

Pilot study materials for Phases 1 to 3 of the Intensive Interaction Training held between 2009 and 2011 are being compiled as a booklet for reference of all service units. Being sponsored by the Queen Elizabeth Foundation for the Mentally Handicapped, in collaboration with The Mental Health Association of Hong Kong – Cornwall School, the founder of the Intensive Interaction Training, Dr HEWETT Dave will be invited to Hong Kong to host talks and workshops in December 2014.

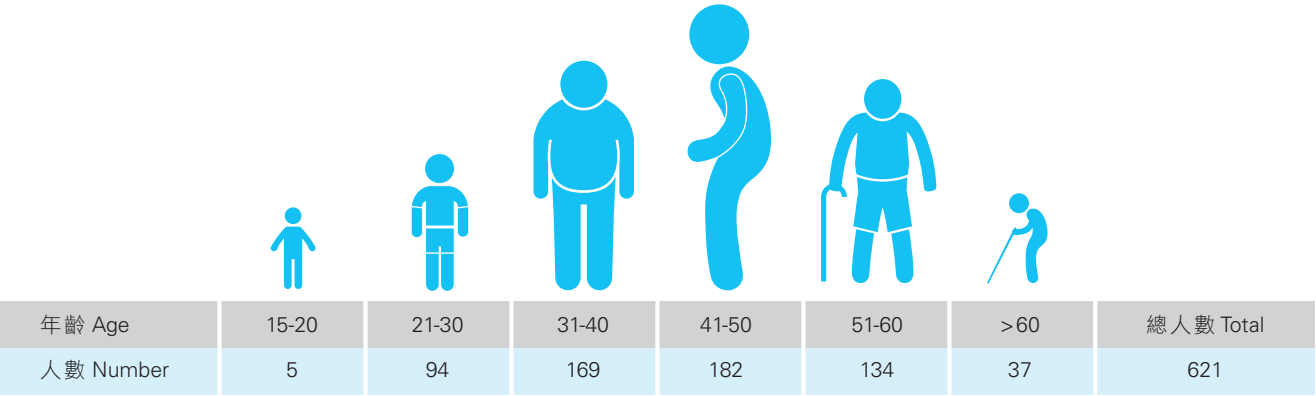
因應服務使用者老齡化提供所需服務

隨著醫療和照顧服務的不斷改善，智障人士的壽命已遠高於從前預計的四十歲。圖表一展示成人訓練中心服務使用者的年齡分佈。

Service to cater for the need of ageing service users

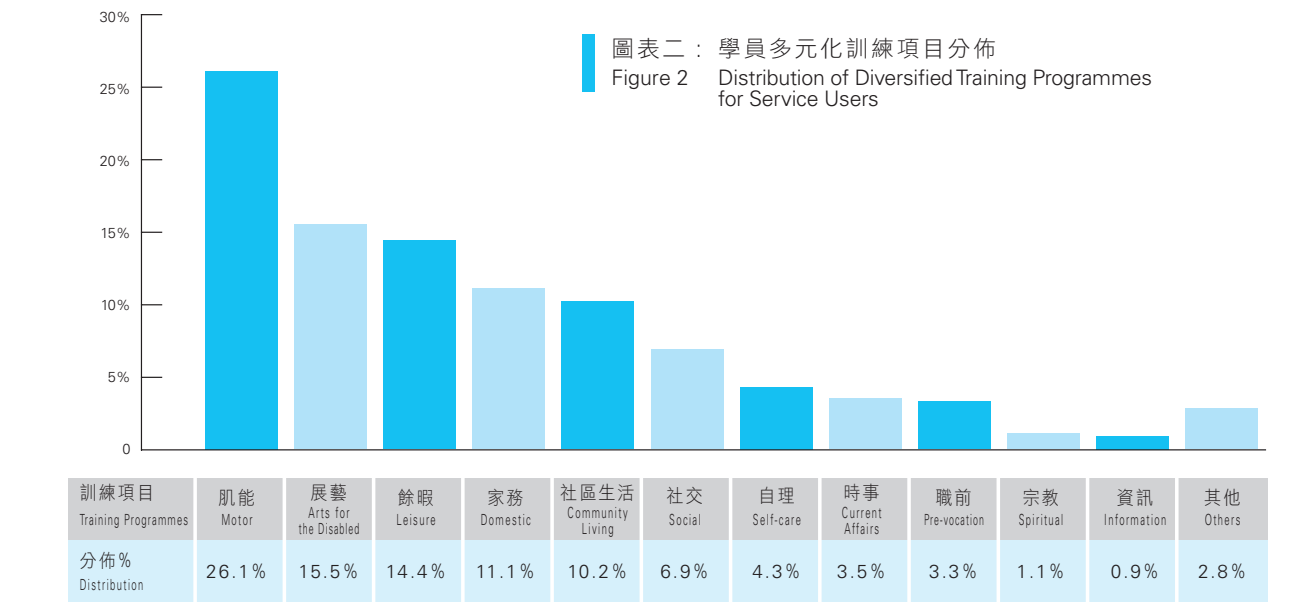
With the improvement of medical and caring service, life span of persons with intellectual disabilities has extended to over the age of 40 as previously estimated. Figure 1 shows the age distribution of service users of the Adult Training Centres.

圖表一：成人訓練中心服務使用者年齡分佈  
Figure 1 Age Distribution of Adult Training Centre Service Users



圖表二顯示各訓練中心在提供多元化訓練時，因應服務使用者老齡化的需要，增加肌能、展藝及餘暇範疇訓練項目的比重。

Figure 2 shows higher proportions on motor, arts for the disabled and leisure skills in providing diversified training, to cater for ageing service users.



「生活經驗互動訓練」成效評估

使用香港大學行為健康教研中心協助制訂的「生活經驗互動訓練成效評估表」，按時在會內各展能中心進行訓練成效評估，量度訓練成效。2013年10月的成效評估顯示服務使用者的人際社交正向行為得到維持及改善。

Assessment of "Life Experience Interactive Training"

With assistance from Centre on Behavioral Health – The University of Hong Kong, "Life Experience Interactive Training Scale" is formulated for measurement of the service effectiveness of the day training centres. The assessment results of October 2013 show maintenance and improvement of service users' positive behaviours in social and interpersonal skills.



1. 學員接受「多媒體輔助訓練」  
Multimedia – assisted Training for service users
2. 「密集互動訓練」有助改善嚴重智障人士的溝通和社交行為  
Intensive Interaction Training helps improve the communication skills and social behaviours of adults with severe intellectual disabilities
3. 硬地滾球訓練有助服務使用者減慢身體機能退化  
Training of bocce helps delay physical deterioration of service users



## 我的美食人生

### My Life of Gourmet

江鴻秋  
KWONG Hung Chau

飲咖啡前記得要  
One More, Two More 做運動！  
Don't forget to "One more, Two more"  
before drinking coffee!

江鴻秋

服務使用者 扶康會天耀之家  
Service User FHS Tin Yiu Home

咖啡是鴻秋最愛的飲料  
Coffee is Hung Chau's favourite drink



鴻秋最愛食物，不論是上茶樓或燒烤，她也樂在其中  
Hung Chau loves food. Whether in restaurant or BBQ, she enjoys every moment of it

我是江鴻秋，今年五十五歲，智力和一般人一樣，只是沒有上過學校。由於我出生時右邊身體有殘障，加上有淋巴腺問題，影響新陳代謝機能，身體尤其下肢容易腫脹，出入要使用輪椅。

2000年，我入住扶康會天耀之家。初時，我甚不習慣集體生活，每樣事都有「流程」、「規矩」，而同房的智障同伴總是嘈嘈吵吵，發脾氣時更會「打人」；最叫我一下子難適應的是要我「減肥」。天呀！在家時父母都疼愛我任由我吃東西，這是我最重要的生活享受，如今要節食減肥差點兒叫我氣瘋了。

那時，我擺出一副不合作的態度，職員大多認為我是麻煩製造者。奇怪的是社工及治療師願意了解我，我漸漸對他們減少了不合作態度，並樂意與他們分享我的想法。職業治療師為我改善輪椅，教我畫圖、認字和玩電腦遊戲，讓我有機會學到新東西；物理治療師為我進行治療，減少下肢腫脹引致的不適，又願意傾聽我的情況，還邀請我就

My name is KWONG Hung Chau. I am 55 years old. I have an average IQ but have never had the chance to attend school. I was born with physical disability on the right side of my body. Together with lymph gland problem which affects metabolism resulting in swollen body in particular my legs, I need wheelchair for getting around.

I moved into FHS Tin Yiu Home in 2000. In the beginning, I could not get used to the collective living pattern. There are "procedures" and "rules" for everything. My intellectual disabled roommates made so much noise and even hit people when losing their temper. The worst was that I was asked to reduce weight. My God! My parents loved me so much that they would let me eat whatever I liked at home. This is my most important enjoyment in life. I was so mad when they tried to put me on diet.

In those days, I was determined not to co-operate and was regarded as a trouble maker by most of the staff. Strangely social workers and therapists made efforts to understand me. In return, I become more co-operative and I am willing to share my thoughts with them. Occupational therapist helps improve my wheelchair, teaches me how to draw, to recognise characters and to play computer games so I can learn new things. Physiotherapist gives me treatment to ease the pain caused by the swollen lower part of my body. He is willing to listen to my thoughts and I was even invited to

膳食給意見，讓我明白到發脾氣並不是表達意見的唯一方法；社工明白我渴求自主和結識多些朋友，遂安排義工、實習學生、臨床心理學家等與我傾談，在交往中我明白到生活不盡是灰暗，願意體諒和尊重，才會過得開心。及後，社工還協助我達成多年的心願——拜祭去世的父母。此外，家舍常安排不同類型的活動，令許多以往只能從電視中觀賞的生活經驗，如今卻可親身領略。

現在，我自覺比許多卧病在床的朋友幸福得多。舍友們雖時有吵鬧，但我已學懂體諒他們的情緒起伏。至於減肥嗎？我明白護士的苦心，我會努力……

give ideas on the menu. They make me understand that losing temper is not the only way to express myself. Social workers understand my wish to be independent and to make friends. They make arrangement for volunteers, intern students, and clinical psychologist to talk to me. Through such interaction, I realise that life is not grey. Life would be much brighter if one is willing to understand and respect. Later on, social workers even make my dream come true - to visit my parents grave. In addition, the hostel would organise various activities so we can personally experience those lives which previously could only be watched on TV.

Now, I feel so much more fortunate than those bed-ridden friends. Sometimes there are quarrels among my friends at the hostel, but I have learned to cope with their emotional ups and downs. As to weight loss, I understand the concern of the nurses and I'll try...



1. 現在，鴻秋與職員相處融洽，並熱愛在天耀之家的生活  
Now, Hung Chau gets along with staff members and enjoys her life in Tin Yiu Home
2. 鴻秋參與「扶康愛心屯隊」的義工活動，並獲會方頒發「熱心服務銀獎」以示嘉許  
Hung Chau participates in the volunteer activities of FHS's Joint of Love. She is awarded the Silver Medal of "Enthusiastic Service" by the Society

## 住宿服務 Residential Services

從鴻秋的個案，可見本會住宿服務團隊秉持以人為本的服務理念，各專業同工互相緊密協作，為殘疾人士提供全面的住宿照顧、康復及發展服務，以維持及改善他們獨立生活的能力。

The people oriented approach upheld by the Society's residential services is illustrated by Hung Chau's case. Professionals of different disciplines work closely together for the provision and development of comprehensive care and rehabilitation services for persons with disabilities to maintain and improve their capabilities to live independently.

### 服務重點

本會設立不同類型的院舍，為智障、肢體傷殘人士及精神康復者提供廿四小時的住宿照顧服務。去年住宿服務的工作重點如下：

### Service Focus

The Society operates various types of hostels for persons with intellectual, physical and psychiatric disabilities to provide 24-hour residential care services. Highlights of work last year are as follows:



## 申領殘疾人士院舍牌照

各單位著手完善宿舍的環境設施和消防裝備，並檢視人手編制和運作，以符合申領牌照的要求。

## 塑造家居化生活環境

住宿服務看重的不只是舒適、美觀的家居佈置，而是讓服務使用者感受到職員的友善關顧和人情味。

## 多樣化生活體驗、提升生活質素

本會致力維護服務使用者的選擇權，透過「一人一夢想」計劃，在可行情況下儘量達成服務使用者的心願，包括：聽演唱會、境外遊、觀賞賽馬、學習模擬駕駛飛機、參觀消防局等。



1

1. 透過「一人一夢想」計劃，參觀模擬駕駛室，並到澳門觀光及參與交流活動  
Through the "One Person One Dream" Programme, service users visit the simulation cockpit and Macau for cultural exchange
2. 服務使用者與職員在海濱一嘗釣魚樂  
Service user and staff member try fishing along the coast
3. 服務使用者興致勃勃地學習打高爾夫球  
Service user learns to play golf with enthusiasm

## Application for the License of Residential Care Homes (Persons with Disabilities)

Each service unit examines their service provision, fire service installation, staff provision and operations to meet the requirements for the license application.

## Creating a homelike living environment

Residential care services put emphasis not only on comfortable and beautiful home decorations, but also a friendly and caring environment for service users.

## Diversified life experience for enhancement of living quality

The Society strives to provide service users with options. Through the "One Person One Dream" Programme, service users may realise their dreams such as going to concerts, travelling outside Hong Kong, going to horse races, learning to use flying simulator, tour of fire station, etc.



2



3

## 一人一體藝

按服務使用者的興趣和能力，推動他們參與各項體藝活動，包括遠足、釣魚、打高爾夫球、種植盆栽、健步等，讓他們發揮潛能、強身健體，以延緩老化速度。

## One Person One Sport and Art

Service users, according to their interest and capabilities, are encouraged to participate in sports and arts activities such as hiking, fishing, golf, planting of bonsai, walking, etc. Such activities can help develop their potential and strengthen their body to delay ageing.

## 一切由曲奇開始

*It All Started with Cookies...*

李倩瑩  
LEE Sin Ying

快來「康姨咖啡室」一嘗我有份調配的絲襪奶茶及泡沫咖啡！你們的支持及鼓勵，為我的工作注入一支強心針！

Come to Madam Hong Cafe and have a cup of pantyhose milk tea and cappuccino made by me. Your support and encouragement will give me a boost!

李倩瑩

服務使用者  
Service User  
扶康會「殘疾人士在職培訓計劃」  
FHS "On the Job Training Programme for Persons with Disabilities"



倩瑩的夢想是擁有自己的咖啡室，當上「老闆娘」！  
Sin Ying's dream is to have her own coffee shop and become the "boss"





倩瑩參與拍攝港台劇集  
《沒有牆的世界III》  
Sin Ying participates in the  
filming of RTHK's series  
"A Wall-less World III"

最近，我主動申請由康融服務有限公司（屬扶康會成立的社會企業）營運的「康姨咖啡室」的餐飲服務員職位。咖啡室位於筲箕灣海防博物館，去年由康融服務有限公司投得博物館的食肆經營權，為期三年。我希望能藉此擴闊眼界，學習多點工作技能，裝備自己。我的夢想是擁有自己的咖啡室，當上老闆娘。這夢想推動我每天積極地工作，令生活更充實。不過，在這新的工作環境，我需面對一些新挑戰——說英文。由於咖啡室常有外籍遊客光顧，我需在同事及社工的幫助下「惡補」英文。

雖然我的新工作充滿挑戰，但我相信只要用心學習，勤奮工作，難題總會迎刃而解！

Recently, I applied for the position of Catering Attendant in "Madam Hong Cafe" operated by Hong Yung Services Limited (a social enterprise of the Society). The Cafe is situated inside the Hong Kong Museum of Coastal Defence in Shau Kei Wan. Last year, Hong Yung Services Limited got the operation of the Cafe for three years through bidding. I hope through this opportunity I can open my eyes and equip myself by learning more work skills. My dream is to have my own coffee shop and become a boss of my own. This dream has driven me to work hard and to live a full life. However, in this new working environment I need to face some new challenge – speaking English. There are visitors from abroad and I need to do a crash course on English with the help of my workmates and social workers.

My new job is full of challenges. I believe as long as I learn hard and work hard everything will work out!

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



從倩瑩的個案，可見本會的職業康復及發展服務一直走在前線，並堅守服務宗旨，結合工商元素，以創造更多就業及培訓機會予殘疾人士。

Sin Ying's case demonstrates that the vocational rehabilitation and development services provided by the Society have always been at the forefront. The Society continues to uphold its service principle to include vocational and business elements for the creation of more employment and training opportunities for persons with disabilities.

1. 服務使用者細心地照料水耕菜  
Service user takes good care of hydroponic vegetables
2. 石圍角工場水耕種植訓練室  
The hydroponics training room in Shek Wai Kok Workshop
3. 「康姨餅房」工友與職員打成一片，齊心合力推銷曲奇  
Staff members and workers of "Madam Hong's Bakery" work together for the sale of cookies

## 服務重點

本會職業康復及發展服務內容多元化，包括工場、輔助就業、在職培訓計劃、社會企業和職業康復延展計劃等。去年度工作重點如下：

### 凝聚工商力量

得到共超過七十間工商機構客戶的支持，全年總生產收入接近港幣三百五十萬元，較去年提升了百分之十三。

### 推行水耕種植先導訓練計劃

石圍角工場獲善長贊助設立水耕種植訓練室，首批水耕菜已於2014年3月收割。

### 社會企業「康融服務有限公司」

截至2014年3月31日，康融共創造了四十四個就業職位，約七成三的僱員是殘疾人士，並得到超過一百五十個工商客戶伙伴的支持，全年總收入高達港幣四百二十多萬元，成績令人鼓舞；位於海防博物館的「康姨咖啡室」成功獲社會福利署「創業展才能」計劃贊助，可同時聘請八名殘疾人士。

### 公開就業

本會透過輔助就業服務及在職培訓計劃，去年成功協助二十五名服務使用者獲公開就業。

### 獲頒發「室內空氣質素檢定證書」《卓越級》

葵興職業發展中心連續四年獲環境保護署頒發此項證書，成為全港首間獲此殊榮的非政府機構。

## Service Focus

Vocational rehabilitation and development services provided by the Society are multi-faceted including workshop, placement, on-the-job training, social enterprise and work extension programme, etc. Highlights of work last year are as follows:

### Enlisting the resources of the commercial sector

With the support of over 70 companies, total production value of last year approached HK\$3.5 million, an increase of 13% over the previous year.

### Carrying out pilot hydroponics training project

Sponsored by a philanthropist, hydroponics training room is set up in Shek Wai Kok Workshop. The first batch of hydroponic vegetables had been reaped in March 2014.

### Social enterprise "Hong Yung Services Limited"

Up to 31 March 2014, a total of 44 posts have been created by Hong Yung, about 73% of the employees are persons with disabilities; more than 150 corporate partners support the services of Hong Yung, resulting in a total annual income of HK\$4.2 million more. The result is indeed encouraging. The "Madam Hong Cafe" located in the Hong Kong Museum of Coastal Defence has successfully received sponsorship from the "Enhancing Employment of People with Disabilities through Small Enterprise" Project of the Social Welfare Department. Eight persons with disabilities can be employed at the same time.

### Open employment

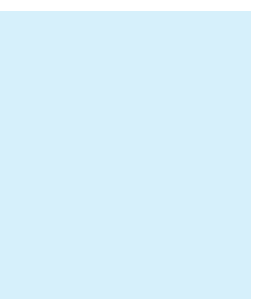
25 service users with the assistance of the Society have been successfully employed through supported employment service and on-the-job training programme in the open job market.

### IAQ Certification Scheme "Excellent Class" Award

Kwai Hing Vocational Development Centre has been awarded this certificate for four consecutive years by the Environment Protection Department, the first non-governmental organisation to receive such honour.



1. 「康姨餅房」連續五屆於社會企業博覽會中贏得多個獎項，為餅房工友增添信心  
For the fifth time in a row, "Madam Hong's Bakery" has won a number of awards at the Social Enterprise Exhibition, becoming a boost of confidence for workers of the bakery
2. 葵興職業發展中心獲頒發「室內空氣質素檢定證書」《卓越級》  
Kwai Hing Vocational Development Centre is awarded the IAQ Certification Scheme "Excellent Class"





我很滿意現在的生活和工作！

I am now very satisfied with my life and job!

康

服務使用者 扶康會康晴天地  
Service User FHS Sunrise Centre

## 康復路上的好伙伴

### Good Partner on the Road to Recovery

周叔康  
CHOW Suk Hong



1. 在中途宿舍接受服務期間，叔康（左二）與職員及舍友成為了互相支持的好友  
While staying in the halfway house, Suk Hong (second left) and staff and the other service users become good companion and support one another
2. 在嚴重殘疾人士宿舍的工作重新增添叔康（右）對自己的信心  
Suk Hong has re-established his self-confidence while working at the hostel for persons with severe intellectual disabilities
3. 雖然叔康工作忙碌，但他還是享受箇中的樂趣  
Although Suk Hong is very busy at work, he still enjoys his work very much

無論在工作或住在中途宿舍時，人人叫我「叔康」，或將我的名字掉轉讀為「康叔」。我很喜歡照顧智障人士的工作，能夠獲得工作機會，要從 2007 年入住扶康會說起。

我是一位精神康復者，經醫生轉介申請中途宿舍以學習重整人生目標，讓自己能在日後重返社區生活。不久，就輪候到扶康會康復中心悅智之家的中途宿舍服務，包括：認識精神病和有關藥物、學習適當地處理個人情緒、培養良好的工作習慣、建立有規律的生活等。

適應了宿舍生活後，社工推薦我到康復中心三樓一所嚴重殘疾人士宿舍擔任照顧助理，約兩年後晉升為二級照顧員。工作雖令我感到疲累，但得到宿舍護士及舍監的支持和鼓勵，我深深感受到在康復的路上並不孤單，而且漸漸建立了足夠的信心和過獨立生活的能力。因康復進度理想，我其後透過體恤安置申請入住香港仔石排灣邨的單位，並加入扶康會精神健康綜合社區中心——「康晴天地」成為會員。

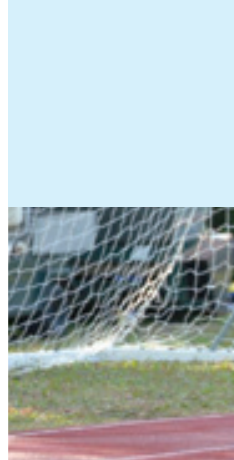
康晴天地位於華富邨，距離我家只有約廿分鐘車程，其服務為我離開宿舍之後重返社區生活給予全面的支援和幫助。我的個案社工不但會定期家訪，了解我獨立生活的情況，而且在適應新生活和工作上提供寶貴意見。

People call me “Suk Hong,” or turn it around “Hong Suk” at my work place or when I lived in the half-way house. I enjoy my job looking after persons with intellectual disabilities. To have the opportunity to work, it all started in 2007 when I moved into the Society.

Being an ex-mentally ill person, I was referred by doctor to a halfway house where I could learn to adjust my goal for re-integration with the community. Soon I was admitted to the Society's halfway house – Yuet Chi Home, where services offered to service users include: to obtain knowledge of mental illness and related medications, to learn how to manage one's own emotion properly, to develop appropriate working habits and to establish a life of discipline, etc.

Having settled down to the life in the hostel, I was recommended by a social worker to work as a Care Assistant in the hostel for persons with severe intellectual disabilities on the third floor of the Society's Rehabilitation Centre. After two years, I was promoted to Care Worker II. Although work makes me tired, the support and encouragement I get from nurses and warden of the Home make me feel that I am not alone on the way to recovery. Gradually, I feel more confident and build up the ability for leading an independent life. My rehabilitation has gone well. Through compassionate rehousing, I get a unit in the Shek Pei Wan Estate in Aberdeen and become a member of the Society's Integrated Community Centre for Mental Wellness - Sunrise Centre.

The Centre is located in Wah Fu Estate, only 20 minutes by car from my home. They provide full support and assistance for my return to live in the community. Social workers visit me at my home on a regular basis so they have full understanding of my life of independence, and give me valuable



在康復路上，叔康一直勇往直前，積極活出生命的意義  
On the road to recovery, Suk Hong always strides forward with determination, giving meaning to life

中心常舉辦多元化小組及康樂活動，讓我和其他會員一起參加以充實閒暇。

目前，我的生活和工作情況理想，精神好情緒亦穩定。雖然我是獨居，但生活充實，還有社工定期探訪，在有需要時給予適切的支援，可見康晴天地的服務真的「貼身」又「貼心」！

advice for my new life and work. There are also various activities at the Centre where we can participate in leisure time.

At the moment, my life and work go well, I feel good and my emotion is stable. Despite living alone, I have led a full life. Also, visits by social workers provide me with timely and suitable support. They are always close by and their services are heart-warming.

## 社區精神康復服務 Community Psychiatric Services



叔康是中途宿舍成功離舍的例子，同時是跨專業團隊灌溉下的果實。在社區支援方面，康晴天地與康復者同行，在人生路上再踏步向前。

Suk Hong is not only an example of service user of halfway house stepping out successfully, but also the fruit of the hard work of a multi-disciplined team. On district support, staff of Sunrise Centre helps ex-mentally ill persons stride forward again and accompanies them in their new life.

### 服務重點

本會社區精神康復服務一直與時並進，透過更多樣化及多元化活動介入手法以切合不同年齡層和不同病類的康復者的興趣和需要，去年度的工作重點包括：

#### 生活新體驗

透過參與種植小組、康文署社區園圃計劃、南山露營和澳門一天遊等活動，讓服務使用者有不同的生活體驗。

### Service Focus

The Society's community psychiatric services have always kept abreast with changing demand. Various and multi-faceted activities are offered to meet the needs and interests of different age groups or persons with different psychiatric disabilities. Highlights of work last year are as follows:

#### New life experience

Through participating in planting group, the “Community Garden Programme” held by the Leisure and Cultural Services Department, camping at Nam Shan Campsite and Macau day tour, service users could have different life experience.

1. 中途宿舍服務使用者體驗戶外露營生活  
Service users of halfway houses experience outdoor camping
2. 康晴天地舉辦旅行活動，增進會員間的認識  
Outing organised by Sunrise Centre for socialising





1. 服務使用者於「苗圃挑戰十二小時慈善越野馬拉松2013」活動中勇奪獎牌  
Service users get medals at the "Sowers Action-Challenging 12 hours Charity Marathon 2013"
2. 服務使用者參與「同行共跑——社工日(香港)2014」長跑比賽，挑戰三或十公里的賽事  
Service users participate in the 3 and 10 km races at the "Social Work Day (HK) Marathon 2014"

## 更新護理手冊

全面檢視護理服務，完成護理手冊的更新，訂立了更具體和具成效的服用藥物訓練藍圖。

## 舉辦治療小組及精神健康講座

內容包括妄想與幻覺處理、都市病認識及預防和壓力管理等，以配合不同康復進程的服務使用者。社工和護士更攜手舉辦復元小組，讓服務使用者能掌握自己的復元之路。

## 發揮精神康復者的運動潛能

中途宿舍的服務使用者參加了「苗圃挑戰十二小時慈善越野馬拉松2013」，勇奪公開組第八及第十名的獎牌。

## 重視「以人為本」的理念

康晴天地加強服務使用者參與設計其個別復元計劃，因應個案的不同需要作適切的介入；發展「康晴大使」計劃，為有需要的服務使用者度身訂造個別工作訓練，提升他們的工作動機和能力；為實踐服務使用者參與，在不同的服務中設立平台，讓服務使用者享有高度的自主權及參與服務管理。

## 與社區伙伴緊密聯繫

康晴天地積極與區內不同類型的服務單位，包括長者服務、家庭服務、青少年服務、醫院及學校等相互合作，籌辦社區教育活動，推廣精神健康的訊息。



康晴天地與香港小童群益會賽馬會海怡青少年綜合服務中心協辦「BS 展藝 Show」社區活動，宣揚逆境自強、輕鬆生活，關注精神健康的訊息。  
"BS Talent Show", jointly organised by Sunrise Centre and The Boys' & Girls' Clubs Association of Hong Kong Jockey Club South Horizons Children & Youth Integrated Services Centre, promotes the message of being strong at adversity, easy living and mental wellness

## Update of nursing manual

The nursing manual has been updated as a result of a comprehensive review of nursing services. A more substantive and more effective training blueprint for taking medication has now been in place.

## Organising therapeutic group and mental wellness talk

Contents include the treatment of hallucination and delirium, understanding and prevention of stress resulting from city life and stress management etc., to meet the various needs of service users who are at different stages of recovery. Service users would have better grasp of their road to recovery by joining the therapeutic group jointly organised by social workers and nurses.

## Developing ex-mentally ill persons' potential in sports

Service users of halfway houses participated in the "Sowers Action – Challenging 12 hours Charity Marathon 2013" and won the 8<sup>th</sup> and 10<sup>th</sup> places in the Open Group.

## Putting emphasis on "people-oriented" approach

Sunrise Centre enhances service users' participation in the design of individual rehabilitation plan where appropriate assistance would be introduced where possible. The "Ambassador of Sunrise Centre" scheme is being developed. Individual job training programme is custom-designed for service users if such needs arise so as to enhance their motivation to work, and equip them with working capability. Service users enjoy high level of independence and participate in service management through platforms provided at various services, putting the concept of "user participation" in practice.

## Having close contact with community partners

Sunrise Centre actively involves in organising community education activities with various service units including elderly service, family service, youth service, hospitals and schools within the community to promote the message of mental health.

媽是我的最佳拍檔！  
My mother is my best partner!

何家樂

服務使用者  
Service User

扶康會天水圍地區支援中心  
FHS Tin Shui Wai District Support Centre

## 我的最佳拍檔 My Best Partner

何家樂  
HO Ka Lok



家樂的最愛 – 可樂  
Ka Lok's favourite - Coke



1. 家樂和媽媽以草原樂隊隊員身份參與音樂表演  
Ka Lok and mum, members of the Meadow Band, participate in a musical performance
2. 二人亦攜手參與本會「共融齊OK比賽」，一展歌喉  
The two of them sing at the Society's "Karaoke Together" Competition

大家好！我是家樂仔，今年廿九歲。我是一位輕度智障兼有威廉氏症候群人士，自2005年開始接受扶康會家居訓練及支援服務，其後轉為扶康會天水圍地區支援中心的會員。

中學畢業後，因我對工場工作興趣不大，所以便接受家居訓練服務。現在社區支援服務除了提供上門訓練外，還提供多元活動讓我選擇。導師及社工亦會按平日的觀察，向我推介合適的活動讓我參加，甚至落力遊說，減輕我內心的憂慮，令我的生活空間可以更加廣闊！

不單只我較以前積極活躍，連我媽媽也是。她不但參加地區支援中心的家長組活動，更參與單位的義務工作。我們同樣是中心草原樂隊的成員，我們把環保物品製作成為樂隊的樂器，並用它們來演奏不同的敲擊音樂。由於草原樂隊的獨特性，令我們經常被邀請

Hello, everybody! I am Ka Lok Chai and 29 years old. I am a person with mild intellectual disability and Williams Syndrome. Since 2005 I received Home-based Training and Support Services from the Society and later become a member of FHS Tin Shui Wai District Support Centre.

After graduation from secondary school, I receive home-based training service because I am not interested in working in the workshop. Now the District Support Centre provides not only training at my home but also various activities for me to choose. The instructor and social worker, based on their observation, would recommend suitable activities to me. Knowing my worry, they would talk to me and make me feel at ease to participate in the activities thus widening my living horizon.

I am not the only one who is more active, so is my mum. She participates in the activities of the parents group and the volunteer works of the District Support Centre. Both of us are members of the Centre's Meadow Band. We make musical instruments out of eco-friendly materials and play percussion music with them. Because of the band's uniqueness, we are often invited to perform at various district activities. Here I have learned to





家樂積極嘗試不同的活動，  
擴闊生活體驗  
Ka Lok actively tries different  
activities for a taste of  
different life experience

於不同的社區活動中表演。在這裡，我學會了面對群眾，學會了專注，更學會了面對壓力及團隊精神。在演出的過程中，我與媽媽往往是最佳拍檔，而我更是媽媽的音樂導師，因為每次練習新曲後，我都比她記得更清楚，要經常指導及督促她好好練習！

地區支援中心有各式各樣的活動，從中不但能接觸到各階層的社區人士，而且能體驗不同的社區設施及服務。我期望我能更開放自己，大步踏足社區。現時我正申請在工場工作，但我相信即使有了工作，我仍會積極參與地區支援中心的活動，繼續發展我的興趣，令我的生活有更多得著！

face the public, to be attentive, to work under pressure and to have team spirit. My mum and I are often the best partners at music performances. I even become her music teacher because every time, after rehearsing a new song, I am always the one who remembers the melody. She usually practises under my supervision!

District Support Centre offers activities of various kinds. Through participation in these activities, I get to know and make contact with people with diverse backgrounds and also make use of various community facilities and services. I wish I could open myself up more and speed up integration with the community. I am now applying for a placement in the workshop. I believe even if I have to work, I would still actively involve in the Centre, to develop my interest and make my life more fruitful!

殘疾人士社區支援服務

Community Support Services for Persons with Disabilities

地區支援中心的服務不但豐富了家樂的生活體驗，而且著重對服務使用者家人提供支援，舒緩照顧者的壓力。

District Support Centre not only enriches the life experience of Ka Lok but also puts emphasis on providing support for families of service users to reduce the pressure of carers.

服務重點

社區支援服務是一項講求彈性的服務，須隨著社會的變遷而持續地作出調整，讓資源獲得充分運用。去年度工作重點如下：

回應社會需要 建立支援網絡

按地區需求，整合和提供臨時住宿服務、臨時日間照顧服務、特殊學校學生體驗計劃、假期照顧服務、家居暫托服務及晚間延展照顧服務等，為殘疾人士及其家屬提供適切的服務。

Service Focus

Flexibility is the key to providing district support services. Continuing adjustments have to be made in response to the change of the community for more efficient use of resources. Highlights of work last year are as follows:

Meeting the needs of the community and building up support network

In response to district needs, services are consolidated and include Residential Respite Service, Day Respite Service, Attachment Programme for Students of Special Schools, Holiday Care Service, Family-based Respite Care Service and Extended Care Service during nighttime, etc. to meet the needs of persons with disabilities and their families.

推廣社會共融的理念

積極發展與地區組織及商業機構的合作活動，讓年青人能對殘疾人士的不同特性有更深入的了解，並讓殘疾人士在社區內獲得更大程度的認同。

培養服務使用者參與社會事務

屯元區服務使用者會議成立至今已九年，服務使用者從自行草擬政綱、公開向會議成員闡述參選理念、爭取支持者投票到正式參與會議等，整個過程見證了服務使用者會議更趨成熟。

Promoting social inclusion

Through actively organising activities with district organisations and businesses, young people would have more in-depth understanding of the uniqueness of persons with disabilities. As a result, persons with disabilities would be accepted more readily by the community.

Training up service users for participation in community affairs

Tuen Yuen District Service Users Meeting has been in place for 9 years. From drafting manifesto, deliberation of vision to members of meeting, canvassing for votes, to participation in meetings, service users have demonstrated their maturity in the process.



1. 會員參與「齊來露一露」活動  
Members at the "Let's Camp"
2. 定時舉行服務使用者會議  
Service Users Meeting held on a regular basis
3. 會員到天星碼頭進行展銷活動  
Members participate in a sales campaign at Star Ferry
4. 會員透過「我要做大廚」活動，發揮合作精神  
Members practise co-operation through "I want to be a chef"







## 我愛我家

I Love My Home

蔡珠女  
CHOI Chu Nui

我的好姐妹是佩芬！  
Pui Fun is my best buddy!

13132121

家庭成員 扶康家庭一和諧軒  
Family Member FHS Concordia Casa Famiglia



1. 扶康家庭的生活令珠女(右)感到溫馨、快樂、滿足  
Living in Casa Famiglia makes Chu Nui (right) feel warm, happy and contented
2. 珠女(左二)與和諧軒的好姐妹  
Chu Nui (second left) and her sisters at Concordia

大家好，我是珠女。認識我的人都會覺得我的笑容燦爛，一副幸福滿滿的樣子。其實，我是一個孤兒，至今都不知道家人是誰。但這些已不再重要，因為現在我有一個溫暖的家，有爸媽，也有兄弟姐妹。

我的家叫「和諧軒」，是其中一所扶康家庭。這裡雖沒有現代化的裝修，卻乾淨整潔、窗明几淨。每日「放學」回家，家姆妹宜或是潘姑娘就會在門口高興地迎接我回來。之後，在工場上班的兄弟姐妹也陸續回來。大家圍桌而坐，一起享受家姆精心烹調的晚餐。飯後，我會主動幫忙收拾碗筷及桌椅，而其他兄弟姐妹們也會一起清潔飯廳。接下來我和佩芬會一起坐在檯邊砌彩色積木。兄長麥生常常教導我們，雖然佩芬和我性格不同，時有摩擦，但始終是好姐妹，應該互相包容。

週六日是我們最開心的日子，因為有很多活動可以參加，例如唱K、一起外出逛逛、參加「樂融融」靈性活動等。還會有固定

Hello, I am Chu Nui. I smile all the time and people think I look happy enough. The fact is I am an orphan and don't know who my family is even now. But this no longer matters because I now have a warm home, complete with parents, brothers and sisters.

The place I call home is "Concordia", one of the Casa Famiglia (small group homes) run by the Society. Though there is no modern decoration, it is clean and tidy. Every day, coming back home from "school", housemother Mui Yee or Sister Poon would be there to greet me. Afterwards, other brothers and sisters working in the workshop also arrive. Everybody sits around and enjoys tasty dinner prepared by housemother. After dinner, I'll help clean the table and move the chairs back to their position. Other brothers and sisters will also help with the clean-up. Then I will play lego with Pui Fun. Elder brother Mr Mak often teaches Pui Fun and me that we are sisters after all and should bear with each other, though we have different characters and fights sometimes.

Saturdays and Sundays are our favourite days because there are many activities such as Karaoke, going out, or spiritual activities, etc. There will also be visits by our regular friends. I love spending time with

朋友到訪，我最喜歡和他們一起，因為他們接納我成為他們的一份子。我們每星期還會去教堂參與彌撒活動，這時我不禁想起曾和我們一起生活過的兄弟阿布，家姆說他在天國過得很好。我不知道天國在哪，但希望他可以像我們一樣開心、幸福。

我是一個普通不過的智障人士，但我很幸運，因為我可以重新擁有一個家，而且有那麼多人關心我、愛錫我，真想大聲高呼：「我愛大家，我愛我家！」

them because they treat me like one of them. We also go to church on every Sunday to attend mass. This is the time I often think of Ah Po who used to live with us. Housemother said he is in heaven now and lives well. I don't know where heaven is but hope he is as happy and fortunate as every one of us here.

I'm just an ordinary person with intellectual disability, but I'm very lucky because I now have a home again with so many people who care for me and love me. I really want to tell them at the top of my voice: "I love every one of you! I love my home!"



珠女(右二)與固定朋友到老人院表演魔術  
Chu Nui (second right) and regular friends perform magic at a home for the elderly

## 香港賽馬會社區資助計劃：扶康家庭

The Hong Kong Jockey Club Community Project Grant: Casa Famiglia

智障人士是社會的一份子，應享有家庭生活的權利。

珠女的故事讓我們了解扶康家庭的服務特色：讓孤兒或父母因年老而無能力照顧的智障成人享有家庭生活及固定朋友。

Persons with intellectual disabilities are members of the community and are entitled to enjoy the right of family life.

Through Chu Nui's story, we realise the service uniqueness of Casa Famiglia. Orphans or adults with intellectual disabilities whose parents are too old to take care of them anymore, can still enjoy family life and have regular friends.



由三藩市自閉症人士組成的樂隊「圓夢先鋒」於2013年9月與超靈軒家庭成員共晉晚餐  
"Dream Achievers", a band made up of persons with autism from San Francisco, have dinner with family members of Radiance in September 2013





扶康家庭成員享受結伴外出的樂趣  
Members of Casa Famiglia enjoy having outings together

## 服務重點

扶康家庭屬扶康會的自負盈虧服務，獲得香港賽馬會慈善信託基金透過「香港賽馬會社區資助計劃」資助部份經費。自1997年至今，本會共成立了四所扶康家庭，分別是「邂逅軒」、「和諧軒」、「婉明軒」及「超瑩軒」，工作重點如下：

### 讓服務使用者享有家庭生活

為智障家庭成員提供「以人為本」的家庭照顧，滿足他們日常生活和身心發展的需要。

## Service Focus

The Society's Casa Famiglia is a self-financed service. The expenditure is now partially funded by the Community Project Grant of The Hong Kong Jockey Club Charities Trust. A total of 4 units of Casa Famiglia have been established by the Society since 1997. They are "Encounter", "Concordia", "Splendor" and "Radiance". Highlights of work last year are as follows:

### Service users enjoy family life

With "people-oriented" approach, family care is provided to Casa Famiglia members with intellectual disabilities for their daily life and their needs for physical and mental development.

### 擁有固定朋友

社區義工認同扶康家庭的精神及理念，以固定朋友的身份經常探訪智障家庭成員和協助扶康家庭的活動。本年度共有八十四位固定朋友和十個社區團體探訪扶康家庭。

### 參與恆常社區活動

透過參與恆常教會和社區活動，扶康家庭成員與社區人士建立起廣泛和融洽的關係。獲悟宿基金會有限公司贊助，扶康家庭成員於2013年9月到澳門進行交流活動，拓闊生活體驗。

### 扶康家庭成員人數

去年，共有三十位智障成人接受扶康家庭住宿照顧服務；截至2014年3月31日，扶康家庭有十一位全職家姆、五位替假家姆和九位社區人士以義工身份擔任兄長，一起照顧扶康家庭成員。

### To have regular friends

Community volunteers who agree with the spirit and vision of the Casa Famiglia would visit family members there as regular friends and provide help in the activities held by the Casa Famiglia. A total of 84 regular friends and 10 community organisations visited the Casa Famiglia last year.

### Regular participation in community activities

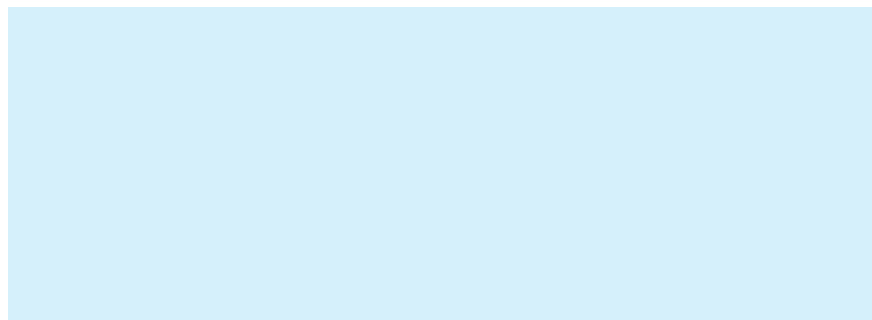
Members of Casa Famiglia and that of the community establish close relationship through regular church and community activities. Sponsored by the Providence Foundation Limited, the members of Casa Famiglia visited Macau for exchange activities in September 2013, widening their life experience.

### Number of Casa Famiglia members

Last year, a total of 30 adults with intellectual disabilities received residential care services of Casa Famiglia. As at 31 March 2014, Casa Famiglia have 11 full-time housemothers, 5 part-time housemothers and 9 community volunteers as their elder brothers, jointly taking care of the Casa Famiglia members.



1. 香港慈靈於2013年5月探訪和諧軒  
Hong Kong Huling visits Concordia in May 2013
2. 社區團體於中秋佳節抽空探訪扶康家庭成員，體現共融、關愛精神  
Community organisation visits family members of Casa Famiglia at Mid-Autumn Festival to show their affection and put social inclusion in practice



2



1. 本會創辦人之一及神師方叔華神父（左）頒發義工證書予扶康家庭的義工  
Fr BONZI Giosuè G., one of the founders and the Spiritual Adviser of the Society, presents certificates to Casa Famiglia's volunteers
2. 扶康家庭參加了由教區傳教人士牧民中心於2013年6月舉辦的「樂融融慕道班畢業禮」  
FHS Casa Famiglia at the graduation ceremony of the "Jolly Catechism Class" organised by the Diocesan Pastoral Centre for the Disabled in June 2013



2



## 我會一點一點地進步

### I Shall Improve Slowly But Gradually

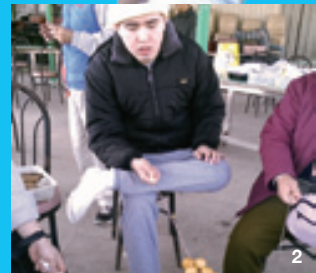
蔡守仁  
CHOI Shau Yan

我現在學識用圖卡表達飲水的需要！

I know how to use visual card now when I am thirsty!

守仁 守仁

服務使用者 扶康會山景成人訓練中心  
Service User FHS Shan King Adult Training Centre



1. 守仁接受手工藝訓練  
Shau Yan receives training for arts and craft skills
2. 守仁漸適應中心的生活，並與同伴融洽相處，一起享受燒烤的樂趣  
Shau Yan is gradually getting used to the life in the Centre and enjoys BBQ with his companions

我是阿仁，自小在新界圍村生活。我沒有語言能力，又不懂與人接觸，常獨個兒活動。我經常把身體搖晃，又會不停將周圍的物件擺放至令我認為滿意的位置。由於種種特別的行為，令很多人不願意去接觸我。幸好，我有父母及姐姐照顧我。縱使我常做出一些令他們尷尬的行為，他們仍對我非常體諒，會循循善誘教導我，甚至作出不同的調節迎合我的需要。他們對我的愛，我又怎會不知道？

初進入扶康會山景成人訓練中心時，大家都很擔心我能否適應。導師仔細地向我介紹中心的環境及流程，讓我的心安定下來。為了使我更輕鬆地適應中心的生活，職員們事前都為我好準備。例如，我一向是用私家餐具進食，否則我會很不習慣，所以中心亦為我作出特別安排，讓我使用私人餐具。不過，當導師觀察了一天後，覺得我的適應力不錯，便鼓勵我嘗試用中心碗筷進食。在第一個星期，我便成功了，從此我對食具不再過份執著。

在學習上，中心安排我在一個專為自閉症人士提供訓練的小組，在那兒我不再感到孤單。每天，我都能夠清楚知道需要進行什麼活動。

I am Ah Yan and have lived in walled-village in the New Territories since I was small. I lack language ability and social skills and am usually on my own. I waver my body a lot and also move things around to spots where I am satisfied with. People do not want to approach me because of my peculiar behaviour. Fortunately, my parents and sister care for me. Even though I embarrass them often, they still bear with me and teach me with patience. They even make different adjustment to meet my needs. How could I not know they love me?

When I first joined the Society's Shan King Adult Training Centre, everybody worried whether I could adapt. The instructor gave me very detailed introduction about the Centre, and how things go so it would be easier for me to settle down. They would also make preparation for me to help with my adjustment to the new life in the Centre easier. For example, I always use my own eating kit or I would have a difficult time. The staff in the Centre therefore made special arrangement for me so I could use my own eating kit. Having observed me for a day, the instructor found that I did have the ability to adapt and encouraged me to use those supplied by the Centre. I have made it in the first week and become less obsessed with eating utensils.

On learning, I was placed with a group providing specific training for persons with autism and I don't feel lonely anymore. Every day, I know what kind of activity would take place. The instructor knows that there are reasons of my peculiar behaviour. She tries to understand me and

導師明白我各種「怪異」的行為，其實都是有原因，所以她嘗試利用不同的方法去了解我、鼓勵我。現在，我已習慣用圖卡(PECS)來表達飲水的需要。此外，由於我經常擺動身體，職員明白我有感覺統合障礙，於是安排職業治療師為我進行評估，設計治療項目，包括擦身體、在座椅上轉動等活動來滿足我的需要。現在，我搖晃身體、大力踏地的行為已減少了。

我會繼續努力學習，聽從導師的說話。希望大家能明白自閉症人士的特質，願意與我們溝通。感謝你們的愛及包容，令我一點一點地進步！

encourage me by different means. Now, I have got used to using visual card (PECS) to show that I need water. Also, staff here understand that the reason I keep my body moving all the time is because of my sensory integration difficulties. Occupational therapist was arranged to make assessment for me. Treatment was designed for me including rubbing body and turning on a chair so as to satisfy my need. Now, my peculiar behaviour such as frequent body movement and stumping on the ground has become less and less frequent.

I will keep trying hard and listen to my instructors. I hope people would understand the behaviour of persons with autism and would be willing to communicate with us. Thank you for your love and tolerance so I can improve slowly but gradually.

## 自閉症及發展障礙人士服務

### Services for Persons with Autism and Developmental Disabilities

阿仁的個案反映本會十分關注自閉症服務使用者的需要，特別是新收納的服務使用者。本會跨專業團隊透過適切的介入計劃及策略，協助自閉症服務使用者適應新環境，增強他們在不同範疇的能力，如溝通、社交及興趣等方面，讓他們積極發展其潛能。



Ah Yan's case shows that the Society puts much emphasis on the needs of service users with autism, especially new users. The design of plans and strategies by a multi-disciplinary team helps service users with autism adapt to the new environment more easily and enhance their capabilities in various aspects such as communication, social life and interests.

1. 自閉症服務使用者對室內划艇活動甚感興趣  
Service users with autism find indoor rowing interesting
2. 自閉症服務使用者與職員結伴參與「奔向共融——香港賽馬會特殊馬拉松2014」  
Service users with autism and staff participate in the "iRun - Hong Kong Jockey Club Special Marathon 2014"
3. 服務使用者學習運用 PECS 表達個人需要  
Service user learns how to use PECS to express his needs



## 服務重點

隨著自閉症人士不斷增加，他們的需要更趨明顯。自閉症服務工作小組及牽蝶中心致力向他們提供多元、優質服務，進一步提升他們的生活質素。去年度工作重點如下：

### 強化服務使用者的溝通能力

積極推動使用圖片交換溝通系統(PECS)來強化自閉症服務使用者的溝通能力及積極性，特別是對於一些不能說話的自閉症服務使用者，期望他們能與其他人互相溝通。

### 積極推廣體能活動

除了安排自閉症服務使用者參與特殊馬拉松賽事，亦安排他們嘗試室內划艇活動及其他合適的體能活動。

### 增強職員培訓

鼓勵職員參與由本地或海外專家學者提供之專題講座，務求進一步提升職員處理或訓練自閉症服務使用者之能力；設立網上平台，定期上載最新的自閉症資訊及個案分享，讓相關員工參考成功案例，將合適介入手法應用於日常工作中。

### 牽蝶中心提供臨床服務及培訓服務

牽蝶中心屬本會自負盈虧的服務，臨床服務範圍主要為自閉症人士及發展障礙人士提供感覺統合治療；培訓服務為本會職員提供自編課程，亦會邀請海外學者為本會員工及業界同工提供專門技巧或知識講座及工作坊。

## Service Focus

With the increase in the number of persons with autism, their needs become more apparent. Through the multi-faceted and quality services provided by Autism Services Working Group and Hin Dip Centre (HDC), persons with autism may improve the quality of their life. Highlights of work last year are as follows:

### Strengthening communication skills of service users

Actively promote the use of PECS to strengthen communication skills as well as motivation of service users with autism. Those who are unable to speak would hopefully be able to communicate.

### Promoting physical activities actively

Apart from participating in the Special Marathon, attempts have also been made for service users with autism to try indoor rowing and other suitable sports activities.

### Strengthening staff training

Staff is encouraged to participate in seminars organised by local or overseas professionals to strengthen their ability for management or training of service users with autism. On-line platform is set up for regular sharing of latest information and cases on autism. Relevant staff may make reference or make use of the successful cases for their daily work.

### Providing clinical services and training services at HDC

HDC is the Society's self-financed service. Its clinical services mainly include sensory integration therapy for persons with autism and developmental disabilities. HDC not only tailor-makes training course for staff members of the Society, but also invites overseas professionals to give talks and workshops on specific skills or knowledge for training of the Society's staff members as well as those in the same field.

## 你願意成為我的老友記嗎？

### Do You Want to Be My Buddy?

黃佩華  
WONG Pui Wah

我喜歡和老友記一同活動，  
也愛和媽媽一起打乒乓球！  
I like spending time with my friends.  
I also like playing table tennis  
with my mum.

黃佩華

服務使用者  
Service User  
扶康會葵興職業發展中心  
FHS Kwai Hing Vocational Development Centre

黃媽媽當然是佩華心中最重要的「老友」  
Mother is definitely the best buddy of Pui Wah



1



2

1. 佩華(右)與老友記  
Pui Wah (right) and buddy
2. 佩華與老友記的活動十分多元化  
Pui Wah and her buddy enjoy various activities

我是黃佩華，今年48歲，是輕度智障人士。我是葵興職業發展中心(葵興中心)的服務使用者，又是最早參與「香港最佳老友」運動(BBHK)的老友之一。我在2004年開始參加BBHK，透過這運動，我很高興先後認識到來自不同大學及中學的老友。過去十年，我和老友記一起參加各式各樣的活動，如做月餅、到不同地方交流、參加舞會、扮模特兒行catwalk、參與無火烹飪比賽等等；在2011年，我更有機會到廣州與國內社會福利機構的工作人員及智障人士分享參加BBHK的經驗和樂趣。

由2011年開始，葵興中心與香港教育學院社會工作高級文憑課程成立了「香港最佳老友」分社。在分社內，我和學生陳家琦配對成為老友，我們的相處是平等的，彼此互相

My name is WONG Pui Wah. I am 48 years old and am a person with mild intellectual disability. I am a service user of Kwai Hing Vocational Development Centre and one of the earliest buddies of the "Best Buddies Hong Kong" Movement (BBHK). I joined BBHK in 2004. Through the Movement, I get to know buddies from different universities and secondary schools. During the past 10 years, I joined various activities with buddies such as making moon cakes, exchange visits to different places, dancing parties, catwalk, electric cooking competition, etc. In 2011, I had a chance to go to Guangzhou and shared my BBHK experience and fun with social welfare organisations and persons with intellectual disabilities from the Mainland.

In 2011, the Kwai Hing Centre together with the Higher Diploma in Social Work of the Hong Kong Institute of Education set up a BBHK chapter where I pair up with a student named CHAN Ka Kei as buddies. We are on equal ground and care for each other. Ka Kei may be better at school and computing but dancing is my strength. I teach





1. 佩華(右)與老友記扮模特兒行 Catwalk  
Pui Wah (right) and buddy perform on the runway
2. 即使做月餅、包糰、製曲奇等，也難不到佩華(前排右一)  
Whether making moon cakes, rice dumplings or cookies are no problem for Pui Wah (first right, front row)

關心，沒有高低之分。雖然家琦在讀書或計數方面比我優勝，但跳舞是我的強項，我還教家琦跳現時流行的「騎馬舞」，然後一起在最佳老友周年大會上表演。我們又經常一同參加活動，在保齡球場、卡拉 OK、日式燒烤店、機場、海防博物館等地方，都留下了我們快樂的足跡。我很開心能認識家琦這位好朋友，期待每一次活動都能與她結伴參與。

「香港最佳老友」運動擴闊了我的社交圈子及生活領域，讓我能結識不同層面的朋友，而我的社交圈子不再局限於工場，真的很高興扶康會能持續推動 BBHK，我會介紹更多朋友參加 BBHK，歡迎你一起參與，成為我的老友記！

her the most popular dance “horse riding dance” and we performed at the Annual Gala of BBHK. We often go to various activities together. Bowling alley, karaoke, Japanese BBQ restaurants, airport and the Hong Kong Museum of Coastal Defence are places where we have lots of fun. I am so happy to know Ka Kei and look forward to going to every activity with her.

The BBHK movement has broadened my social circle and experience. I get to know friends from various backgrounds. My social circle is no longer limited to the workshop. I am so happy that the Society would continue to promote BBHK and I shall ask my friends to join. Your participation is welcome and let us become buddies!



1. 「2013 年度香港最佳老友全港分社周年聯會暨傑出分社選舉頒獎典禮」於 2013 年 7 月舉行，場面熱鬧  
Happy moment at the 2013 BBHK Annual Gala cum Outstanding Chapter Award Ceremony held in July 2013
2. 「國際最佳老友」亞洲區及太平洋區總裁蘇夢月女士(左三)於 2013 年 9 月到訪扶康會  
Ms TRONE Sue (third left) Area Director (Asia & Oceania) of Best Buddies International visits the Society in September 2013
3. 蘇夢月女士(左四)更抽空訪問「康頤餅家」，一嚐服務使用者親手製作的曲奇  
Ms TRONE Sue (forth left) visits “Madam Hong’s Bakery” and tastes the cookies produced by service users

## 「香港最佳老友」運動 “Best Buddies Hong Kong” Movement

從佩華的個案，可見本會「香港最佳老友」運動致力推動智障人士與社區人士建立一對一的友誼，豐富智障人士與非智障人士的生活，促進社會對智障人士的認識及接納。

From the case of Pui Wah, it shows the BBHK movement is dedicated to promoting one-to-one friendships between members of the community and persons with intellectual disabilities, enriching the life of persons with and without intellectual disabilities, while enabling better understanding of persons with intellectual disabilities by the community.

1. 本會代表團與「國際最佳老友」創辦人 Mr SHRIVER Anthony Kennedy 合照  
The Society's representatives with the founder of Best Buddies International Mr SHRIVER Anthony Kennedy
2. 本會派出由社工及大專分社老友組成的代表團出席於美國舉行的「國際最佳老友第二十四屆周年領袖會議」  
Social worker and buddies of BBHK university chapter representing the Society attend the 24<sup>th</sup> Annual Best Buddies Leadership Conference in the US



「最佳老友」是一項非牟利的國際性友誼運動，1989 年由美國甘迺迪家族成員 Mr SHRIVER Anthony Kennedy 發起並成立，目的是讓智障人士與社區人士建立一對一的友誼，加強社區人士對智障人士的認識，促進社會共融。現時，共有五十多個國家和地區推廣此項極具意義的運動，並有一千七百所初中、高中和大學參加，累計參加人數約有七十萬人。

2004 年，國際最佳老友 (Best Buddies International) 總部邀請並授權本會於香港成立「香港最佳老友」運動 (Best Buddies Hong Kong，簡稱「BBHK」)，是香港唯一獲認可推動此項運動的機構。直至 2014 年 8 月，本會「香港最佳老友」運動共設立十八個老友分社，當中包括大專院校分社、中學分社、企業分社及社區老友分社。2012 年 10 月，香港賽馬會慈善信託基金認同 BBHK 的理念，並撥款贊助本運動三年（2012 年 10 月至 2015 年 9 月）的行政及活動開支，以大力推動「最佳老友」的共融精神。

### 服務重點

2014 年是「香港最佳老友」運動成立十周年的大日子，本會期望透過舉辦各慶祝活動，進一步向社會各界人士推廣此運動的共融精神，令他們關注及接納智障人士。去年度工作重點如下：

“Best Buddies” is a non-profit making international friendship movement. Founded in 1989 by Mr SHRIVER Anthony Kennedy, a member of the American Kennedy family, the Movement promotes one-to-one friendships between persons with intellectual disabilities and citizens. Through the Movement, the community would have better understanding of persons with intellectual disabilities and promote social inclusion. Today, over 50 countries and places have promoted this meaningful movement. About 1,700 secondary schools and universities have joined with a total of about 700,000 participants since its inception.

In 2004, Best Buddies International invited and authorised the Society to establish “Best Buddies Hong Kong” Movement (BBHK). The Society becomes the only authorised organisation to promote the Movement in Hong Kong. Up to August 2014, a total of 18 BBHK chapters have been set up by the Society including universities, secondary schools, corporations and communities. The Hong Kong Jockey Club Charities Trust, in recognition of the mission of BBHK for further promotion of social inclusion, has subsidised the recurrent expenditure of the Movement for three years from October 2012 to September 2015.

### Service Focus

2014 is the 10<sup>th</sup> anniversary, an important moment, of BBHK movement. The Society aims at further promoting the spirit of social inclusion through celebration activities for the acceptance of persons with intellectual disabilities. Highlights of work last year are as follows:



## 拓展分社

分社數目由十四個增至十八個，並成立了第二個企業分社，成績令人鼓舞。

## 向中、台、澳地區人士推廣 BBHK 精神

本會獲澳門扶康會邀請於2013年11月在「構建完整社區照顧體系——實踐與展望」研討會暨展能藝術作品展中主講《社區連繫與共融——「香港最佳老友」運動》，向中、台、澳的社福界同工、學生、家長及殘疾人士推廣 BBHK 運動之精神及分享推動友誼運動之心得和成果。

## 設立面書專頁

專頁內有 BBHK 的最新動向，期望提升社會人士對本運動之關注。

## 第十屆「香港最佳老友」運動電能烹飪比賽

比賽於2014年3月29日假鑽石山荷里活廣場舉行，吸引三百多位傷健人士組隊參賽；決賽榮獲八位知名立法會議員及協辦單位中華電力有限公司企業發展總裁莊偉茵女士支持，參與「名人匯演」，與智障人士攜手烹調美味菜式。賽事由多位星級名廚擔任評判，包括周中師傅、香港廚師協會會長麥錦駒先生、委員楊國基先生及梅納安先生。

## Establishing chapters

The number of chapter is increased from 14 to 18, including the establishment of the second corporation chapter. It has been a fruitful year.

## Promoting the spirit of BBHK among people in Mainland China, Taiwan and Macau

The Society was invited by Fuhong Society of Macau to give a presentation on "Social Connection and Inclusion – BBHK Movement" at the "Symposium: Building Comprehensive Community Care – Achievement and Visioning into the Future" cum Arts for the Disabled Exhibition in November 2013. It is an occasion to promote the spirit of BBHK movement and to share the benefits of the friendship movement with social workers in the rehabilitation field, students, family members and persons with disabilities from Mainland China, Taiwan and Macau.

## Setting up Facebook Page

The latest activities of BBHK are shown on the Facebook page for easy access and attention of members of the community.

## The 10<sup>th</sup> BBHK Movement Electric Cooking Competition

The Competition was held at Hollywood Plaza in Diamond Hill on 29 March 2014. Persons with disabilities and members of the community paired up for the event with over 300 participants. We have the honour to have eight members of the Legislative Council and Ms CHONG Wai Yan, Quince, Chief Corporate Development Officer of CLP Power (co-sponsor of the event), teamed up with persons with intellectual disabilities to prepare tasty dishes at the final – the "Celebrity Show". Judges of the competition included Master Chefs such as Mr CHOW Chung, Mr MAK Kam Kui, President of Hong Kong Chefs Association, Committee Members Mr YEUNG, Stephen and Mr MULLER Andreas.



1. BBHK 於 2013 年 5 月舉辦澳門交流團，向家鄉社福機構同工、家長及殘疾人士推廣 BBHK 之精神  
Macau Exchange Tour organised by BBHK in May 2013 promotes the spirit of BBHK with colleagues of local social welfare groups, family members and persons with disabilities in Macau.

2. 「香港最佳老友」運動電能烹飪比賽第四屆賽中，評審團其中一位星級名廚  
Master Chef CHOW Chung is one of the celebrity judges at the 10<sup>th</sup> BBHK Movement Electric Cooking Competition.

3. 立法會議員麥國基與在電能烹飪比賽中與服務使用者一同製作菜式  
Legislative Council member Hui LAO Yee Hong, Emily, JP prepares a dish together with service user at the Electric Cooking Competition.







企業社會責任  
**CORPORATE  
SOCIAL  
RESPONSIBILITY**



企業社會責任  
Corporate Social Responsibility

本會致力為殘疾人士提供優質服務，並身體力行關懷社區。在2013/2014年度，本會在下列不同的範疇積極實踐及推動企業社會責任。

提供義工服務的機會

本會透過各類型的義工服務，推廣傷健共融的精神，並於全年招募了不同的個人義工及企業義工隊，參與本會多元化的義工服務，包括探訪服務單位，與服務使用者一起遊戲、製作手工藝或小食，及外出活動。

於2013/2014年度，義工參與服務的次數多達一萬二千八百零三人次，當中義工張婉玲女士的服務時數更超過六百六十小時。另外，共有二十二隊企業義工隊參與提供服務。有關企業義工的詳情，請參閱本年報第七十七頁。

服務合作計劃

本會與一百六十二個外間團體建立了服務網絡，包括教育機構、醫療機構及地區組織。透過彼此的專業知識、資源或人際網絡，加強外界對康復服務的認識及提升康復服務的質素。2013/2014年度的服務合作計劃包括：

The Society is committed to caring the community, in addition to offering excellent services for persons with disabilities. In 2013/2014, the Society actively carried out and pushed forward the corporate social responsibilities in the following aspects.

Provision of Volunteer Service Opportunities

Individual volunteers and corporate volunteer teams have been recruited throughout the year. The Society provides diversified service opportunities for volunteers to promote social inclusion, including visits to service units and joining service users to play games, make handicrafts, prepare snacks and have outings.

In 2013/2014, volunteer attendance of service participation reached 12,803. In particular, the service hours of volunteer Ms CHEUNG Yuen Ling exceeded 660 hours. 22 corporate volunteer teams participated in the Society's activities. Details of corporate volunteers are shown on page 77 of this report.

Service Collaboration Projects

A total of 162 service networks have been formed with external groups, including educational institutes, medical sectors and district organisations. Through knowledge, resources and social network sharing, we have deepened the public's understanding about rehabilitation services and enhanced the quality of rehabilitation services. Several service collaboration projects were carried out in 2013/2014 as shown in the table.



1. BS 展藝 Show 參加者在活動中留言，為海怡居民帶來快樂訊息  
Participant leaves a message at the BS Talent Show, bringing happiness to the residents in South Horizons
2. 「咁着60個夢想」計劃其中一項活動「學校遊蹤」  
"School Adventures", part of "Switch on 60 Dreams" programme
3. 深水埗區「你是我的最佳老友」傷健共融計劃  
Sham Shui Po District "You are my Best Buddies" Inclusion Project
4. 透過「傷健義行」，把溫暖送給社會上有需要的人  
Spreading warmth to the needy in the community through "Walk with Love"



服務合作計劃撮要  
Summary of Service Collaboration Projects

服務合作計劃 Service Collaboration Projects	合作伙伴 Collaboration Parties	內容 Contents
學生實習 Student Placements	本地大學及專上學院 Local universities and tertiary institutes	共提供了二十六個實習機會 Offered a total of 26 placements
特殊學校學生實習計劃 Attachment Programme for Students of Special Schools	社會福利署及特殊學校 Social Welfare Department and special schools	為一百二十名特殊學校學生提供實習機會，讓他們在接受職業訓練服務前作好準備 Provided attachment placements to 120 students of special schools to better prepare them for vocational training in their adulthood
精叻操 Mind-Body-Exercise (MBE)	尊賢會 The Jade Club	在本會七個服務單位成立精叻操小組，回應老齡服務使用者的需要 Formed MBE groups in 7 service units to meet the needs of ageing service users with disabilities
精神健康月 Mental Health Month	勞工及福利局、政府新聞處及社會福利機構 Labour and Welfare Bureau, Information Services Department and social services agencies	以「家添愛·好精神」為活動主題，向市民大眾推廣家庭和諧及精神健康 With the theme of "Family Love and Spirit", to promote the messages of harmonious family and mental health to the public
BS 展藝 Show BS Talent Show	香港小童群益會賽馬會海怡青少年綜合服務中心 The Boys' & Girls' Clubs Association of Hong Kong – Jockey Club South Horizons Children & Youth Integrated Services Centre	透過不同的藝術媒介，宣揚逆境自強、輕鬆生活、關注精神健康的訊息 By employing various arts media to promote the messages of resilience in adversity, well-being and the importance of mental health
「靚祝聖誕」長者服務系列 "Wishing you a Pretty Christmas" Elderly Services Programme	保良局慧妍雅集書院 Po Leung Kuk Wai Yin College	透過學習化妝、攝影技巧和義工服務等手法，讓精神康復者和中學生合作，服務護理安老院的長者 Through the learning of makeup and taking photography, and providing volunteer services etc., to enable ex-mentally ill persons and secondary school students to jointly serve the aged in the elderly care homes
同心送愛在華富親善探訪 Goodwill Visit "Together, we send love to Wah Fu"	華富(II)邨屋邨管理諮詢委員、明愛香港仔綜合家庭服務中心、救世軍華富長者中心 Wah Fu (II) Estate Property Management Office, Caritas Integrated Family Service Centre - Aberdeen, Salvation Army Wah Fu Centre for Senior Citizens	透過探訪及送贈福袋，向華富(II)邨住戶表達關心，並介紹社會服務及轉介服務 Through delivering the lucky bags and visits, to express care and introduce social care services and referral assistance services to Wah Fu (II) Estate residents
信興集團「咁着60個夢想」 Shun Hing Group "Switch on 60 Dreams"	佛教黃鳳翎中學及香港佛教聯合會青少年中心 Buddhist Wong Fung Ling College and Hong Kong Buddhist Association Youth Center	透過舉辦一連串活動，為服務使用者達成心中夢想 Organised a series of activities to help service users achieve their dreams
傷健義行 Walk with Love	禮賢會萬隸甫夫人長者鄰舍中心 Mrs Mann Tai Po Rhenish Neighbourhood Elderly Centre	傷健人士透過探訪長者，實踐傷健一家的精神 Through visiting the elderly, people with or without disabilities actualised the spirit of "We are one Family"
深水埗區「你是我的最佳老友」傷健共融計劃 Sham Shui Po District "You are my Best Buddies" Inclusion Project	深水埗區議會長者及康復服務工作小組 Working Group on Elderly and Rehabilitation Services of Community Affairs Committee under Sham Shui Po District Council	獲深水埗區議會撥款港幣八萬一千三百多元於深水埗區內舉辦傷健共融計劃，推動「香港最佳老友」運動的精神 Sham Shui Po District Council sponsored an amount of HK \$81,308 to the Society to co-organise the Inclusion Project in Sham Shui Po District, promoting the spirit of BBHK
	香港明愛鄭承峰長者社區中心(深水埗)、香港長者協會及本會三所成人訓練中心 Caritas Cheng Shing Fung District Elderly Centre (Sham Shui Po), The Hong Kong Association of Senior Citizens and 3 Adult Training Centres of the Society	協辦計劃及舉行「鼓舞飛揚」和「筆墨誼情」共融訓練班 Co-organised the Project and Inclusion Class of "Drum & Dance" and "Chinese Penmanship"
	深水埗區內小學及友好康復服務單位 Primary schools and rehabilitation units in Sham Shui Po	推動以「你是我的最佳老友」為題的標語創作比賽 Promoted the "You are my Best Buddies" Slogan Competition



## 倡導 Advocacy

本會致力為殘疾人士及其家人爭取權益，並透過倡導工作，鼓勵他們實踐公民權利。去年，本會主要從社區教育、服務使用者及家屬充權兩方面進行倡導工作。

The Society strives for the rights of persons with disabilities and their families who are encouraged to exercise their civic rights through advocacy. Last year, the Society focused on two aspects of advocacy: community education and empowerment of service users and their families.



## 社區教育

本會康復中心獲余兆麒醫療基金贊助推行為期兩年的《殘疾人權利公約》推廣計劃，內容包括出版區域刊物《南語》、舉行社區共融活動、表演街頭話劇《他們與我》等，藉此加深社會大眾及殘疾人士對《公約》的認知和關注，讓更多人認識殘疾人士的權利並消除對他們的歧視，以締造傷健共融的社會。

### 出版《南語》

兩年共出版六期，每期印刷三千份，派發予本會服務單位、港島區中小學、公共圖書館及屋邨等。

### 舉行社區共融活動

由不同殘疾人士及義工組成「共融義工組」，策劃社區探訪活動，以行動證明如在社區內有足夠的設施，殘疾人士亦能透過義工服務回饋社會。

### 表演街頭話劇《他們與我》

由傷健人士組成的話劇團，除多次在公共屋邨（如興華二邨、愛東邨、漁灣邨、耀東邨及小西灣邨等）進行路演，亦獲救恩學校及英皇書院同學會小學邀請作講座及表演，以話劇推廣「無障礙」的信息，觀眾人數達一千一百三十人。

## Community Education

The Society's Rehabilitation Centre, with sponsorship from S K Yee Medical Foundation for two years, has embarked on the programme of the promotion of the "Convention on the Rights of Persons with Disabilities". Content of the programme includes publication of district newsletter "Southern Voices", organisation of district social inclusion activities, performance of street drama "They and I", etc. More members of the community as well as persons with disabilities would be able to have access to the message of the Convention and to be more aware of their rights thus eliminating discrimination for building a community of social inclusion.

### Publication of "Southern Voices"

Six issues, 3,000 copies each, have been published in two years. They are circulated to the service units of the Society, secondary schools and primary schools on Hong Kong Island, public libraries and housing estates.

### Organisation of district social inclusion activities

District visits are planned by the "Borderless Social Inclusion" Volunteer Group, made up of persons with various disabilities and volunteers. This is to show through adequate facilities within the district, persons with disabilities would also serve the community by providing volunteer service.

### Performance of street drama "They and I"

Drama troupe made up of members of the community as well as persons with disabilities perform road shows at public housing estates (such as Hing Wah Estate II, Oi Tung Estate, Yue Wan Estate, Yiu Tung Estate and Siu Sai Wan Estate, etc). The troupe was also invited by Kau Yan School and King's College Old Boy's Association Primary School to perform and to give talks. The drama conveys the message of "barrier-free" and about 1,130 audience attended the show.

## 服務使用者及家屬充權

本會深信任何人士皆有權利表達個人意見及參與社區生活。為此，本會積極倡導服務使用者參與會內及社區事務。同時，本會亦著力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。

### 屯元區服務使用者會議

#### 讓服務使用者實踐權利

自2010年3月開始，屯元區服務使用者在職員的協助下定期舉行會議，為自己的權利發聲。該區服務使用者在服務單位通過互選確立代表，再由代表們組成服務使用者會議。

#### 認識自我倡導的重要

服務使用者會議不僅是一個讓他們發聲、提問、溝通和表達訴求的媒介，而且更代表一份平等和尊重。隨著會議的發展，會員的分工儼然有序，相互間建立了友好的情誼，並對會議產生強烈的歸屬感，更逐漸感到自我倡導的重要。

### 「服務使用者參與」實務研究計劃

#### 分享研究計劃報告

本會精神健康綜合社區中心「康晴天地」倡導服務使用者實踐高度自主及參與單位的服務設計和管理。在2013年8月，康晴天地完成為期兩年半的「服務使用者參與」實務研究計劃，並於10月出版有關報告。

#### 參與研討會

同年11月，研究計劃小組成員參與假香港浸會大學舉行的Asia Mental Health Conference，與參加者分享研究計劃的過程及經驗。



## Empowerment of Service Users and Their Families

The Society firmly believes that every human being is entitled to express oneself and to participate in community life. On this basis, the Society advocates for the participation of service users in the affairs of the Society and that of the community. At the same time, the Society also advocates participation of family members in the rights of persons with disabilities, social policies and the monitoring of quality of services provided by the Society.

### Tuen Yuen District Service Users Meetings

#### Service users practise their rights

Starting from March 2010, service users of Tuen Yuen District with the assistance from staff hold regular meetings where they may voice their rights. Service users in the district elect representatives within their service units who would represent them at the service users meeting.

#### Understand the importance of self-advocacy

Service users meeting is not only a platform where they may speak out, raise questions, communicate and make request, it also represents equality and respect. As the meeting develops further, the division of labour among members become clearer. As friendship established, members have also developed strong sense of belonging towards the meeting and have gradually understood the importance of self-advocacy.

### Research Project on Users Participation

#### Sharing of the Research Project

The Society's Integrated Community Centre for Mental Wellness "Sunrise Centre" advocates the practice of high degree of autonomy and service users' participation on service design and management of the service unit. The two and a half year "Research Project on Users Participation" conducted by Sunrise Centre completed in August 2013. The report was published in October.

#### Participation in conference

In November 2013, members of the Research Project participated in the Asia Mental Health Conference at the Hong Kong Baptist University to share the process and experience of the Project.

1. 服務使用者通過參與會議實踐權利，並在過程中學懂分工及增進彼此友誼  
Through participation in meeting, service users practise their rights and learn division of labour and develop friendship
2. 康晴天地經理梁佩儀與服務使用者在研討會分享「服務使用者參與」實務研究計劃的經驗  
Ms LEUNG Pui Yee, the Manager of Sunrise Centre and service users share their experience in the "Research Project on Users Participation" at the conference



## 僱員關係及發展

# Staff Relations and Development

扶康會的人力資源政策一直堅守關懷尊重員工的理念。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。

本會直接或間接為四十九位殘疾人士提供就業，並連續五年榮獲「十八區關愛僱主」的嘉許及獲頒發特別嘉許大獎，肯定了本會對殘疾人士就業的貢獻。

本會的員工人數共有一千零六十人（包括扶康會九百九十八人、扶康家庭十八人及社會企業四十四人）。去年，本會面對的最大挑戰莫過於招攬和挽留人才。因此，本會採取多項措施，積極地建立及維持一支充滿熱誠及滿有才幹的工作團隊。

## 工作重點

### 檢討各單位人手編制

本會於2013年初成立的「員工架構檢視工作小組」已完成檢討各服務單位員工基本人手編制工作。建議書經過管理層多番討論、員工意見收集及檢視、人力資源委員會和財務及投資委員會審議，最後獲董事局審批；並於2014年4月1日正式推行。新推行的人手編制，將會提高管理能力、優化服務和為應付未來發展的挑戰而作出準備。

### 提升人力資源管理系統工程

本會獲社會福利發展基金撥款，即將開展提升人力資源管理系統工程，當中包括員工培訓管理系統。期望新系統可全面提升整體人力資源管理的效率及提供更精確的管理數據。

In the Society, care and respect to staff is reflected and abreast of the human resources policies. Provision of quality services to service users cannot be achieved without professionalism and high effectiveness of staff members. Staff members are indeed the Society's valuable asset.

Leveraging on direct or indirect provision of job opportunities for 49 persons with disabilities; the Society, having received the "18 Districts Caring Employers" Award, was also presented a special award for receiving the Award for five consecutive years, in recognition of its contributions to the employment of persons with disabilities.

Last year, the biggest challenge of the Society, with total employee of 1,060 (comprising 998 staff of FHS, 18 staff of Casa Famiglia and 44 staff of social enterprise), was to recruit and to retain talent. In this respect, various measures and effort have been made to establish and sustain a passionate and high caliber team.

## Focus of Our Work

### Review of the staffing provision of all service units

The working group set up in early 2013 has completed the comprehensive review of the staffing provision of all service units. After several discussions by Management, collection and review of staff members' view, and vetting by the Human Resources Committee and the Finance and Investment Committee, the recommendation has eventually approved by the Council and implemented since 1 April 2014. The newly implemented staffing provision would raise management abilities, enhance the quality of services and meet future challenges arising from future development.

### Upgrading the current Human Resources Information System

With subsidy from the Social Welfare Development Fund, works on upgrading the Human Resources Information System including staff development record system, would soon commence. With the implementation of new system, the efficiency of overall human resources management will increase and more precise management figures would be provided.



1. 家長參與興趣班  
Parents in interest group
2. 扶康家長會組織日營及旅行等活動，向家長傳遞正面訊息  
FHPA organises day camp and outings sending positive message to parents



## 扶康家長會

### 各服務單位家長參與度攀升

直至2014年初，會員的增幅超過百分之七，現時會員人數已達四百七十多人。

### 加強家長幹事會與服務單位家長的溝通

除定期探訪服務單位家長組外，家長幹事會更在2013年成功向社會福利署申請「加強殘疾人士照顧者支援服務一次過特別撥款」共港幣三萬八千多元，通過組織家長興趣班、旅行、生命教育學習日營等活動鼓勵家長參與，各項活動共有七百四十多人參加。

### 爭取放寬醫院上午探病時間

在2013年，家長會去信明愛醫院要求放寬上午探病時間，讓智障病友的親人可以有多點時間臨床探視，減少病患者情緒的不安，其後獲院方書面回覆表示可按個別病友的情況作出考慮。

### 高度關注及回應殘疾人士的訴求

家長會派出代表參與不同的外間團體，如「家長自助組織座談會」、「爭取資助院舍聯席」與「爭取交通優惠聯席」等，積極關注及回應殘疾人士的訴求，包括智障人士老齡化衍生的問題、爭取嚴重殘疾人士照顧者生活補貼等。

## Fu Hong Parents' Association

### Increase of participation from parents of service units

Until early 2014, the number of members of Fu Hong Parents' Association (FHPA) increased 7%. Members of FHPA is now over 470.

### Strengthening the communication between FHPA Executive Committee and parents of service units

Apart from regular visits to parent groups of service units, FHPA Executive Committee successfully applied to the "One-off Special Grant for Strengthening Support for Parents' Associations of Persons with Disabilities" of the Social Welfare Department in 2013 for the sum of over HK\$38,000. The money is used for the organisation of interest groups, outings and life education learning camp to encourage participation of parents in FHPA. In total, over 740 participants were recorded in the activities.

### Requesting relaxation of hospital morning visitation hour

FHPA wrote to Caritas Hospital requesting relaxation of morning visitation hour in 2013. Family of patients with disabilities may spend more time with them to reduce the stress of the patients. Written reply from the hospital stated that consideration may be given on individual merits.

### Concern and response to request of persons with disabilities

FHPA sent representatives to participate in various groups such as "Parents Self-help Association Seminar", "Alliance for Subvented Residential Care Service", "Alliance of Fare Concessions in Public Transport for People with Disabilities", etc. Their concern and response to the request of persons with disabilities include problems associated with ageing service users and living subsidy for carers of persons with severe disabilities.



1. 透過「職員事務諮詢及發展會議」，讓員工參與機構管理  
Staff members participate in the management of the Society through "Staff Consultative and Development Meeting"
2. 總幹事透過「員工分享大會」，聆聽員工心聲  
The voice of staff members is heard by the Executive Director at "All Staff Meeting"



薪酬與福利

本會參照政府公務員薪酬機制及市場水平制訂員工的薪酬和福利，以保持競爭力。

於2013/2014 年度，本會經過檢討後，改善員工薪酬和增加多項福利，包括：

- 1. 提升部份職級薪酬幅度以配合市場水平
- 2. 增加照顧職系員工特別津貼及獎金
- 3. 提升長期服務獎的獎勵
- 4. 增加重要節日員工提早下班的安排等

本會將以家庭友善作為檢討現行政策及措施的基準，期望可幫助員工在工作與家庭生活之間取得平衡，從而提升士氣、促進僱傭關係。

員工溝通

重視雙向溝通

透過多元化和不同的渠道，建立員工與管理層之間有效的雙向溝通。藉著收集員工意見，讓他們了解本會服務策略、發展計劃及期望，加強員工的凝聚力及團隊精神。

設立不同的溝通渠道

本會設有內聯網、扶康會刊物、員工分享大會、員工諮詢機制、職員諮詢及發展會議、員工活動及扶康講場等，讓員工透過不同渠道，瞭解會方資訊並提出意見。

與總幹事對話

去年，本會共舉辦四次員工分享大會，四次職員事務諮詢及發展會議，及六次扶康講場，讓不同職級的員工可直接與總幹事對話，員工可就改善服務質素、員工福利及員工發展等事宜提出意見。總幹事亦主動與不同職系的員工代表會面，以開放、持平的態度聆聽員工心聲，與各階層員工建立和保持良好溝通。

Remuneration and Benefits

The remuneration and benefits of staff of the Society are taking reference to that of civil servants and the open market for maintaining its competitiveness for recruitment and staff retention.

In 2013/2014, the salaries and various benefits of staff members were improved through the following reviews and measures:

- 1. The salaries of certain ranks have been uplifted
- 2. Increase of special allowance and bonus for caring staff
- 3. Enhancement of long service award
- 4. Arrangement of early release for staff members on major festivals

Review on existing human resources policies and measures is based on family-friendly principle. Such review is anticipated to help staff members strike a balance between work and family life, to raise staff morale and to enhance staff and employer relationship.

Staff Communication

Emphasis on two-way communication

Communication among staff and management has been valued and an effective means of communication has been formed through diversified and different channels, especially emphasising two-way communication. In order to strengthen the cohesion and team spirit among staff members, not only opinions are collected but also service strategies, development plan and expectation on staff members are conveyed.

Setting up of various communication channels

Measures include intranet, publications, all staff meetings, consultation mechanism for staff members, staff consultative and development meetings, staff activities, Fu Hong Focus Groups, and so on.

Dialogue with Executive Director

Last year, the Society's Executive Director hosted four all staff meetings, four staff consultative and development meetings and six Fu Hong Focus Groups. Such occasions allow staff members express their views on service quality, staff welfare, and staff development, etc., directly to the Executive Director. To establish and maintain effective communication with staff members, the Executive Director, who adopts an attitude of open-mindedness and impartiality, takes the initiative to talk and listen to the voices from staff members at different positions.

關懷與獎勵

於2013/2014 年度，本會共有八十四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十七人。

透過職級制定，本會為員工提供事業發展路徑，表現突出及有能力的員工有機會獲晉升。同時，本會積極擴展員工的晉升空間，如增設高級經理、護士主任及一級社工等職級，並增加一級職業治療師、一級物理治療師、舍監及二級照顧員等職位，讓員工有更多機會發展才能。此外，本會亦會讓員工在工作崗位上作出調動，以擴闊工作視野及經驗。去年度，本會共有三十二位員工晉升及三十五位員工調職。

三十年長期服務獎 30-Year Long Service Awards



總幹事  
陸慧妍女士  
Ms LUK Wai Yin, Becky  
Executive Director

與扶康會共度難忘的卅載，全憑心中從不熄滅的一團火，以及同行者的共勉和支持，讓我能在歷練中學習和成長，衷心感謝。

It is my passion and belief in what we do, together with the support and encouragement I have received along the way, that allow me to mature with the Society over the past 30 years and inspire me to keep striving for improvements in making a difference to persons with disabilities.



健持之家舍監  
陳美霞女士  
Ms CHAN Mei Ha  
Warden of Priscilla's Home

有幸在葉會長手中接到「三十年長期服務獎」，心中滿是感激。既多謝會方的帶領，亦感謝同事的支持。讓我們繼續努力，活出有意義的人生！

I am honoured and grateful to receive the “30-year Long Service Award” from the President, Dr Ip. I would like to thank the Society for its leadership, and appreciate the support given from my colleagues! Let’s keep on going and live a meaningful life!



區域經理  
關志生先生  
Mr KWAN Chi Sang, Aldous  
Regional Manager

為何由畢業至今一直在扶康會服務？我只能用一個「情」字去解釋。無論是對學員、家長、同事、董事局成員的一份「情」，或是會長所提及的「扶康精神」，在扶康會的日子已佔了我人生一個很重要的位置。

What makes me work in the Society after my study till now? I can only use one word to explain and that is “LOVE”. No matter it is the love for service users, parents, colleagues, members of the Council, or as mentioned by the President - the “Fu Hong Spirit”, the days in the Society means so much to my life.



## 員工活動 Staff Activities



1. 齊聚各單位的員工聚會一堂，共賀新禧  
Staff members of all service units get together to celebrate the Lunar New Year at the Annual Dinner
2. 員工春茗設有抽獎環節，氣氛緊張熱鬧  
Exciting moment during the lucky draw session at the Annual Dinner
3. 職諮會舉辦保齡球會活動，增進員工和諧及友誼  
Bowling organised by members of Staff Consultative Meeting for socialising

## 「扶康人對核心價值的認同及實踐程度」追蹤調查

### 推動員工實踐機構核心價值

#### 推動扶康會實踐願景

配合機構文化的持續發展，本會於2009年制定五項機構核心價值：關懷尊重、專業精神、協同效應、熱誠主動及持續改善，推動扶康會實踐願景：致力成為香港最優質殘疾人士服務機構。

#### 提升員工對核心價值的認識、認同和實踐

透過舉辦不同的活動，包括好人好事獎勵計劃、卓越服務表揚計劃、核心價值良好服務/措施分享會、核心價值雋語創作比賽等，增加員工對核心價值的認識，讓各服務單位互相分享核心價值良好服務和措施。

## Longitudinal Survey on Fu Hong Staff's Recognition and Practice of Core Values

### Promote the Practice of the Society's Core Values Among Staff Members

#### Actuating realisation of the Society's vision

To complement the continuous development of the Society's culture, five core values have been identified in 2009: Care and Respect, Professional Spirit, Synergy, Pro-activeness and Continuous Improvement. Upholding of the core values is a driving force for the Society's commitment to its vision of being the best organisation in providing services for persons with disabilities in Hong Kong.

#### Raising awareness level, recognition and implementation of the core values

Various activities such as Good Deed by Good People Award, Outstanding Service Scheme, Core Value and Best Practice Sharing, Slogan for Core Value Contest, etc. are organised where all service units may share their experience and staff members' understanding on the core values can be enhanced.



各員工積極實踐核心價值，為服務使用者提供專業服務，並發揮關懷尊重的精神，彼此成為生活中的好友  
With the core values in mind, all staff members strive for the provision of professional service for service users and the spirit of care and respect for becoming friends with one another

### 進行年度核心價值追蹤調查

#### 調查目的

了解機構員工在核心價值認同及實踐程度上的進展。調查以不記名問卷方式進行，共收回八百八十份問卷，佔全體員工87.4%，顯示員工對核心價值的重視。

#### 調查結果

顯示員工對五項核心價值的認同和對各方面實踐成效的評分在7.02 - 7.77之間：

### Annual Core Values Longitudinal Survey

#### Purpose of the survey

To understand the progress of staff members in recognition and practice of core values. The survey is anonymous and 880 return were recorded, 87.4% of all staff members. This is an indication that staff members take the core values seriously.

#### Survey results

The scores for the recognition and practice of the five core values lie between 7.02 - 7.77 :

### 五項核心價值的平均得分 (1-10分) Average Score (1-10) of the Five Core Values

員工個人認同程度 Degree of recognition by individual staff	員工個人實踐程度 Degree of practice by individual staff	員工認為所屬服務單位實踐程度 Degree of practice by service units	員工認為全會實踐程度 Degree of practice by the Society
7.49 - 7.77	7.35 - 7.56	7.12 - 7.34	7.02 - 7.22

當中有接近六成員工認為與去年比較，「認同和實踐程度」有所增加，情況令人鼓舞。結果同時顯示員工「個人實踐的程度」評分稍高於「服務單位實踐的程度」和「全會實踐的程度」的評分。會方和服務單位將持續落實核心文化，為員工提供理想的工作環境和為服務使用者提供優質服務。

It is an encouraging result that close to 60% of staff members considered "Degree of recognition and practice" has improved. The result also indicated that the scores for "Degree of practice by individual staff" are slightly higher than "Degree of practice by service units and the Society". The Society and all service units will continue with the implementation of the core values for providing a better working environment for staff and quality service for service users.



職員培訓及發展

Staff Training and Development

多元化內部培訓活動

去年，培訓部舉行不同主題的培訓活動或課程合共六十八項，出席培訓員工達二千二百八十一人次。整體來說，員工對培訓活動有正面評價（詳見表一）。

Multi-dimensional Internal Training

Last year, a total of 68 training activities or courses of different topics were organised by the Training Department and there were 2,281 staff participants. Overall speaking, staff showed positive and satisfactory feedback on the training activities (See Table 1 for details).

表一：培訓部舉辦之內部培訓活動概況綜合表  
Table 1 Summary of Training Activities Organised by Training Department

	培訓課程、講座、工作坊及分享會 Training course, talk, workshop and sharing session	員工參與培訓活動總人次 Total number of staff participants	員工參與培訓活動總時數 Total training hours	培訓活動評估平均得分(最高為6分) Average "course evaluation" score for training activities (highest score is 6)	對培訓活動的滿意度 Degree of satisfaction on training activities
培訓活動統計數字 Statistics of training activities	68 項 events	2,281 人次 participants	9,535 小時 hrs	5 分 marks	82 %

恒常培訓

共舉辦二十九項恒常培訓，包括：認識智障人士的特性和需要、訓練模式、挑戰性行為的處理、智障人士老化的照顧及相關事宜的處理、自閉症、急救及職安健等培訓，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，共七百一十六人次參與。另外，亦舉辦了三次新入職員工導向工作坊，為九十七名新入職員工提供入職培訓。

Regular training

29 regular training courses were organised. Topics included the Characteristics and Needs of Persons with Intellectual Disabilities, Training Mode, How to Deal with Challenging Behaviour, the Caring of Ageing Persons with Intellectual Disabilities and Related Matters, Autism, First Aid and Occupational Safety and Health. Those courses aimed to help staff acquire and equip the necessary knowledge and skills, cultivate positive working attitude, strengthen their capacity for daily work and handling emergency. A total of 716 staff members participated. Furthermore, three Orientation and Introduction Training Sessions were arranged for a total of 97 newly recruited staff last year.

服務發展和專業培訓  
Service Development and Professional Training

展能藝術 Arts for the Disabled	舉辦四節展能藝術講座及工作坊，以提升員工對展能藝術的知識及加強運用顏色等概念和觸覺。 Four sessions of talk and workshop on arts for the disabled were arranged to provide staff members with knowledge of arts for the disabled, the concept of colour application and sensory stimuli.
香薰治療與智障人士服務 Aromatherapy service for persons with intellectual disabilities	舉辦「如何應用香薰治療於智障人士服務」工作坊，讓員工學習如何應用香薰處理智障人士的皮膚護理及改善情緒。 Workshop on "How to use aromatherapy for persons with intellectual disabilities" was conducted for staff members to learn the application of aromatherapy for skin care and emotional management of persons with intellectual disabilities.
精神復康服務之復元模式 Recovery model for ex-mentally ill persons	舉辦兩天復元模式 (Recovery Model) 培訓，以配合精神復康服務發展。 Two-day training course on Recovery Model was provided to complement the development of psychiatric service.
職業復康服務之客戶服務和社會服務應用市場學 Customer-service approach and application of marketing on social services (vocational rehabilitation)	舉行兩節有關客戶服務及在社會服務應用市場學的培訓，讓員工掌握面向客戶及了解職業復康服務市場的發展趨勢。 Two training sessions on customer service and application of marketing on social service were organised to help staff members master the knowledge of handling customers and the development trend of the vocational rehabilitation market.

加強管理職級員工的管理勝任能力

先後兩次為管理職級員工舉辦「管理及領導培訓課程——做個高效管理人」，及為高級管理人員舉行了「高級管理人員培訓課程」；亦舉辦了「如何以調解手法處理投訴及衝突」，以加強員工在應對投訴及衝突的處理技巧。

Strengthening the competence and capability for management staff

Two training courses on "Management and Leadership Training – To Be an Effective Manager" were organised for managerial staff while "Senior Management Development Programme" were arranged for senior management team. Besides, a course on "How to Use Mediation Technique for Complaints and Conflict" was arranged to equip staff members with the skills in handling complaints and conflicts resolution.

配合社會服務界行政發展步伐

舉辦會計程序、服務質素標準 (SQS) 及會方政策的分享會，令服務單位能更有效配合本會及社會服務界行政發展的轉變及有關政策。

Keeping abreast of the development on social administration and management

Training sessions on accounting procedures, service quality standard (SQS) and respective policy enactment in the Society were arranged to update and highlight the change. The sessions aimed at improving the compliance and management.

其他專業發展培訓

配合會方推動「實證為本」工作，舉辦了兩天「如何有效進行服務評估工作坊」，讓員工學習有效服務評估的知識及研究方法；回應服務使用者日趨老化及出現複雜的健康問題，提供一連串護理培訓活動，包括：造口的處理、骨科手術後護理、婦科病及健康營養飲食等，以提升護理職級員工的有關知識，應付服務使用者老化的轉變及需要。

Other professional development training

To promote "Evidence-based Practice" in the Society, a two-day workshop on "Programme Evaluation - How to Assess Service Effectively" was held. Staff members learned the knowledge and study method on programme evaluation. In response to the problems of ageing service users and associated health issues, a series of nursing care training activities were organised, including stoma care, orthopaedic surgery, gynaecological diseases, healthy and nutritious diet.

員工心理健康培訓

本會關注員工的心理健康，並舉行了三次有關壓力處理及正向心理學的培訓。

Staff mental health training

Mental health of staff is a concern of the Society. Three training sessions on stress management and positive psychology were held for staff members.





## 交流計劃與顧問服務 Exchange Programmes and Consultancy Services

本會交流計劃委員會支持及鼓勵以交流的方式，與其他地方的服務團體分享服務理念和經驗，以求增進彼此的服務質素。上年度工作重點如下：

The Society's Exchange Programme Committee supports and encourages by ways of exchange, to share service vision and experience with organisations from various locations, with a view to improving the service quality level by learning from one another. In the past year, the service highlights included:

1. 員工在課堂練習脫身法技巧  
Practice of breakaway technique at training session
2. 員工在培訓中參與角色扮演部份  
Role-play at training session



### 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，去年本會共有三百四十四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一百七十項（詳見表二）。為配合執行「職業安全及健康（顯示屏幕設備）規例」，本會去年更派出八名員工修讀「顯示屏幕設備評估合格證書課程」。另外，兩名社工前往台灣參與有關智障人士生涯規劃服務的交流探訪以吸收海外經驗。

### Encouraging Staff to Attend External Training

Apart from internal training, the Society encourages and subsidises staff members to attend external training courses, talks, conferences, seminars, workshops, exchange programmes, visits and so on. Last year, a total of 344 staff members attended 170 external training activities of various topics. In response to the enactment of the "Occupational Safety and Health (Display Screen Equipment) Ordinance", the Society sponsored 8 staff members to attend the course on "Certificate of Competence in Display Screen Equipment Assessment". Furthermore, two social workers participated in an exchange visit to Taiwan to learn overseas experience in career planning service for persons with intellectual disabilities.

### 多個國內與澳門的復康機構到本會學習及探訪

與本會進行交流活動的復康機構包括：廣州市人人社會服務中心、廣州市蘿崗區太和社會服務中心、深圳慈善公益網、深圳市福田現代社工事務所、東莞心海殘友資源服務中心、南寧殘疾兒童服務中心、澳門弱智人士家長協進會、湖南長沙市愛樂社工服務中心、南京基督教青年會/女青年會及柬埔寨 New Humanity 等。

### Many Mainland China and Macau rehabilitation organisations have made a visit and learn from the Society

The rehabilitation organisations take part in the exchange programmes with the Society included: Guangzhou Ren Ren Social Service Centre, Guangzhou Luogang Taihe Social Service Centre, Shenzhen Charity Net, Shenzhen Futian Social Workers Association, Dongguan Xinhai Resources and Information Centre for Persons with Disabilities, Nanning Service Centre for Children with Disabilities, Macau Association of Parents of Persons with Intellectual Disabilities, Hunan Changsha Aile Social Service Centre, Nanjing YMCA/YWCA and Cambodia New Humanity, etc.

表二：員工參加外間培訓活動概況綜合表

Table 2 Summary of Staff Participation in External Training Activities

培訓課程、講座、研討會、工作坊、交流探訪及分享會 Training courses, seminars, conferences, workshops, exchange visits and sharing sessions	參加人數 No. of participants	培訓總時數 Total training hours
外間培訓活動統計數字 Statistics of external training activities	170 項 events	344 人 persons
		2,214 小時 hrs



本會交流計劃委員會代表（神師方叔華神父、董事局委員李百瀨先生 MBE, JP 及郭鍵勳博士 BBS, JP）到訪南京方舟啟智中心  
Representatives of the Society's Exchange Programme Committee (Fr BONZI Giosuè G, PIME, the Spiritual Adviser, together with Council Members Mr LI Pak Ho, MBE, JP and Dr KWOK Kin Fun, BBS, JP) visit the Ark-Nanjing Special Education Center



### 獲「南京方舟啟智中心」邀請進行服務考察

交流計劃委員會主席方叔華神父與董事局委員李百瀨先生 MBE, JP、郭鍵勳博士 BBS, JP，及區域經理歐偉民先生在 2014 年 4 月按「南京方舟啟智中心」邀請進行服務考察。本會將考慮向此機構提供顧問服務，協助機構制定發展方向及設立管理操作系統，詳細的顧問計劃仍在商討策劃中。

### The Society was invited by the "Ark-Nanjing Special Education Center" as exchange visitor

Fr BONZI Giosuè G, PIME, Chairman of the Exchange Programme Committee, together with Council Members Mr LI Pak Ho, MBE, JP, Dr KWOK Kin Fun, BBS, JP, and Regional Manager Mr AU Wai Man were invited to pay an exchange visit to "Ark-Nanjing Special Education Centre" in April 2014. The Society would consider providing consultancy service to this organisation for mapping out its development direction and setting up management operation system. The detailed consultancy plan is still under discussion and planning stage.





1. 創設於不同地區，本會與「南京方舟扶康中心」在職一位服務經驗豐富、及專業人士加強聯繫。

Despite the difference in region, the Society and the "Ark-keeping Fu Hong Center" can jointly practice the spirit of caring and work for the benefits of persons with disabilities.

2. 本會區域經理陳先生與該中心的陳先生曾於去年，共同參加由本會主辦的「香港扶康中心週年大會」。

At All the Area, Regional Manager of the Society shared the various performance monitoring of Hong Kong NGOs with visitors of Nanjing YMSC/YWCA.



#### 與國內及澳門復康界同工砥礪互勉

本會屯門元朗區在2014年3月主辦了「歷久常新」區域主管退修日活動，讓同工從多角度了解復康工作的意義和價值，並重新檢視及更新自我特質，互相砥礪，為往後的工作賦予新的意義。是項活動獲深圳、順德及澳門多個社工服務團體響應和參與，包括深圳慈善公益社、福田現代社工事務所、順德區星宇社會工作服務中心、威權康復服務中心及澳門扶康會康盈中心共二十九位社工參與。

#### Encouraging and learning with counterparts in Mainland China and Macau rehabilitation sector

In March 2014, the Society's Tuen Mun and Yuen Long district has organised an "Anew as always" District Manager Retreat Day, allowing colleagues to understand the meaning and value of rehabilitation work in multiple perspective, to re-examine and update self-attribute while encouraging one another and giving new meaning for the future work. This programme has received great support and participation from many social service organisations. A total of 29 social workers came from Shenzhen, Shunde and Macau, including Shenzhen Charity Net, Shenzhen Futian Social Workers Association, Shunde Xingyu Social Services Center, Shunde Ronggui Rehabilitation Center and Hong Ieng Center, Fuhong Society of Macau.

#### 持續為澳門扶康會康盈中心提供顧問服務

是年度顧問服務的目標會順應著過往的工作重點，把復康工作理論植根及深化在中心內三個項目當中，包括協助「展能中心」及「延展服務」完善單位內的運作指引，提升管理和運作質素，亦會引進適用的認知和行為糾正法，改善學員的情緒和行為；協助相關同工為「家長資源中心」建立基礎性的工作目標及家長活動基地。

#### Continuous consultancy service to Hong Ieng Center, Fuhong Society of Macau

This year's consultancy service objective, in accordance with the previous service highlights, will deepen the rehabilitation theory onto the Centre's three projects, including to assist the "Day Activity Centre" and "Extension Services" to refine the internal operational guidelines, to uplift the quality of management and operation, and to introduce relevant cognitive and behavioural correctional approach, to help improve service users' emotion and behaviour. Moreover, to assist related colleagues to set fundamental work objectives and establish the activity base for the Parent Resources Center.





企業傳訊  
**CORPORATE  
AFFAIRS**



籌款  
Fundraising



本會衷心感謝各社區人士、企業、機構及團體在過去一年對本會的支持！本會於2013/2014 年度共籌得三百九十二萬元，讓我們拓展切合殘疾人士需要的優質服務。去年舉辦及參與的籌款活動包括：

第十屆「甜蜜心連心」步行籌款

是次步行籌款有超過一千二百名傷健人士參與，更獲影視紅星鄧萃雯小姐蒞臨主禮。她表示：「我喜歡與智障人士相處，因為他們很真，只是有時不懂得與人溝通。我每年都會抽空做慈善，為社會帶出更多正面氣氛和訊息，希望大家也能這樣做。」

The Society sincerely thanks all members of the community, corporations, organisations and groups who have rendered their support to the Society in the past year. A total of \$3.92 million has been raised in 2013/2014 enabling the Society to develop quality services to meet the needs of persons with disabilities. Fundraising activities held and participated in the past year include:

The 10<sup>th</sup> FHS Charity Walkathon

More than 1,200 participants, including persons with disabilities and members of the community, participated in the Walkathon. Ms Sheren Tang, a renowned artist, was the officiating guest. “I enjoy interacting with persons with intellectual disabilities. They are so true although sometimes they don’t know how to express their thoughts. I’ll find time every year to attend charity events to build up a sense of positivity in the community. I hope everyone will do the same.” noted Ms Tang.

愛心傳送十三周年「扶康戲曲慈善夜」

是次粵曲晚會很榮幸邀得本港及內地粵劇名伶及名唱家蒞臨演出，吸引超過一千名聽眾觀賞，扣除開支後，約有十六萬元的善款捐助本會服務。

The 13<sup>th</sup> Anniversary of Serving Love and Care “FHS Chinese Opera Charity Night”

We had the honour of the presence of famed Chinese opera singers from Hong Kong and the Mainland. Over 1,000 spectators enjoyed the performance and after deducting the expenses, about \$160,000, was raised for the services of the Society.



伙伴合作  
Partnership

「商界展關懷」計劃  
Caring Company Scheme

本年度，本會成功提名一百零九間企業及專業團體，獲得由香港社會服務聯會頒發的「商界展關懷」及「同心展關懷」標誌，其中十四間為新合作的企業。

This year, 109 companies and professional bodies were nominated by the Society and successfully awarded the logo of “Caring Company” and “Caring Organisation” from the Hong Kong Council of Social Service, 14 of which are new corporate partners.





## 協作計劃 Partnership Projects

本會積極與不同的企業及專業團體建立伙伴合作關係，透過開展多元化的協作計劃，推動社區共融及企業社會責任。2013/2014 年度協作計劃如下：

The Society actively establishes partnership with corporations and professional bodies to promote social inclusion and corporate social responsibility through various partnership projects. Partnership projects in 2013/2014 are as follows:

### 中華電力有限公司 CLP Power Hong Kong Ltd

- 連續十年支持本會舉辦「香港最佳老友」運動電能烹飪比賽，協辦及贊助此活動，推動傷健共融的精神。

For ten consecutive years, CLP has supported the “Best Buddies Hong Kong” Movement Electric Cooking Competition, by sponsoring and co-organising the activity, to promote the spirit of social inclusion.

- 連續四年揀選本會成為其「安全獎勵計劃」捐款部分的受惠機構之一。

The Society was selected to be one of the beneficiaries of its “Safety Incentive Scheme” donation for four consecutive years.

- 揀選本會成為其「你+我·燃點生活力量」短片計劃受惠機構之一。

The Society was selected to be one of the beneficiaries of its “You & I – Energy for Life” Short Film Scheme.



### 香港廚師協會 Hong Kong Chefs Association

- 連續七年為本會舉辦「國際廚師日」慈善自助午餐，讓本會服務使用者及其家屬享用多款佳餚美食，藉此傳遞他們對殘疾人士的愛與關懷。

The International Chefs Day Charity Buffet Lunch was held for the Society for seven consecutive years. Service users and their family members are able to enjoy various delicious dishes and feel the love and care of the chefs.



### 永旺(香港)百貨有限公司 AEON Stores (Hong Kong) Co., Limited

- 舉行「幸福的黃色小票活動」，安排本會連續四期成為活動受惠機構之一，並捐贈電器等物品予本會多個服務單位。

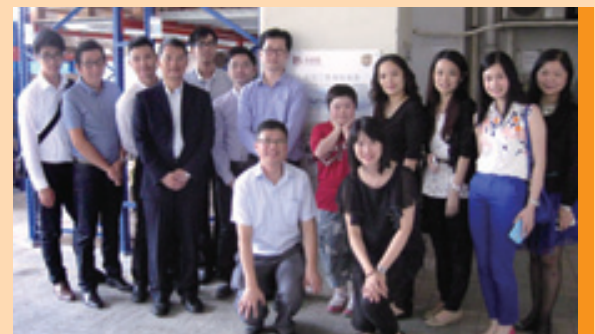
The Society was one of the beneficiaries of “Blessing Yellow Tickets Activity” for four consecutive times. AEON also donated electrical appliances to many service units of the Society.



### UPS

- 由UPS贊助的毅誠工場智能貨倉計劃於2013年8月啟用。

The Smart Warehouse Project in Ngai Shing Workshop is sponsored by UPS and has been launched since August 2013.



- 與本會合辦年度企業義工日，探訪及帶領智障人士參與不同的義工活動。

UPS and the Society co-organised the Annual Corporate Volunteer Day to arrange visits and activities for persons with intellectual disabilities.

### 大家樂集團 Café de Coral

- 於旗下二十多間分店擺放本會捐款箱。  
The Society's donation boxes are placed in over 20 branches of Café de Coral.

### 中石化(香港)油站有限公司 Sinopec (Hong Kong) Limited

- 舉行「電腦洗車慈善月」，並安排本會成為活動受惠機構。  
The Society is the beneficiary of its “Computer Car Wash Charity Month”.



## 天上天有限公司 Top & Top Limited

- 於旗下的品牌 iroiro 分店義賣多用途袋及本會康娛曲奇。
- 捐贈手袋予本會作內部義賣籌款。

Charity sale of multi-purpose bags and Madam Hong's cookies at "iroiro" shops.

Donation of handbags to the Society for internal charity sale .



## 企業義工活動 Corporate Volunteer Activities

2013/2014 年度共有二十二隊企業義工隊參與本會活動，企業義工人次多達五百二十。義工活動撮要如下：

In 2013/2014, a total of 22 teams of corporate volunteer participates in the Society's activities involving 520 volunteer participants. Volunteer activities are summarised as follows:



## 香港迪士尼樂園 Hong Kong Disneyland

- 舉辦「點點樂事·打打氣」慈善活動，並安排本會成為活動受惠機構之一，送贈樂園門票予本會服務使用者。
- 透過「迪士尼賞義工行動」，送贈樂園門票予本會義工。

The Society is one of the beneficiaries of the "Pump up Little Moments of Happiness" charity campaign. Tickets to the Hong Kong Disneyland are given to service users of the Society.

Through "Give a Day, Get a Disney Day" volunteers of the Society get free tickets to the Hong Kong Disneyland.



## 香港保險中介人商會 Hong Kong Chamber of Insurance Intermediaries

- 與思諾及怡諾成人訓練中心於 2013 年 9 月成立「香港最佳老友」運動第二個企業老友分社。

Setting up the second corporate chapter of "Best Buddies Hong Kong" Movement in Si Lok and Yi Lok Adult Training Centres in September 2013.



## 媒體報導 Media Reports

在 2013/2014 年度，由不同傳媒報道本會的消息超過四十則，主題涵蓋「香港最佳老友」運動、「社會企業」、「扶康家庭」、成人日間訓練及職業康復服務等，有助加深社會大眾對本會多元及創新服務的了解。

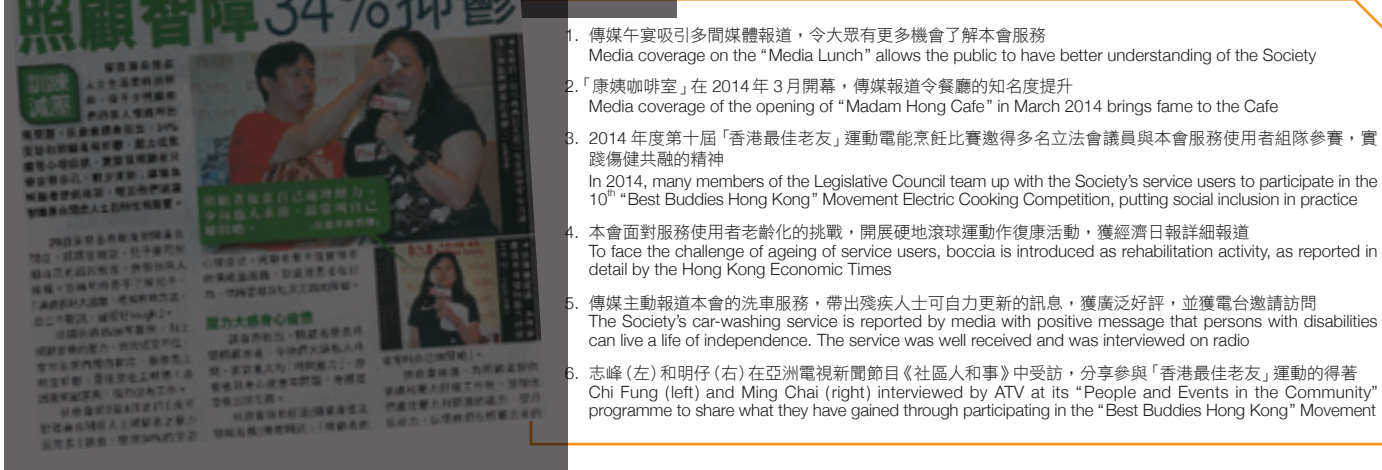
由本會全力推動、全港獨有的「香港最佳老友」運動獲電視台訪問，分享成為「老友」的經歷及得著，鼓勵更多社區人士與智障人士建立一對一友誼；第十屆「香港最佳老友」運動電能烹飪比賽繼續得立法會議員參與其中，備受傳媒關注。此外，本會於 2014 年在海防博物館開設的「康姨咖啡室」，幸得各界報道，吸引食客聞名而至，令殘疾員工有更多機會接觸外界，為公開就業提供最佳的鍛煉。

為進一步與傳媒建立良好關係，本會自 2013 年起每年舉辦「傳媒午宴」，約見各大媒體介紹本會服務及分享個案。2014 年 5 月的傳媒午宴共獲十四份中英文報章報道，宣傳效果理想。

In 2013/2014, there are over 40 news articles on the Society covering the “Best Buddies Hong Kong” Movement, social enterprise, Casa Familia, adult day training and vocational rehabilitation services, etc. Through media coverage, the community gain better knowledge of the Society’s multi-faceted and innovative services.

Promoted by the Society, the unique “Best Buddies Hong Kong” Movement was interviewed by TV to share the experience and gains of being a “buddy.” More members of the community would be encouraged to join and establish one-to-one friendships with persons with intellectual disabilities. In the 10<sup>th</sup> “Best Buddies Hong Kong” Movement Electric Cooking Competition, members of the Legislative Council continued to participate in the event which was well covered by the media. In addition, it was fortunate that in 2014, the opening of “Madam Hong Cafe” in the Hong Kong Museum of Coastal Defence was widely reported by the media. Customers attracted to the Cafe provide good opportunities for staff members with disabilities to have direct contact with the outside world, giving them valuable working experience.

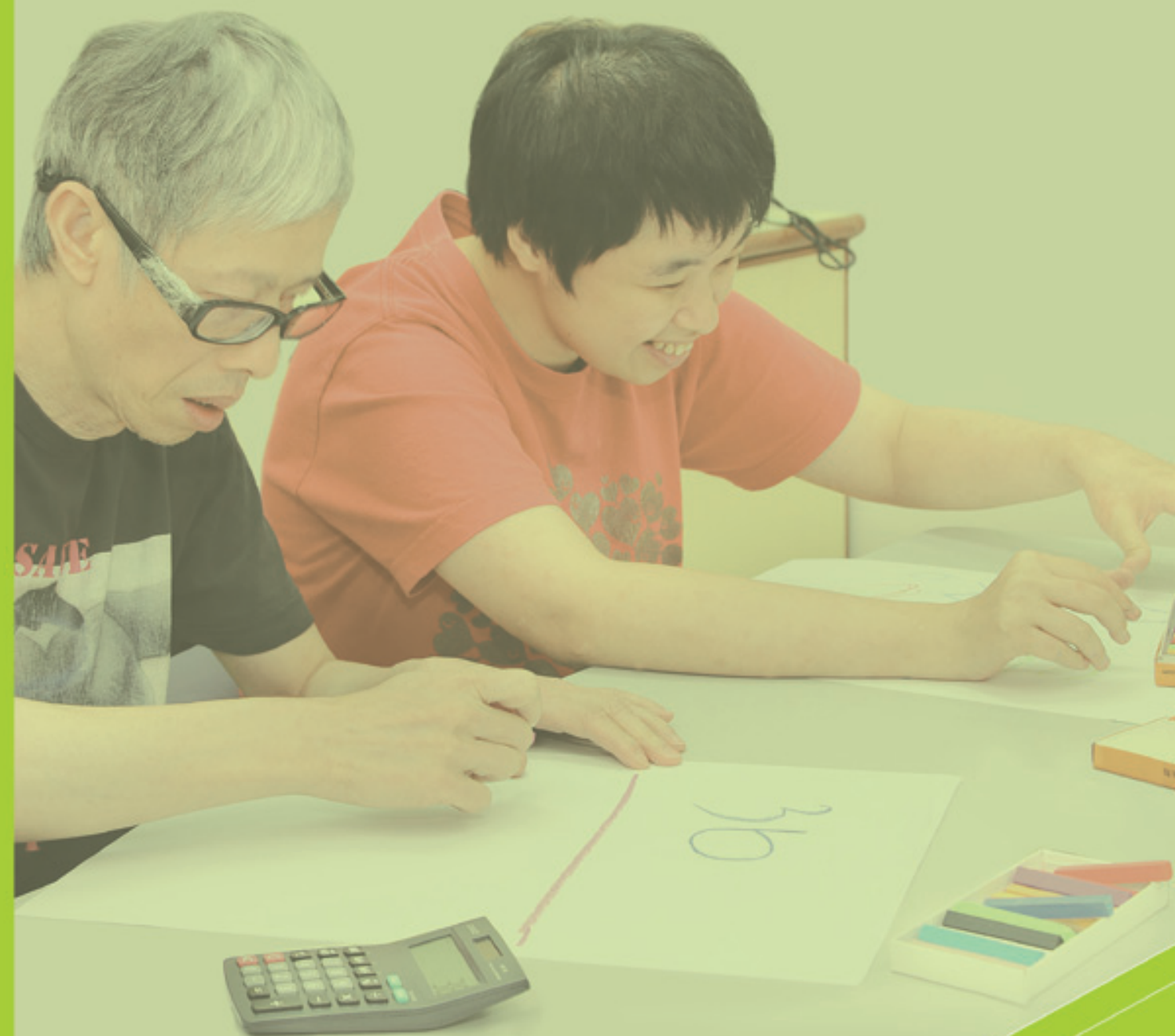
To forge better relationship with the media, the “Media Lunch” has been organised annually since 2013 for disseminating news of the Society’s services to the media and for case sharing. The media lunch held in May 2014 ended with satisfying result involving a total of 14 Chinese / English news reports.



- 傳媒午宴吸引多間媒體報道，令大眾有更多機會了解本會服務  
Media coverage on the “Media Lunch” allows the public to have better understanding of the Society
- 「康姨咖啡室」在 2014 年 3 月開幕，傳媒報道令餐廳的知名度提升  
Media coverage of the opening of “Madam Hong Cafe” in March 2014 brings fame to the Cafe
- 2014 年度第十屆「香港最佳老友」運動電能烹飪比賽獲得多名立法會議員與本會服務使用者組隊參賽，實踐傳健共融的精神  
In 2014, many members of the Legislative Council team up with the Society’s service users to participate in the 10<sup>th</sup> “Best Buddies Hong Kong” Movement Electric Cooking Competition, putting social inclusion in practice
- 本會面對服務使用者老齡化的挑戰，開展硬地滾球運動作復康活動，獲經濟日報詳細報道  
To face the challenge of ageing of service users, bocce is introduced as rehabilitation activity, as reported in detail by the Hong Kong Economic Times
- 傳媒主動報道本會的洗車服務，帶出殘疾人士可自力更新的訊息，獲廣泛好評，並獲電台邀請訪問  
The Society’s car-washing service is reported by media with positive message that persons with disabilities can live a life of independence. The service was well received and was interviewed on radio
- 志峰 (左) 和明仔 (右) 在亞洲電視新聞節目《社區人和事》中受訪，分享參與「香港最佳老友」運動的得著  
Chi Fung (left) and Ming Chi (right) interviewed by ATV at its “People and Events in the Community” programme to share what they have gained through participating in the “Best Buddies Hong Kong” Movement







財務概要  
**FINANCIAL  
HIGHLIGHTS**



## 財務概要 Financial Highlights

### 收入

於 2013/2014 年度之總收入為港幣三億一千九百二十萬元。與上年度比較，增加了港幣八百零三萬元或百份之二點五八（2012/2013 年度總收入為港幣三億一千一百二十萬元，增加了港幣二千零五十萬元或百份之七）。本年度收入增加之主要來源是政府額外資助，以及香港賽馬會慈善信託基金之資助。

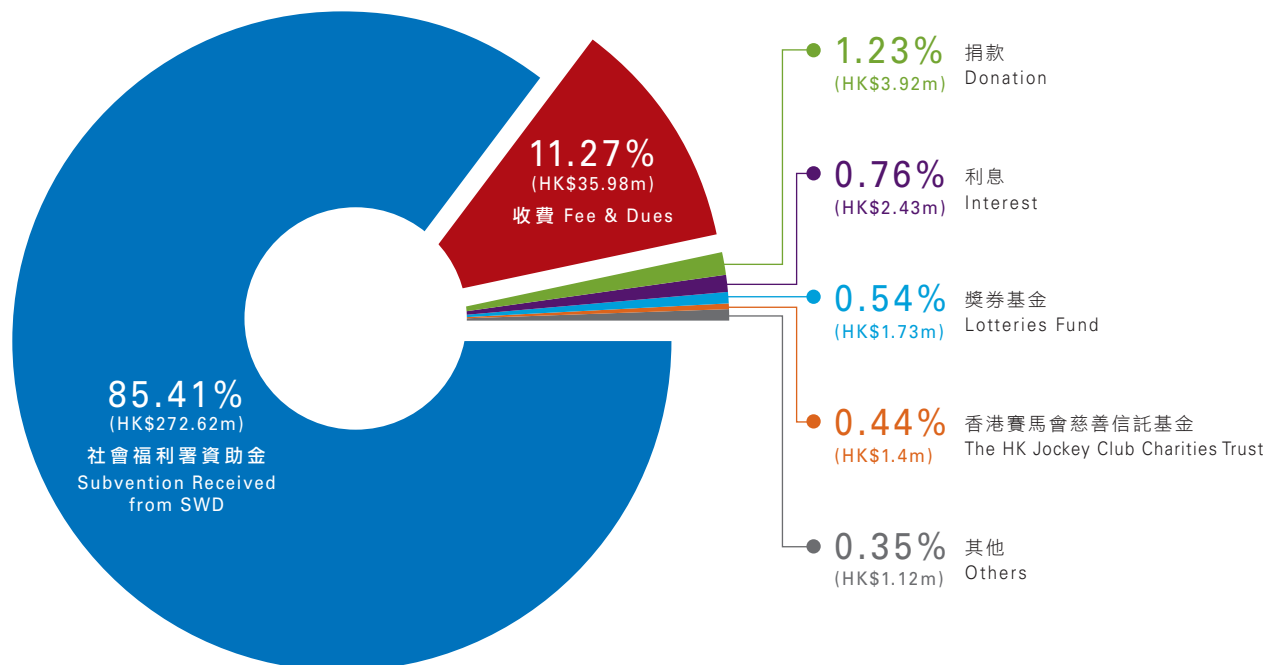
本年度總收入之增長較上年度為低，是由於自資服務項目活動收入之減少，以及本年度沒有舉辦賣旗日。

### Income

The Society's total income in 2013/2014 increased by HK\$8.03 million (2.58%) to HK\$319.2 million as compared with the previous year (HK\$20.5 million or 7% to HK\$311.2 million). This year's increase was mainly attributable to additional subvention from the Government and donations from The Hong Kong Jockey Club Charities Trust.

The lower increase this year as compared with that of last year was due to the decrease in programme income of self-financed services coupled with no flag-day income in 2013/2014.

#### 總收入：港幣三億一千九百二十萬元 Total Income : HK\$319.2 million (按收入來源 By Source of Fund)



備註：此財務概要只包括扶康會之財務表現及狀況。

NOTE: The financial highlights are based on the financial performance and positions of Fu Hong Society only.

### 支出

2013/2014 年度之總支出為港幣三億一千八百九十萬元。與上年度比較，增加了港幣一千一百八十四萬元或百份之三點八六（2012/2013 年度總支出為港幣三億零七百一十萬元，增加了港幣二千一百一十萬元或百份之七點四）。本年度支出增加主要是由於薪酬、租金及差餉、保險、物料價格及其他營運開支增加。

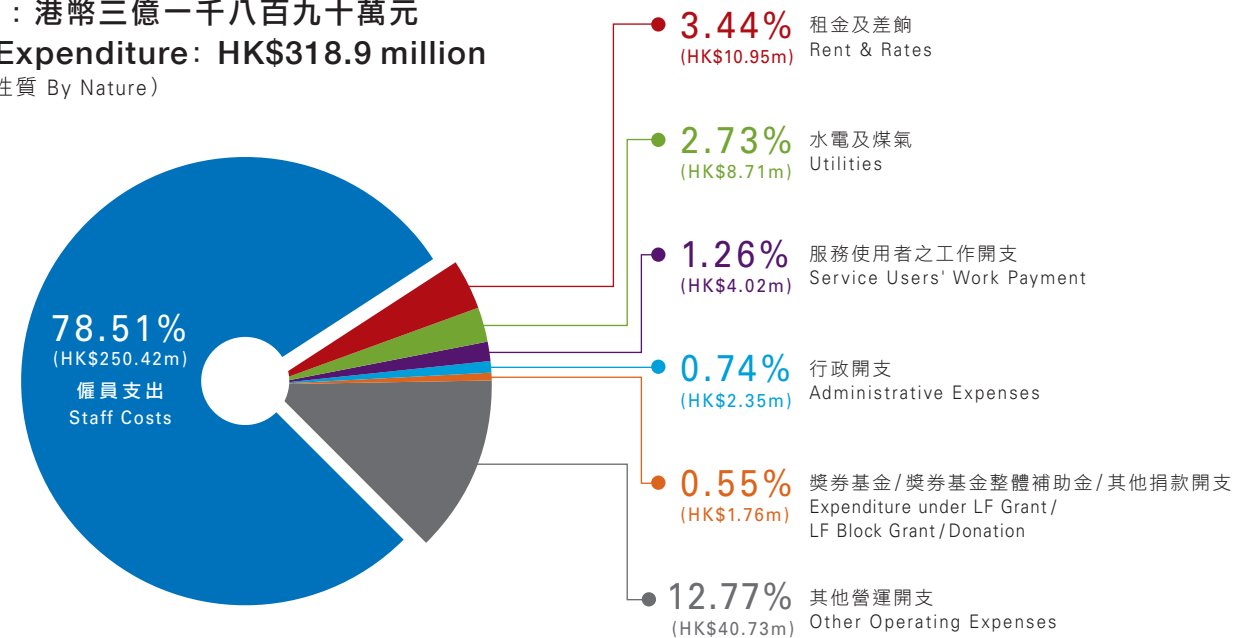
本年度總支出之增長較上年度為低，主要是由於符合政府較低薪酬增長的安排，以及自資服務項目活動開支之減少。

### Expenditure

The Society's total expenditure in 2013/2014 increased by HK\$11.84 million (3.86%) to HK\$318.9 million as compared with the previous year (HK\$21.1 million or 7.4% to HK\$307.1 million). This year's increase was a result of higher staff costs, rent and rates, insurance and utilities, as well as other operating expenses.

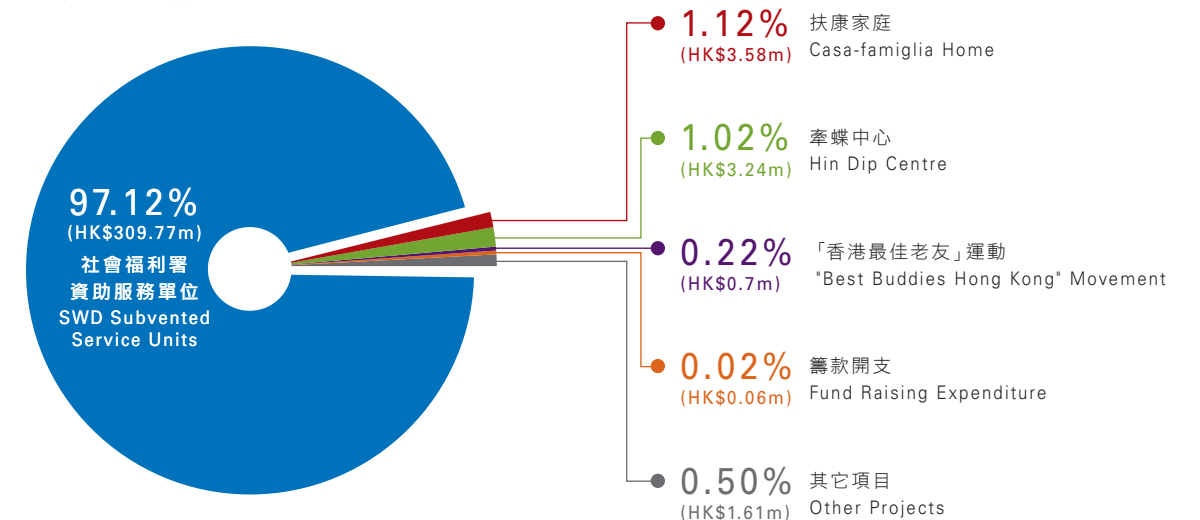
The lower increase this year as compared with that of last year was mainly due to lower salary increases in line with the Government's arrangements and lower programme expenses of self-financed services.

#### 總支出：港幣三億一千八百九十萬元 Total Expenditure: HK\$318.9 million (按支出性質 By Nature)



#### 各類型服務項目之支出分佈 Distribution of Total Expenditure by Different Service Types

總支出：港幣三億一千八百九十萬元  
Total Expenditure: HK\$318.9 million  
(按服務類型 By Service Type)

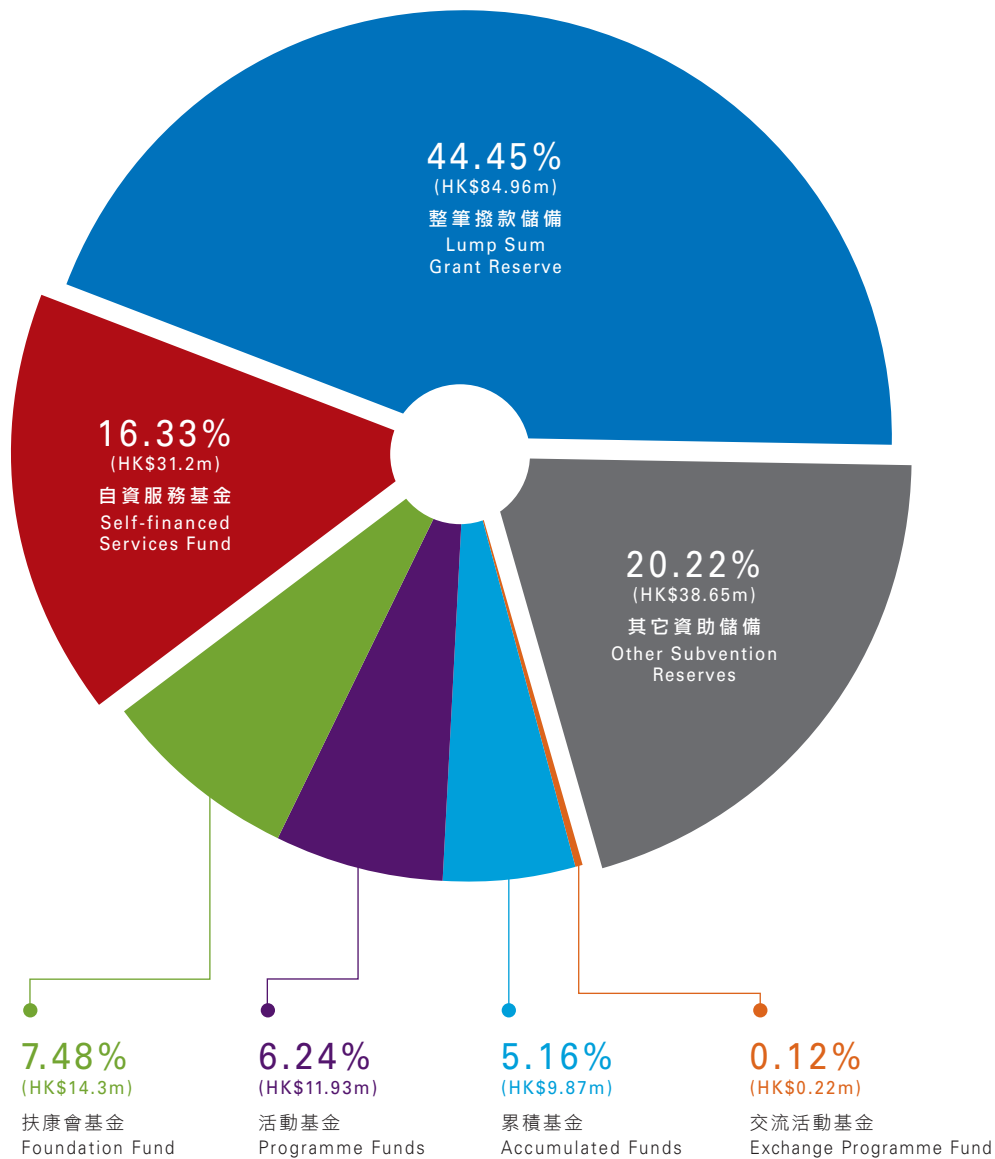




財務表現及持有基金

由於實行預算控制措施，本年度的總盈餘為港幣二十四萬元（2012/2013年度總盈餘為港幣四佰零六萬元），全數已撥歸本會有關基金。所以在年結時，本會總基金亦增長了同一數目，達至港幣一億九千一百一十萬元。其分析如下：

總基金：港幣一億九千一百一十萬元  
Total Funds: HK\$191.1 million  
(按基金類型 By Source of Fund)



Financial Performance and Funds Held

As a result of budgetary control measures, there was a total surplus of HK\$0.24 million for the year 2013/2014 (2012/2013: HK\$4.06 million), which had been transferred to various funds held by the Society. Accordingly, the total funds in hand on 31 March 2014 increased by the same amount to HK\$191.1 million as analysed below:

全面收益表 Statement of Comprehensive Income

截至2014年3月31日止之年度 For the Year Ended 31 March 2014

收入 Income

	2014 HK\$ 港幣	2013 HK\$ 港幣
政府資助服務項目 Subvented Services Activities	309,629,483	297,129,247
自資服務項目 Self-financed Services Activities	9,577,153	14,048,374
	319,206,636	311,177,621

支出 Expenditure

政府資助服務項目 Subvented Services Activities	(309,770,469)	(296,924,464)
自資服務項目 Self-financed Services Activities	(9,192,167)	(10,196,066)
	(318,962,636)	(307,120,530)

本年度盈餘 Surplus for the Year	244,000	4,057,091
其他全面(支出)/收入 Other Comprehensive (Expenditure) / Income	(85,387)	90,826
本年度全面收益總額 Total Comprehensive Income for the Year	158,613	4,147,917

備註：核數報告已於2014年9月4日獲董事局批核。如欲查看本年度之核數報告及呈交社署之周年財務報告之詳細資料，請聯絡本會總辦事處。

NOTE: The audited accounts were approved by the Council of the Society on 4 September 2014. The full set of this year's audited accounts and the annual financial report for SWD will be made available at the Society's Head Office upon request.



財務狀況表 Statement of Financial Position

至 2014 年 3 月 31 日    As at 31 March 2014

	2014 HK\$ 港幣	2013 HK\$ 港幣
非流動資產 Non-Current Assets		
物業、機器及設備 Property, plant and equipment	645,533	709,604
持至到期之投資 Held-to-maturity investment	-	2,484,589
可售賣之投資 Available-for-sale investment	-	2,491,987
	645,533	5,686,180
流動資產 Current Assets		
存貨 Inventories	25,860	-
按金及預付帳款 Deposits and prepayments	1,435,346	1,426,057
應收帳款 Accounts and other receivable	6,537,254	3,835,724
銀行存款及現金 Cash and bank balances	203,803,953	201,675,162
	211,802,413	206,936,943
流動負債 Current Liabilities		
應付帳款 Accounts and other payable	(9,106,855)	(10,076,121)
預收帳款 Receipts in advance	(3,337,448)	(3,017,879)
社會福利發展基金 Social Welfare Development Fund	(74)	-
未提取年假撥備 Provision for unutilised paid annual leave	(3,500,000)	(3,451,309)
傢俬與用具添置及小型工程資助 F&E Replenishment and Minor Works Block Grant	(2,821,061)	(2,445,453)
	(18,765,438)	(18,990,762)
流動資產淨值 Net Current Assets	193,036,975	187,946,181
總資產減流動負債 Total Assets Less Current Liabilities	193,682,508	193,632,361
非流動負債 Non-Current Liability		
長期服務金撥備 Provision for Long Service Payments	(2,540,000)	(2,648,466)
總資產淨值 Total Net Assets	191,142,508	190,983,895
累積基金 Accumulated Funds	9,868,185	9,364,460
活動基金 Programme Funds	11,929,547	12,328,802
扶康會基金 Foundation Fund	14,300,998	13,541,925
自資服務基金 Self-financed Services Fund	31,201,777	31,322,660
交流活動基金 Exchange Programme Fund	221,338	221,338
整筆撥款儲備 Lump Sum Grant Reserve	84,965,853	88,955,367
其它資助儲備 Other Subvention Reserves	38,654,810	35,249,343
總資金 Total Funds Employed	191,142,508	190,983,895

現金流量表 Statement of Cash Flows

截至 2014 年 3 月 31 日止之年度    For the Year Ended 31 March 2014

	2014 HK\$ 港幣	2013 HK\$ 港幣
營業活動產生之現金 Cash Flows from Operating Activities		
本年度盈餘 Surplus for the year	244,000	4,057,091
調整 Adjustments for:		
折舊 Depreciation	357,071	507,218
出售可售賣之投資收益 Gain on disposal of available-for-sale investment	(114,277)	-
出售持至到期之投資損失 Loss on disposal of held-to-maturity investment	158,959	-
利息收入 Interest income	(2,429,794)	(3,086,577)
未提取年假撥備之增加 Increase in provision for unutilised paid annual leave	48,691	452,969
長期服務金撥備之減少 Decrease in provision for long service payments	(108,466)	(801,511)
	(1,843,816)	1,129,190
存貨之增加 Increase in inventories	(25,860)	-
按金及預付帳款之(增加)/減少 (Increase)/Decrease in deposits and prepayments	(9,289)	26,761
應收帳款之增加 Increase in accounts and other receivable	(1,745,026)	(679,827)
應付帳款之(減少)/增加 (Decrease)/Increase in accounts and other payable	(969,266)	1,734,339
預收帳款之增加/(減少) Increase/(Decrease) in receipts in advance	319,569	(273,464)
社會福利發展基金之增加/(減少) Increase/(Decrease) in Social Welfare Development Fund	74	(394,716)
傢俬與用具添置及小型工程資助之增加 Increase in F&E Replenishment and Minor Works Block Grant	375,608	148,185
營業活動之現金流(出)/入淨額 Net cash (used in)/generated from operating activities	(3,898,006)	1,690,468
投資活動產生之現金 Cash Flows from Investing Activities		
出售可售賣之投資收入 Proceeds from disposal of available-for-sale investment	2,520,877	-
出售持至到期之投資收入 Proceeds from disposal of held-to-maturity investment	2,325,630	-
定期存款之減少 Decrease in fixed deposits	47,485,571	7,902,094
購入物業、機器及設備 Purchase of property, plant and equipment	(11,177,484)	(5,613,774)
已收取利息 Interest income received	3,149,172	2,492,688
投資活動之現金流入淨額 Net cash generated from investing activities	44,303,766	4,781,008
資助來源 Cash Flows from Financing Activities		
賺置物業、機器及設備資助之收入 Grant received for acquisition of property, plant equipment	9,208,602	5,186,485
資助來源之現金流入淨額 Net cash generated from financing activities	9,208,602	5,186,485
現金及現金等價物之增加淨額 Net increase in cash and cash equivalents	49,614,362	11,657,961
年初之現金及現金等價物 Cash and cash equivalents at beginning of year	33,113,513	21,455,552
年末之現金及現金等價物 Cash and cash equivalents at end of year	82,727,875	33,113,513



## 收支表 Income & Expenditure Summary

截至2014年3月31日止之年度 For the Year Ended 31 March 2014

	2014 HK\$ 港幣	2013 HK\$ 港幣
<b>收入 Income</b>		
社會福利署資助金 Subvention received from Social Welfare Department	<b>272,616,283</b>	259,951,014
收費 Fee received	<b>28,924,414</b>	29,802,604
利息收入 Interest income	<b>2,429,794</b>	3,086,577
服務使用者之工作收入 Service users' work incomes	<b>4,628,401</b>	4,139,426
捐款收入 Donation received	<b>2,853,152</b>	4,297,550
獎券基金撥款 Lotteries Fund Grant	<b>15,955</b>	260,199
獎券基金整體補助金 Lotteries Fund Block Grant	<b>1,716,594</b>	2,123,901
香港賽馬會慈善信託基金 The Hong Kong Jockey Club Charities Trust	<b>1,399,319</b>	1,030,600
關愛基金 Community Care Fund	<b>91,739</b>	45,000
未提取長期服務金撥備之減少 Decrease in provision for long service payments	<b>108,466</b>	801,511
其他 Others	<b>4,422,519</b>	5,639,239
	<b>319,206,636</b>	311,177,621
<b>支出 Expenditure</b>		
僱員支出 Staff costs:		
- 薪金 Salaries	<b>228,708,873</b>	218,389,919
- 公積金 Provident fund	<b>21,626,885</b>	19,974,667
- 長期服務金 Long service payments	<b>33,682</b>	-
- 未提取年假撥備 Provision for unutilised paid annual leave	<b>48,691</b>	452,969
行政開支 Administrative expenses	<b>2,252,243</b>	1,955,536
核數費 Audit fee	<b>103,200</b>	87,700
保險 Insurance	<b>2,393,683</b>	2,046,746
管理服務費 Management service charges	<b>2,146,231</b>	2,053,256
服務使用者之工作開支 Service users' work payment	<b>4,022,370</b>	3,584,972
租金及差餉 Rent & rates	<b>10,957,343</b>	10,316,683
水電及煤氣 Utilities	<b>8,711,808</b>	8,290,770
折舊 Depreciation	<b>357,071</b>	507,218
外幣存款兌換差額 Exchange difference on foreign currency deposit	<b>10,448</b>	-
其他營運開支 Other operating expenses	<b>35,828,739</b>	36,954,461
獎券基金開支 Lotteries Fund expenses	<b>15,955</b>	260,199
獎券基金整體補助金開支 Lotteries Fund Block Grant expenses	<b>1,716,594</b>	2,123,901
其他捐款開支 Other expenditure under donation	<b>28,820</b>	121,533
	<b>318,962,636</b>	307,120,530
<b>本年度盈餘 Surplus for the Year</b>	<b>244,000</b>	4,057,091





附錄  
**APPENDICES**



服務統計  
Service Statistics

服務名額及受惠服務使用者人數  
Service Capacity and Number of Service Users Served

服務類別 Service Types		服務名額 Service Capacity (31/3/2014)	受惠服務使用者人數 No. of Service Users Served (1/4/2013-31/3/2014)
智障人士及嚴重殘疾人士服務		Services for Persons with Intellectual Disabilities and Physical Disabilities	
i) 住宿服務	Residential Services		
嚴重殘疾人士護理院舍	Care and Attention Home for Persons with Severe Disabilities	255	261
中度智障人士宿舍	Hostel for Persons with Moderate Intellectual Disabilities	92	92
嚴重智障人士宿舍	Hostel for Persons with Severe Intellectual Disabilities	355	357
嚴重肢體傷殘兼智障人士宿舍	Hostel for Persons with Severe Physical Disabilities and with Intellectual Disabilities	100	100
輔助家舍	Supported Hostel	20	20
香港賽馬會社區資助計劃：扶康家庭	The Hong Kong Jockey Club Community Project Grant: Casa Famiglia	29	30
ii) 日間訓練中心	Day Training Centre		
成人訓練中心	Adult Training Centre	604	621
iii) 社區支援服務	Community-based Support Services		
嚴重殘疾人士日間照顧服務	Day Care Services for Persons with Severe Disabilities	5	8
地區支援中心	District Support Centre	-	285
住宿暫顧服務	Residential Respite Service	-	83
特殊學校學生體驗計劃	Attachment Programme for Students of Special Schools	-	120
日間暫顧服務	Day Respite Service	-	9
社區精神康復服務		Community Psychiatric Services	
中途宿舍	Halfway House	126	149
精神健康綜合社區中心	Integrated Community Centre for Mental Wellness	600	762
職業康復及發展服務		Vocational Rehabilitation and Development Services	
綜合職業康復服務中心	Integrated Vocational Rehabilitation Services Centre	150	170
在職培訓計劃	On the Job Training Programme	15	41
輔助就業服務	Supported Employment Services	50	75
工場	Workshop	297	316
工作康復延展計劃	Work Extension Programme	15	17
自閉症及發展障礙人士服務		Services for Persons with Autism and Developmental Disabilities	
牽蝶中心	Hin Dip Centre	-	67
感覺統合治療服務		Sensory Integration Therapy Service	
感覺統合治療	Sensory Integration Therapy	-	114
總計 Total		2,713	3,697

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

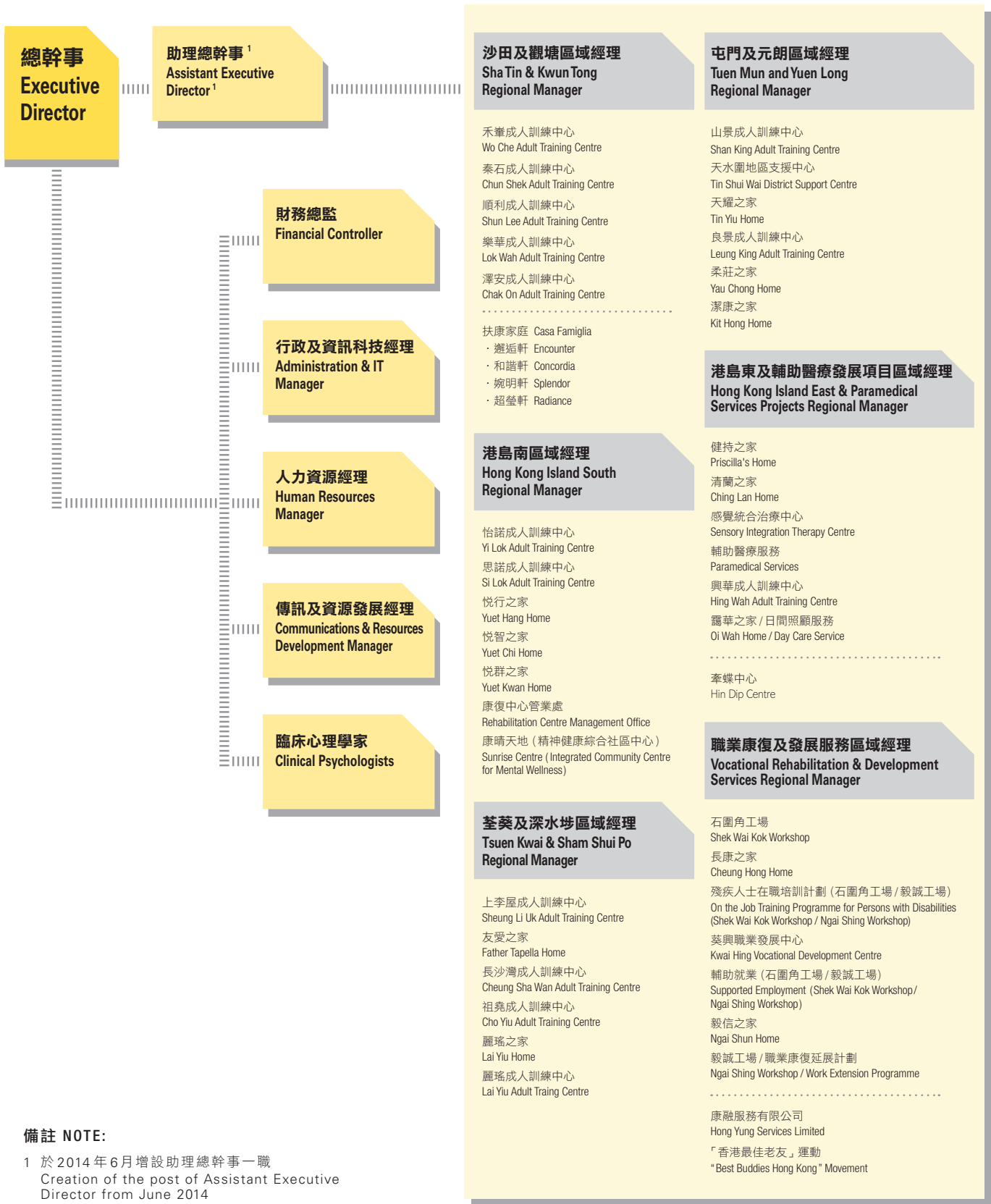
		人數 No.	百分比 %
學習遲緩	Limited Intelligence	10	0.3
輕度智障	Mild Intellectual Disabilities	412	11.1
中度智障	Moderate Intellectual Disabilities	990	26.8
嚴重智障	Severe Intellectual Disabilities	456	12.3
嚴重肢體傷殘兼智障	Severe Physical Disabilities with Intellectual Disabilities	331	9.0
肢體傷殘	Physical Disabilities	69	1.9
精神病	Psychiatric Disabilities	1,151	31.1
自閉症	Autism	107	2.9
感覺統合失調	Sensory Integration Dysfunction	131	3.5
注意力缺失及過動症	Attention-deficit Hyperactivity Disorder	22	0.6
其他發展障礙	Other Developmental Disabilities	18	0.5
總 計 Total		3,697	100





## 機構組織 Organisation Structure

### 機構組織圖表 Organisation Chart



備註 NOTE:

<sup>1</sup> 於2014年6月增設助理總幹事一職  
Creation of the post of Assistant Executive Director from June 2014

### 行政及專業人員 Management and Professional Staff

(截至2014年8月1日)  
(As at 1 August 2014)

#### 行政人員

##### 總幹事

陸慧妍女士

##### 助理總幹事

徐群燕女士 (由2014年6月16日擔任助理總幹事，並兼任港島南區域經理)

##### 區域經理

王健安先生 (沙田及觀塘)  
徐群燕女士 (港島南) (至2014年6月15日)  
麥潤芸女士 (職業康復及發展服務)  
楊冰梅女士 (荃葵及深水埗)  
歐偉民先生 (屯門及元朗)  
關志生先生 (港島東及輔助醫療發展項目)

##### 高級經理

李美芳女士  
姚偉文先生  
梁大偉先生  
陳玉珠女士  
程志林先生  
蕭慶華先生

##### 中央行政團隊

財務總監  
陳燕華女士

行政及資訊科技經理  
黎兆芬女士

人力資源經理  
梁佩蓮女士

傳訊及資源發展經理  
黎詠儀女士

培訓經理  
劉瑞珊女士

項目經理  
余秀瑩先生  
陳碧珊女士  
曾淑玲女士

##### 服務單位經理

朱永君先生 (至2013年8月29日)  
朱美玲女士  
何遠大先生  
何潔瑩女士  
吳建華先生  
宋賀梅女士  
李秋蓉女士  
李國新先生  
李葉蓉女士  
周麗嫻女士  
洪文中先生  
梁佩儀女士  
梁麗娟女士  
莊慧雯女士  
陳子文先生 (至2014年6月30日)  
馮振豪先生  
甄駿豪先生

#### Management Staff

##### Executive Director

Ms LUK Wai Yin, Becky

##### Assistant Executive Director

Ms TSUI Kwan Yin, Frankie (Assistant Executive Director and acting as Regional Manager of Hong Kong Island South from 16 June 2014)

##### Regional Managers

Mr WONG Kin On, Leo (Sha Tin & Kwun Tong)  
Ms TSUI Kwan Yin, Frankie (Hong Kong Island South)(Until 15 June 2014)  
Ms MAK Yun Wan, Silvia (Vocational Rehabilitation & Development Services)  
Ms YEUNG Pin Mui, Maggie (Tsuen Kwai & Sham Shui Po)  
Mr AU Wai Man, Joseph (Tuen Mun & Yuen Long)  
Mr KWAN Chi Sang, Aldous (Hong Kong Island East & Paramedical Services Projects)

##### Senior Managers

Ms LI Mi Fong  
Mr YEW Wai Man, Raymond  
Mr LEUNG Tai Wai, David  
Ms CHAN Yuk Chu, Judy  
Mr CHING Chi Lam, Joshua  
Mr SIU Hing Wa, Eric

##### Central Administration Team

**Financial Controller**  
Ms CHAN Yin Wah, Eva

**Administration & IT Manager**  
Ms LAI Siu Fun, April

**Human Resources Manager**  
Ms LEUNG Pui Lin, Angela

**Communications & Resources Development Manager**  
Ms LAI Wing Yee, Christy

**Training Manager**  
Ms LAU Sui Shan, Louisa

**Project Managers**  
Mr YU Sau Ying, Francis  
Ms CHAN Pik Shan, Adeline  
Ms TSANG Suk Ling, Elaine

##### Service Unit Managers

Mr CHU Wing Kwan (Until 29 Aug 2013)  
Ms CHU Mi Ling  
Mr HO Yuen Tai, Godwin  
Ms HO Kit Ying  
Mr NG Kin Wah  
Ms SUNG Hor Mui, Apple  
Ms LEE Chau Yung, Cornify  
Mr LEE Kwok Sun, Patrick  
Ms LEE Yip Yung  
Ms Chau Lai Sim, Candy  
Mr HUNG Man Chung, Simon  
Ms LEUNG Pui Yee, Peony  
Ms LEUNG Lai Kuen  
Ms Chong Wai Man, Priscilla  
Mr CHAN Tsz Man, Stephen (Until 30 June 2014)  
Mr FUNG Chun Ho, Dennis  
Mr YAN Chun Ho, Albert



<p>趙潔容女士 黎靄玲女士 龍建樺女士 鍾富華先生 嚴秀容女士</p>	<p>Ms CHIU Kit Yung, Tammy Ms LAI Oi Ling, Queeny Ms LUNG Kin Wah, Karen Mr CHUNG Fu Wah, Samuel Ms YIM Sau Yung, Sharon</p>
<p>助理服務單位經理</p>	<p>Assistant Service Unit Managers</p>
<p>王楚文女士 陳綺敏女士</p>	<p>Ms WONG Cho Man, Mandy Ms CHAN Yee Man, Yvonne</p>
<p>社會企業 - 康融服務有限公司</p>	<p>Social Enterprise - Hong Yung Services Limited</p>
<p>業務經理 許初銀女士（由2014年4月22日）</p>	<p>Business Manager Ms HUI Chor Ngan, Yvonne（From 22 Apr 2014）</p>
<p>扶康家庭</p>	<p>Casa Famiglia</p>
<p>統籌主任 譚麗芳女士</p>	<p>Coordinator Ms TAM Lai Fong, Fommy</p>
<p>專業人員</p>	<p>Professional Staff</p>
<p>臨床心理學家</p>	<p>Clinical Psychologists</p>
<p>王千嘉女士 何穎兒女士 梁凱琪女士</p>	<p>Ms WONG, Elsie Ms HO Wing Yee, Stephanie Ms LEUNG Hoi Ki, Sharon</p>
<p>職業治療師</p>	<p>Occupational Therapists</p>
<p>一級職業治療師 尹凱茵女士 李冠宏先生 李慧敏女士（由2014年8月1日） 高永成先生 張淑珍女士 梁佩琪女士 郭惠卿女士 陳佩瑤女士 黃志偉先生 黃育雄先生 黃嘉慧女士 黃潔瑩女士（由2014年8月1日） 蔡美芝女士</p>	<p>Occupational Therapists (I) Ms WAN Hoi Yan, Maggie Mr LEE Koon Wang Ms LEE Wai Man (From 1 Aug 2014) Mr KO Wing Sing, Andy Ms CHEUNG Suk Chun, Wylie Ms LEUNG Pui Kei, Raymie Ms KWOK Wai Hing Ms CHAN Pui Yiu Mr WONG Chi Wai Mr WONG Yuk Hung Ms WONG Ka Wai Ms WONG Kit Ying, Lisa (From 1 Aug 2014) Ms CHOI Mei Chi, Meaki</p>
<p>二級職業治療師 李慧敏女士（至2014年7月31日） 梁玉芳女士 陳珮儀女士（至2014年7月20日） 陳淑芳女士（至2014年6月12日） 黃潔瑩女士（至2014年7月31日） 劉家碧女士</p>	<p>Occupational Therapists (II) Ms LEE Wai Man (Until 31 July 2014) Ms LEUNG Yuk Fong Ms CHAN Pui Yee (Until 20 July 2014) Ms CHAN Shuk Fong (Until 12 June 2014) Ms WONG Kit Ying, Lisa (Until 31 July 2014) Ms LAU Ka Pik</p>
<p>物理治療師</p>	<p>Physiotherapists</p>
<p>一級物理治療師 王映嫦女士（至2014年7月31日） 何應傑先生 呂日康先生 林妙芬女士 林勁松先生 范皓賢女士 陳偉雄先生 麥錦輝先生 黃麗娟女士（至2013年12月8日） 劉兆安先生 鄭偉基先生（至2013年9月22日）</p>	<p>Physiotherapists (I) Ms WONG Ying Sheung (Until 31 July 2014) Mr HO Ying Kit Mr LUI Yat Hong Ms LAM Miu Fun, Polly Mr LAM King Chung Ms FAAN Ho Yin Mr CHAN Wai Hung, Rex Mr MAK Kam Fai Ms WONG Lai Kuen, Elise (Until 8 Dec 2013) Mr LAU Siu On Mr CHENG Wai Kei (Until 22 Sept 2013)</p>
<p>二級物理治療師 鄭雅俊先生</p>	<p>Physiotherapists (II) Mr CHENG, James</p>

<p>護士</p>	<p>Nurses</p>
<p>護士主任 黃笑容女士（至2014年7月3日） 劉芷希女士</p>	<p>Nursing Officers Ms WONG Siu Yung (Until 3 July 2014) Ms LAU Tze Hei</p>
<p>註冊護士 江慧芬女士 余艷娥女士（至2013年4月11日） 吳淑嫻女士 阮敏華女士（至2013年8月31日） 林結玲女士 施藝娟女士 范婉儀女士 張婷女士（至2014年5月31日） 張惠英女士（至2014年6月27日） 張斐雯女士（至2014年1月5日） 梁愛瓊女士（至2013年11月19日） 許彩虹女士 陳安琪女士（至2013年12月19日） 陳秀芳女士 陳偉連女士 陳翠珊女士（至2013年12月20日） 劉美儀女士 潘仲英女士 黎潔珍女士</p>	<p>Registered Nurses Ms KONG Wai Fan Ms YU Im Ngo, Brenda (Until 11 April 2013) Ms NG Suk Han, Bonnie Ms YUEN Man Wah (Until 31 Aug 2013) Ms LAM Kit Ling, Joanna Ms SZE Ngai Kuen Ms FAN Yuen Yi Ms CHEUNG Ting (Until 31 May 2014) Ms CHEUNG Wai Ying, Eva (Until 27 June 2014) Ms CHEUNG Fei Man (Until 5 Jan 2014) Ms LEUNG Oi King (Until 19 Nov 2013) Ms HUI Choi Hung Ms CHAN On Kei, Angel (Until 19 Dec 2013) Ms CHAN Sau Fong Ms CHAN Wai Lin Ms CHAN Tsui Shan (Until 20 Dec 2013) Ms LAU Mei Yee Ms POON Chung Ying, Teresa Ms LAI Kit Chun</p>
<p>登記護士 刁偉玲女士 文菊芳女士（至2014年3月19日） 文慧貞女士（至2014年6月18日） 王曉秋女士（至2013年11月17日） 叶培芬女士 司徒頤女士 任嘉歡女士 伍卓蘭女士 朱翠云女士 江蘭桂女士 何秀英女士 何韻賢女士 吳祁宏女士（由2014年5月16日） 吳敏希女士（至2013年12月31日） 吳穎欣女士 呂小春女士 岑玉燕女士 李美蓮女士 李英佩女士 李菊蓮女士 李滿蓮女士 李綽盈女士 李翠珊女士 李靜女士 李麗芬女士 周美英女士（由2014年6月2日） 林玉卿女士 林宛怡女士 林詠恩女士（由2014年4月23日） 林達文女士 林鳳琮女士（至2014年1月31日） 林蓮有女士 柯敏慧女士 洪秀雯女士（由2014年5月19日） 殷國芬女士 袁玉娟女士（至2014年5月31日） 馬敬兒女士 區小婷女士（至2013年7月21日） 張雪麗女士（至2013年9月6日） 張德貞女士（至2013年6月1日） 強英女士 梁德賢女士 梁潤琮女士 梁麗明女士</p>	<p>Enrolled Nurses Ms TIU Wai Ling Ms MAN Kuk FONG (Until 19 March 2014) Ms MAN Wai Ching (Until 18 June 2014) Ms WONG Hiu Chau (Until 17 Nov 2013) Ms YIP Pui Fan Ms SZE To Yi Ms YUM Ka Foon Ms NG Cheuk Lan Ms CHU Chui Wan, Ivy Ms KONG Lan Kwai Ms HO Sau Ying Ms HO Wan Yin Ms WU Qihong (From 16 May 2014) Ms NG Man Hei (Until 31 Dec 2013) Ms NG Wing Yan, Judy Ms LUI Siu Chun Ms SAM Iok In, Fion Ms LI Mei Lin Ms LEI Ying Pui Ms LI Kuk Lin Ms LEE Moon Lin Ms LEE Cheuk Ying, Joyce Ms LEI Chui Shan Ms LI Ching Ms LEE Lai Fun Ms CHAU Mei Ying (From 2 June 2014) Ms LAM Yuk Hing Ms LAM Yuen Yi, Emily Ms LAM Wing Yan (From 23 April 2014) Ms LAM Tat Man Ms LAM Fung King (Until 31 Jan 2014) Ms LAM Lin Yau Ms OR Man Wai Ms Hung Sau Man (From 19 May 2014) Ms YAN Kwok Fan Ms YUEN Yuk Kuen (Until 31 May 2014) Ms MA King Yi, Candy Ms AU Siu Ting (Until 21 July 2013) Ms CHEUNG Suet Lai, Cheri (Until 6 Sept 2013) Ms CHEUNG Tak Ching (Until 1 June 2013) Ms KEUNG Ying Ms LEUNG Tak Yin, Ada Ms LEUNG Yun King Ms LEUNG Lai Ming</p>



郭鈺妍女士  
郭寶雯女士  
陳穎琛女士（至2013年5月29日）  
陳佩華女士  
陳笑娟女士  
陳雷雪芳女士（由2014年5月12日）  
陳慶群女士（至2014年1月13日）  
陳穎賢女士  
陳穗瑩女士  
陸冰心女士（至2014年1月25日）  
喻山曉女士  
曾志芳女士  
曾詠恩女士  
馮淑珍女士（由2014年5月5日）  
黃麗娜女士  
黃麗嬋女士  
楊潤華先生  
葉雪蓮女士  
詹潔欣女士  
趙黎明女士  
劉冬生先生  
劉志廣先生  
劉梁秀雲女士（至2013年6月30日）  
劉蓮華女士（至2013年11月30日）  
歐陽湘萍女士（至2013年12月8日）  
潘少娟女士（至2014年3月13日）  
鄭佩珊女士  
黎鈺兒女士  
駱日婷女士（至2013年12月18日）  
駱景雲女士  
薛靖瑩女士  
謝玉笑女士  
謝洪群女士（至2014年5月13日）  
藍丹慧女士（至2013年9月22日）  
鄺婉嫻女士（至2014年6月7日）  
羅美娟女士  
羅愛琴女士  
譚惠賢女士（至2014年5月15日）  
關穎鋒女士

登記護士（精神科）

王健先生  
何梓華先生  
吳敏希女士（至2013年12月31日）  
吳慧鈴女士  
吳燕華女士（至2014年4月30日）  
李淑勤女士  
李華華女士  
李嘉寶女士（至2013年10月17日）  
胡曉妍女士  
唐慧貞女士（至2013年8月31日）  
區綺雲女士  
張小沛女士（至2013年5月31日）  
張慧儀女士（至2013年11月3日）  
梁惠明女士（至2014年4月30日）  
郭英偉先生  
陳小玲女士（由2014年7月7日）  
陳潤金女士  
陳麗華女士  
麥慶章先生  
黃雅雯女士  
楊潔玲女士  
楊燕冰女士  
雷翊文先生

Ms KWOK Yuk Yin  
Ms KWOK Po Man  
Ms CHAN Wing Sum (Until 29 May 2013)  
Ms CHAN Pei Wah  
Ms CHAN Siu Kuen  
Ms CHAN LUI Suet Fong (From 12 May 2014)  
Ms CHAN Hing Kwan (Until 13 Jan 2014)  
Ms CHAN Wing Yin  
Ms CHAN Sui Ying  
Ms LUK Ping Sum (Until 25 Jan 2014)  
Ms UE Shan Hiu  
Ms TSANG Chi Fong  
Ms TSANG Wing Yan  
Ms FUNG Shuk Chun (From 5 May 2014)  
Ms WONG Lai Na  
Ms WONG Lai Sim  
Mr YEUNG Yun Wah  
Ms IP Suet Lin  
Ms CHIM Kit Yan  
Ms CHIU Lai Ming  
Mr LAU Tung Sang  
Mr LAU Chi Kwong  
Ms LAU LEUNG Sau Wan (Until 30 June 2013)  
Ms LAU Lin Wa (Until 30 Nov 2013)  
Ms AU YEUNG Sheung Ping (Until 8 Dec 2013)  
Ms PUN Siu Kuen, Rita (Until 13 March 2014)  
Ms CHENG Pui Shan  
Ms LAI Yuk Yee, Natalie  
Ms LOK Yat Ting (Until 18 Dec 2013)  
Ms LOK King Wan, Karen  
Ms SIT Jing Ying, Emily  
Ms TSE Yuk Siu, Irene  
Ms HSIEH Hung Kwan (Until 13 May 2014)  
Ms NAM Tan Wai (Until 22 Sept 2013)  
Ms KWANG Yuen Han (Until 7 June 2014)  
Ms LO Mei Kuen  
Ms LO Oi Kam  
Ms TAM Wai Yin (Until 15 May 2014)  
Ms KWAN Wing Fung

Enrolled Nurses (Psychiatric)

Mr WONG Kin  
Mr HO Tsz Wa  
Ms NG Man Hei (Until 31 Dec 2013)  
Ms NG Wai Ling  
Ms NG Yin Wah (Until 30 April 2014)  
Ms LEE SUK KAN  
Ms LEE Wah Wah  
Ms LI Ka Po (Until 17 Oct 2013)  
Ms WOO Hiu Yin  
Ms TONG Wai Ching, Virginia (Until 31 Aug 2013)  
Ms AU Yee Wan, Josephine  
Ms CHEUNG Siu Pui (Until 31 May 2013)  
Ms CHEUNG Wai Yi (Until 3 Nov 2013)  
Ms LEUNG Wai Ming, Jennifer (Until 30 April 2014)  
Mr KWOK Ying Wai  
Ms CHAN Siu Ling (From 7 July 2014)  
Ms CHAN Yun Kam  
Ms CHAN Lai Wa  
Mr MAK Hing Cheung  
Ms WONG Nga Man  
Ms YEUNG Kit Ling, Carol  
Ms YEUNG Yin Ping  
Mr LUI Yik Man

社工

高級社工  
杜美玲女士

一級社工

王茹女士

Social Workers

Senior Social Worker

Ms TO MEI LING

Social Workers (I)

Ms WONG Yue

袁珮琪女士  
陳俊雄先生（至2014年5月11日）  
盧爾傑先生

社工／社會工作助理

孔繁榮先生  
王玉芳女士  
王映漫女士（至2013年10月22日）  
王燕娟女士  
王錦恩女士  
伍鶯女士  
何婉芝女士  
何婉雯女士（至2013年10月31日）  
余婉瑜女士  
吳國輝先生  
吳智敏先生（至2013年10月2日）  
吳詠珊女士  
吳粵珊女士  
呂愛椿女士  
李翠女士  
李孟襄女士  
李芷茵女士（至2013年11月26日）  
李瑞龍先生  
李曉瑩女士（至2013年9月23日）  
李璟鋒先生（由2014年6月9日）  
周穎琴女士  
林婉嫻女士  
林嘉儀女士  
施若瑩女士  
唐蕙菁女士  
徐凱欣女士  
馬家俊先生  
張為琳女士（至2013年5月31日）  
張美玲女士  
梁天樂先生  
梁思慧女士  
梁淑玲女士  
梁淑儀女士  
莊小穎女士  
郭詠琳女士  
陳千容女士  
陳佩琮女士  
陳欣欣女士  
陳美鳳女士  
陳珮珊女士  
陳惠芳女士  
陳惠紅女士  
陳紫蘭女士  
陳慧玲女士  
陳鳳愛女士（至2013年10月31日）  
麥可兒女士  
曾穎琪女士  
黃可宜女士  
黃玉華女士  
黃妙珠女士  
黃桂珍女士  
楊春華女士  
楊莉莉女士  
劉志宜先生  
劉美珊女士  
劉茜萱女士  
劉惠敏女士  
歐佩儀女士  
蔡嘉琪女士  
鄧利紅女士  
鄭思敏女士  
賴麗麗女士  
謝佩瑩女士  
謝偉衡先生  
簡敏儀女士  
蘇偉業先生

Ms YUEN Pui Ki  
Mr CHAN Chun Hung (Until 11 May 2014)  
Mr LOW Yee Kit

Social Workers/Social Worker Assistants

Mr HUNG Fan Wing  
Ms WONG Yuk Fong  
Ms WONG Ying Man (Until 22 Oct 2013)  
Ms WONG Yin Kuen  
Ms WONG Kam Yan, Frances  
Ms NG Ngan  
Ms HO Yuen Chi  
Ms HO Yuen Man (Until 31 Oct 2013)  
Ms SHAIR Yuen Yu  
Mr NG Kwok Fai  
Mr GO Chi Man (Until 2 Oct 2013)  
Ms NG Wing Shan  
Ms NG Yu Shan  
Ms LUI Oi Chun  
Ms LEE Siu Chui  
Ms LEE Mang Ying  
Ms LI Tsz Yan (Until 26 Nov 2013)  
Mr LEE Sui Lung  
Ms LI Hiu Ying (Until 23 Sept 2013)  
Mr LEE King Fung (From 9 June 2014)  
Ms CHOW Wing Kam  
Ms LAM Yuen Hang  
Ms LAM Ka Yee  
Ms SZE Yeuk Ying  
Ms TONG Wai Ching  
Ms TSUI, Karen  
Mr MA Ka Chun  
Ms CHEUNG Wai Lam (Until 31 May 2013)  
Ms CHEUNG Mei Ling  
Mr LEUNG Tin Lok  
Ms LEUNG Sze Wai  
Ms LEUNG Shuk Ling  
Ms LEUNG Suk Yee, Cindy  
Ms CHONG Siu Wing  
Ms KWOK Wing Lam  
Ms CHAN Chin Yung, Erika  
Ms CHAN Pui King  
Ms CHAN Ian Ian  
Ms CHAN Mei Fung  
Ms CHAN Pui Shan  
Ms CHAN Wai Fong  
Ms CHAN Wai Hung  
Ms CHAN Chi Lan  
Ms CHAN Wai Ling, Willa  
Ms CHAN Fung Oi (Until 31 Oct 2013)  
Ms MAK Ho Yi, EVA  
Ms TSANG Wing Ki, Shiily  
Ms WONG Ho Yi  
Ms WONG Yuk Wa  
Ms WONG Miu Chu  
Ms WONG Kwai Chun  
Ms YEUNG Chun Wah  
Ms YEUNG Lee Lee  
Mr LAU Chi Yee  
Ms LAU Mei Shan, Pandora  
Ms LIU Xixuan  
Ms LAU Wai Man  
Ms AU Pui Yee  
Ms CHOI Ka Kei  
Ms TANG Li Hung  
Ms CHENG Sze Man  
Ms LAI Lai Lai  
Ms TSE Pui Ying  
Mr TSE Wai Hang  
Ms KAN Man Yee  
Mr SO Wai Ip



服務類別及服務單位一覽
 Overview of Service Types and Service Units

服務單位 Service Unit		電話 Tel	傳真 Fax	電郵 E-Mail
<b>總辦事處</b>	<b>Head Office</b>			
香港九龍深水埗樂年花園保安道二號 A 地下	G/F, No. 2A Po On Road, Cronin Garden, Sham Shui Po , Kowloon, H.K.	2745-0424	2786-4097	fhs@fuhong.org
<b>成人訓練中心</b>	<b>Adult Training Centre</b>			
長沙灣成人訓練中心 九龍深水埗發祥街五十五號 長沙灣社區中心四樓	Cheung Sha Wan Adult Training Centre 3/F, Cheung Sha Wan Community Centre, 55 Fat Tseung Street, Shamshuipo, Kowloon	2360-0364	2361-1467	cswatc@fuhong.org
祖堯成人訓練中心 新界葵涌祖堯邨啟光樓地下	Cho Yiu Adult Training Centre G/F, Kai Kwong Lau, Cho Yiu Chuen, Kwai Chung, N.T.	2370-3836	2742-6217	cyatc@fuhong.org
秦石成人訓練中心 新界沙田秦石邨石瑩樓地下	Chun Shek Adult Training Centre G/F, Shek Ying House, Chun Shek Estate, Sha Tin, N.T.	2699-2969	2699-2976	csatc@fuhong.org
山景成人訓練中心 新界屯門山景邨社區康樂大樓三樓三號室	Shan King Adult Training Centre Unit 3, Level 3, Community Recreation Building, Shan King Estate, Tuen Mun, N.T.	2464-6126	2462-5050	skatc@fuhong.org
上李屋成人訓練中心 九龍深水埗樂年花園保安道二號 A 地下	Sheung Li Uk Adult Training Centre G/F, No. 2A Po On Road, Cronin Garden, Sham Shui Po , Kowloon	2958-0331	2729-3581	sluatc@fuhong.org
<b>成人訓練中心暨宿舍</b>	<b>Adult Training Centre cum Hostel</b>			
澤安成人訓練中心 九龍深水埗澤安邨華澤樓地下一至十號室	Chak On Adult Training Centre Unit 1-10, G/F Wah Chak House, Chak On Estate, Sham Shui Po , Kowloon	2788-2533	2784-6615	coatc@fuhong.org
興華成人訓練中心 香港柴灣興華邨和興樓四零一至四零九室	Hing Wah Adult Training Centre Unit 401-409, Wo Hing House, Hing Wah Estate, Chai Wan, H.K.	2558-0244	2558-4269	hwatc@fuhong.org
良景成人訓練中心 新界屯門良景邨良萃樓地下	Leung King Adult Training Centre G/F, Leung Shui House, Leung King Estate, Tuen Mun, N.T.	2454-5223	2454-5458	lkatc@fuhong.org
樂華成人訓練中心 九龍牛頭角樂華南邨喜華樓地下	Lok Wah Adult Training Centre G/F, Hei Wah House, Lok Wah South Estate, Ngau Tau Kok, Kowloon	2796-9244	2758-6691	lwatc@fuhong.org
健持之家 香港筲箕灣西灣河街一三一號利基大廈 一樓一零三至一零六室	Priscilla's Home Rm. 103-106, 1/F, Lee Ga Building, 131 Sai Wan Ho Street, Shau Kei Wan, H.K.	2567-3144	2513-6549	ph@fuhong.org
順利成人訓練中心 九龍觀塘順利邨利康樓三樓十四至二十一號室	Shun Lee Adult Training Centre Unit 14-21, 3/F, Lee Hong House, Shun Lee Estate, Kwun Tong, Kowloon	2341-6357	2304-0287	slatc@fuhong.org
思諾成人訓練中心 香港仔漁光道八十五號扶康會康復中心二樓	Si Lok Adult Training Centre 2/F, FHS Rehabilitation Centre, 85 Yue Kwong Road, Aberdeen, H.K.	2214-2523	2870-1210	rcslatc@fuhong.org
怡諾成人訓練中心 香港仔漁光道八十五號扶康會康復中心三樓	Yi Lok Adult Training Centre 3/F, FHS Rehabilitation Centre, 85 Yue Kwong Road, Aberdeen, H.K.	2214-2534	2870-1207	rcylatc@fuhong.org
<b>護理家舍</b>	<b>Care and Attention Home</b>			
清蘭之家 香港柴灣樂民道三號東區尤德夫人那打素醫院 高級職員宿舍 F 座三及四樓	Ching Lan Home 3/F & 4/F, Block F, Senior Staff Quarters, Pamela Youde- Nethersole Eastern Hospital, 3 Lok Man Road, Chai Wan, H.K.	2896-2123	2896-2496	clh@fuhong.org
靄華之家 香港柴灣樂民道三號東區尤德夫人那打素醫院 高級職員宿舍 F 座一及二樓	Oi Wah Home 1/F & 2/F, Block F, Senior Staff Quarters, Pamela Youde- Nethersole Eastern Hospital, 3 Lok Man Road, Chai Wan, H.K.	2896-2543	2896-3673	owh@fuhong.org
潔康之家 新界屯門大興邨興泰樓附翼地下	Kit Hong Home Annex Block, Hing Tai House, Tai Hing Estate, Tuen Mun, N.T.	2484-1000	2401-0045	khk@fuhong.org
天耀之家 新界天水圍天耀邨耀隆樓一及二樓 A 翼	Tin Yiu Home 1/F & 2/F, Wing A, Yiu Lung House, Tin Yiu Estate, Tin Shui Wai, N.T.	2617-6161	2448-4242	tyh@fuhong.org
麗瑤之家 新界葵涌麗瑤邨商場大廈二零四室	Lai Yiu Home Level 204, Shopping Block, Lai Yiu Estate, Kwai Chung, N.T.	2742-1112	2310-8177	lyh@fuhong.org

服務單位 Service Unit		電話 Tel	傳真 Fax	電郵 E-Mail
<b>家舍（嚴重智障／低中度智障人士）</b>	<b>Home / Hostel（Persons with Severe to Low Moderate Intellectual Disabilities）</b>			
麗瑤成人訓練中心 新界葵涌麗瑤邨商場大廈二零四室	Lai Yiu Adult Training Centre Level 204, Shopping Block, Lai Yiu Estate, Kwai Chung, N.T.	2745-0014	2310-8177	lyatc@fuhong.org
友愛之家 新界荃灣石圍角邨石芳樓二零一至二零九室	Father Tapella Home Unit 201-209, Shek Fong House, Shek Wai Kok Estate, Tsuen Wan, N.T.	2490-9080	2415-4000	fth@fuhong.org
禾輦成人訓練中心 新界沙田禾輦邨泰和樓地下	Wo Che Adult Training Centre G/F, Tai Wo House, Wo Che Estate, Sha Tin, N.T.	2692-6606	2693-0816	wcatc@fuhong.org
<b>家舍（中度智障人士）</b>	<b>Home / Hostel（Persons with Moderate Intellectual Disabilities）</b>			
長康之家 新界青衣長康邨康和樓二樓二十一至四十號室	Cheung Hong Home Unit 21-40, 2/F, Hong Wo House, Cheung Hong Estate, Tsing Yi, N.T.	2495-6163	2497-6178	chh@fuhong.org
毅信之家 香港仔漁光道八十五號扶康會康復中心一樓	Ngai Shun Home 1/F, FHS Rehabilitation Centre, 85 Yue Kwong Road, Aberdeen, H.K.	2214-2512	2870-1213	rcnsh@fuhong.org
<b>香港賽馬會社區資助計劃：扶康家庭</b>	<b>The Hong Kong Jockey Club Community Project Grant : Casa Famiglia</b>			
和諧軒 新界沙田銀城街四十六號威爾斯親王醫院 職員宿舍 E 座二樓 B 室	Concordia Casa Famiglia Rm B, 2/F, Block E, Staff Quarters, Prince of Wales Hospital, 46 Ngan Shing Street, Sha Tin, N.T.	2648-3740	2648-4740	cf@fuhong.org
邂逅軒 九龍窩打老道八十四號冠華園 A 座八樓 A3 室	Encounter Casa Famiglia Flat A3, 8/F, Cambridge Court, 84 Waterloo Road, Kowloon.	2194-6565	2194-6733	cf@fuhong.org
超瑩軒 九龍觀塘翠屏北邨翠樟樓 M2 樓一零六至一零九室	Radiance Casa Famiglia Unit 106-109, M2 Level, Tsui Cheung House, Tsui Ping (North) Estate, Kwun Tong, Kowloon	2763-5638	2763-5778	cf@fuhong.org
婉明軒 九龍順天邨天琴樓 LG2 層 L227-L230 室	Splendor Casa Famiglia Unit L227-L230, LG 2/F, Tin Kam House, Shun Tin Estate, Kowloon	2952-2125	2952-2126	cf@fuhong.org
<b>臨床心理服務</b>	<b>Clinical Psychological Service</b>			
秦石成人訓練中心 新界沙田秦石邨石瑩樓地下	Chun Shek Adult Training Centre G/F, Shek Ying House, Chun Shek Estate, Sha Tin, N.T.	2699-2969	2699-2976	fhs@fuhong.org
<b>地區支援服務</b>	<b>District Support Service</b>			
天水圍地區支援中心 新界天水圍天澤邨服務設施大樓 五樓五零一至五零二室	Tin Shui Wai District Support Centre Units 501-502, 5/F, Ancillary Facilities Block, Tin Chak Estate, Tin Shui Wai, N.T.	2486-3030	2744-1812	dsc@fuhong.org
<b>中途宿舍</b>	<b>Halfway House</b>			
悅群之家 香港仔漁光道八十五號扶康會康復中心四樓	Yuet Kwan Home 4/F, FHS Rehabilitation Centre, 85 Yue Kwong Road, Aberdeen, H.K.	2214-2544	2870-1203	rcykh@fuhong.org
悅智之家 香港仔漁光道八十五號扶康會康復中心五樓	Yuet Chi Home 5/F, FHS Rehabilitation Centre, 85 Yue Kwong Road, Aberdeen, H.K.	2214-2556	2870-1201	rcych@fuhong.org
悅行之家 香港仔漁光道八十五號扶康會康復中心六樓	Yuet Hang Home 6/F, FHS Rehabilitation Centre, 85 Yue Kwong Road, Aberdeen, H.K.	2214-2571	2870-1198	rcyhh@fuhong.org
<b>自閉症及發展障礙人士服務</b>	<b>Services for Persons with Autism and Developmental Disabilities</b>			
牽蝶中心 香港仔漁光道八十五號扶康會康復中心二樓	Hin Dip Centre 2/F, FHS Rehabilitation Centre, 85 Yue Kwong Road, Aberdeen, H.K.	2214-2591	2552-4116	hdc@fuhong.org
<b>精神健康綜合社區中心</b>	<b>Integrated Community Centre For Mental Wellness</b>			
康晴天地 香港華富邨華美樓四零四至四一二室 華美樓閘口側 精神健康諮詢專線：8100-5555	Sunrise Centre Room 404-412, Wah Mei House, Wah Fu Estate, H.K. (next to the entrance of Wah Mei House) Mental Health Enquiry Hotline: 8100-5555	2518-3880	2553-8796	sc@fuhong.org
<b>培訓部</b>	<b>Training Department</b>			
樂融坊 九龍深水埗東沙島街一九零號樂年花園 地下 A 舖	Joyful Corner Shop A, G/F, Cronin Garden, 190 Pratas Street, Sham Shui Po, Kowloon	2745-4214	2361-0404	jc@fuhong.org



服務單位 Service Unit	電話 Tel	傳真 Fax	電郵 E-Mail	
感覺統合治療服務      Sensory Integration Therapy Service				
感覺統合治療中心 九龍深水埗澤安邨榮澤樓九至十五號地下	Sensory Integration Therapy Centre Unit 9-15, G/F, Wing Chak House, Chak On Estate, Sham Shui Po, Kowloon	3188-5804	2776-1225	si_co@fuhong.org
輔助家舍      Supported Hostel				
柔莊之家 新界屯門青山灣青山公路三九六號	Yau Chong Home 396 Castle Peak Road, Castle Peak Bay, Tuen Mun, N.T.	2404-8538	2404-8745	ych@fuhong.org
職業康復及發展服務      Vocational Rehabilitation & Development Services				
葵興職業發展中心 新界葵涌大窩口道一五一至一六五號 新葵興花園 C 座地下	Kwai Hing Vocational Development Centre G/F, Block C, Sun Kwai Hing Garden, 151-165 Tai Wo Hau Road, Kwai Chung, N.T.	2426-1514	2426-1769	khvdc@fuhong.org
毅誠工場 香港仔漁光道八十五號扶康會康復中心 四樓西翼及五樓西翼	Ngai Shing Workshop West Wing 4/F & West Wing 5/F, FHS Rehabilitation Centre, 85 Yue Kwong Road, Aberdeen, H.K.	2214-2587	2870-1205	rcnsw@fuhong.org
石圍角工場 新界荃灣石圍角邨二號停車場地下	Shek Wai Kok Workshop G/F, Car Park Block No. 2, Shek Wai Kok Estate, Tsuen Wan, N.T.	3518-4388	2498-8375	swkw@fuhong.org
輔助就業      Supported Employment				
葵興職業發展中心 新界葵涌大窩口道一五一至一六五號 新葵興花園 C 座地下	Kwai Hing Vocational Development Centre G/F, Block C, Sun Kwai Hing Garden, 151-165 Tai Wo Hau Road, Kwai Chung, N.T.	2426-1514	2426-1769	khvdc@fuhong.org
毅誠工場 香港仔漁光道八十五號扶康會康復中心 四樓西翼及五樓西翼	Ngai Shing Workshop West Wing 4/F & West Wing 5/F, FHS Rehabilitation Centre, 85 Yue Kwong Road, Aberdeen, H.K.	2214-2587	2870-1205	rcnsw@fuhong.org
石圍角工場 新界荃灣石圍角邨二號停車場地下	Shek Wai Kok Workshop G/F, Car Park Block No. 2, Shek Wai Kok Estate, Tsuen Wan, N.T.	3518-4388	2498-8375	swkw@fuhong.org
殘疾人士在職培訓計劃      On The Job Training Programme for Persons with Disabilities				
葵興職業發展中心 新界葵涌大窩口道一五一至一六五號 新葵興花園 C 座地下	Kwai Hing Vocational Development Centre G/F, Block C, Sun Kwai Hing Garden, 151-165 Tai Wo Hau Road, Kwai Chung, N.T.	2426-1514	2426-1769	khvdc@fuhong.org
石圍角工場 新界荃灣石圍角邨二號停車場地下	Shek Wai Kok Workshop G/F, Car Park Block No. 2, Shek Wai Kok Estate, Tsuen Wan, N.T.	3518-4388	2498-8375	swkw@fuhong.org
職業康復延展計劃      Work Extension Programme				
毅誠工場 香港仔漁光道八十五號扶康會康復中心 四樓西翼及五樓西翼	Ngai Shing Workshop West Wing 4/F & West Wing 5/F, FHS Rehabilitation Centre, 85 Yue Kwong Road, Aberdeen, H.K.	2214-2587	2870-1205	rcnsw@fuhong.org
嚴重殘疾人士日間照顧服務      Day Care Service for Persons with Severe Disabilities				
靄華之家 香港柴灣樂民道三號東區尤德夫人那打素醫院 高級職員宿舍 F 座一及二樓	Oi Wah Home 1/F & 2/F, Block F, Senior Staff Quarters, Pamela Youde- Nethersole Eastern Hospital, 3 Lok Man Road, Chai Wan, H.K.	2896-2543	2896-3673	owh@fuhong.org
社會企業      Social Enterprise				
康融服務有限公司 九龍深水埗東沙島街一九零號樂年花園 地下 A 舖	Hong Yung Services Limited Shop A, G/F, Cronin Garden, 190 Pratas Street, Sham Shui Po, Kowloon	2215-6305	3764-9932	hys@fuhong.org

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NOTE: Owing to limited space, the Society regrets not being able to include the names of all volunteers and contributors individually here.



