



3

企業社會責任
CORPORATE SOCIAL RESPONSIBILITY

社區參與 COMMUNITY INVOLVEMENT

本會除了竭誠服務殘疾人士及其家人，亦非常重視企業社會責任。在 2014/15 年度，本會在社區參與、倡導、僱員關係、環境保護等不同範疇積極實踐及推動企業社會責任。

提供義工服務的機會

本會透過提供多元化的義工服務機會，包括定期探訪服務單位、與服務使用者一起遊戲、外出活動等，推廣傷健共融的精神。與此同時，本會積極招募個人義工及企業義工，提供不同渠道讓社區人士參與義工服務。

在 2014/15 年度，義工參與服務的次數多達一萬七千六百人次，較上年度上升近 40%。當中義工曾炳權先生的服務時數更超過八百五十五小時。另外，共有三十三隊企業義工參與服務，企業義工人次多達六百人。有關企業義工及義工統計數字的詳情，請參閱本年報第四章企業傳訊（第 100 頁）及第六章統計資料（第 119 頁）。

服務合作計劃

本會與一百四十個外間團體建立了服務合作網絡，包括地區組織、非政府機構及教育機構等。透過與不同團體進行協作計劃，能促進外界對康復服務的認識，亦可融和彼此的專長，提升服務質素。2014/15 年度本會與多個外間機構進行服務合作計劃，內容歸納於右表。

The Society is committed not only to serving persons with disabilities and their family members but also to its corporate social responsibility. In 2014/15, the Society actively carried out and pushed forward corporate social responsibility in different aspects, including community involvement, advocacy, employee relations and environmental protection, etc.

Opportunities for Volunteer Services

The Society promoted the spirit of social inclusion through providing diversified opportunities for volunteer services including regular visits to service units, playing games and outings with service users, etc. In addition, the Society has vigorously recruited individual volunteers as well as corporate volunteers providing various channels for community members to participate in the volunteer services.

In 2014/15, the number of people participating in volunteer services reached 17,600, an increase of nearly 40% over the previous year. Among the volunteers, the service hours of Mr TSANG Bing Kuen even exceeded 855 hours. In addition, there are 33 corporate volunteer teams involving over 600 corporate volunteers. For more information regarding corporate volunteers and statistics on volunteer participation, please refer to Part 4 Corporate Communication (p.100) and Part 6 Statistics (p.119) of this Annual Report.

Service Collaboration Projects

The Society has established service collaboration network with 140 organizations including district organizations, NGOs and educational institutes. Through collaborating with different organizations, the community has gained understanding of rehabilitation services and made use of the strength of one another for improvement of service quality. The Society's service collaboration projects with various organizations in 2014/15 are summarized in the table on next page.





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
深水埗區「最佳老友—智藝耆才」社區共融計劃 Sham Shui Po District 'Best Buddies, Talents in the District' Social 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八萬四千元於該區舉辦傷健共融計劃，推廣「香港最佳老友」運動的精神 Sham Shui Po District Council sponsored an amount of HK\$84,000 to the Society to co-organize the Inclusion Project in the district, promoting the spirit of Best Buddies HK
	明愛鄭承峰長者社區中心（深水埗） Caritas Cheng Shing Fung District Elderly Centre (Sham Shui Po)	- 與本會三所成人訓練中心協辦計劃 Co-organized the project with 3 Adult Training Centres of the Society
	香港長者協會 The Hong Kong Association of Senior Citizens	- 共同推行「不倒娃娃」紙糊藝術班、「展翅高飛」健體操及「友愛共融」魔術班 Co-organized the Inclusion Class of Paper Art, Chair-based Dance and Stage Magic Performance
	浸信會愛羣社會服務處青少年身心導航服務 Baptist Oi Kwan Social Service Adolescent Early Intervention Service	- 共同組織智障人士、南亞族裔人士、青少年及長者義工隊於區內探訪獨居長者 Organized the elderly visiting team consisting of persons with intellectual disabilities, ethnic minorities, adolescents and the elderly
	新家園協會 HOME Centre (SSP) New Home Association HOME Centre (SSP)	- 推動「友·深·人」深水埗區攝影比賽 Promoted the 'Buddies in SSP' Sham Shui Po Photo Competition
	舊色園可澤耆英鄰舍中心 Ho Chak Neighbourhood Centre for Senior Citizens (Sponsored by Sik Sik Yuen)	
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	本會九所服務單位為特殊學校學生提供實習機會，讓他們在接受職業訓練前作好準備 Provided attachment placements at 9 service units to students of special schools to better prepare them for vocational training in their adulthood
快樂椅子舞 Chair-based Dance	尊賢會 Jade Club	本會共有五所服務單位分別成立運動小組，讓步向老齡化的服務使用者舒展筋骨 Formed exercise groups in 5 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、政府新聞處及社會服務機構 Labour and Welfare Bureau, Information Services Department and social service agencies	以「活到老樂到老——代代關注長者精神健康」為主題，藉以提升社區對長者精神健康的關注和認識 Increased the community's awareness of mental health of the elderly through the theme 'Living happily at old age — care for the mental health of the elderly by generations'
「樂Teen精探」計劃 'Happy Teen Mental Health' Project	與港島南區的中學及青少年中心協辦 Jointly organized with secondary schools and youth centres in Southern District	透過舉辦到校講座、義工培訓、探訪獨居及單親的精神康復者家庭等活動，向青少年推廣精神健康、關懷精神康復者的訊息 School talks, volunteer training, visiting persons with psychiatric disabilities who lived alone or with single parent were organized to convey the message of mental health and caring for persons with psychiatric disabilities to teenagers
「導出自信·快樂遊中」計劃 'Happy Tour, Happy Life' Project	港島中西區長者服務機構 Elderly service organizations in Central & Western District	讓精神康復者籌辦活動，服務區內長者 Persons with psychiatric disabilities organized activities for the elderly in the district
「玩轉暑假」共融計劃 'Amazing Summer' Inclusion Project	屯門天主教中學 Tuen Mun Catholic Secondary School	讓服務使用者接觸不同的社區人士和設施，提升社交技能，推動社區共融 Service users were given the chance to have contact with community members and to enjoy the facilities within the district for improvement of their social skills and promotion of social inclusion
暖 LOVE LOVE 關愛大行動 Loving & Caring Movement	香港中華基督教青年會 Chinese YMCA of Hong Kong	提供機會讓服務使用者與社區人士合作，展現社區正能量 Provided an opportunity for service users and community members to co-operate and to display positive energy in the community

01 「快樂椅子舞」讓本會服務使用者享有一個集音樂、舞步和社交於一身的舞台
'Chair-based Dance' provides a stage for music, dance and socializing for service users

02 精神康復者透過「導出自信·快樂遊中」計劃，服務區內長者
'Happy Tour, Happy Life' allows service users with psychiatric disabilities to serve the elderly within the district

03 「友·深·人」深水埗區攝影比賽海報
Poster of 'Friends of SSP'- Sham Shui Po District Photo Contest

04 「精神健康月」的活動有助增加區內長者對精神健康的關注
'Mental Health Month' draws attention of the elderly living in the district to mental health

05 「暖 LOVE LOVE 關愛大行動」的義工與服務使用者一起摺飛機
Volunteers and service users fold paper airplanes together at the 'Loving & Caring Movement'

06 深水埗區「最佳老友—智藝耆才」社區共融計劃
Sham Shui Po District 'Best Buddies, Talents in the District' Social Inclusion Project



01 劇團成員落力演出每一場表演
Troupe members make strenuous efforts to perform in every street drama

本會致力為殘疾人士及其家屬爭取權益，藉著社區教育、服務使用者及家屬充權等方面的倡導工作，一方面增加社會大眾對殘疾人士的認識及接納，另一方面鼓勵服務使用者及其家屬實踐公民權利。

社區教育

本會由2013年4月至2015年3月獲余兆麒醫療基金撥款贊助舉辦一連串項目，包括出版區域刊物《南語》及表演街頭話劇《他們與我》等，向社區推廣《殘疾人權利公約》。本會亦透過推行各種社區共融計劃，與社區人士共同建立一個共融社會。

表演街頭話劇《他們與我》

由精神康復者及智障人士組成的劇團於港島區公共屋邨進行路演，以話劇推廣《公約》及「無障礙」的信息。在2014/15年度，街頭話劇共進行六次演出，約有五百名觀眾欣賞。

The Society is committed to striving for the rights of persons with disabilities and their family members by undertaking advocacy work such as community education and empowerment of service users and their family members. The former has made it possible for members of the community to better understand and accept service users while the latter has encouraged service users and their family members to exercise their civil rights.

Community Education

From April 2013 to March 2015, the Society was sponsored by the S K Yee Medical Foundation for organizing a series of activities including publication of district newsletter 'Southern Voices' and performance of street drama 'They & I' for the promotion of the 'Convention on the Rights of Persons with Disabilities'. The Society and the community also worked together for building an inclusive community through different inclusion projects.

Performing street drama 'They & I'

A drama troupe made up of persons with psychiatric disabilities and persons with intellectual disabilities has performed street drama at public housing estates on Hong Kong Island to convey the Convention and the message of 'barrier-free'. In 2014/15, the troupe gave six performances for the enjoyment of about 500 viewers.



- 02** 劇團成員透過表演向學生傳遞《公約》信息
Troupe members convey the message of the Convention through the drama performance
- 03** 康晴天地在華富邨舉辦「加添笑容家多FUN」活動，向居民傳遞關注精神健康的訊息
'More Smiles, More Fun' organized by Sunrise Centre promotes the message of mental health to residents at Wah Fu Estate

舉辦學校講座

於港島區一所中學及一所特殊學校舉行《殘疾人權利公約》講座，並安排《他們與我》的團隊進行表演，出席學生約有八百人。

Organizing school talks

Talks on 'The Convention on the Rights of Persons with Disabilities' and performance of 'They & I' by the drama troupe were organized at a secondary school and a special school on Hong Kong Island. About 800 students attended the above activities.

出版《南語》

《南語》共出版六期，每期印刷二千份，派發對象主要是港島南區內的居民、各中小學及福利機構等。內容包括「小人物大故事」、心靈雋語、「蒲點」好去處等，介紹南區正面人物及信息、康復服務及無障礙好去處。

Publishing 'Southern Voices'

Six issues of 'Southern Voices', 2,000 copies each, were circulated to residents, primary and secondary schools and welfare agencies of the Southern District on Hong Kong Island. The publication included various content such as 'Little man with a big story', words of wisdom and fun places to go, which featured characters with positive images in the district, positive messages, rehabilitation services and barrier-free places.

推廣精神健康訊息

本會得到社會福利署臨床心理服務及地區團體的支持，為華富邨居民舉辦一系列推廣精神健康的活動，包括互動攤位、體驗遊戲及正向心理講座，獲超過三百名居民參與。

Promoting the message of mental health

With the support of Clinical Psychological Service of the Social Welfare Department and organizations within the district, a series of mental health activities were organized for the residents of Wah Fu Estate including interactive stalls with games and a talk on Positive Psychology. Over 300 residents attended the said events.



01

01 小奧士計劃培養學生以正面的態度與殘疾人士相處
The volunteer training project gives students an opportunity to interact with persons with disabilities in a positive manner

02 智障人士與小學生一起畫圓圈畫
Persons with intellectual disabilities and primary students participate in circle painting



02

開展「小奧士平等之旅暨義工訓練計劃」

屯門及元朗區社工團隊在 2014/15 年度開展上述計劃。小學生透過與殘疾人士共同參與不同的活動，建立對殘疾人士的正面價值觀，從中了解及實踐《公約》。參與機構潮陽百欣小學及五邑鄒振猷學校均表示，他們的學生在參與計劃後對殘疾人士的態度及觀感有正面的轉變。

推廣「香港最佳老友」運動

為推動傷健共融及推廣社區人士與智障人士建立一對一的友誼，本會「香港最佳老友」運動 (BBHK) 積極到學校及企業為學生和企業員工提供社區教育講座。在 2014/15 年度，BBHK 於二十一間學校 / 企業舉辦社區教育講座，約有一千三百七十位學生及企業員工出席有關活動。

Launching the 'Education cum Volunteer Training Project for Primary Students'

The team of social workers in Tuen Mun District and Yuen Long District launched the above project in 2014/15. Various activities were organized for primary students and persons with disabilities. The project helped primary students to develop a positive image towards persons with disabilities and to understand and exercise the Convention. Both the participating schools, Chiu Yang Por Yen Primary School and FDBWA Chow Chin Yau School, indicated that their students showed positive changes in impression and attitude towards persons with disabilities after participating in the project.

Promoting 'Best Buddies Hong Kong' Movement

To promote social inclusion and one-to-one friendship between persons with and without disabilities, 'Best Buddies Hong Kong' Movement (BBHK) of the Society takes an active part in organizing talks for community education. In 2014/15, BBHK held 21 talks at schools/corporations, attracting around 1,370 students/staff members to attend the activities.



01 服務使用者於選舉時自行介紹參選政綱
Service users introduce their election platforms

02 育勤（現任會議主席）：我在服務使用者會議學到很多知識，並擴闊了自己的視野
Yuk Kan (current Chairperson of the Meetings): I have learnt so much at service users meetings and have widened my horizons

03 服務使用者會議不僅是一個溝通和表達訴求的媒介，而且代表一份平等和尊重
Service Users Meetings are not only a medium for communication and advocacy but also represent equality and respect

服務使用者及家屬充權

本會重視人權，深信任何人士皆有表達言論及參與社區生活的權利。為此，本會致力倡導服務使用者認識及實踐應有權利，提升他們參與會內及社區事務的機會。同時，本會亦着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。

Empowerment of Service Users and Their Family Members

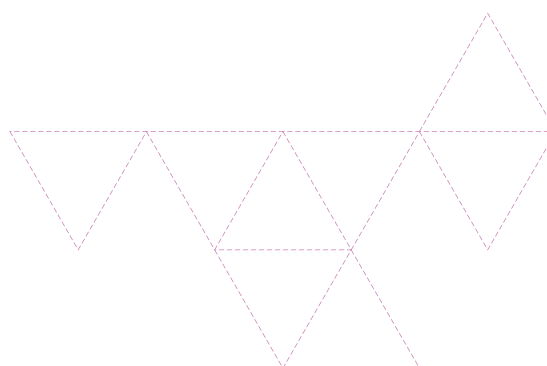
The Society puts much emphasis on human rights, believing that every human being has the right of expression and participation in community life. In this regard, the Society advocates service users' awareness of their rights and the exercise of such rights. Service users are given the opportunity for involvement in the affairs of the Society and that of the community. At the same time, the Society also advocates the participation of family members in the rights for persons with disabilities, social policies and the monitoring of quality of services provided by the Society.

屯元區服務使用者會議

屯門、元朗區區域服務使用者會議於2007年開始，於2009年重點強化充權概念，成立服務使用者委員會，鼓勵服務使用者關心社區事務及明白他們擁有為自己發聲的權利。服務使用者在單位通過互選確立代表，再由代表出席服務使用者會議。在2014/15年度，共舉行了五次服務使用者會議；由2009年至今，累積參與人次多達四百人。

Tuen Yuen District Service Users Meetings

The first Tuen Yuen District Service Users Meeting was run in 2007. In 2009, the concept of empowerment was strengthened and a committee consisting of service users was set up to encourage service users to care for community affairs and to understand their rights of expression. Service users in service units elect their representatives who would attend the Service Users Meetings. In 2014/15, five meetings were held and the cumulative number of participants since 2009 reached 400.



扶康家長會

扶康家長會（簡稱「家長會」）是由扶康會轄下各服務單位的家長和家屬組成的一個自務組織。家長會擁有會章及幹事選舉制度，由會員選出兩年一任的幹事會成員。自2000年成立至今，家長會一直都得到扶康會各方面的支持，其中包括在會務發展方面給予專業意見及借出會議場地。家長會現時有四百三十名會員，以關注殘疾人士及其家人的服務需要和權益為宗旨，並透過舉辦多元化的活動，促進家長／家屬之間的認識及互助精神。有關家長參與的詳情，請參閱本年報第六章統計資料（第118頁）。

經過多年的發展，家長會已成為扶康會一個重要及緊密的合作伙伴。在2014/15年度，家長會前副主席及幹事會顧問盧鴻業先生更獲選為扶康會董事局委員，充分體現會方對家長聲音的重視。在2014年10月15日，家長會會員透過一人一票選出第八屆幹事會成員，並於同年12月舉行會員周年大會暨就職典禮。家長會於2014/15年度主要朝以下兩個方向開展會務：

增加會員凝聚力

● 舉辦聯誼活動

為了增進會員間的聯誼和互動，家長會舉辦了一連串活動，當中包括「排排舞」、編織及手作等興趣班、卡拉共唱、秋季旅行、服務交流團（前往深圳、東莞、廣州等地）及以「正向心理」為主題的日營活動，參加人次共有六百二十一人。

● 成立探訪小組

家長會成立探訪小組，先後探訪葵興工場及祖堯成人訓練中心的家長組，並積極參與扶康會於2014年5月22日舉行的「父母親節聯誼茶聚」，與各區域小組的家長委員進行交流，分享參與家長會的工作經驗和體會。

Fu Hong Parents' Association

Fu Hong Parents' Association (FHPA) is a self-support group formed by family members of service users in different service units. FHPA has its own constitution and electoral system of Executive Committee. Members of FHPA would elect the Committee members and the term of the Committee is for two years. Since its establishment in 2000, FHPA has been receiving different kinds of support from the Society such as giving professional advice on the development of FHPA and providing venue for FHPA to hold meetings. FHPA, with a total of 430 members at present, is concerned about the service needs and rights of persons with disabilities and their family members. Through diversified activities, FHPA enhances the understanding between family members and promotes mutual support. For parent participation, please refer to Part 6 Statistics (p.118) of this Annual Report.

After years of development, FHPA has become an important and close partner of the Society. The former Vice Chairman, and now the Adviser of FHPA, Mr LO Hung Yip, was even elected as one of the Council Members in 2014/15. This shows that the Society highly values the voices of family members. On 15 October 2014, members of the 8th FHPA Executive Committee were elected. The inaugural ceremony was held at the Annual General Meeting in December 2014. A two-prong approach was adopted for the business of FHPA in 2014/15:

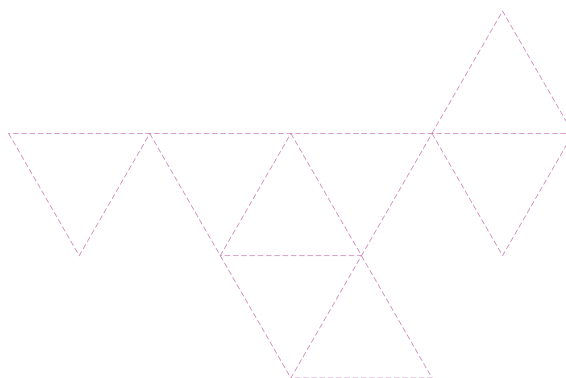
Strengthening the cohesion of members

● Organizing social activities

To strengthen the cohesion of members, FHPA organized a series of activities, including dancing, knitting, making handicrafts, singing karaoke, going on picnic, organizing service exchange visits (Shenzhen, Dongguan and Guangzhou) and day camp with a theme of 'Positive Psychology'. A total of 621 members took part in the said activities.

● Setting up visit groups

FHPA set up visit groups and paid visits to parents' groups of Kwai Hing Workshop and Cho Yiu Adult Training Centre. Members of FHPA also participated in the 'Parents Tea Party' held by the Society on 22 May 2014. The event provided an opportunity for members of FHPA to share their experiences with family members of Regional Sub-Committees, enabling the latter to have a better understanding of FHPA.



積極關注殘疾人士的需要和權益

● 呼籲政府正視殘疾人士及其照顧者的需求

2014 年接連發生涉及自閉症和智障人士的意外事件，家長會認為政府有必要正視殘疾人士照顧者現時所承受的壓力。為此，家長會曾去信社會福利署署長，表達上述訴求，並要求政府盡快增加資助院舍名額。家長會亦響應「爭取資助院舍聯席」的呼籲，要求政府給予殘疾人士照顧者津貼。

● 爭取殘疾人士乘車優惠及增加學員獎勵金

家長會與相關自助組織團體保持緊密合作的關係。透過組織之間的聯繫及集體力量，為殘疾人士及其照顧者爭取應有的權益，包括成功將「\$2 乘車優惠」擴展至十二歲以下殘疾兒童，適用範圍更推展到綠色專線小巴。此外，社署亦最終同意家長組織的要求，將職業康復服務學員獎勵金由每日港幣二十一元增加至港幣二十六元五角。

● 持續關注與殘疾人士有關的社會政策

因應政府進行有關自願醫保計劃的公眾諮詢，家長會於 2015 年 2 月 4 日舉辦專題講座，為家長詳細講解計劃內容，並把所收集的意見透過家長自助組織座談會，以聯署信方式送交食物及衛生局考慮。

Concern on the needs and rights of persons with disabilities

● Urging the Government to address the needs of persons with disabilities and their caregivers

Subsequent to the accidents involving persons with autism and intellectual disabilities in 2014, FHPA urged the Government to respond positively to the stress on caregivers of persons with disabilities. In this regard, FHPA wrote to the Director of Social Welfare expressing their request for urgent need of more places in subvented hostels. FHPA also supported the appeal of 'Alliance for Subvented Residential Care Service' for more government allowances to the caregivers of persons with disabilities.

● Fighting for transport fare concession for persons with disabilities and increasing the training allowance of service users

The Society was in close partnership with related self-help organizations. Through collective forces, they succeeded in getting the rightful benefits for persons with disabilities and their caregivers including the extension of the '\$2 Public Transport Fare Concession Scheme' covering children with disabilities under the age of 12 and more green minibus routes. In addition, the Social Welfare Department finally agreed to the request of parents' organizations to increase the daily training allowance of service users of vocational rehabilitative services from HK\$21 to HK\$26.5.

● Monitoring the government policies relating to persons with disabilities

In connection with the public consultation on Voluntary Health Insurance Scheme conducted by the Government, FHPA organized a talk on this topic on 4 February 2015 for parents. Details of the scheme were explained and the views collected, in the format of a joint letter, were forwarded to the Food and Health Bureau for their consideration at the Parents Self-help Association Seminar.



01 扶康家長會周年會員大會暨幹事會就職典禮
The Inaugural Ceremony cum AGM of FHPA

02 第八屆扶康家長會幹事會透過選舉誕生
The 8th Executive Committee of FHPA is formed through election



03 家長會舉辦「自願醫保計劃」專題講座
FHPA organizes the talk on 'Voluntary Health Insurance Scheme'

04 家長會會員於街頭為智障人士爭取合理權益
Members of FHPA are street fighters for the rights of persons with disabilities

僱員關係及發展 EMPLOYEE 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。

在 2014/15 年度，本會的員工人數共有一千零九十人（包括扶康會一千零三人、友愛之家協會有限公司二十二人及康融服務有限公司六十五人），當中六十八位員工為殘疾人士。與去年度相比，本會總員工人數增加三十人（2.8%），其中殘疾員工佔十九人（增幅達 38.8%）。有關本會的員工統計數字，請參閱本年報第六章統計資料（第 120 頁）。

本會積極推動殘疾人士平等就業，致力締造共融工作間，讓殘疾人士發揮所長。在 2014/15 年度，本會獲得多項相關的嘉許：

「十八區關愛僱主」

扶康會及康融服務有限公司榮獲「十八區關愛僱主」的嘉許，而扶康會更獲頒發「連續五年或以上大獎」，以表揚本會積極推動共融就業。

「愛心社企」及「快樂工作間」

由康融服務有限公司（簡稱「康融」）管理的兩所社企餐廳「香城茶室」及「康姨咖啡室」分別獲社會福利署嘉許為「愛心社企」及獲選為十大「快樂工作間」，以表揚兩所餐廳在促進殘疾僱員融入社會所付出的努力及貢獻。

Care and respect to staff members is reflected in the Society's human resources policies. Provision of professional and quality services to service users cannot be achieved without staff members' professionalism and high efficiency at work.

In 2014/15, the total number of staff members of the Society was 1,090 (including 1,003 staff members of Fu Hong Society, 22 staff members of Agape Society Limited and 65 staff members of Hong Yung Services Limited). 68 of them were persons with disabilities. Comparing with last year, 30 additional staff members (2.8%) were employed and 19 of them were disabled (an increase of 38.8%). For the Society's staff statistics, please refer to Part 6 Statistics (p.120) of this Annual Report.

The Society has striven for equal employment opportunity for persons with disabilities and creation of inclusive working environment where persons of disabilities can unleash their work abilities. In 2014/15, the Society received the following related awards:

'18 Districts Caring Employers'

Both the Society and Hong Yung Services Limited received the commendation of '18 Districts Caring Employers'. The Society also received a special award for being an awardee for five consecutive years or above in recognition of its efforts in promoting inclusion employment.

'Caring Social Enterprise' and 'Happy Work Place'

The two social enterprise cafes managed by Hong Yung Services Limited (Hong Yung), i.e. 'City Cafe' and 'Madam Hong Cafe', were respectively awarded as 'Caring Social Enterprise' and one of the top ten 'Happy Work Places' by the Social Welfare Department. The awards recognized cafes' contributions and efforts in helping persons with disabilities in community integration.



康融董事局主席李百瀨先生 MBE, JP 及康融董事局委員郭健勳博士 BBS, JP 帶領「康姨咖啡室」及「香城茶室」的殘疾員工一同上台領獎
Mr Simon LI MBE, JP, Council Chairman of Hong Yung and Dr Joseph KWOK BBS, JP, Council Member of Hong Yung receive the awards together with disabled staff of 'Madam Hong Cafe' and 'City Cafe'

「至尊共融機構獎」

扶康會參加由勞工及福利局聯同康復諮詢委員會、香港復康聯會及香港社會服務聯會推出的《有能者·聘之約章》，承諾會積極推行各種措施以協助殘疾人士就業。本會於共

'Supreme Inclusive Organization'

Fu Hong Society has joined the 'Talent-wise Employment Charter' co-organized by the Labour and Welfare Bureau, the Rehabilitation Advisory Committee, the Hong Kong Joint Council for People with Disabilities and the Hong Kong Council of Social Service. The Society is committed with its

融機構嘉許計劃中獲頒發最高榮譽的「至尊共融機構獎」，顯示本會於推動殘疾人士就業及社會共融理念的努力，獲得社會的肯定和讚揚。

年內工作重點

開展人力資源管理系統

為配合人力資源管理系統的工程，內部工作流程檢討及重組經已展開。期望在新系統的協助下，能提供更精確的管理數據，協助管理層進行分析，從而提升機構的管理效率。

提高職業安全意識

本會一直十分關注職業及工作環境安全，服務監察委員會亦就相關措施作出定期討論。同時，本會已成立工作安全管理小組，就服務單位運作及環境安全措施方面進行檢討，並針對高危的環境進行個案分析，以確保職業安全，期望員工能在安全的工作環境下服務。此外，本會建築拓展及維修委員會聯同培訓部合辦「五常法」講座，協助員工妥善整理工作場所，從而減少工傷發生的機會。

薪酬與福利

本會一直秉持家庭友善的理念，為員工設立不同的家庭友善措施。期望透過相關的政策及措施，協助員工平衡工作與家庭的責任，體現本會關懷尊重的核心價值。

改善員工薪酬及福利

本會的薪酬是以政府公務員薪酬機制及市場水平作借鑒，以保持人力資源的競爭力。同時，本會遵照社會福利署推行之整筆撥款津貼制度非政府機構《最佳執行指引》的要求，在運用薪酬調整撥款時按公務員薪酬調整的百分比調整員工的薪酬，並把薪酬調整的額外撥款全數用於薪酬調整。在 2014/15 年度，本會員工薪酬及福利作出以下改善：

- 提升部份職系薪酬幅度以配合市場水平
- 提供強積金一筆過僱主自願性供款注資
- 面對招聘困難的服務單位，為個別職系的員工提供每月津貼

best endeavours to the promotion of employment of persons with disabilities. In the Inclusive Organisations Recognition Scheme, the Society has been recognized as 'Supreme Inclusive Organization', the highest award. This shows that the Society's efforts to promote employment for persons with disabilities and social inclusion have been recognized and commended by the community.

Focuses of Our Work in the Year

Developing human resources information system

To cope with the implementation of human resources information system, review and revamping of internal workflows were commenced. With the new system, more precise management figures would be available to the Management for analysis, thereby leading to improvements of management efficiency.

Enhancing the awareness of occupational safety

The Society always stresses on occupational safety and working conditions. This issue is a regular agenda item in the meetings of Services Monitoring Committee. A Working Group on Workplace Safety Management has been set up to review service units' operation and safety measures in the workplace. Special attention is given to high risk environment where it will be examined by the Working Group to ensure occupational safety. In addition, the Society's Building Development & Maintenance Committee and the Training Department co-organized a talk on '5-S Management Practices', which assisted staff members in keeping their workplace tidy and safe, thus reducing the chances of work injuries.

Remuneration and Benefits

Family-friendliness is an important objective of the Society and relevant measures have been implemented for this. It is expected that staff members should be benefited from such a policy and measures and be able to strike a balance between their responsibility towards their families and work, embodying the Society's core value of care and respect.

Improving staff members' remuneration and benefits

Remuneration of staff members has made reference to that of the civil servants and the open market to maintain its competitiveness for recruitment. In addition, the Society follows the requirements of the Best Practice Manual of Lump Sum Grant Subvention System for Non-governmental Organizations promulgated by the Social Welfare Department that salary adjustment of staff members by using the funding from the Government should have the same percentage as that of civil servants, and the funding received should be entirely for the salary adjustment of the staff members. The following improvements to remuneration and benefits of staff members were introduced in 2014/15:

- Salaries of certain ranks were uplifted to keep pace with the open market.
- One-off injection into the employees' MPF accounts was made.
- Monthly allowances for staff members of certain ranks were provided to service units with recruitment difficulties.

「傑出家庭友善僱主」

本會榮獲由政府諮詢組織家庭議會頒發之「傑出家庭友善僱主」獎項，以對本會的家庭友善政策及措施作出肯定。除了全薪病假、產假、侍產假、婚假、醫療津貼及培訓津貼等基本福利，本會於2014/15年度新增的家庭友善措施包括：

- 增加恩恤假
- 新增生日假
- 新增母乳餵哺措施
- 延長退休年齡至六十歲

員工溝通

提升管治透明度

為加強員工對管治的信任，本會已將現行政策及執行政程序上載內聯網，讓員工查閱有關內容。此外，本會的人力資源政策亦在員工手冊內概述。本會會定期檢討現行政策，並將需要修訂的部份進行諮詢，收集意見；而在政策修訂生效前，會先向員工公告。

建立雙向溝通

為加強員工的凝聚力及團隊精神，本會設立多元化的渠道，鼓勵員工及管理層建立雙向溝通，收集員工意見，並讓他們了解本會服務策略、發展計劃及期望。

設立多元化溝通渠道

員工能透過不同渠道，包括內聯網、刊物、通訊、員工分享大會、員工諮詢機制、員工活動及扶康講場等，了解會方最新的資訊及提出意見。



員工分享大會是一個溝通平台，讓各單位的員工與總幹事分享及交流意見
All staff meeting is a platform where staff members of every service unit can exchange views with the Executive Director

與總幹事對話

總幹事陸慧妍女士以開放、持平的態度聆聽員工心聲，與各階層員工建立和保持良好的溝通。在2014/15年度，本會先後舉辦四次員工分享大會、三次職員事務諮詢及發展委員會會議及九次「扶康講場」，讓不同職級的員工可直接與總幹事對話，在服務質素、員工福利及員工發展等事宜上提出意見。

‘Distinguished Family-Friendly Employer’

The Society has received the ‘Distinguished Family-Friendly Employer’ award from the Family Council, an advisory body to the Government. This award recognizes the Society’s achievement in the implementation of family-friendly policies and measures. Apart from full paid sick leave, maternity leave, paternity leave, marriage leave, medical and training allowance, etc., new family-friendly measures introduced by the Society in the year of 2014/15 include:

- Increase of compassionate leave
- Introduction of birthday leave
- Introduction of breast-feeding measures
- Extension of retirement age to 60

Staff Communication

Enhancing management transparency

To boost staff members’ confidence toward the governance of the Society, the existing policies and procedures adopted have been uploaded to the intranet so that staff members are able to review relevant content easily. The Society’s human resources policies are also explained in Staff Handbook. Review of the existing policies is regularly conducted and the Society would collect staff members’ views on the areas that have to be revised. Before such revision coming into effect, prior written notice would be given to staff members.

Developing two-way communication

To strengthen the cohesion of staff members and team spirit, the Society has set up various channels for two-way communication between staff members and the Management. Through different channels, views of staff members can be collected and the Society’s business strategies, development plans and expectation can be conveyed to staff members.

Setting up diversified channels of communication

Various channels, such as intranet, publications, newsletters, all staff meetings, staff consultative mechanism, staff activities and Fu Hong Focus Groups are made available to staff members for conveying the latest news of the Society and staff members are able to express their views.

Having dialogues with the Executive Director

The Executive Director, Ms Becky LUK Wai Yin, who adopts an attitude of open-mindedness and impartiality when listening to staff members, maintains effective communication with staff members of different positions. In 2014/15, four all staff meetings, three staff consultative and development meetings and nine ‘Fu Hong Focus Groups’ were held. Staff members of different ranks were able to have dialogues with the Executive Director on topics such as service quality, staff benefits and staff development.

關懷與獎勵

在 2014/15 年度，本會共有七十四位員工（佔總員工人數的 6.8%）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二十九人，其中包括兩位已服務三十年及一位已服務三十五年的員工。

透過職系制定，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。此外，本會亦讓員工在工作崗位上作出調動，以擴闊工作視野及經驗。在 2014/15 年度，本會共有四十三位員工晉升及四十八位員工調職。

Care and Reward

Seventy-four staff members (6.8% of the total number of staff employed) of the Society received Long Service Awards in 2014/15, twenty-nine of whom with seniority of over twenty years, and amongst them, two have served for 30 years and one for 35 years.

Through the setting up of a job hierarchy, staff members are able to develop their career in the Society. Competent and well-performing staff members are rewarded with promotion. In addition, transfer of position is available for widening staff members' exposures. In 2014/15, forty-three staff members were promoted and forty-eight were transferred.

長期服務獎得獎員工感想

Sharing of Awardees of Long Service Awards

三十五年長期服務獎得主 Awardee of 35-Year Long Service Award

卅五載裏，見證扶康會茁壯成長，與同事們、學員們一同踏過的足跡，我心中滿懷感恩！讓我們繼續以「愛」為殘疾人士提供一個「家」。

For the past 35 years, I am very grateful that I have witnessed the growth of the Society, and have shared my life with my colleagues and service users. Let us keep on providing a 'Home' to persons with disabilities through our 'Love'.



陳月媚女士
Ms CHAN Yuet Mei



官間容女士（右一）
Ms KOON Kan Yung (first right)

在扶康會結識到很棒的人，很優秀的同事，令人印象深刻的服務使用者。感謝他們，在我順利或失意時給予幫助；感謝他們，豐富了我的工作世界。

I have met very good colleagues and unforgettable service users in the Society. Thank you for their support which have cheered me up and have enriched my working life.

三十年長期服務獎得主 Awardees of 30-Year Long Service Awards



張健民先生（後排右二）
Mr CHEUNG Keen Man (second right, back row)

在扶康會工作最大得著是遇到一班好同事，大家有共同的目標，不辭勞苦地為服務使用者提供優質的服務。My fellow colleagues are the best that I have ever met. We all have the same goal, that is, to work incessantly to give the best service to service users!



員工活動 Staff Activities

- 01** 會長、副會長、董事局委員及職員代表在春茗唱歌助慶
The President, Vice President, Council Members and staff representatives are singing at the Annual Dinner
- 02** 「扶康會籃球隊」積極參與比賽
「Fu Hong Basketball Team」takes an active part in competition
- 03** 蛋糕製作班深受員工歡迎
Cake-baking course is popular among staff members

「扶康人對核心價值的認同及實踐程度」追蹤調查

配合機構文化的發展，本會於 2009 年制定五大核心價值：關懷尊重、專業精神、協同效應、熱誠主動和持續改善，推動各持份者共同實踐本會的使命。為了解員工對核心價值的認同及實踐程度上的進展，本會每年以不記名方式進行「扶康人對核心價值的認同及實踐程度」追蹤調查。

在 2014/15 年度，上述調查共收回九百二十二份問卷，佔全體員工 91.9%，顯示員工對核心價值的投入和重視。調查結果歸納如下：

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

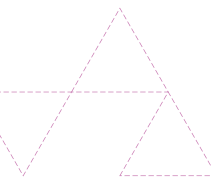
To complement the continuous development of the Society's culture, five core values have been identified in 2009: Care and Respect, Professional Spirit, Synergy, Pro-activeness and Continuous Improvement. Commitment to the core values is a driving force for all stakeholders to jointly achieve the mission of the Society. Every year, the Society conducts Longitudinal Survey on Recognition and Practice of Core Values in order to understand the progress of staff members in putting the core values into practice.

In 2014/15, the said survey received a total of 922 sets of completed questionnaires, accounting for 91.9% of the total number of staff. This is an indication that staff members take the core values seriously and engage themselves in the activities of core values. The results of the survey are summarized below:

五個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
2014/15 年度調查 2014/15 Survey	7.62 - 7.84	7.44 - 7.61	7.25 - 7.39	7.18 - 7.34
2013/14 年度調查 2013/14 Survey	7.49 - 7.77	7.35 - 7.56	7.12 - 7.34	7.02 - 7.22

與去年度比較，以上四個範疇的平均得分均有上升，當中有超過五成員工認為個人認同感和各持份者的實踐程度較去年有所增加，情況令人鼓舞。本會和服務單位將持續落實核心價值，致力為服務使用者提供優質服務，並為員工營造理想的工作環境。

Comparing with the survey results of previous year, the average scores of all the four aspects increased. It is encouraging that over 50% of staff members considered the recognition by individual staff and practice by various stakeholders were improved. The Society and all service units will continue to live up to the core values, and will strive to provide quality services for service users as well as desirable working environment for staff members.



機構文化工作小組於 2014 年 9 月 18 日舉行第二屆「機構核心價值實踐經驗分享會」，讓來自各服務單位的同工分享親身經驗。

Working Group on Organizational Culture held the second 'Experience Sharing Session on Good Practices of Core Values' on 18 September 2014. Colleagues from all service units were able to share their personal experience.



職員培訓及發展

多元化員工培訓活動

去年，培訓部舉行不同主題的培訓活動或課程合共八十五項，出席培訓員工達二千六百零七人次。員工均對培訓活動有正面評價，滿意度達 86%（詳見表一）。

Staff Training and Development

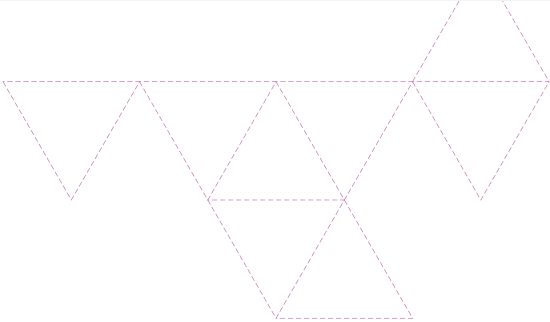
Diversified staff training

The Training Department organized 85 training activities or courses of different topics last year and there were a total of 2,607 staff participants. They all showed positive feedback on the training activities held and 86% of them considered the training satisfactory (See Table 1).

表一
Table 1

培訓部舉辦之內部培訓活動概況綜合表
Summary of internal training activities organized by the Training Department

培訓活動 統計數字 Statistics of training activities	培訓課程、講座、 工作坊及分享會 Training courses, talks, workshops and sharing sessions	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)	對課程之滿意度 Degree of satisfaction on training activities
	85	2,607	11,232	5	86%
	項 events	人次 participants	小時 hrs	分 marks	





- 01 員工和服務使用者在「展能藝術之形形色色」工作坊進行立體作品創作
Staff member and service user create a 3-dimensional artwork at 'Inclusive Art – Shapes and Colours' Workshop
- 02 本會與香港心理衛生會臻和學校合辦「密集互動」的培訓
The Society and Cornwall School of The Mental Health Association of HK jointly organize the training of 'Intensive Interaction'
- 03 由英國前來的密集互動統籌人為本會員工及業界同工分享「密集互動訓練」的經驗
The Intensive Interaction Coordinator from the UK shares his experience on 'Intensive Interaction Training' with staff members of the Society and other members in the field

服務發展培訓

● 恒常培訓

恒常培訓共舉辦了三十五項，主要有關智障及精神康復服務的基本知識，確保和裝備員工具備服務所需的知識及技巧，加強員工處理日常工作及突發事件的能力，培訓包括智障人士老化、挑戰性行為處理、急救及緊急事故處理等，參與人次共有五百八十四人。另外，亦舉辦了三次新入職員工導向工作坊，為一百零七名新入職員工提供入職培訓。

● 展能藝術

共舉辦了八節有關顏色運用的展能藝術工作坊，以提升員工對展能藝術的知識及更有效應用色彩於不同的展能藝術活動中。

● 密集互動訓練及行為處理

去年，本會與香港心理衛生會臻和學校一起邀請了由英國遠道前來的密集互動學院之密集互動統籌人 Mr Jules McKim 到訪本會服務單位進行實地指導，並主講了三節「密集互動」及一節「挑戰性行為處理」的培訓，分享有關這兩方面的知識及海外的實踐經驗。上述培訓活動獲「伊利沙伯女皇弱智人士基金」資助，約一百八十多名本會員工及九十名外界人士參與。

● 機構文化

為配合會方推動「機構文化」，舉辦了四節有關服務單位推動核心價值及相關工作坊，以加強員工在工作中實踐及推動機構文化和核心價值。

Staff training and development

● Regular training

Thirty-five regular training courses relating to the basic knowledge of rehabilitation services of intellectual and psychiatric disabilities were organized. These courses aimed to ensure and equip staff members with necessary knowledge and skills to carry out their work, and to strengthen their abilities to cope with daily work and contingencies. There were a total of 584 staff members who participated in different courses including ageing of persons with intellectual disabilities, first-aid, and handling of challenging behaviours and emergencies. In addition, three Orientation and Introduction Training Sessions were arranged for 107 new staff members.

● Arts with the disabled

Eight inclusive art workshops on the use of colour were organized. The workshops aimed to enhance staff members' knowledge and skills towards arts with the disabled and to enable them to have more effective use of colours in different inclusive art activities.

● Intensive interaction training and behaviour management

Last year, the Society and Cornwall School of The Mental Health Association of Hong Kong jointly invited Mr Jules McKim, Intensive Interaction Coordinator of Intensive Interaction Institute in the UK to the Society to give guidance on the spot to our service units. Mr McKim also gave three sessions of talk on 'Intensive Interaction' and one session on 'Challenging Behaviour Management' to share his knowledge on both subjects and overseas experience. The event was sponsored by the Queen Elizabeth Foundation for the Mentally Handicapped, and over 180 staff members of the Society and 90 participants from other organizations attended the event.

● Organizational culture

In accordance with the Society's promotion of 'Organizational Culture', four workshops relating to service units' practice of core values were organized. The workshops aimed to strengthen staff members' practice of organizational culture and core values at work.



01 員工到澳洲布里斯班精神健康服務單位進行考察，與當地職員進行交流
Staff members visit psychiatric service units in Brisbane, Australia and exchange with local staff members

02 員工亦到美國加州特殊需要服務單位進行考察
Staff members also visit special needs service units in California, USA

● 海外交流

培訓部舉辦了兩次海外交流，包括「澳洲布里斯班精神健康服務考察團」及「美國加州特殊需要服務考察團」，員工可以了解當地服務的情況及最新發展，參加者得到不少啟發，日後將商討如何應用在本會服務發展上。

專業發展培訓

● 管理職級培訓

為加強管理職級員工的管理勝任能力，先後為管理職級員工舉辦兩次的「督導及訓練技巧課程」，加強員工的管理技巧；亦舉辦了「黑暗中對話」行政人員工作坊，令管理職級員工體驗在逆境中如何解決困難，提升領袖才能。

● Overseas exchange

Two overseas study tours were arranged by the Training Department, namely 'Study Tour on Mental Health Services in Brisbane, Australia' and 'Study Tour on Services for Persons with Special Needs in California, USA'. Apart from learning first-hand local experience and latest development in such services, staff members have gained service inspiration and would explore the feasibility of applying foreign experience in the Society's services.

Professional development training

● Management staff training

To enhance competence of management staff, two sessions of 'Course on Supervision and Training Technique' were arranged for them. A workshop named 'Dialogue in the dark' for executive staff was held to strengthen their problem-solving capability. Participants of the workshop experienced how to tackle difficulties in an unfavorable environment, thereby improving their leadership.

● 其他專業發展培訓

服務使用者日趨老化及出現複雜的健康問題，培訓部舉辦了七節培訓活動，包括：腹膜透析法工作坊、健康營養飲食、精神科藥物講座及如何使用運動膠布，以提升專業職級員工的有關知識，以應付服務使用者老齡化的轉變及痛症處理等需要。

● Other professional development training

Ageing of service users has led to complex health related problems. The Training Department arranged seven training sessions including workshop of Continuous Ambulatory Peritoneal Dialysis (CAPD), healthy and nutritious diet, psychiatric medications, and use of elastic therapeutic tape. These courses equipped staff members with useful knowledge for dealing with the needs of ageing service users and treatment of pain.



員工正在練習腹膜透析法的操作
Staff member practises the operation of CAPD

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，去年本會共有二百零二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一百二十三項（詳見表二）。為加強員工對感染控制及預防傳染病的知識，本會去年共派出二十四名員工修讀有關的課程，包括「殘疾人士院舍及日間康復服務中心感染控制基本訓練課程」、「埃博拉（伊波拉）病毒病感染控制」及「醫護服務業工作間的感染控制」等講座，以了解最新感染控制的資訊。

Encouragement of staff participation in external training

Apart from internal training, the Society encourages and subsidizes staff members to attend external training courses, talks, seminars, workshops, exchange programmes, visits and sharing sessions, etc. Last year, 202 staff members attended 123 relevant training activities held by external parties (See Table 2). For better control of infection and prevention of infectious diseases, 24 staff members were sent to attend relevant courses including 'Training Course on Prevention of Communicable Diseases in Residential Care Homes for Persons with Disabilities and Day Training Centres', 'Prevention of Ebola', 'Prevention of Infectious Disease in the Working Environment for the Medical and Nursing Fields'. Staff members have gained much knowledge on the latest trend of infection prevention.

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

外間培訓活動統計數字
Statistics of 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

123
項 events

參加人數
No. of participants



202
人 persons

培訓總時數
Total training hours



935
小時 hrs

環境保護 ENVIRONMENTAL PROTECTION

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，積極履行保護環境的責任，與各員工共同締造綠色文化。本會於 2014/15 年度的環境保護工作歸納如下：

環境保護措施

為了全面推行環保工作，本會於 2015 年 3 月 1 日起落實環境保護政策。各服務單位的員工需在可行範圍內，按相關執行指引實踐本會制定的環境保護措施，內容簡述如下：

While the Society makes efforts to improve and further develop the scope of its service, we have not forgotten our corporate responsibility of protecting the environment, which is in line with the vision of promoting sustainability in Hong Kong. All staff members of the Society are committed to the cultivation of green culture. The Society's environmental efforts in 2014/15 are summarized as follows:

Environmental Protection Measures

The Society has launched its environmental protection policy since 1 March 2015 for full implementation of environmental protection measures. Staff members of all service units where practicable should follow the guidelines of environmental protection measures drawn up by the Society. The table below summarizes relevant measures:

環境保護措施 Environmental Protection Measures	策略 Strategies
節約能源 Energy conservation 	在不影響工作表現的情況下，透過關閉閒置的電源、更改電腦設定及適當地調節空氣和照明系統等方法來減少能源消耗。 Reduce energy consumption through switching off unused equipment/appliances, changing computer setting, modifying air conditioning and lighting system without adversely affecting the discharge of current duties.
空氣質素 Air quality 	注意室內空氣質素，保持空氣流通，並定期清潔空氣過濾器和管道，確保員工及服務使用者的健康。 Safeguard the health of service users and staff members through maintaining good ventilation with sufficient fresh air supply and cleaning the ventilation system including air filters and ducts regularly.
減廢及廢物分類 Waste reduction and separation 	透過實踐綠色採購、節省紙張用量、減少製造和棄置廚餘等方法，減少固體廢物。同時，分類回收廢紙、鋁罐及塑膠，把廢物再用及循環再造。 Reduce solid waste through adopting green procurement, reducing the use of paper and production of food waste; separate waste paper, aluminium cans and plastic waste for recycling.
環保教育 Environmental education 	為加強員工在環境保護的參與，從外部（如鼓勵員工出席與環保相關的研討會及工作坊、參加環保獎勵計劃）及內部教育（如在服務單位設立環保角、舉辦跨單位環保活動）兩方面著手，與員工一起建立綠色文化。 Create a green culture with staff members through enhancing their participation in internal and external environmental activities (e.g. encouraging staff members to attend relevant seminars and workshops; setting up green corners in service units and organizing joint environmental activities between different service units).

另外，本會石圍角工場於 2015 年 1 月透過中華電力有限公司（簡稱「中電」）安裝了十部室內二氧化碳感應器，通過按需求操作的通風系統技術，在能源效益及室內空氣質素之間取得平衡，讓工場既可減低空氣調節器的能源消耗，亦可確保室內有清新的空氣。

In addition, with the support of CLP Power Hong Kong Ltd, ten sets of indoor carbon dioxide sensors have been installed at Shek Wai Kok Workshop since January 2015. Through the system of demand control ventilation, a balance of energy efficiency and indoor air quality can be struck. Such installation allows the Workshop to reduce the energy consumption of air conditioning while ensuring the abundance of fresh air there.



01 石圍角工場安裝室內二氧化碳感應器，並在電機房設置能源分析器
Indoor CO₂ sensors are installed at Shek Wai Kok Workshop and energy analyzer is set in its meter room

02 辦公室設備貼有節能溫馨提示
Reminder of energy saving stickers on office equipment

03 服務使用者一起綠化宿舍環境
Service users help with greening the hostels

04 本會榮莊之家安裝了家用廚餘機，把蔬菜廚餘轉化為肥料
Home decomposer has been installed in Yau Chong Home to turn kitchen leftover into fertilizer

05 本會採用環保車輛作為中心巴，並在宿舍全面採用耗電量較低的 T5 節能光管
The Society's rehabs are environmentally-friendly vehicles. T5 energy saving fluorescent tubes have also been adopted in hostels

06 透過藝術作為媒介，推廣共融及環保的訊息
The messages of social inclusion and environmental protection are conveyed through art pieces as the medium



環境保護活動

本會透過不同的渠道，鼓勵員工及服務使用者一起參與環保活動，發揮協同效應的精神，共建綠色未來。在 2014/15 年度，本會獲香港藝術發展局資助，於 2014 年 9 月 5 日至 8 日在石硤尾賽馬會創意藝術中心舉辦「不倒娃娃——紙藝創繽紛」展覽，展出過百件由智障人士參與製成的環保藝術作品。它們不但展示智障人士的藝術潛力，而且從中宣揚平等、關愛、共融及環保等正面訊息。

Environmental Protection Activities

Through various channels, staff members and service users are encouraged to go green through participation in environmental protection activities. Sponsored by the Hong Kong Arts Development Council, an exhibition on 'Humpty Dumpty – Colourful Paper Art' was held in the Jockey Club Creative Arts Centre at Shek Kip Mei on 5-8 September 2014. Over 100 art pieces with environmental concepts were displayed. Persons with intellectual disabilities were involved in the process of creating the art pieces. This not only showcased their artistic potentials but also promoted equality, caring, inclusion on top of environmental protection.

獎項

● 獲頒發室內空氣質素檢定證書《卓越級》

本會葵興職業發展中心於2014年再度獲環境保護署頒發上述證書，表揚中心為達致良好的室內空氣質素而作出的努力。同時，良好的室內空氣質素更成為中心接獲多間保健食品包裝公司訂單的重要因素。



葵興職業發展中心連續五年獲頒發室內空氣質素檢定證書《卓越級》

Kwai Hing Vocational Development Centre has received Indoor Air Quality Certification Scheme 'Excellent Class' for 5 consecutive years

Awards

● Recipient of the Indoor Air Quality Certification Scheme 'Excellent Class'

Kwai Hing Vocational Development Centre of the Society received the Indoor Air Quality Certification Scheme 'Excellent Class' again in 2014 by the Environmental Protection Department in recognition of the efforts made by the Centre for achieving good indoor air quality. In the meantime, with the excellence in indoor air quality, the Centre has received orders from many health food packaging companies.



● 榮獲中電綠倍動力「環保節能機構」嘉許計劃2014星級獎項

上述嘉許計劃為各業界提供一個平台，分享實踐節能的有效方案。本會透過參與這計劃，與各界朋友分享本會位於「樂融坊」的小食店所採用的節能措施，包括空氣淨化器、製冷節能器、太陽隔熱膜及T5光管等，並於2014年9月獲中電頒發社福機構組別的銅獎。

本會獲中電頒發「星級獎項—銅獎」，表揚本會在過去一年為節能所作的努力及成果
The Society received STAR Award (Bronze) presented by CLP for its outstanding energy saving performances in 2014



● Recipient of Star Award at the CLP GREENPLUS Recognition Award Programme 2014

The above programme provides a platform for sharing of effective practices of energy saving. Through participating in the programme, the Society is able to share the energy saving measures adopted at 'Joyful Corner', including implementation of air purifier, refrigerant economizer, solar film, T5 fluorescent tube, etc. In September 2014, the Society was awarded the 'Bronze Award' of the Social Welfare Organization category by the CLP.

在 2014/15 年度，本會本著服務分享的信念，接待來自韓國、南京、湖南、廣州、深圳、順德及柬埔寨的服務機構員工和家長，熱切地分享在工作上的挑戰和成果。通過交流心得，互相取長補短，藉以提升服務質素。工作重點歸納如下：

國內及澳門的康復機構到訪本會

在 2014/15 年度，多個康復機構到本會進行交流活動，當中包括：深圳慈善公益網、湖南長沙市天心區機構、順德區星宇社會工作服務中心、傳播快樂協會、南京方舟、廣州利民精神健康社會工作資源中心、南京基督教青年會／女青年會、杭州市殘疾人聯合會等。在 2015 年 3 月 7 日，有五個分別來自深圳、順德、東莞、澳門的康復機構，派出合共十九位專業同工來港參與本會屯門元朗區的服務退修日，共同探討在專業的領域中，如何為繁重的工作增添快樂的元素，構建一個充滿動力的團隊。

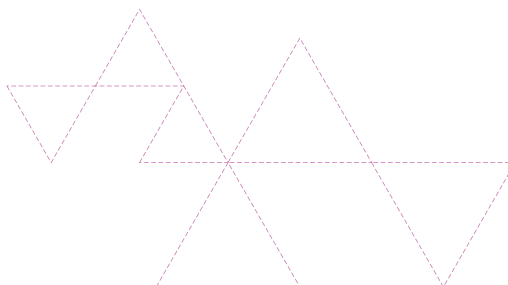
The Society values sharing with other organizations. In 2014/15, the Society received staff members and parents of service users of organizations from Korea, Nanjing, Hunan, Guangzhou, Shenzhen, Shunde and Cambodia. Staff members of the Society and those of visiting organizations earnestly shared their challenges and achievements at work. Through the exchange programmes, they complemented each other helping in improvements of service quality. Highlights of work in 2014/15 are summarized below:

Visits by rehabilitation organizations from Mainland China and Macau

In 2014/15, a number of rehabilitation organizations visited and exchanged experiences with the Society. These included Shenzhen Charity Net, organization in Tianxin district of Hunan Changsha, Shunde Xingyu Social Services Centre, Happy Message Association, Nanjing Fangzhou, Guangzhou Richmond Mental Health Social Work Resource Centre, Nanjing YMCA/YWCA, Hangzhou Association for the Mentally Handicapped, etc. On 7 March 2015, nineteen professional staff members of rehabilitation organizations from Shenzhen, Shunde, Dongguan and Macau participated in the Regional Service Retreat Day (Tuen Mun District and Yuen Long District). Exploring happiness in this profession amidst heavy workload was discussed for cheering and enhancing team enthusiasm.



- 01** 外地康復機構同工到本會服務單位進行交流
Exchange between service units and rehabilitation organizations outside Hong Kong
- 02** 本會員工與探訪的同工互相分享服務經驗
Experience sharing between staff members of the Society and counterparts of visiting organizations



外地康復機構同工到本會駐點學習

柬埔寨、南京、深圳的康復機構派出多位專業同工，在本會服務單位作駐點學習，內容包括社工督導技巧、社區服務網絡、服務質素標準等。透過這些專項實習模式，不但讓各同工寓學習於交流，而且促進機構之間的溝通，共同提升專業服務的質素。

本會拜訪外地機構及提供顧問服務

本會安排員工拜訪外地機構，如深圳市職康殘疾人服務中心、廣東省慧靈智障人士扶助基金會、廣東省殘疾人康復協會及澳門弱智人士家長協進會等。同時，本會亦持續為澳門扶康會及南京方舟提供顧問服務。

Internship of counterparts of overseas rehabilitation organizations at the Society

A number of professional staff of rehabilitation organizations from Cambodia, Nanjing and Shenzhen had their internship in service units of the Society. They studied different topics including instructional techniques for social workers, social service networks and service quality standards. Such internship enabled them to exchange their work experience, thereby improving the communication between different organizations as well as the quality of professional services.

Visits to organizations outside Hong Kong and provision of consultancy services

The Society visited organizations outside Hong Kong, including Occupation and Rehabilitation Service Center on Disabled Persons of Shenzhen, Guangdong Huiling Persons with Disabilities Subsidy Foundation, Guangdong Disabled Persons' Federation, and Macau Association of Parents of Persons with Intellectual Disabilities. Consultancy services to Fuhong Society of Macau and Nanjing Fangzhou are continued.



本會持續向澳門扶康會提供顧問服務
The Society has continued its consultancy service for Fuhong Society of Macau

