

基督教懷智服務處

WJCS

年報

Annual Report
2016-2017



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遠景、使命及目標

Vision, Mission & Objectives

遠景 Vision

基督教懷智服務處以建立平等共融社會為己任，致力追求卓越創新，務要成為一個倡導智障及殘疾人士福祉的團體。

Wai Ji Christian Service strives for excellence and creativity in serving people with intellectual and other disabilities, promoting their well-being and advocating their social inclusion.

使命 Mission

基督教懷智服務處以彰顯耶穌基督的愛為使命，透過社區教育倡導平等共融、提供創新性和多元化服務、配合研究、夥同家人和社區人士，致力支援智障及殘疾人士融入社群，並體現公民權責。

The mission of Wai Ji Christian Service is to reflect God's love to people with intellectual and other disabilities by offering them support, advocating their social inclusion, defending their rights and liberties, and empowering them to make contributions to the community. To this end, the organization seeks to develop and maintain a wide yet innovative variety of services, facilities, programmes, researches and educational activities, in partnerships with the families of people with intellectual and other disabilities and with the wider community.

目標 Objectives

- 發揚基督精神，實踐每個人都有其價值的信念。
- 為智障及殘疾人士提供培育、照顧及訓練，使他們能盡展潛能。
- 培訓員工進行對智障及殘疾人士及其家人的培育、照顧及訓練工作。
- 支援及教育智障及殘疾人士的家人。
- 開展、提倡、策劃、提供、管理及發展殘疾人士需要的活動、服務和設施。
- To demonstrate the Christian conviction that each human being is valuable in their own right.
- To provide nurture, care and training for people with intellectual and other disabilities so that they may develop to their full potential.
- To develop staff to provide the nurture, care and training for people with intellectual and other disabilities as well as their families.
- To support and educate the families of people with intellectual and other disabilities.
- To initiate, advocate, organize, provide, manage and develop any activities, services and facilities required by people with disabilities.

會徽

About the Agency's Logo



本會的會徽由人、絲帶及十字架組成。人在舞動紅色的絲帶，絲帶與人體配合形成一個心，表達出一種歡欣的心情和對生命的熱愛。這全賴心裏的十字架 - 基督的救恩。此外，十字架也推動我們懷著基督的愛去服務我們的服務使用者。

The logo of the Agency is made up of a person, a piece of ribbon, and the Cross. The person is waving the red ribbon, from which a heart shape was formed by combining the body outline and the ribbon. This expresses the joy and passion for life, all coming from the Cross inside the heart – meaning the grace of Christ. The Cross also inspires us to serve our service users in Christ's love.

歷史

History



基督教懷智服務處前身為「九龍佑寧堂懷智訓練中心」，是由一群九龍佑寧堂會友於一九七九年體察到社會上智障人士的需要而成立。初期在教堂內提供半天日間訓練服務，至一九八四年獲社會福利署資助，遷址至九龍石硤尾區，提供全日日間訓練服務。

及後，本會的服務不斷擴展，先後設立展能中心及住宿服務、庇護工場及住宿服務、家居訓練服務、輔助就業服務、輔助宿舍、暫居服務、職業治療服務、臨床心理學服務、物理治療服務及言語治療服務等；更於二零零二至二零零三年度，本會提升家居訓練服務為家居訓練及支援服務，增辦假日照顧服務及社區復康支援服務，另成立「懷智匡業有限公司」，透過經營社會企業輔助殘疾人士的職業發展。到二零零六年三月，本會首間綜合復康服務中心於將軍澳區啟用，為智障及殘疾人士提供護理院、日間訓練中心、住宿及暫顧服務。另一提供綜合職業康復服務、日間訓練中心、宿舍及暫顧服務的綜合復康服務中心於二零零七年五月在沙田大圍區啟用。及至二零零九年一月，家居訓練及支援服務因應社會福利署對社區支援服務的重新規劃而轉型為一所地區支援中心。

本會於一九九五年易名為「基督教懷智服務處」，並註冊成為有限公司。本會目前共有二十二個服務單位，五百多名職員，服務約一千三百名六歲或以上智障及其他類別的殘疾人士。

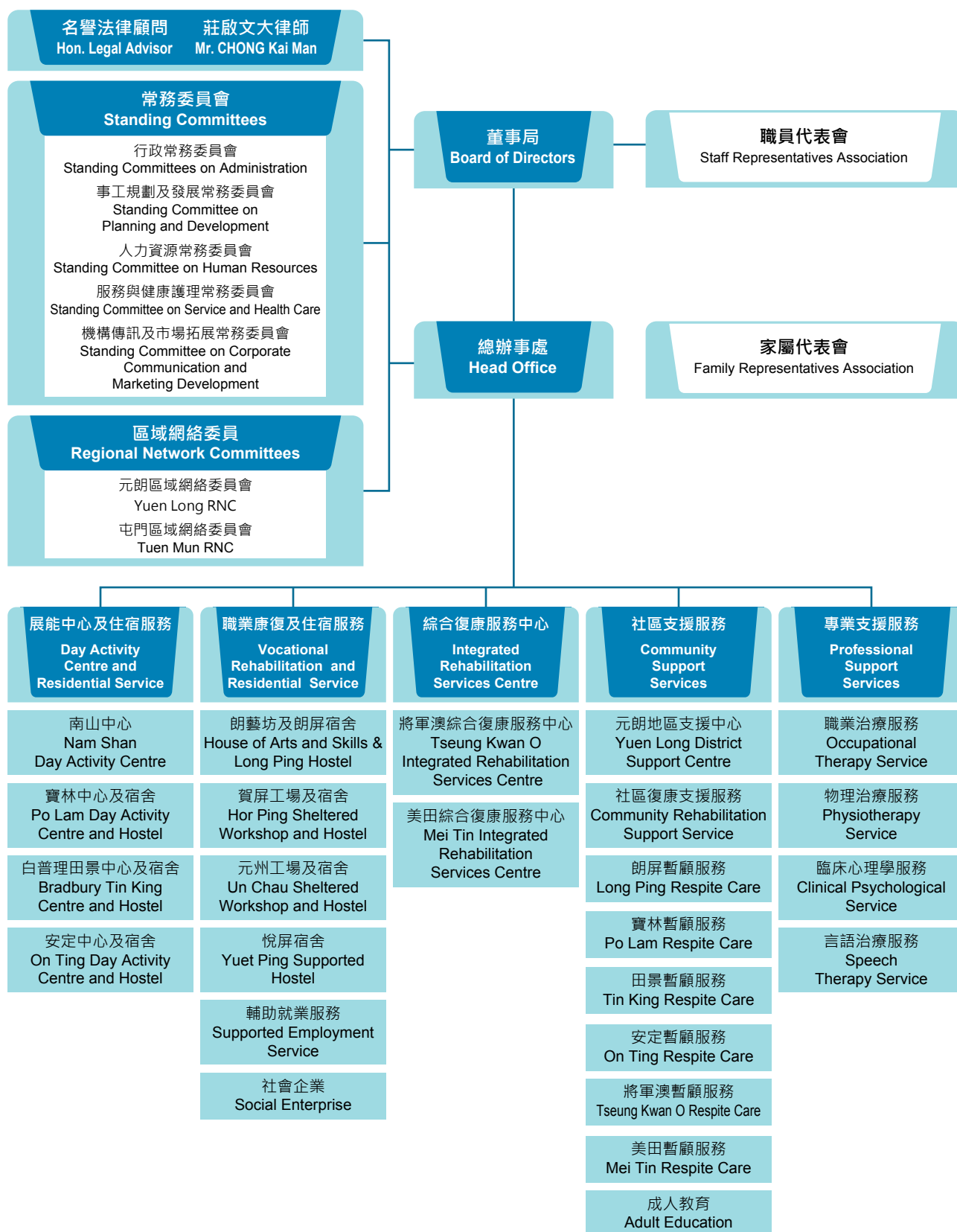
Wai Ji Christian Service, formerly known as the “Kowloon Union Church Wai Ji Training Centre”, was established in 1979 by a group of church members who had noticed the service needs of people with intellectual disabilities. Initially, a half-day service was provided on the church premises. In 1984, the centre received subvention from the Social Welfare Department and was moved to Shek Kip Mei, Kowloon offering whole-day training service.

The types of services being provided have expanded to include day activity centres and residential service, sheltered workshops and residential service, home-based training service, supported employment service, supported hostels, respite care service, occupational therapy service, clinical psychological service, physiotherapy service as well as speech therapy service. In the year 2002/03, the home-based training service was enhanced to home-based training and support service. Furthermore, holiday care service and community rehabilitation support service were introduced. A social enterprise namely Wai Ji Hong Yip Company Limited was also established to provide assistance to people with disabilities in terms of vocational development. In March 2006, our first integrated rehabilitation services centre in Tseung Kwan O was set up, providing care and attention home service, day activity centre service, residential and respite care service. Another integrated rehabilitation services centre was opened in Tai Wai, Shatin, in May 2007 offering integrated vocational rehabilitation service, day activity centre service, residential and respite care service. With new planning of the Social Welfare Department on community support services for people with disabilities, our home-based training and support service was converted into a district support centre in January 2009.

The agency was renamed “Wai Ji Christian Service” and incorporated as a limited company in 1995. At present, we have 22 service units and more than 500 staff serving approximately 1,300 persons aged six or above with intellectual and other kinds of disabilities.

組織架構及服務圖

Organization & Service Chart



主席獻辭

Chairperson's Message



基督教懷智服務處以彰顯耶穌基督的愛為使命，服務智障及殘疾人士三十多年，本會透過二十多個服務單位和不同的服務計劃，為智障及殘疾人士提供優質的服務，實踐機構使命。

鑑於智障人士及其照顧者老化的問題日益嚴峻，本會的2016至2019三年策略發展計劃制定相關工作計劃並已開始推展計劃。

計劃的第一個方向是建立穩固委身的人才團隊，以挽留人才；及改善員工之聘用條件，以吸納人才。在一級或二級物理治療師、舍務助理、與及活動助理三個職系上，本會均作了薪酬調整；並優化了員工門診醫療津貼計劃。本會亦十分注重員工培訓，特別邀請顧問公司為中高層員工進行管理方面之培訓；並承蒙社會福利發展基金第三期資助，讓管理層、專業員工及支援員工接受更多的培訓，使他們能發揮所長提供更優質服務。又鼓勵員工到海外交流，吸取海外社福機構之經驗，改進本會之服務。

第二個方向是強化對老齡及患自閉症服務使用者並照顧者之關顧及服務。本會因應服務使用者老齡化之需求，特意強化對老齡化智障及自閉症人士之照顧，設立智障人士老齡化工作小組，專責為服務使用者制定適切服務。本會推行健康基線計劃，希望讓步入老年之服務使用者能定期作身體檢查，對他們的病患能及早介入治療。此外亦正著手籌備設於日間展能中心之老齡化日間服務閣，對步入老年之服務使用者，針對他們之需要提供適切之服務。又重新設立言語治療服務，本年度言語治療師已到職，無論在吞嚥困難及語言溝通問題上，為服務使用者進行評估及個案跟進工作。

為顧及患有自閉症之服務使用者的需要，本會繼續與協康會合作開展「星亮計劃」。協康會的专业團隊包括臨床心理學家、職業治療師及社工等，他們在多個服務範疇向本會提供專業意見。

The mission of Wai Ji Christian Service is to reflect the love of Jesus Christ, by serving people with intellectual and other disabilities with quality services through more than 20 service units and a number of service projects, for over three decades.

On account of the higher severity of the ageing problems our service users are facing, the Agency has set a Three-year Strategic Plan for 2016-2019 and started to put the plan into execution.

The first direction of the plan is to build up a stable and devoted workforce for retaining staff, as well as to enhance our fringe benefits for attracting talents. Salary increment was made for 3 positions, including Physiotherapist I & II, Hostel Assistant, and Programme Assistant. Our staff medical allowance was also augmented. The Agency has also put a lot of focus on staff training, and therefore invited a consultancy to offer managerial leadership training to our middle to senior management staff. Since we got funding support from Phase III of the Social Welfare Development Fund, our staff from the management level, professional teams, and supporting teams may all receive more training for further improving their skillset to better serve our service users. Overseas exchange programmes are also encouraged to let our staff acquire and borrow ideas from the experience of overseas social service organizations to improve our services.

The second direction of our Plan is to strengthen the holistic care for our ageing and autistic service users, as well as carers. Owing to the changing needs of our ageing service users, we have strengthened the care for our ageing service users with intellectual disabilities and autism by setting up the Ageing Working Group to put up well-suited services for them. We are also putting forward the Health Baseline Scheme for providing regular body check for our ageing service users so their illnesses can be diagnosed, while treatments or therapies required can be arranged at an earlier stage. Our pilot project "Ageing Corner" for day activity centre is also being planned and implemented so adequate services can be offered to ageing users who require such services. Speech therapy service was relaunched. Our speech therapist will undertake assessments for our service users who are having difficulties in swallowing or communications, and follow up with cases referred by units.

To address the needs of our service users with autism, we joined the concerned scheme organized by Heep Hong Society. The professional team of Heep Hong Society, including clinical psychologists, occupational therapists and social workers, offered us professional advice in different service areas.

Carers are also our service targets. During 2014-2017, the Agency received funding support from the fund raised by the Community Chest for celebrating their 45th Anniversary, and put

除了關顧本會之服務使用者，我們亦希望可以為照顧者提供所需之服務。本會於2014至2017年承蒙公益金45周年基金撥款成立「智親至愛服務計劃」，為智障人士照顧者提供專門的支援服務，並以照顧者為出發點，紓緩他們的照顧壓力，並與他們一同發掘作為智障人士照顧者以外的生命意義，建立正面積極的人生。

三年發展策略計劃之第三個方向，是開辦新服務、對外加強宣傳及聯絡，提升本會形象。

本會正整合各單位之義工資料，集成機構統一之資料庫，以拓展團體義工及網絡，為未來發展新服務建立基礎。本會亦致力強化對外網絡，善用外界資源，建立策略性夥伴。

本會同時希望更有系統及有策略地整理過往機構的老化智障人士服務經驗及成果，與業界分享及對外宣傳；所以亦已初步規劃將智障人士老年健康網站進行重修，易名為「智耆網」，目標對象涵蓋業界人士及老化智障人士之照顧者。初步計劃將「智耆網」及機構網站一同進行重修及整合，使兩者之設計得以統一，有助提升機構整體形象。

本會轄下社企在長沙灣開設了一間集快剪、洗髮及薰腳服務於一身之個人護理店，為殘疾人士就業提供新機會及新元素。

現時本會有超過500位職員，本會一向致力維持一支優秀的工作團隊，在員工間培養正面、積極、尊重、盡責、效率、團結、好學、平等、知識共享、注重職安健等價值及態度。

本人很榮幸已擔任了董事局主席有六年時間，能夠親眼見證懷智的服務與時並進，為香港社會發亮發光。承蒙董事局的支持，我們將繼續努力，堅守本會的承諾，為智障及殘疾朋友提供適切服務，協助他們活出更豐盛更有尊嚴的人生。

本會過往一年的服務成果，實有賴一直支持本會之企業、機構、政府部門、社會人士及團體。我謹代表本會董事局向社會福利署和其他政府部門、捐助本會之人士和團體、企業夥伴義工、服務使用者家屬，及各持分者，致以最真誠的謝意！



鍾建強工程師
董事局主席

forward the “Infinity in Love” service project, with the objectives of offering support services specially designed for carers of people with intellectual disabilities, helping them to relieve pressure and walking hand in hand with them for exploring the meaning of lives apart from the roles of being carers, all from their perspectives, so their lives may be full of positivity and vigor.

The third direction of our Plan is to launch more new services, strengthen our promotion and external networks in order to enhance our overall brand image.

We are now consolidating the database of our volunteers from service units to make it a unified one for expanding volunteer groups and networks, as well as setting a solid foundation for extending new services in future. We are also striving for strengthening our external networks, making adequate use of different resources, and building up strategic partnerships.

In order to better present our experience in serving ageing people with intellectual disabilities, we have planned to get the website of “Health tips for ageing people with intellectual disabilities” revamped, targeting at other players in the social service arena, and carers of ageing people with intellectual disabilities. This website revamp will be a combined project to be done together with the agency’s website revamp so that the look and feel of the two websites will be more similar for enhancing our overall image.

A personal care salon was opened in Cheung Sha Wan by our social enterprise, providing trendy fast hair cutting, shampooing and foot sauna services while offering new employment opportunities and incorporating new elements into the jobs offered to people with disabilities.

The Agency currently has over 500 staff and we are always dedicated to building up a superb workforce, and cultivating among our staff the values and attitudes of positivity, vigourousness, respect, devotion, efficiency, unity, studiousness, equality, warmth, knowledge sharing, as well as occupational safety and health consciousness.

It is my honour for having been the Chairperson of the Board of Directors for over six years, witnessing the development progress of Wai Ji’s services, and how the Agency has been glittering in the Hong Kong society. With the support of the Board, we will continue to be diligent in adhering to the Agency’s mission and providing well-suited services for our friends with disabilities, so that they can experience abundant lives with dignity.

The service accomplishments mentioned above could only be achieved with the very kind support offered by a number of enterprises, organizations, government departments, individuals and groups in the society. I would like to take this opportunity to extend our heartfelt gratitude to Social Welfare Department, other government departments, corporate and individual donors, partners, volunteers, families of our service users, and all the stakeholders, on behalf of our Board of Directors.

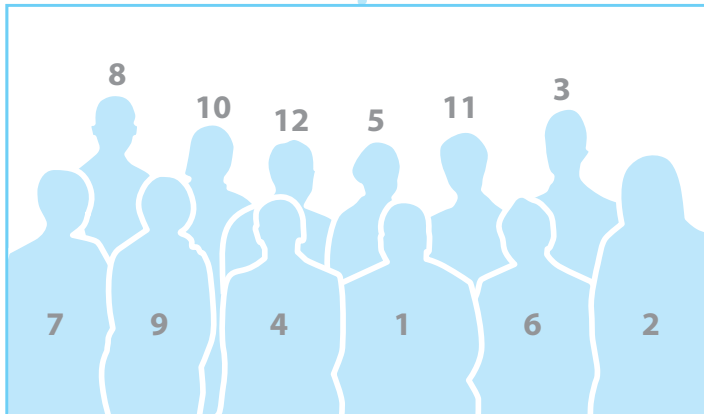


Ir. CHUNG Kin Keung, Lawrence
Chairperson
Board of Directors

董事局

Board of Directors





① 鍾建強工程師 (主席)

Ir. CHUNG Kin Keung, Lawrence
(Chairperson)

② 鍾穎欣校長 (副主席)

Ms. CHUNG Wing Yan, Vivian
(Vice-Chairperson)

③ 梁佳樂先生 (副主席)

Mr. LEUNG Kai Lok, Peter
(Vice-Chairperson)

④ 梁耀發先生 (義務司庫)

Mr. LEUNG Yiu Fat, Allen
(Hon Treasurer)

⑤ 司徒佩玉博士 (義務秘書)

Dr. SZETO Pui Yuk, Grace
(Hon Secretary)

⑥ 鍾志煒先生 (董事)

Mr. CHUNG Chi Wai
(Director)

⑦ 鄺心美女士 (董事)

Ms. KWONG Sum Mei, Esther
(Director)

⑧ 劉明聰先生 (董事)

Mr. LAU Ming Chung, Peter
(Director)

⑨ 李曾慧平教授 (董事)

Prof. LI TSANG Wai Ping, Cecilia
(Director)

⑩ Rev. Maggie MATHIESON

(Director)

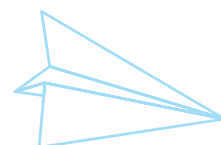
⑪ 王美鳳牧師 (董事)

Rev. WONG Mei Fung, Phyllis
(Director)

⑫ 胡定邦先生 (董事)

Mr. WU Ting Pang, Sunny
(Director)

委員會成員名單



Member Lists of Committees

行政常務委員會

Standing Committee on Administration

鍾建強工程師 (主席)

鍾穎欣校長

梁佳樂先生

梁耀發先生

司徒佩玉博士

Ir. CHUNG Kin Keung, Lawrence (Chairperson)

Ms. CHUNG Wing Yan, Vivian

Mr. LEUNG Kai Lok, Peter

Mr. LEUNG Yiu Fat, Allen

Dr. SZETO Pui Yuk, Grace

事工規劃及發展常務委員會

Standing Committee on Planning and Development

李曾慧平教授 (主席)

鍾穎欣校長

李文基先生

胡定邦先生

王淑怡女士

黃廣林先生

蘇天祐先生 (至30/4/2016)

馬秀蘭女士

盧家華先生

何寶玲女士

羅影儀女士 (由27/6/2016)

鄭佩雲女士 (由1/11/2016)

黃小華女士 (至30/11/2016)

吳智聰先生 (至1/6/2016)

石小恩女士 (至31/10/2016)

廖少冰女士

李端怡女士

周綺明女士

任偉雄先生

李珮詩女士

鄧志榮先生 (秘書)

Prof. LI TSANG Wai Ping, Cecilia (Chairperson)

Ms. CHUNG Wing Yan, Vivian

Mr. LEE Man Key

Mr. WU Ting Pang, Sunny

Ms. WONG Suk Yi, Queenie

Mr. WONG Kwong Lam, Richard

Mr. SO Tin Yau, Larry (till 30/4/2016)

Ms. MA Sau Lan, Sandy

Mr. LO Ka Wa, Patrick

Ms. HO Po Ling, Pauline

Ms. LAW Ying Yi, Esther (from 27/6/2016)

Ms. KWONG Pui Wan, Karen (from 1/11/2016)

Ms. WONG Siu Wah, Viola (till 30/11/2016)

Mr. NG Chi Chung, Alan (till 1/6/2016)

Ms. SHEK Siu Yan, Joan (till 31/10/2016)

Ms. LIU Siu Ping

Ms. LI Tuen Yee, Donna

Ms. CHOW Yee Ming, Claudia

Mr. YAM Wai Hung, Daniel

Ms. LEE Pui Sze, Vicky

Mr. TANG Chi Wing, Fred (Secretary)

人力資源常務委員會 Standing Committee on Human Resources

梁佳樂先生 (主席)	Mr. LEUNG Kai Lok, Peter (Chairperson)
劉明聰先生 (主席)	Mr. LAU Ming Chung, Peter (Chairperson)
鍾志煒先生	Mr. CHUNG Chi Wai
梁耀發先生	Mr. LEUNG Yiu Fat, Allen
劉少媚女士	Ms. LAU Siu Mei, Rosemary
蘇天祐先生 (至30/4/2016)	Mr. SO Tin Yau, Larry (till 30/4/2016)
黃小華女士 (至30/11/2016)	Ms. WONG Siu Wah, Viola (till 30/11/2016)
馬秀蘭女士 (1/5 - 31/8/2016)	Ms. MA Sau Lan, Sandy (1/5 - 31/8/2016)
何寶玲女士 (1/9 - 31/12/2016)	Ms. HO Po Ling, Pauline (1/9 - 31/12/2016)
盧家華先生 (1/1 - 31/3/2017)	Mr. LO Ka Wa, Patrick (1/1 - 31/3/2017)
周潤坤先生 (由3/1/2017)	Mr. CHOW Yun Kwan, Eugene (from 3/1/2017)
王佩蘭女士 (由16/3/2017)	Ms. WONG Pui Lan, Lydia (from 16/3/2017)
廖少冰女士	Ms. LIU Siu Ping
任銘芳女士 (秘書)	Ms. YAM Ming Fong, Kennis (Secretary)

服務與健康護理常務委員會 Standing Committee on Service and Health Care

司徒佩玉博士 (主席)	Dr. SZETO Pui Yuk, Grace (Chairperson)
勞鐸聲醫生 (主席)	Dr. LO Dgok Sing (Chairperson)
梁佳樂先生	Mr. LEUNG Kai Lok, Peter
王美鳳牧師	Rev. WONG Mei Fung, Phyllis
Rev. Maggie Mathieson	Rev. Maggie Mathieson
蘇天祐先生 (至30/4/2016)	Mr. SO Tin Yau, Larry (till 30/4/2016)
盧家華先生	Mr. LO Ka Wa, Patrick
羅影儀女士 (由27/6/2016)	Ms. LAW Ying Yi, Esther (from 27/6/2016)
馬秀蘭女士 (1/5 - 31/8/2016)	Ms. MA Sau Lan, Sandy (1/5 - 31/8/2016)
何寶玲女士 (1/9 - 31/12/2016)	Ms. HO Po Ling, Pauline (1/9 - 31/12/2016)
張志剛先生	Mr. CHEUNG Chi Kong, Peter
梁智森先生	Mr. LEUNG Chi Sum, Andrew
湛麗翔女士	Ms. CHAM Lai Cheung, Ven
孫森豪先生	Mr. SUEN Sum Ho, Simpson
葉志榮先生 (秘書)	Mr. IP Chi Wing, Mark (Secretary)

機構傳訊及市場拓展常務委員會 Standing Committee on Corporate Communication and Marketing Development

鍾穎欣校長(主席)	Ms. CHUNG Wing Yan, Vivian (Chairperson)
鍾建強工程師	Ir. CHUNG Kin Keung, Lawrence
李文基先生	Mr. LEE Man Key
劉少媚女士	Ms. LAU Siu Mei, Rosemary
黃廣林先生	Mr. WONG Kwong Lam, Richard
蘇天祐先生 (至30/4/2016)	Mr. SO Tin Yau, Larry (till 30/4/2016)
馬秀蘭女士 (1/5 - 31/8/2016)	Ms. MA Sau Lan, Sandy (1/5 - 31/8/2016)
何寶玲女士 (1/9 - 31/12/2016)	Ms. HO Po Ling, Pauline (1/9 - 31/12/2016)
盧家華先生 (1/1 - 31/3/2017)	Mr. LO Ka Wa, Patrick (1/1 - 31/3/2017)
黃小華女士 (至30/11/2016)	Ms. WONG Siu Wah, Viola (till 30/11/2016)
周潤坤先生 (由3/1/2017)	Mr. CHOW Yun Kwan, Eugene (from 3/1/2017)
吳智聰先生 (至1/6/2016)	Mr. NG Chi Chung, Alan (till 1/6/2016)
石小恩女士 (至30/10/2016)	Ms. SHEK Siu Yan, Joan (till 30/10/2016)
鄺佩雲女士 (由1/11/2016)	Ms. KWONG Pui Wan, Karen (from 1/11/2016)
林小燕女士	Ms. LAM Siu Yin, Zoe
謝百佳先生	Mr. TSE Pak Kai, Victor
林俊藝先生	Mr. LAM Chun Ngai
黃志恒先生	Mr. WONG Chi Hang
袁錦海先生(秘書)	Mr. YUEN Kam Hoi (Secretary)

諮詢組織成員名單

Member Lists of Consultative Bodies

屯門區域網絡委員會

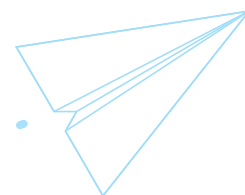
Tuen Mun Regional Network Committee

黃桂邦先生 (主席)	Mr. WONG Kwai Pong (Chairperson)
賴家偉先生 (副主席)	Mr. LAI Ka Wai (Vice-chairperson)
李笑勤女士	Ms. LI Siu Kan
杜國輝先生	Mr. TO Kwok Fai
關自成先生	Mr. KWAN Chi Shing

元朗區域網絡委員會

Yuen Long Regional Network Committee

勞鐸聲醫生 (主席)	Dr. LO Dgok Sing (Chairperson)
陳惠儀女士	Ms. CHAN Wai Yi
黃偉賢先生	Mr. WONG Wai Yin
鄭俊宇先生	Mr. KWONG Chun Yu
鍾松真先生	Mr. CHUNG Chung Chun
邱嘉強先生	Mr. YAU Ka Keung
梁永發先生	Mr. LEUNG Wing Fat
馬承志先生	Mr. MA Shing Chi
陳智偉先生	Mr. CHAN Chi Wai
林志明校長	Mr. LAM Chi Ming
陳倩莊女士	Ms. CHAN Sin Chong
高詠玲女士	Ms. KO Wing Ling
郭蟾娟女士	Ms. KWOK Sim Kuen
盧文狄先生	Mr. LO Man Tik
謝潔媚女士	Ms. TSE Kit Mei
王秀芳女士	Ms. WONG Sau Fong



家屬代表會 Family Representatives Association

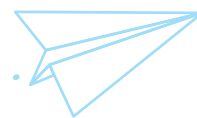
呂少珍女士 (主席)	Ms. LUI Siu Chun (Chairperson)
陳淑嫻女士 (副主席)	Ms. CHAN Suk Han (Vice-chairperson)
方紹雄先生 (副主席)	Mr. FONG Siu Hung (Vice-chairperson)
郭蟾娟女士	Ms. KWOK Sim Kuen
葉少貞女士	Ms. YIP Siu Ching
張弩女士	Ms. CHEUNG No
張佩蘭女士	Ms. CHEUNG Pui Lan
金萬森先生	Mr. KAM Man Sum
李淑珍女士	Ms. LI Shuk Chun
黎少芬女士 (至30/6/2016)	Ms. LAI Siu Fan (till 30/6/2016)
周振東先生 (由1/7/2016)	Mr. CHOW Chun Tung (from 1/7/2016)
夏蕙芬女士	Ms. HA Wai Fan
董慶璘女士	Ms. TUNG Hing Lun
李秀瓊女士	Ms. LEE Sau King
余炳林先生	Mr. YU Ping Lam
鄭瑞強先生	Mr. CHENG Sui Keung
黃兆偉先生	Mr. WONG Siu Wai
黃燕燕女士	Ms. WONG Yin Yin
陳倩莊女士	Ms. CHAN Sin Chong
周淑嫻女士	Ms. CHAU Suk Han
吳玉花女士	Ms. NG Yuk Far
李穎真女士	Ms. LI Wing Chun

職員代表會 Staff Representatives Association

廖少冰女士(主席)	Ms. LIU Siu Ping (Chairperson)
葉錦誠先生	Mr. YIP Kam Sing
程鳳玲女士 (至11/2016)	Ms. CHING Fung Ling (till 11/2016)
羅麗娟女士 (至11/2016)	Ms. LAW Lai Kuen (till 11/2016)
張志剛先生 (至11/2016)	Mr. CHEUNG Chi Kong (till 11/2016)
湛世銘先生(至11/2016)	Ms. CHAM Sai Meng, Barnabas (till 11/2016)
王家毅先生(至11/2016)	Mr. WONG Ka Ngai (till 11/2016)
林惠琮女士(至11/2016)	Ms. LAM Wai King (till 11/2016)
吳英甜女士 (由11/2016)	Ms. NG Ying Tim (from 11/2016)
麥穎皆先生(由11/2016)	Mr. MAK Wing Kai (from 11/2016)
何志昭先生(由11/2016)	Mr. HO Chi Chiu (from 11/2016)
謝素芬女士(由11/2016)	Ms. TSE So Fan (from 11/2016)
吳秀蓮女士(由11/2016)	Ms. NG Sau Lin (from 11/2016)
楊翠婷女士(由11/2016)	Ms. YEUNG Chui Ting (from 11/2016)
沈瑞蘭女士(由11/2016)	Ms. SUM Shui Lan (from 11/2016)
郭嘉賢先生(由11/2016)	Mr. QUOCK Ka Yin (from 11/2016)
李柱強先生(由11/2016)	Mr. LI Chu Keung (from 11/2016)
羅厚誠先生(由11/2016)	Mr. LO Hudson (from 11/2016)

委員會及家屬代表會報告

Reports of Committees & Family Representatives Association



事工規劃及發展常務委員會報告

Report by the Standing Committee on Planning and Development

在這年度，本會全面推行《2016-2019策略性計劃》的第一個年度工作計劃，感謝全體同工上下一心，努力工作之下，我們取得良好進度與成果。

智障人士老齡化服務

我們積極推動智障人士老齡化服務朝專門化方向發展。由智障人士老齡化工作小組全力推行，並夥同香港理工大學的康復治療科學系和眼科視光學院、並與賽馬會耆智園合作推行有關以老齡智障人士為對象的多項事工與服務，當中包括於展能中心籌辦設立「老齡化日間服務閣」、設計和向有關員工推行「智障人士老齡化服務訓練課程」、為服務對象進行身體評估檢查，如防跌測試、視力檢查、建立健康基線資料庫等，這些工作都取得良好進展。

於展能中心籌辦設立「老齡化服務閣」方面，本地有關高齡智障人士訓練活動的實證經驗文獻較少，整項計劃可算是「摸著石頭過河」，邊做邊學。除向賽馬會耆智園汲取有關長者服務經驗外，我們也借鏡長者中心與宿舍的運作模式，使能為這項新服務建立更佳的服務模式。

為了推動智障人士老齡化服務經驗分享，委員會議決重建現有之「同行松柏路-智障人士老年健康網站」，將該網站加強發展成為一個分享本地老齡智障人士健康資訊、照顧者支援資源及實務經驗的網絡平台，並定名「智耆網」，預期於下個年度完成製作後推出。

在專注老齡服務對象的同時，委員會亦關注服務使用者家屬的需要，努力爭取外界基金如香港公益金的撥款資助，持續提供家屬支援服務。

This year our Agency has implemented the first-year work plan of its “2016-2019 Strategic Plan”. Through the concerted efforts of all staff, remarkable progress and results have been achieved.

Services for Ageing People with Intellectual Disabilities

We made strenuous efforts in the direction of developing specialised services for ageing people with intellectual disabilities. Various programmes and services targeting at ageing people with intellectual disabilities were carried out by the Ageing Working Group in collaboration with the Department of Rehabilitation Sciences and the School of Optometry, The Hong Kong Polytechnic University, as well as the Jockey Club Centre for Positive Ageing. Among these programmes and services were the planned Ageing Corner at Day Activity Centre (DAC), training courses for our staff on services for ageing people with intellectual disabilities, health checkup for service users such as fall prevention tests, eyesight tests, setting up a health baseline database, etc. All these programmes are having good progress.

Since there was not much evidence-based local research literature on training activities that are suitable for ageing people with intellectual disabilities, we can only be learning by doing, just like “groping for stones when crossing a river” in organizing the DAC Ageing Corner for ageing people with intellectual disabilities. Besides taking the experience of the Jockey Club Centre for Positive Ageing in elderly services as reference, we have also been following the operation model of a day elderly centre cum hostel to work out a better service model for this new initiative.

With the intention of sharing experience in serving people with intellectual disabilities, we have resolved to revamp the Agency's existing website on “the health of ageing people with intellectual disabilities” so as to turn it to an online platform for sharing information related to the health of ageing people with intellectual disabilities in Hong Kong, resources for carer support and practical service experience. This new website, namely “Intelligent Senior Website”, is expected to be completed and launched next year.

Apart from putting our focus on ageing service users, we were also paying attention to the needs of the family carers of our service users. Efforts were made to obtain support from external funding bodies such as the Hong Kong Community Chest for sustaining the support service for them.

積極競投新服務項目

委員會在過去一年積極與本會管理人員及專責小組成員討論社會福利署推出的多項質素為本競投計劃，議決對洪水橋洪福邨的綜合職業康復服務中心和中度智障人士宿舍提交建議書。建議書內提出的服務內容包含了多個新元素。雖然建議書最終未能脫穎而出，惟工作人員獲得了不少寶貴的經驗，大大提升日後競投新項目的信心。

為增加成功競投新計劃的機會，委員會向董事局申請撥款作競投工作的支出，以提高項目競投建議書內場地設計、圖則和透視圖的質量，成功獲撥款\$97,000，供本年度之用。

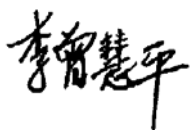
夥拍不同專業推動服務

本年度，委員會持續支持本會與香港理工大學及多個外界專業團體與社會服務機構的合作計劃，同時深入研究這些合作計劃的特點與效益，發現這些計劃所產生的協同效應促進了本會內部的發展和擴闊了員工的視野。例如，本會與協康會攜手推動自閉症人士服務，職員從中獲益良多。

僕人領導

本年度本會開始推行「僕人領導」的概念，委員會指導除了培訓管理團隊成員外，還需要多為前線同工進行培訓，讓他們認識這套理念和背後的精神，使全會能貫徹推行。

最後，我謹多謝各委員在過去一年的積極參與及貢獻，並期望未來各委員在策略發展事工上有更進一步的發揮！



李曾慧平教授
事工規劃及發展常務委員會主席

Active participation in bidding for new service projects

Last year, there were a lot of discussions among this Standing Committee, the Management and members of the task group concerned over the new service projects for which the Social Welfare Department had invited quality-based bidding proposals. We resolved that a bidding proposal be submitted for the integrated vocational rehabilitation services centre cum hostel for people with moderate intellectual disabilities in Hung Fuk Estate, Hung Shui Kiu. A number of new elements were added into the bidding proposal. Although our proposal was ended up unsuccessful, the team who had participated in writing up the proposal have gained valuable experience and have higher confidence in making new service bids in the future.

To increase the chance of success in service bidding, the Committee got the approval from the Board to allocate \$97,000 for the year to improve bidding works by enhancing the quality of site design, layout plans and perspective drawings.

Partnerships with different professions to boost our service

This year we continued to give support to the Agency's collaborative projects with the Hong Kong Polytechnic University as well as various external professional bodies and social service organizations. Meanwhile, we have more in-depth studies on the features and benefits of these projects and found that the synergy effects had boosted the Agency's internal development and had an eye-opening impact on our staff. For instance, staff could learn a lot from the Agency's partnership with the Heep Hong Society to develop services for people with autism.

Servant Leadership

Our Agency began to put the concept of "Servant Leadership" into execution this year. The Committee had advised that the training on "Servant Leadership" should also be given to frontline staff besides the management team members so that they could also get some ideas of the concept and the underlying principles. Therefore the concept can be put forward among staff of different job levels.

Lastly, I would like to extend my thanks to all the other members of the Committee for their active participation and contributions over the past year. I look forward to their continual contributions to future strategic development of the Agency.



Prof. LI TSANG Wai Ping, Cecilia
Chairperson
Standing Committee on Planning and Development

服務與健康護理常務委員會報告

Report by the Standing Committee on Service and Health Care

本委員會於2014年底董事局改組常務委員會下成立。2016-2017年度是委員會成立後的第二年，我們共舉行了四次會議，對不同的議題及服務計劃進行了探討及審議，主要內容如下：

為回應社會福利署對智障人士服務質素的關注及要求，在本會服務表現監察制度下，本委員會檢視了各服務單位的自我表現評估報告—在服務質素標準和基本服務規定上，所有評估結果均達標。另外，委員會亦會就社會福利署的年度特別探訪計劃，對單位的服務質素作出恆常跟進。我們亦會持續制定程序及政策，以符合社會福利署對服務質素的要求。

其次，為回應服務使用者需要及老齡化的現況，委員會亦透過不同的服務計劃，協助服務使用者改善或維持身體健康及機能，當中包括籌備「健康基線評估計劃」、探討試驗不同日間服務模式的可行性及研究重啟牙科外展服務。此外，委員會亦就單位的服務計劃，審批了多項會內撥款申請，檢視了護理服務、物理治療服務及職業治療服務的情況，並重設言語治療服務。

「健康基線評估計劃」是本會過往曾推行的健康服務計劃。本年度委員會重新籌備有關計劃內容，繼續關注服務使用者的健康狀況。透過抽血檢驗及特定項目檢測，協助服務使用者及早識別病患，在有需要時能盡快獲跟進及接受治療。預算中的計劃包括不同健康檢查項目、抽血檢測、轉介及跟進等。

另外，我們亦就服務使用者的老齡化狀況，檢視現有服務的適切性，讓服務使用者在不同年齡組別中，仍得著無縫的照顧。日間照顧服務模式亦是我們探討的重點，期望在不久將來，能開展有關的嶄新服務模式，透過環境設計、提供合適家具及特別設計的日常生活流

Our Committee was formed under the Board's reshuffle of the standing committees near the end of 2014. The year 2016-2017 was the second year of the Committee, during which four meetings were held discussing different issues and service projects. Below is a summary of the discussion items of the meetings.

To address the concerns and requirements of the Social Welfare Department on the quality of services for people with intellectual disabilities, we examined the self-assessment reports of the service units under the Service Performance Monitoring System of the Agency. Regarding the Service Quality Standards and Essential Service Requirements, all the service units have met the required standard of the assessment items. Besides, in connection with the Special Visitation Programme of the Social Welfare Department, we have followed up with the service quality of the service units regularly. We will also formulate procedures and policies continually to meet the service quality requirements of the Social Welfare Department.

Furthermore, to cater to the needs of service users and tackle their ageing problem, the Committee has been helping them to improve or maintain their physical health and abilities through different service projects, including the preparation for the Health Baseline Assessment Programme, exploration of the feasibility in different day service models, and study in the re-launch of the outreach dental service. In addition, we approved several internal funding applications from service units for their service projects, examined our nursing service, physiotherapy service and occupational therapy service, and re-launched speech therapy service.

The Health Baseline Assessment Programme had been carried out in the Agency before. This year we planned the programme details anew so as to continue to show our concern for the health condition of service users. The programme can help to diagnose their illnesses earlier and, when necessary, follow-up and treatment can be arranged as soon as possible through blood tests and special checkup. The planned programme encompassed different checkup items, blood tests, referrals and follow-up, etc.

Along with the above, we have also examined the suitability of the current services for ageing service users according to their deterioration rate. Our aim was to provide seamless care for service users of different age groups. Our coming focus would be on day services. Hopefully a brand new service model can be introduced for taking better care of our ageing service users with the provision of well-adapted environment, well-suited furniture and specially designed daily schedules and activities.

程及活動，為老齡化的服務使用者提供優質的照顧服務。

就重啟牙科外展服務－「開心由齒喜」服務計劃，委員會積極研究服務計劃的可行模式，並與合作夥伴緊密聯絡，共同商討重啟服務的安排。透過檢視過往的服務內容及制定所有前期預備工作，委員會對重啟「開心由齒喜」服務計劃持正面及樂觀的態度。期望在不久的將來，有關服務能重新推出，為本會之服務使用者提供洗牙、補牙、脫牙(包括提供靜脈注射鎮靜治療)及牙科檢查服務。

在就單位服務計劃審批會內撥款申請方面，委員會以籌款活動收益的累積捐款，於本年度批款予7項服務計劃，涉及6個單位。這些服務計劃包括藝術發展活動計劃、社區關懷體驗計劃、生命教育活動計劃、為服務使用者家屬提供的支援服務計劃及服務使用者關顧計劃等。

為提升對服務使用者的專業照顧，本會亦重設言語治療服務，於本年度聘請了一名言語治療師，提供溝通及吞嚥方面的評估及訓練。另外，亦增加了物理治療服務及職業治療服務的人手，應付服務所需。

與此同時，委員會亦聽取了各專業服務，包括護理服務、言語治療服務、物理治療服務及職業治療服務的報告。

在職安健方面，本年度共發生了48宗工傷意外，工傷人數共45人，佔全會職員人數的8.7%。工傷意外宗數及工傷率與上年度比較均有顯著的減少，這顯示本會本年度在職安健的工作上取得了良好的成效。

最後，我倆謹藉此機會多謝委員會各成員於2016-2017年度在委員會工作上的積極參與及貢獻。讓我們在未來一年，繼續並肩攜手，向前邁進！

司徒佩玉 勞鐸聲

司徒佩玉博士 勞鐸聲醫生
服務與健康護理常務委員會主席

Regarding the re-launch of the outreach dental service namely “Healthy Teeth Happy Life” Project, we paid much effort in working out a feasible model for the service and liaising closely with the co-organizers to discuss the arrangements for re-launching the service. With the former service reviewed and all the early preparation work set out, we are positive and optimistic about re-launching the service. We hope that the outreach dental service, which includes scaling and polishing, tooth filling, tooth extraction (by providing monitored anesthetic care when necessary) and dental examination, can be provided again for our service users in near future.

As for the endorsement of internal funding applications from service units for their various projects, we approved funding for seven service projects from six units by using our donation reserves. These service projects were initiated for art development, community care, life education, support to service users’ families, and care for service users.

To enhance the professional care for our service users, speech therapy service was introduced again. A speech therapist was hired this year to provide our service users with assessment and training in communication and swallowing. Moreover, the manpower of the physiotherapy service and occupational service was also increased to meet the service demand.

Meanwhile, we accepted the reports on different professional services, consisting of nursing service, speech therapy service, physiotherapy service and occupational therapy service.

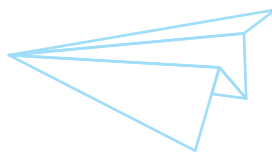
Concerning occupational safety and health, the number of work injury accidents and staff injured this year was 48 and 45 respectively, accounting for 8.7% of the total staff number. There was a significant decrease in both the work injury accidents and its rate when compared with last year. This indicated the effectiveness of the work done for occupational safety and health this year.

In conclusion, both of us would like to take this opportunity to give thanks to all the Committee members for their active participation in and contributions to the work of the Committee for the year 2016-2017. Let’s continue to work hand in hand and make further progress next year.

Dr. SZETO Pui Yuk, Grace

Dr. LO Dgok Sing
Chairpersons

Standing Committee on Service and Health Care



機構傳訊及市場拓展常務委員會報告

Report by the Standing Committee on Corporate Communication and Marketing Development

本委員會於2016-2017年度在品牌建立、會員關係及宣傳工作方面均具有良好的進展。

在品牌建立方面，為了強化品牌形象，本會總辦事處及各服務單位於2016年初起，已陸續全面採用新會徽，包括招牌、印刷品及宣傳品等，亦更新機構橫額及錦旗設計。另藉著本會的小精靈「迪茜比」與「阿灰」表達「傷健共融」的概念，當中在2016年，本會在內部舉辦了「賣旗日旗子設計比賽」，以「迪茜比」為主題，邀請職員及服務使用者參加，在選出6份入圍作品上載到面書後，邀請各界人士投票，結果是由朗屏單位集體創作之作品勝出；之後我們成功於知識產權署替獲選之旗子設計作「外觀設計註冊」。此外，我們亦以「迪茜比」及「阿灰」之頭像申請「商標註冊」，期望日後能透過這對「孖寶」，更廣泛地宣傳殘疾人士的正面形象，從而促進傷健一家。

在會員關係上，為了讓熱心社會服務之專業人士更深入了解本會的服務、服務使用者及成功個案，從而考慮加入本會成為會員，我們編制了機構資料冊《愛·沒有殘缺》，內容是透過本會三個服務使用者的真實生活，將本會對服務使用者無論在機能訓練、飲食均衡、情緒管理、藝術創作、多元活動等各方面的服務內容予以闡釋；除此之外，我們亦修訂了《會員手冊》及《會員登記表格》，使會員加入時更易明白本會章則。

在宣傳工作方面，本會成功邀請到演藝名人黃智賢先生繼續擔任「愛心大使」，協助宣傳本會服務，讓更多人認識智障人士服務及關心他們的權益。黃

The Standing Committee on Corporate Communication and Marketing Development has attained remarkable results in the areas of brand enhancement, member relations and publicity work in the year 2016-2017.

With regard to brand enhancement, the Agency's head office and service units have already adopted the new agency logo gradually on their signboards, printed materials and promotional collaterals starting from the beginning of 2016. In addition, the designs of the Agency's banners and souvenir pennants were updated. The two little genies created by our Agency, Disabie (representing people with disabilities) and Ah Fui (meaning "Grey" who is representing healthy but distressed people), were used to convey the idea of social inclusion between people with and without disabilities. In 2016, an internal "Flag Day Sticker Design Competition" was held. Staff and service users were invited to provide their own sticker designs with Disabie as the main component. The final six selected entries were uploaded to the Agency's Facebook page for a public voting and the winning design was a group work created by Long Ping Unit. After the competition, the winning design was successfully registered at the Intellectual Property Department. Furthermore, we also sought a trademark registration for the portraits of Disabie and Ah Fui with the objective of using these two special characters to promote more extensively the positive image of people with disabilities, thus facilitating social inclusion between people with and without disabilities.

With reference to member relations, a portfolio booklet "Love....Goes Beyond" was made to let more public-spirited professionals have better understanding of the Agency's services, our service users and success cases, thus encouraging them to consider joining us as members. The booklet presents our services, that cover physical training, balanced diets, emotional management, art creation as well as different kinds of activities, through the real stories of three service users. Besides, the Agency's member handbook and membership registration form were also revised to let new members familiarize more easily with our memorandum and articles.

Concerning publicity work, we were successful in inviting the renowned artiste Mr. Ben Wong to continue to be our Love Ambassador to help promote our services, and let the public know more about the services for people with intellectual disabilities and become concerned about their rights and interests. Mr. Wong helped to promote our New Territories Regional Flag Day in 2016. He also played a role in our micro-movie about the concern for family carers of people

先生於2016年亦協助宣傳我們的新界區賣旗日，並在本會有關關懷家屬照顧者的微電影《智愛》中擔綱演出，及協助該微電影的宣傳工作。此外，本委員會討論了《網站重修建議書》，並通過所建議的新網站架構。

第一階段社會福利發展基金的資訊科技項目 - 服務運作及管理系統已啟用，以加強服務使用者資料的管理。第二階段社會福利發展基金的資訊科技項目：知識管理系統已完成及正式使用，提高員工的知識及工作技巧分享。藥物管理系統安裝完成，用戶在測試中，提高藥物監管及服用藥物的安全。第三階段社會福利發展基金的資訊科技項目已於2016年底申請。

在此，再次感謝各委員於過去一年在督導本會機構傳訊及市場拓展工作上的參與。



鍾穎欣
機構傳訊及市場拓展常務委員會主席

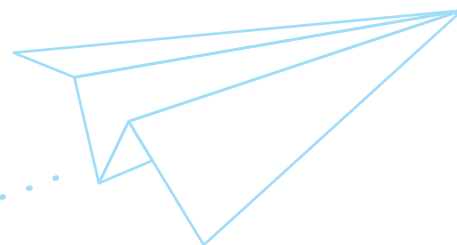
with intellectual disabilities, and participated in its promotion. In addition, we have discussed and approved the proposal of revamping the Agency's website and its new structure.

The IT project of the first-phase Social Welfare Development Fund, the Service Operation and Management System, which was planned to strengthen the management of service user information, has already been in place. For the IT projects of the second-phase Social Welfare Development Fund, the Knowledge Management System, aiming at increasing knowledge and work skills sharing among our staff, has been completed and put into execution whereas the Medication Administration System, which was designed to enhance the safety level in medicine management and administration, was installed and is being tested. Another application has been submitted for the third-phase Social Welfare Development Fund by the end of 2016.

I hereby would like to extend my acknowledgement to all the members of the Committee for their utmost effort paid in supervising the corporate communication and marketing development work of the Agency over the past year.



CHUNG Wing Yan, Vivian
Chairperson
Standing Committee on Corporate Communication
and Marketing Development



人力資源常務委員會報告 Report by the Standing Committee on Human Resources

就本會個別職級招聘困難的情況和挽留人才的需要，人力資源常務委員會在本年度進行了第一階段薪酬重檢，分別為舍務助理（院舍服務/日間服務）及活動助理修訂薪酬架構，及提升物理治療師的頂薪點。

本年度委員會繼續優化人事管理及加強員工培訓，較重要的包括增設副總幹事及高級會計經理的職位、延續並優化員工門診醫療津貼、確立機制適當運用部分薪酬盈餘以常規化5.5名臨時職位空缺，以及委託香港浸會大學為本會行政管理團隊設計及提供一系列的管理及領導課程。

在委員會的推薦下，上述各項均獲得董事局通過，並已於年度內執行。

最後，我們謹代表委員會對董事局及其他常務委員會在過去一年給予我們的支持致以衷心的感謝。

To address the difficulty in recruiting talents for certain positions and the needs of staff retention, the Standing Committee on Human Resources carried out a first-phase salary review on the positions of Hostel Assistant (Residential Service/Day Service), Programme Assistant and Physiotherapist during the year, and came up with a revised salary structure for hostel assistants and programme assistants, and a higher maximum salary point for physiotherapists.

Over the year, the Committee has been continuing to optimize personnel management and strengthen staff training, with major changes in initiating the two new positions of Deputy Chief Executive and Senior Accounting Manager; maintaining and enhancing the staff out-patient medical allowance scheme; establishing a mechanism to make good use of partial PE surplus to regularize 5.5 temporary job vacancies, and commissioning the Hong Kong Baptist University to tailor-make for the Agency's management team a series of courses on management and leadership.

With the endorsement of the Committee, the above-mentioned recommendations, initiatives and measures were all approved by the Board and implemented in the year.

Finally, on behalf of the Committee, both of us would like to express our heart-felt gratitude to the Board and the other committees for the support from them over the past year.

梁佳樂



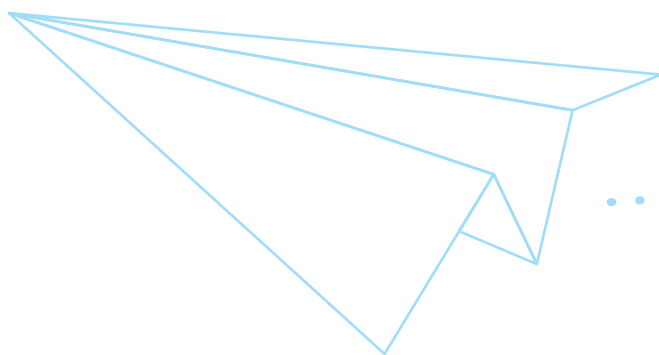
劉明聰

人力資源常務委員會主席

LEUNG Kai Lok, Peter

LAU Ming Chung, Peter
Chairpersons

Standing Committee on Human Resources



家屬代表會報告

Report by the Family Representatives Association

本年度家屬代表會共舉行了四次會議，會上我們除了聽取機構的服務報告及家屬支援服務計劃 - 「智親至愛」服務計劃的報告外，也接收與智障人士服務及福祉有關的新資訊，計劃及檢討2016-2017年度的家屬活動，並討論我們關注的課題。

「智親至愛」服務計劃為家屬提供義工(大部分為家屬義工)探訪、個案工作、心理輔導小組、親子活動及靈性關顧支援，並向職員、家屬及義工提供培訓。為了讓復康服務同工及公眾人士更了解智障人士照顧者的需要及認識這個服務計劃，工作團隊於2016年9月10日假香港理工大學蔣震劇院舉行了「智愛同行豐盛路」研討會暨「智愛」微電影首映，同場也發佈了一本名為《智愛同行》的刊物。此外，工作團隊與元朗地區支援中心獲「中原精英會」撥款70多萬元，於2017年至2019年合辦「智愛家庭享人生」計劃，透過不同活動帶出智障人士照顧者也可享有豐盛人生的訊息。

在與智障人士服務及福祉有關的新資訊方面，我們從列席會議職員的口中得悉，社署將增加院舍「醫生外展到診計劃」撥款，向各嚴重智障人士日間活動中心及宿舍提供一部載客小巴及一名司機，另計劃加快殘疾人士院舍的發牌工作。此外，警務處推出了「守護咕」、「行為指標」及「合適成人通知書」，以協助警務人員與精神上無行為能力人士溝通，另政府正在研究為智障人士設立公共信託基金的可行性。

在家屬活動方面，在機構的資助下，我們舉辦了週年家屬聚餐及一個兩日一夜宿營。週年家屬聚餐於2016年8月18日舉行，共有154位家屬、1位董事和17位職員參加。在家屬當中有10位年滿80歲或

The Family Representatives Association has held four meetings this year, listening to service reports of the Agency and the reports on “Infinity in Love”, the support project for family members, and receiving new information on services and welfare for people with intellectual disabilities. We also planned and reviewed the activities for family members held in the year 2016-2017, and had discussions on issues under our concern.

The “Infinity in Love” service project offered volunteer visits (mostly family volunteers), case work, counselling groups, parent-child activities and spiritual support. It also rendered training to staff, family members and volunteers. In order to let workers of the rehabilitation service and the general public know more about the needs of family carers of people with intellectual disabilities and this support project, a seminar on the caregiving work cum the premiere of a micro-movie conveying the concern for family carers was organized by the working team at the Chang Chen Studio Theatre, The Hong Kong Polytechnic University, on 10 September 2016. Meanwhile, a booklet about the service project was also released at the seminar. Furthermore, a funding of more than \$700,000 was offered by the Centaline Eagle Club for a project jointly organized by the working team and the Yuen Long District Support Centre to arrange activities for carers of people with intellectual disabilities so that they may also experience magnificence in their lives.

In respect of new information on services and welfare for people with intellectual disabilities, we learnt from the staff attending our meetings that the Social Welfare Department was going to raise the funding allocations to residential care homes for the Visiting Medical Practitioner Scheme, and provide a minibus with a driver to each of the day activity centres cum hostels for people with severe intellectual disabilities. The licensing of residential care homes for people with disabilities would also be sped up. On top of that, the Hong Kong Police Force has implemented schemes consisting of a “Care Card”, a “Behavioural Indicators Guide” and a “Notice to Appropriate Adult” to help police force to better communicate with mentally incapacitated persons (MIPs). The Government was also studying the feasibility of setting up a public trust for people with intellectual disabilities.

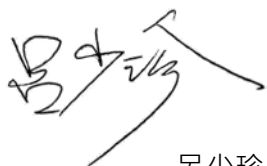
Regarding the activities for family members, we organized an annual party and a two-day residential camp with funding support from the Agency. 154 family members, 1 board member and 17 staff joined the annual party held on 18 August 2016. There were ten family members who were aged 80 or above and they could

以上，我們予以免費招待，以表示對他們的尊重及敬意。聚餐筵開14席，場面十分熱鬧。席間由機構健康服務經理羅影儀女士主講的腦退化症講座提供了很多有關這個病症的成因、徵狀、預防及治療方法的資料，增加了各參加者的有關知識。兩日一夜宿營於2016年11月23至24日在保良局北潭涌渡假營舉行，共有21位家屬及6位職員參加。營地的環境優美，房間設備齊全，設施及膳食亦甚佳。活動中的腰背痛講座詳細講解了腰背痛的成因、徵狀及危險因素，並介紹了一些實用的預防及舒緩腰背痛的方法，對家屬處理這種成年人常見身體痛症很有幫助。家屬對整個宿營感到很滿意。

本年度我們對機構如何改善單位員工流失問題、機構向外購買服務及自閉症服務使用者家屬的培訓需要表達了我們的關注及意見，交機構管理層考慮及跟進。

最後，我衷心感謝神在過去一年的保守帶領、各家屬代表的積極參與及會方給予我們的支持，更多謝機構的員工為我們的孩子提供全面及細心的照顧。希望新一屆家屬代表會能取得更好的成績，百尺竿頭，更進一步。願我們的家屬代表會成為神喜悅的善工，成為家長、家屬的一個互相支持鼓勵、彼此同行的平台。

「我們在一切患難中，祂就安慰我們，叫我們能用神所賜的安慰去安慰那遭各樣患難的人。」(哥林多後書1:4)



呂少珍
家屬代表會主席

enjoy free meal at the party as a token of our respect to them. With a total of 14 tables there, the party was full of joy and excitement. During the party, the Agency's Health Service Manager, Ms. Esther LAW, delivered a talk on dementia, covering its causes, symptoms, prevention and treatment, which has resulted in the enhancement of the audience's knowledge in dementia. The two-day residential camp was held at Po Leung Kuk Pak Tam Chung Holiday Camp on 23-24 November 2016, in which 21 family members and 6 staff have participated. The campsite has very beautiful landscape, well-equipped bedrooms, as well as quality facilities and nice meals. During the camp, a talk was arranged to give a detailed account of the causes, symptoms and risk factors of back and waist pain. It also covered some practical ways of preventing and relieving the pain, which were especially helpful for family members to cope with this common problem among adults. The family members were all very satisfied with this camp.

This year, we also expressed our concerns and opinions on the measures the Agency may take to tackle the staff turnover problem, the outsourcing of services and the training needs of family members of autistic service users for the management's consideration and follow-up.

Lastly, I would like to give my heartiest gratitude to God for His keeping and guidance over the past year, to all family representatives for their active participation, to the Agency for their support to us, and to their staff for their comprehensive and meticulous care to our children. May the Family Representatives Association of the new term make further progress and achieve even better results. May the Association be a great work blessed by God and a platform for providing support and encouragement among parents and family members so they can walk hand in hand as life companions.

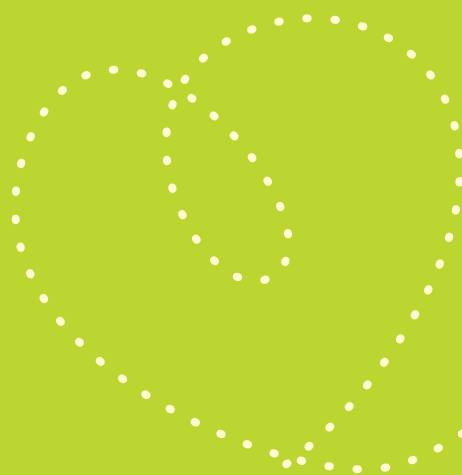
"...who comforts us in all our troubles, so that we can comfort those in any trouble with the comfort we ourselves receive from God." (2 Corinthians 1:4)



LUI Siu Chun
Chairperson
Family Representatives Association

以愛同行

Walk together with Love



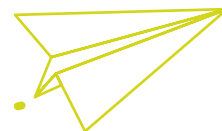
耶穌說：「…我就是生命的糧。」
(約翰福音 6:48)

Jesus said "...I am the bread of life."
John 6:48



署理總幹事報告

Acting Chief Executive's Report



基督教懷智服務處一直致力為智障及殘疾人士提供適切之服務，讓他們發揮潛能，融入社會，活出精彩人生。本年度本會在栽培人才、改善及擴闊服務範圍、並在機構傳訊和品牌建立方面，都有具體及持續的進展。

2016-2019三年發展策略計劃之首年度進度報告

為了與時並進及讓服務使用者得到更適切的服務，本會早已訂定了2016至2019年度三年策略發展計劃；並於2016/17年度取得良好的進展。

建立穩固委身之團隊

第一個方向是建立穩固委身的人才團隊。在挽留人才上，本會完成了第一階段之薪酬重檢。在一級或二級物理治療師、舍務助理、與及活動助理三個職系上，均作了薪酬調整。

為了長遠改善員工之聘用條件，以吸納人才，本會優化了員工門診醫療津貼計劃。亦致力改善人事措施，方便同事能兼顧工作與家庭，因此於2016年10月榮獲由民政事務局及家庭議會舉辦之「2015/16年度家庭友善僱主獎勵計劃」中「家庭友善僱主」及「支持母乳餵哺獎」兩個獎項。本會一向身體力行鼓勵殘疾人士公開就業，聘用殘疾人士；本會在2017年3月喜獲勞工及福利局所頒「有能者，聘之約章」之「友善聘用獎」。

本會亦十分注重中高層職員的管理培訓。自2016年9月起邀請了顧問公司為中高層員工進行管理方面之培訓，協助同工能更有效地管理他們的團隊。除此，本會亦鼓勵同工參與海外交流活動，例如於2016年5月本會派同工參與第八屆兩岸四地啟智服務研討會；並於2016年4月參與由香港基督教愛華會舉辦之內地交流活動，探訪東莞、花都及中山等地；同時，本會亦以服務為先的信念，鼓勵同事以「僕人領導」之理念帶領團隊，並邀請富經驗之講者主講分享會，以助加深同工對此理念之了解，思考如何付諸實行。



Wai Ji Christian Service strives to offer well-suited services to people with intellectual and other disabilities so that they can fully develop their potentials, get socially included and attain an abundant life. This year, we have significant progress in training up talents, improving and expanding service scope, as well as enhancing our corporate communications and brand image.

First-Year Progress Report for the 2016-2019 Strategic Plan

Owing to the changing needs of our service users and our intention of providing more adequate services to them, the Agency has set a new 3-year strategic plan for 2016-2019 in early 2016, with which we have already attained good progress in the year 2016/17.

Building up a Workforce with Stability and Commitment

The first direction is to build up a stable and committed workforce of talents. With regard to staff retention, phase one of the pay scale review was completed, resulting in the salary adjustment for 3 positions, including Physiotherapist I & II, Hostel Assistant, and Programme Assistant.

Our staff benefits have also been augmented in terms of our medical allowance, and our personnel policies for better work-life balance among our staff, all for attracting talents. This year, the Agency was awarded "Family-Friendly Employer" and "Awards for Breastfeeding Support" by the "2015/16 Family Friendly Employers Award Scheme" organized by Home Affairs Bureau and Family Council. We always advocate and support open employment of people with disabilities, and therefore received the "Friendly Employment Award" under the "Talent-Wise Employment Charter and Inclusive Organizations Recognition Scheme" organized by the Labour and Welfare Bureau.

Staff training is also another focus, especially management training for middle-to-senior staff. Since September 2016, a consultancy has been hired to conduct management training for our staff of middle to senior levels, in order to help them manage their teams more effectively. Moreover, we also encourage our staff to join overseas exchange programmes. For instance, our staff joined an overseas conference in May 2016 and also participated in visits to Dongguan, Huadu, and Zhongshan, China, organized by Hong Kong Christian Ai Hua Association in April 2016. Meanwhile, since we are a service-oriented agency, we encourage our staff to manage their teams by utilizing the concept of "Servant Leadership". A talk on this topic was held so that our staff can have better understanding and put the concept into execution.

強化對老齡化智障及自閉症人士並照顧者的身心社靈之關顧服務

本會三年發展策略計劃之第二個方向，是強化對老齡化智障及自閉症人士並照顧者的身心社靈之關顧服務。

積極擴展切合老齡化服務使用者需要的服務

在加強智障人士老齡化工作方面，我們設立了智障人士老齡化工作小組，小組成員已計劃製作智障人士老齡化服務手冊、重修智障人士老年健康網站、制定統一化之老齡評估工具、重整健康基線計劃、設立智障人士老齡化訓練系列，及正著手計劃於日間展能中心設立老齡化日間服務閣。

在照顧老齡化服務使用者服務之訓練系列上，本會於2016年10月15日與賽馬會耆智園舉辦訓練課程，內容包括：如何設計適合老齡化智障人士之生活日程及活動及環境設計？如何協助員工照顧長者？此外，已於2016年11月8日在寶林單位舉行了計劃導向環節，向單位的同事介紹老齡化日間服務閣的構思及推展方向；而美田單位則於2017年3月4日舉行了智障人士老齡化工作坊。

為設立老齡化日間服務閣，本會設計了一系列的智障老齡化訓練課程，由導向課程、基礎課程及進深課程三個階段組成，確保同事在照顧老齡化服務使用者時，有更全面的認識及專業實用技巧。每個服務單位都會派同工出席這一系列的訓練，為全會裝備好足夠同工成為照顧老齡化服務使用者之專家。

在推行健康基線計劃上，本會之智障人士老齡化工作小組已商議推行該計劃的細節，並審議包括身體檢查之具體項目內容。

本會亦很高興能重設言語治療服務，言語治療師已於本年度到職，以其專業知識，檢視吞嚥困難的評估表格及流程，跟進單位所轉介之個案工作等。

在防跌及疾病預防方面，本會為每位服務使用者進行每年最少一次的防跌評估，並持續使用醫生到診服務，促進服務使用者的健康及疾病預防。為加強及早為服務使用者診斷腦退化症徵狀，職業治療師每年使用評估工具，評估服務使用者的智力狀況並及早介入治療。本會各專業同工正計劃將所使用之評估工具進行統一化。

Strengthened Holistic Care for Ageing and Autistic Service Users and their Carers

The second direction of our 3-year Strategic Plan is to strengthen the holistic care for our ageing and autistic service users, as well as their carers, in terms of physical, emotional, social and spiritual support.

Extended well-suited services for ageing service users

The Ageing Working Group was set up to work out adequate service enhancements for our ageing service users. The working group members have already planned for the production of a service handbook for ageing people with intellectual disabilities, the revamp of the website “Health Tips for Ageing People with Intellectual Disabilities”, the standardization of the assessment tools for ageing, redesigning the health baseline scheme, and arranging a series of staff training for better serving our ageing service users, as well as the setting up of a pilot Ageing Corner at our day activity centre.

To train up our staff to better serve our ageing service users, a training was organized together with Jockey Club Centre for Positive Ageing, covering “how to design suitable daily schedule, activities and environment for ageing people with intellectual disabilities?”, and “how to assist our staff in taking care of ageing people?”. A staff orientation session was also conducted at Po Lam unit on 8/11/2016, introducing the idea and direction of setting up the Ageing Corner. Another workshop on ageing people with intellectual disabilities was also arranged at Mei Tin unit on 4/3/2017.

A series of training courses with special focus on the practical skills of taking care of ageing people with intellectual disabilities were designed, consisting of 3 course levels: orientation, elementary, and advanced. These will help make sure that after our staff have received these trainings, they will have full understanding and professional skills in taking care of ageing service users. The trainees of these courses will come from each of our service units so that eventually the Agency will have sufficient experts in taking care of ageing service users.

Regarding our health baseline scheme, discussions on scheme details were made by our Ageing Working Group. Further review was done covering the actual body check items.

We are delighted to be able to relaunch our Speech Therapy Service. Our speech therapist reported duty this year, and has been reviewing the form and procedures for assessing swallowing disorders by using his expertise, and following up with the cases referred by units.

In the areas of fall and illness prevention, the Agency arranges at least once a year the fall prevention assessment for each of our service users. We are also using the Visiting Medical Practitioner service, for keeping the health and preventing illnesses among our service users. Our occupational therapists are using IQ assessment tools to detect any symptoms of dementia among service users so that earlier intervention and therapy can be done. Our professional teams are also planning the standardization of all the assessment tools.

Corresponding services for service users with autism

To address the needs of our service users with autism, we

為患有自閉症的服務使用者開展相關服務

因應患有自閉症服務使用者之需要，我們繼續與協康會合作，推行「星亮計劃」，本會自2016年8月起參與此計劃，並成為協康會的夥伴機構，計劃內容包括：講座、工作坊、個案研討、到訪、諮詢服務及電話熱線服務等。協康會的專業團隊包括：臨床心理學家、職業治療師及社工等，在多個服務範疇提供專業意見。參與此計劃之單位有美田、將軍澳、安定及朗屏。至今諮詢個案已超過12個。

對照顧者的全人關顧

除了關顧本會之服務使用者，我們亦希望可以為照顧者之需要，提供相關之服務。本會於2014至2017年承蒙公益金45周年基金撥款成立「智親至愛服務計劃」，為照顧者提供個案輔導、治療性小組、興趣工作坊、親子活動、義工培訓及服務、職員培訓及社區教育等。在2016年9月10日於香港理工大學蔣震劇院舉行「智愛同行豐盛路」研討會，共有二百多人出席。同場舉行微電影《智愛》之首映禮，又發佈所出版的一本名為《智愛同行》的書刊，內容包括計劃的服務理念、照顧者心聲分享、社工介入手法及小組資料等。



◀ 社會福利署副署長(服務)林嘉泰太平紳士出席「智愛同行豐盛路」研討會擔任主禮嘉賓，並分享本港提供予智障人士照顧者的服務。

Mr. Lam Ka-tai JP, Deputy Director of Social Welfare (Services), the officiating guest of the seminar, shared with us the services being provided to carers of people with intellectual disabilities in Hong Kong.

開辦新服務及加強對外宣傳並進一步提升本會的品牌形象

第三個策略發展方向是開辦新服務，加強對外宣傳及聯絡以提升本會的品牌形象。

社企開設個人護理店

本會運用輔助就業及社會企業營運經驗，轄下社會企業懷智匡業有限公司承蒙社會福利署「創業展才能」計劃資助，本年度於九龍長沙灣開設了一間名為「好首足@智快髮」的個人護理店，提供快剪、洗髮及薰腳服務，該店於2016年11月18日開幕；該個人護理店的目標是希望可以持續聘請最多9名殘疾人士為僱員。

強化對外網絡

本會致力強化對外網絡，善用外界資源，建立策略性夥伴，拓展團體義工網

joined the concerned scheme organized by Heep Hong Society and have been partnering with them since August 2016. The scheme consists of seminars, workshops, case studies, visits, consultation service, and hotline service, etc. The professional team of Heep Hong Society, including clinical psychologists, occupational therapists and social workers, offered us professional advice in different service areas. Our units of Mei Tin, Tseung Kwan O, On Ting, and Long Ping have joined the scheme, with a total of 12 consulted cases so far.

Holistic support for carers

We would like to provide adequate services not only to service users, but also to carers based on their needs. During 2014-2017, the Agency received funding support from the fund raised by the Community Chest for celebrating their 45th Anniversary, and put forward the "Infinity in Love" service project, through which case counselling, therapeutic groups, workshops, parent-child activities, volunteer training and service, as well as community education were rendered to carers. A seminar cum premiere of our micro-movie was held in the Hong Kong Polytechnic University on 10/9/2016, with a total of over 200 attendees. A booklet was also released in the seminar, introducing the philosophy of the service project, sharing by carers, intervention methods by social workers, and the group details.

New services together with strengthened promotion and enhanced brand image

The third direction of our 3-year Strategic Plan is to launch more new services, strengthen our promotion and external networks in order to enhance our overall brand image.

Personal care salon opened by social enterprise

With the experience of our supported employment service and social enterprise operation, we were glad that our social enterprise has opened a new personal care salon on 18/11/2017 offering trendy fast hair cutting, shampooing and foot sauna services, with the funding support from the "Enhancing Employment of People with Disabilities Through Small Enterprise" Project organized by Social Welfare Department. They have targeted to hire a maximum of 9 people with disabilities.

Strengthening external networks

We are dedicated to strengthening our external networks, making good use of various resources, building up strategic partnerships, and extending our volunteer networks. The Agency was one of the exhibitors in the "Caring Company Expo 2017"

絡。本會在2017年3月10日於香港社會服務聯會所舉辦之「商界展關懷社區夥伴合作展2017」中參展，主題是「如何成就智障人士的飛行夢？」另外，本會之白普理田景中心及宿舍於2017年3月21日到香港警察學院，對一眾學警們講解如何與智障人士相處，並邀請他們與本會之服務使用者於2017年4月份進行了兩次戶外行山活動，充分體現本會致力倡導智障及殘疾人士融入社區。

在拓展義工網絡上，為表達本會對各義工的支持，已於2016年12月17日舉行之週年大會頒發多個義工嘉許獎項。

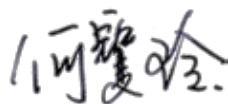
善用儲備

在 2016/17 年度，本機構不只運用整筆撥款儲備約HK\$162萬元聘用了15名臨時員工，為老齡化的服務使用者加強護理人力，又運用整筆撥款儲備改善了前線護理人員的聘用條件，以挽留優秀骨幹員工，確保服務質量能有效維持。預計來年，機構將運用整筆撥款儲備進一步加強照顧老齡化的服務使用者，預算計劃初期在寶林單位增設名為「寶頤閣」的老齡化日間服務閣，配合使用者老齡化情況，並持續提供言語治療服務，以填補職業治療服務不能顧及的範圍，如治療服務使用者的吞嚥、哽塞、及語言或溝通等問題。

此外，機構亦運用非定影員工的公積金儲備約 HK\$74 萬元，為非定影員工額外增加強積金僱主自願性供款，在獎勵工作表現良好的員工之餘，同時希望藉此能留着資深員工繼續在本會工作；預計此措施未來數年仍會實施。

感謝

最後我感謝董事局過去一年的指導和協助，我感恩機構有一群委身的同工，他們每一位都為本會的服務貢獻出最大的努力。我感謝神在過去一年的保守帶領，以及社會各界對本會服務的支持。展望未來一年，我們將會加倍努力，以創新思維朝著本會的願景和目標繼續進發。



何寶玲
署理總幹事

organized by the Hong Kong Council of Social Service on 10/3/2017, with the theme of "How to make the dreams of people with intellectual disabilities come true?" at our booth. The representatives of our Bradbury Tin King Centre and Hostel delivered a talk on "How to get along with people with intellectual disabilities?" at the Hong Kong Police College on 21/3/2017, and invited them to two hiking activities together with our service users in April 2017, all of which have reflected that the Agency is advocating social inclusion for people with and without disabilities.

A number of awards were presented to our volunteers who have reached a certain number of service hours for recognizing their great contributions at our Annual General Meeting held on 17/12/2016.

Making good use of our reserves

In the year 2016/17, not only did we use approx. HK\$1.62 million to employ 15 temporary staff to strengthen the caregiving manpower for better serving our ageing service users, but also enhance the benefits for frontline staff by using our Lump Sum Grant reserve to retain core team members in order to ensure that our service quality can be well maintained. It is expected that the Agency will use part of the Lump Sum Grant reserve to further strengthen the services for our ageing service users next year. The pilot project of "Ageing Corner" has been planned to be put into execution at our Po Lam unit. In addition, we will continue to offer speech therapy service to cover the service gap that could not be well bridged by occupational therapy service, such as the problems of swallowing, choking, speech or communications being faced by our ageing service users.

Moreover, a total of approx. HK\$740,000 was drawn from the Mandatory Provident Fund reserve of non-snapshot staff to increase the voluntary employer contributions to the Fund in order to recognize the performance of our staff, and help to retain staff of long service. It is expected that this measure will be continued in the next few years.

Gratitude

May I take this opportunity to extend my sincere gratitude to our Board of Directors for their guidance and very kind assistance, to our dedicated colleagues for their great contributions to our services, to our Lord for His keeping and leading, as well as to all our partners and external supporters this year?

Moving forward, we will continue to pay our utmost effort in striving for achieving our vision and goals through innovation and creativities next year.



HO Po Ling, Pauline
Acting Chief Executive

是年度主要活動

Highlights of the Year

2015-2016年度週年大會 Annual General Meeting 2015-2016

本會的2015-2016年度週年大會於2016年12月17日假本會將軍澳單位舉行。會上除報告了本會在2015-2016年度的會務及財政狀況外，也宣布了2016-2017年度董事局成員名單，並頒發了2015-2016年度的董事長期服務獎、職員長期服務獎，以及優秀員工、傑出義工等獎項。

The Annual General Meeting 2015-2016 of our Agency was held in our Tseung Kwan O Unit on 17 December 2016. In the meeting, reports on the Agency's services and financial status over the year 2015-2016 were delivered. In addition, the member list of the Board of Directors 2016-2017 was announced. Awards for the year 2015-2016 were presented, including long service awards for directors and staff, outstanding staff awards, and outstanding volunteer awards, etc.



▲ 董事李文基先生獲頒董事五年長期服務獎。
A five-year long service award for directors was presented to Director Mr. LEE Man Key.

悅屏宿舍、賀屏工場及宿舍二十週年紀念活動 20th Anniversary Commemorative Activities of Yuet Ping Hostel and Hor Ping Sheltered Workshop and Hostel

悅屏恩典二十載 服務常存信望愛

悅屏宿舍邀請本會董事局主席鍾建強工程師、副主席梁佳樂先生、事工規劃及發展常務委員會成員王淑怡女士、元朗區域網絡委員會成員黃偉賢先生、單位家屬代表及朗屏邨悅屏樓互助委員會代表主持二十週年紀念啟動禮，展開各項慶祝活動。



手牽手歡樂盈盈 光輝二十耀賀屏

賀屏工場及宿舍舉辦一連串的慶祝二十週年活動，包括聚餐、境外遊、製作紀念T恤等。在服務使用者、家屬及職員積極參與下，各項活動均圓滿地完成。

Yuet Ping- Serving with Faith, Hope and Love over the past Twenty Years

Upon invitation from Yuet Ping Supported Hostel, Ir. Lawrence CHUNG, Chairperson of the Board of Directors, Mr. Peter LEUNG, Vice-Chairperson, Ms. Queenie WONG, Member of the Standing Committee on Planning and Development, and Mr. Zachary WONG, Member of the Yuen Long Regional Network Committee, together with a family representative of Yuet Ping Hostel and a representative of the Mutual Aid Committee of Yuet Ping House, Long Ping Estate, officiated in a kickoff ceremony for the hostel's 20th anniversary commemorative activities.

Hor Ping - Walking hand in hand with Joy and Brilliance for Twenty Years

Hor Ping Sheltered Workshop and Hostel organized a series of activities for celebrating their 20th anniversary, including a party, an overseas tour, and the production of a commemorative T-shirt. With the active participation by service users, their family members and staff, all of the activities were completed successfully.



元朗「智」友齊同行 - 智友生活大探索聯合開放日 A Colourful Life for Service Users - Joint Open Day of the Yuen Long Units

由「伊利沙伯女皇弱智人士基金」資助，本會四個位於元朗朗屏邨的服務單位 - 朗藝坊及朗屏宿舍、賀屏工場及宿舍、悅屏宿舍及元朗地區支援中心於2016年11月26日舉行「元朗『智』友齊同行 - 智友生活大探索聯合開放日」。

當天的到訪者包括家屬、區內居民及其他外界人士。起動禮邀得本會董事、元朗區區域網絡委員會成員及創邦集團代表出席，其中的表演節目有舞蹈、太極、合唱、手語歌等。

With the funding support from the “Queen Elizabeth Foundation for the Mentally Handicapped”, our four service units in Long Ping Estate, Yuen Long, namely Long Ping House of Arts & Skills and Hostel, Hor Ping Sheltered Workshop and Hostel, Yuet Ping Supported Hostel and Yuen Long District Support Centre, jointly held an Open Day on 26 November 2016 to showcase the colourful lives of their service users to the visitors.

On that day, there were visitors from family members, local residents and other guests. The kickoff ceremony was officiated by our directors, members of our Yuen Long Regional Network Committee and a representative of the Federal Foundation Group. Various performances were delivered at the ceremony, such as dancing, Tai Chi exercise, choirs, and sign language singing, etc.



▲ 本會董事局主席鍾建強工程師於開放日起動禮上致辭。
Ir. Lawrence CHUNG, Chairperson of our Board of Directors, delivered a welcome speech at the kickoff ceremony of the Open Day.

悅屏宿舍的服務使用者製作美食供訪客品嚐，讓社區人士認識他們的能力。
The service users of Yuet Ping Supported Hostel showed their capabilities by preparing canapé for visitors.



▶ 朗藝坊及朗屏宿舍的“The ART We Are”展覽展示服務使用者的藝術才華。
The art show “The ART We are” put up by Long Ping House of Arts & Skills and Hostel showcased the artistic talent of their service users.

▶ 賀屏工場及宿舍提供繪畫活動，讓訪客與服務使用者一起在布上繪畫，體現傷健共融。
Hor Ping Sheltered Workshop and Hostel arranged a painting activity for visitors to do cloth painting together with our service users to convey the message of social inclusion.



元朗地區支援中心透過不同主題的項目讓訪客參與，體驗智障人士在中心的喜樂及豐盛生活，有以藝術及運動為題的「花樣手環」項目及「硬地滾球」項目，也有由專業治療師負責的身體平衡力測試及職能測試。
Yuen Long District Support Centre invited visitors to join their activities with different themes so they might feel the joy and abundance that people with intellectual disabilities had experienced in the Centre. The “Floral bracelets” and “boccia” were arranged based on the themes of art and sports respectively. A body balance test and an occupational aptitude test were also offered by professional therapists.



「智親至愛」服務計劃 - 「智愛同行豐盛路」研討會 Seminar for the "Infinity in Love" Service Project

有見於香港較缺乏對象為智障人士照顧者的支援服務，本會自2014年起推行「智親至愛」服務計劃，透過個案輔導、治療小組、親子活動、義工探訪和基督教信仰聚會，為智障人士照顧者提供不同範疇的支援。本會藉著拍攝《智愛》微電影、出版《智愛同行》書刊及舉辦「智愛同行豐盛路」研討會總結兩年服務經驗。研討會和微電影首映於2016年9月10日假香港理工大學蔣震劇院舉行，當天有約250人出席。

研討會由兩位參與計劃之智障人士照顧者擔任司儀，並由社會福利署副署長林嘉泰太平紳士及本會主席鍾建強工程師主禮。在研討會的內容上，香港浸會大學客席講師李美賢女士討論「社會排斥」問題，中國基督教播道會靈泉堂主任廖武洪牧師及其太太分享家中有一個患唐氏綜合症兒子的經歷，本會家屬代表會主席張呂少珍女士以自己的經歷安慰同路人。他們的演講都能引起參加者的共鳴。



◀ 研討會主禮嘉賓社會福利署副署長林嘉泰太平紳士概述本港的智障人士照顧者服務。

Mr. LAM Ka Tai, JP, Deputy Director of the Social Welfare Department, was the officiating guest of the seminar, giving an overview of the services being provided for carers of people with intellectual disabilities in Hong Kong.

社會福利署副署長林嘉泰太平紳士、本會主席鍾建強工程師及各講者主持研討會啟動儀式。

Mr. LAM Ka Tai, JP, Deputy Director of Social Welfare, Ir. Lawrence CHUNG, Chairperson of our Board of Directors, and the speakers delivered a kickoff ceremony for the seminar.



◀ 中國基督教播道會靈泉堂堂主任廖武洪牧師及其太太分享與患唐氏綜合症兒子的生活點滴，認為他是上帝派來的天使。

Rev. LIU Mo Hung, Chief Minister of the Evangelical Free Church of China Ling Chuen Church, and his wife shared their experiences in taking care of their son with Down Syndrome. They believed that he was an angel God sent to them.

As Hong Kong is running short of support services for carers of people with intellectual disabilities, our Agency has been delivering a support service namely "Infinity in Love" since 2014 to provide support to carers of people with intellectual disabilities in different dimensions, through case counseling, therapeutic groups, parent-child activities, volunteer visits, and Christian fellowships and gatherings. To sum up the two years' service experience of the project, a micro-movie and a booklet were produced. A seminar was also organized together with the premiere of the micro-movie at Chiang Chen Studio, the Hong Kong Polytechnic University, on 10 September 2016, with approximately 250 attendees.

The emcees of the seminar were two carers participating in the project and the seminar was officiated by Mr. LAM Ka Tai, JP, Deputy Director of Social Welfare Department and Ir. Lawrence CHUNG, Chairperson of our Board of Directors. As for the content of the seminar, Ms. LEE Mei Yin, Visiting Lecturer of the Hong Kong Baptist University, discussed the problem of societal rejection, while Rev. LIU Mo Hung, Chief Minister of the Evangelical Free Church of China Ling Chuen Church, together his wife, shared their experiences in taking care of their son with Down Syndrome. Ms. LUI Siu Chun, Chairperson of the Family Representatives Association, offered comfort to parents with her own experience. Their speeches got resonance among the audience.



《智愛》微電影

智障人士需要社會的協助是顯而易見的，但他們的家人在長期照顧他們的工作中須面對的困難和承受的壓力又有誰能看見和明白呢？

為讓更多人關注智障人士照顧者的需要，本會邀請著名藝人黃智賢先生夥拍本會的一群服務使用者和家屬演出微電影《智愛》。電影的劇情講述一位社工本著使命感和「唔做唔舒服」的理念，縱使未必能完全明白及分擔照顧者的重擔，但仍然願意成為他們的同路人……



Micro-movie

While it is apparent that people with intellectual disabilities need assistance from the society, who can see and understand the difficulties and the stress their family members are facing when taking care of them persistently?

In order to draw the attention of more people to the needs of carers of people with intellectual disabilities, we invited Mr. Ben WONG, a famous artiste, to be one of the main characters in our micro-movie, together with a group of our service users and family members, in presenting the needs of carers of people with intellectual disabilities and the ideas of the “Infinity in Love” service project. In the movie, a social worker committed himself to becoming a companion of the carers out of his sense of mission and an urge in helping them, even though he might not be able to fully understand and share their burden ……



《智愛同行》書刊

Booklet “Walking in Love with you”

本書收錄了多個智障人士及其照顧者的故事，以及整合經驗與業界及公眾分享。

The booklet collects some stories of the persons with intellectual disabilities and their carers. It also shares some integrated service experience with workers in the rehabilitation field and the general public.



本會首間社企個人護理店開幕 – 為殘疾人士就業創出一片天 Our first personal care salon run by social enterprise opened – A new horizon for employment of people with disabilities

本會轄下社會企業「懷智匡業有限公司」獲社會福利署「創業展才能」計劃資助，於長沙灣開辦一間名為「好首足@智快髮」個人護理店，已於2016年11月正式開幕，提供時尚的快剪、洗頭及薰腳服務。

過往，殘疾人士較少受僱於髮廊或個人護理店，但隨著時代的轉變及各式自動操作工具的出現，殘疾人士已能獨當一面，向顧客提供上乘的個人護理服務。本會社會企業的個人護理店向殘疾僱員提供約三個月的職前培訓，內容包括派發傳單、清潔等雜務，以至自動洗頭機的操作、薰腳服務的整個流程、接待顧客的技巧等，十分全面。

該店的服務設計以讓殘疾僱員發揮工作能力為出發點。剪髮服務由專業髮型師負責，洗髮服務則採用自動洗髮機，殘疾員工只需掌握簡單操作便可勝任。至於薰腳服務，客人先按自己的需要選擇天然草本薰腳包，然後由殘疾僱員提供整個薰腳服務，他們亦可協助招待客人。

該店的目標是聘請9位殘疾人士，透過嶄新的業務讓他們發揮才能，也讓社會大眾透過親身接觸了解殘疾人士的能力，以達致就業上的傷健平等共融。



With the funding support from the “Enhancing Employment of People with Disabilities through Small Enterprise” Project of the Social Welfare Department, a personal care salon located in Cheung Sha Wan was opened by our social enterprise Wai Ji Hong Yip Co. Ltd. in November 2016 to provide trendy hair cutting, shampooing and foot sauna services.

In the past, people with disabilities were seldom employed by hair or personal care salons. As time progresses with the help of various newly developed automated tools, people with disabilities are now able to provide remarkable personal care service to customers independently. The personal care salon of our social enterprise offered a comprehensive 3-month pre-employment training to those employees with disabilities, from the distribution of promotional handbills, chores like cleaning work, to the operation of the automatic shampooing machine, the entire process of foot sauna service, and customer service skills.

The salon aims to enable the employees with disabilities to fully develop their work capabilities. While the hair cutting and styling service is provided by professional hair stylists, shampooing is done by an easily operated automatic shampooing machine which is being operated by the employees with disabilities. For the foot sauna service, customers may choose their preferred botanical natural herbal pack, and then our employees with disabilities will provide customers with the entire service. They can perform reception duties as well.

The salon has targeted to employ nine people with disabilities so their capabilities can be fully developed through this new business. Meanwhile, the general public may also get more ideas about their capabilities through personal touch, thus achieving vocational equality and social inclusion among people with and without disabilities.



▲「好首足@智快髮」店開幕禮邀請到社會福利署(康復及醫務社會服務)助理署長方啟良先生蒞臨主禮。
Mr. FONG Kai Leung, Assistant Director of Social Welfare Department (Rehabilitation and Medical Social Services) officiated at the opening ceremony of our personal care salon.

第30屆運動會 - 「愛·運動日」 The 30th Sports Day - A Day Full of Love for Sports

運動不但能鍛鍊身體、促進健康，而且能改善情緒、提高自我形象、減低精神壓力，更可訓練耐力和耐力。這些益處適用於任何人，包括殘疾人士。為協助服務使用者參與運動，本會單位為服務使用者舉辦不同體育活動，及鼓勵服務使用者參加外界體育比賽，另本會每兩年舉辦一次之運動會，已於2016年11月4日假斧山道運動場舉行，此為本會第30屆運動會。

第30屆運動會名為「愛·運動日」，期望服務使用者、家屬、義工及職員都能愛上運動，並持之以恆。運動會特別加插「硬地滾球體驗賽」及「障礙賽」，讓老化服務使用者也能參與其中，一起享受運動的樂趣。董事鄭心美女士在閉幕禮致辭中強調本會將繼續協助服務使用者參與運動，以給予服務使用者「喜樂」及「躍動」的生活。



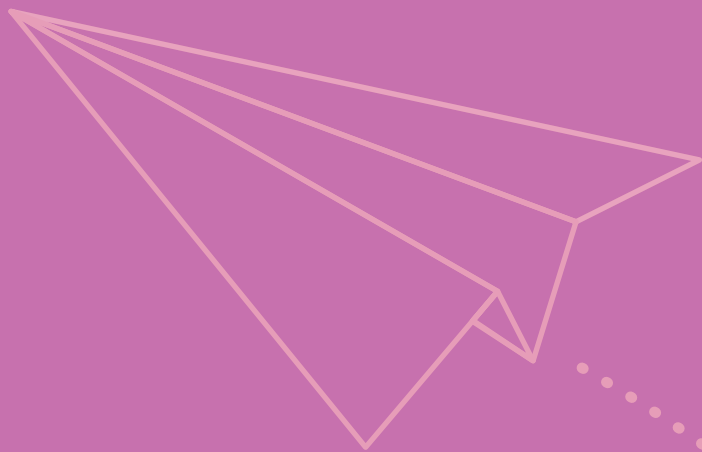
▲ 車路士足球學校(香港)校長山度士先生擔任運動會義工邀請賽及閉幕禮主禮嘉賓。
Mr. Leslie George Santos, Principal of Chelsea FC Soccer School (HK), served as the officiating guest of the Volunteers' Invitation Race and the Closing Ceremony of the Sports Day.

Not only can physical exercise promote bodily health, it can also help to improve emotion, enhance self-image and relieve stress. Furthermore, it can build up one's endurance and patience. These benefits are applicable to anyone, including people with disabilities. To help our service users to be more engaged in physical exercise, our units are organizing different sports activities for them and encourage them to take part in external sports games. In addition, our Agency organizes Sports Day every two years and the 30th Sports Day was held in Hammer Hill Road Sports Ground on 4 November 2016.

The 30th Sports Day was named "A Day Full of Love for Sports" to express our wish that service users, their family members, volunteers and staff could all develop their love for sports and keep this love always. A boccia trial game and a barrier race were held for ageing service users so they could participate and share the joy in physical exercise. Our Director Ms. Esther KWONG emphasized in her closing speech for the day that the Agency would continue to help service users to participate in physical exercise in order to give them a joyful and energetic life.



▲ 入境事務學院校長張定基先生及香港警察觀塘警區訓練及職員關係主任鍾煉泳總督察擔任運動會開幕禮主禮嘉賓。
Mr. CHEUNG Ting Kei, Commandant of Immigration Service Institute of Training and Development, and Chief Inspector CHUNG Lin Wing, Training and Staff Relations Officer of Kwun Tong Police District, officiated the Opening Ceremony of the Sports Day.



耶穌又對眾人說：「我是世界的光。跟從我的，
就不在黑暗裏走，必要得着生命的光。」
(約翰福音 8:12)

When Jesus spoke again to the people, he said, "I am the light of the world. Whoever follows me will never walk in darkness, but will have the light of life."

John 8:12

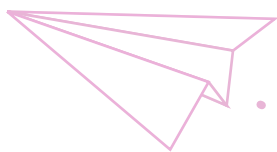
營造豐盛人生

Shape a Brighter Future for
People under our care



服務報告

Service Reports



本會的服務分為展能中心及住宿服務、職業康復及住宿服務、綜合復康服務中心、社區支援服務及專業支援服務。

Our Agency's services consist of day activity centre and residential service, vocational rehabilitation and residential service, integrated rehabilitation services centres, community support services, and professional support services.

展能中心及住宿服務 Day Activity Centre and Residential Service

本會設有一所日間展能中心、三所展能中心暨宿舍。近年，本會面對服務使用者年齡兩極化帶來的挑戰：高齡智障與近年接收的年輕智障並有較多挑戰行為的服務使用者。就此情況，本年度展能中心及住宿服務的工作重點如下：

鼓勵躍動生活

為鼓勵服務使用者積極參與運動訓練，本會除了定期舉辦運動活動外，亦積極鼓勵服務使用者參加社區體育賽事。後者有助服務使用者融入社區，發揮潛能，創造自己躍動及喜樂的人生。

本會白普理田景中心及宿舍自2007年起大力推動「體適能訓練」計劃，十年來服務使用者累計的運動總時數達到50,992小時。在過去一年，每位服務使用者每日大約進行35分鐘或以上的體適能訓練。根據單位物理治療師的評估，服務使用者在血壓、血糖、膽固醇的水平，以及步行、自我照顧能力上均持續有改善。在單位的體適能訓練，以及適當飲食和藥物治療的配合下，大部分服務使用者都有健康的體魄，能參與各類戶外活動，享受「躍動」及「喜樂」的生命。

We have 1 day activity centre, and 3 day activity centres cum hostels. In recent years, we have been facing the challenges owing to the polarization in age of our service users - ageing service users versus those young service users with relatively more challenging behaviours whom we admitted lately. To cope with this situation, the main focuses of the day activity centre and residential service over the year were as follows:

Promoting Vitality

To encourage our service users to have more exercise, we have been organizing regular exercise and sports activities for them, and encourage them to join community sports games, through which they can be socially included, their sports talents developed, and vitality added into their lives.

Our **Bradbury Tin King Centre and Hostel** has been strenuous in putting its "physical fitness training programme" into execution since 2007. A cumulative total of 50,992 training hours was yielded among their service users in past ten years. Last year, each service user, in average, could participate in physical fitness training for at least 35 minutes every day. According to the assessments made by the physiotherapist of the unit, continuous improvements have been experienced by all the participating service users in terms of their blood pressure, blood sugar level, cholesterol level as well as their walking and self-care abilities. With the unit's physical fitness training programme, suitable diets and medicine care, most of the service users have healthy physiques and are able to join different kinds of outdoor activities, thus enjoying their lives with vitality and delight.

安定中心及宿舍則每年舉辦「夢飛行」計劃，按服務使用者的能力和喜好編排全年一系列的體驗活動，本年度的內容包括往離島體驗露營車露營樂、乘坐郵輪觀光、參觀4D奇幻館、到新加坡旅遊等。

南山中心獲得深水埗區議會撥款資助「南山躍動展繽紛計劃」，讓服務使用者體驗園藝和跳舞的樂趣。此外，單位亦參加了康樂及文化事務署的「社區園圃計劃」，並舉辦一系列歷奇活動，例如攀石活動，以提升他們的自信心和為他們的生活加添色彩。



發揮藝術潛能

我們相信智障及殘疾人士與其他人一樣，都有對藝術的興趣，更有平等參與藝術活動的權利。本會按服務使用者的興趣和需要舉辦不同的藝術活動，目的是讓他們對藝術產生興趣，繼而鍛鍊他們的技巧，增強他們發揮自我想像力和創意的信心；在過程中對他們個人能產生充權的效果，並希望他們能把藝術創作培養成長遠的興趣，令他們的生命更趨豐盛。

安定中心及宿舍舉辦了多項藝術活動，包括藝術工作坊和訓練班等，以協助服務使用者建立自信和滿足感。單位於2016年10月首次與耳聽心言基金在香港文化中心合辦「墨藝•心•融樂」展能畫展，展出共約80幅水墨畫創作，以推廣殘疾人士的藝術才能。是次畫展設有義賣，收益撥作殘疾人士的藝術發展用途。

On Ting Day Activity Centre and Hostel puts into implementation their “Make Their Dreams Come True” project every year. A series of experimental activities were organized for service users throughout the year according to their capabilities and preferences. The activities organized included camping in truck campers on an outlying island, a cruise tour, a visit to the 4D Magical World, as well as an overseas tour in Singapore, and some others.



◀ 安定中心及宿舍服務使用者到新加坡旅遊，單位租賃當地復康巴士，以照顧輪椅使用者的交通需要。

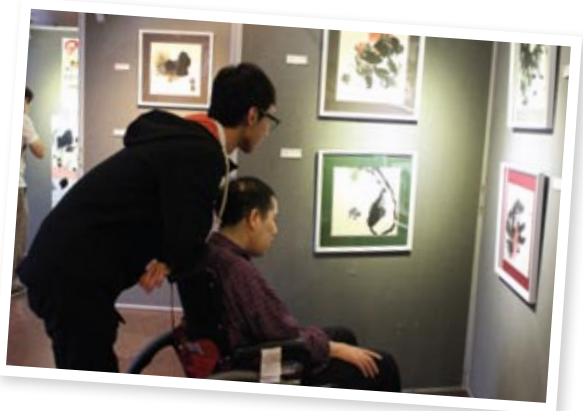
Service users of On Ting Day Activity Centre and Hostel took a tour in Singapore. A local rehab bus was hired to support the transportation of the wheelchair users.

With the funding support from the Sham Shui Po District Council, **Nam Shan Day Activity Centre** organized a “Lives in Nam Shan full of Vitality” programme, bringing the pleasure of gardening and dancing to their service users. Besides, the unit also joined the “Community Garden Programme” run by the Leisure and Cultural Services Department, and organized a series of adventurous activities, such as rock climbing, to help enhance the self-confidence of their service users and add colour to their lives.

Developing Art Talents

We believe that everyone, including people with intellectual and other disabilities, has certain interests in art, and has equal rights of participating in art activities. Hence different kinds of art programmes were arranged for our service users based on their interests and needs, so that their interests in art can be fostered, their skills in art creation trained up and their self-confidence in imagination and creativity developed. An empowerment effect on them could be achieved during the art creation process. Besides, it was hoped that they could develop a favour in art creation so their lives can become even more abundant.

On Ting Day Activity Centre and Hostel organized a number of workshops and classes on artwork creation to help their service users build up self-confidence and sense of satisfaction. To let the general public know more about the art talent of people with disabilities, the unit has co-organized a Chinese paintings art show at the Hong Kong Cultural Centre



推行社區共融活動

本會一向致力推廣「傷健共融」，當中社區教育是不可或缺的一環，其目的是增加社區人士對智障人士的認識和促使他們接納智障人士為社區的一份子。

白普理田景中心及宿舍持續推行多元化社區教育及社區共融活動，其中的「友共情Forever義工計劃3」活動喜獲警察義工隊及入境處義工隊等支持，讓服務使用者突破所限，可以上山下海，經歷不一樣的生活樂趣。

安定中心及宿舍獲勞工及福利局撥款舉辦「愛融樂·藝同行II」公眾教育活動，共招募了屯門區內12間小學、中學及團體參與，舉辦一系列共融藝術工作坊及義工領袖訓練班，讓學生與服務使用者互相認識和交流，同時接受義工服務訓練，從而實踐及體現傷健共融。

回應服務使用者老齡化的需要

因應老齡化服務使用者的需要，寶林中心及宿舍把30名服務使用者納入社會福利署規劃的「展能中心延展照顧計劃」內。此計劃為因年老或身體健康轉差而無法再從長時間或密集訓練中獲益的展能中心服務使用者，提供簡單康復訓練、社交康樂及發展性的活動。單位為上述服務使用者提供生死教育活動、懷緬活動及其他相關的活動。



in October 2016 with the Hear Talk Foundation, showcasing approximately 80 pieces of Chinese ink paintings made by our service users. There was also a charity sale of those showcased paintings for raising fund to further develop the art talent of people with disabilities.

Social Inclusion Programmes

We have always been devoting efforts in advocating social inclusion among people with and without disabilities. Community education is an indispensable element in this arena with the objective of letting the general public have better understanding about people with intellectual disabilities so they can be socially included as members of the community.

Bradbury Tin King Centre and Hostel continued to carry out community education and social inclusion programmes. The “Let’s Be Friends Forever Volunteer Project III” was supported by volunteer teams from the Hong Kong Police Force and the Immigration Department, and some others, with which our service users could go beyond their boundaries, by joining hiking and aquatic activities, and experience unusual gladness in their lives.

On Ting Day Activity Centre and Hostel organized the “Art for Everybody II” Project with funding support from the Labour and Welfare Bureau. 12 primary and secondary schools as well as organizations in Tuen Mun were recruited to participate in the project. A series of inclusive art workshops and volunteer leadership trainings were held for facilitating interactions among students and our service users during volunteer trainings, so that social inclusion can be experienced among people with and without disabilities.

Addressing the needs of ageing service users

In view of the needs of our ageing service users, 30 of them from **Po Lam Day Activity Centre and Hostel** were arranged to join the Extended Care Programme for Day Activity Centres by the Social Welfare Department. This programme provides some simple rehabilitative trainings, social, recreational, and developmental activities to service users in day activity centres who can no longer benefit from lengthy or intensive trainings on account of their ageing or deteriorating health condition. Life and death education activities, reminiscence activities and other related activities are provided to the above-mentioned service users.

Po Lam Unit will also set up an “Ageing Corner”, a pilot project for their ageing service users, next year. To achieve this purpose, part of the unit will be converted into a specially

寶林單位來年將推行「老齡化日間服務閣」試驗計劃，把單位部分空間闢為專為老齡化服務使用者而設的場地，以提供這項服務。如該服務的成效良好，將擴展至其他有需要的單位。期望能總結經驗作為業界的借鏡，讓更多老齡化智障人士得益。



◀ 寶林中心及宿舍服務使用者與其親友獲安排專業化妝及攝影服務，並製作人生紀念冊。
With the arrangement of professional make-up and photography service, service users of Po Lam Day Activity Centre and Hostel had photos taken with their families and friends with a photo album produced, recording their life journeys.

職業康復及住宿服務 Vocational Rehabilitation and Residential Service

本會設有一所綜合職業康復服務中心及宿舍、兩所庇護工場及宿舍、一所輔助宿舍，另提供輔助就業服務，並營運一間社會企業－懷智匡業有限公司，為殘疾人士提供就業機會。本會的綜合職業康復服務中心及庇護工場配套有宿舍，為部份服務使用者提供住宿照顧。輔助宿舍則為有自我照顧能力的智障人士，提供輔助性住宿照顧、健康護理、獨立生活技能訓練及閒暇活動。

提供多元化工作訓練

本會的綜合職業康復服務中心及庇護工場為殘疾人士提供多元化的工作訓練，包括天然環保產品製作、洗髮及薰腳服務、餐飲零售、清潔、汽車清潔、產品加工及包裝等。本年度本會的輔助就業服務收納了15個新個案，其中9個成功於公開就業市場獲聘。



We have got 1 integrated vocational rehabilitation services centre cum hostel, 2 sheltered workshops cum hostels, and 1 supported hostel. We also offer supported employment service to develop the work capabilities of people with disabilities. Besides, we are running a social enterprise, namely Wai Ji Hong Yip Co., Ltd., to provide employment opportunities to people with disabilities. We have hostels coherent with our sheltered workshops and integrated vocational rehabilitation services centre for providing residential care to some of their service users. Our supported hostel offers supportive residential care, health care, independence training, and leisure activities to people with intellectual disabilities who are capable of taking care of themselves.

Providing a wide variety of job trainings

Our integrated vocational rehabilitation services centre and sheltered workshops provide a wide variety of job trainings to people with disabilities, including the production of eco-friendly products, services of hair shampooing and foot sauna, food and beverage sales, cleaning, car cleaning, product processing and packaging, etc. This year, our supported employment service received 15 new cases, out of which 9 has got a job in open employment market.

A colourful life

House of Arts & Skills and Long Ping Hostel carried out an art project this year. A number of arts-related



▲ 一位服務使用者任職清潔員並正進行清潔工作
A service user worked as a cleaner and was performing cleaning work.

多姿多彩生活

朗藝坊及朗屏宿舍本年度推行了「智藝廊」藝術發展計劃，舉辦多個藝術課程，包括繪畫、手語歌、舞蹈等，培養服務使用者的藝術才能，並舉行了“The Art We Are”才藝表演及藝術展活動，讓服務使用者向公眾展示他們在藝術方面的學習成果，從而增強他們的自信心。宿舍亦推行「關愛音樂在朗屏」計劃，為服務使用者安排音樂治療小組活動。

賀屏工場及宿舍獲伊利沙伯女皇弱智人士基金資助，舉辦為期兩年的「懷智健走160」活動，招募義工與服務使用者一起進行健走運動，促進服務使用者的身體健康之餘，也讓他們與義工建立友誼，擴闊他們的社交圈子。

元州工場及宿舍推行「綠色生命教育計劃」，透過綠色手工藝創作、園藝治療及園圃小組，培養服務使用者對園藝的興趣及讓他們體驗園藝活動帶來的舒暢感覺及生活樂趣。

社會企業 - 懷智匡業有限公司

此年度本會的社會企業**懷智匡業有限公司**(下稱「匡業」)積極開辦新業務，為老齡化的僱員安排非體力勞動的工作。匡業獲社會福利署「創業展才能」計劃資助，於2016年11月在長沙灣開設了一間集時尚速剪理髮、洗髮及薰腳服務於一身的個人護理店 - 好首足@智快髮，目標是聘用最多9名殘疾人士。

匡業一直受到社會各界人士的支持，許多客戶使用其服務已接近或超過十年，例如基督教宣道會錦繡堂自2006年起使用其清潔服務，香港電視廣播有限公司自2007年起使用其汽車清潔服務，聖公會基福小學自2008年起使用其清潔服務。這反映出匡業的業務深受社會人士的支持和肯定。

courses, including painting, sign-language singing, dancing and others, were organized to develop the art talent of our service users. Along with these courses, talent shows together with an art exhibition namely “The Art We Are” were arranged to let the public know about the achievements of our service users in the artistic arena, and their self-confidence can therefore be enhanced. The hostel also put forward a music project to bring music therapy to their service users.

Hor Ping Sheltered Workshop and Hostel carried out a two-year “WJ Fast Walking 160” programme with funding support from the Queen Elizabeth Foundation for the Mentally Handicapped. Volunteers were recruited to join fast walking activities together with our service users. Not only could the programme benefit our service users in terms of their physical health, but also enable them to make friends with the participating volunteers, thus expanding their social networks.

Un Chau Sheltered Workshop and Hostel set up a “Green Life Education” programme, consisting of handicraft making, horticulture therapy and a gardening group, for developing the interests of our service users in gardening, and letting them feel the cheer generated during the process.

Our Social Enterprise Wai Ji Hong Yip Co., Ltd.

During the year, our social enterprise **Wai Ji Hong Yip Co., Ltd.** (hereafter as “Hong Yip”) started some new businesses so as to provide more non-labour intensive jobs to their ageing employees. With funding support from the “Enhancing Employment of People with Disabilities through Small Enterprise” project offered by Social Welfare Department, a one-stop-shop personal care salon, offering trendy hair fast cutting service, shampooing, and foot sauna service, was opened in Cheung Sha Wan, Kowloon, in November 2016. They target to hire at most 9 employees with disabilities.

Hong Yip has been receiving external support from different sources. Many customers have used their services for almost or more than a decade. For example, the Fairview Park Alliance Church has been using their cleaning service since 2006. Television Broadcasts Limited has been using its car cleaning service since 2007. SKH Kei Fook Primary School has been using its cleaning service since 2008. All these reflect that Hong Yip’s businesses are highly supported and recognized by the public.





◀ 電視廣播有限公司將軍澳電視城停車場自2007年開始使用匡業的汽車清潔服務，至今已近十年。
TVB City, located at Tseung Kwan O, has been using Hong Yip's car cleaning service for their car park for almost 10 years since 2007.

This year Hong Yip has 45 employees, out of which 27 has disabilities. Moreover, it offered job trainings to service users of the sheltered workshops and supported employment service in a total of almost 700 person-times and more than 33,000 training hours to enhance their work competence.

Supported Hostel

Our **Yuet Ping Supported Hostel**, carried out the "Cheerful Traveling Scheme", through which service users who could fulfill a list of requirements such as "having a stable job with steady income", "having some savings" and "being able to stay emotionally stable and have good relations with others", and be ranked as one of the top participants, they will be eligible to participate in an overseas tour organized by the hostel. This year the hostel's service users have been to Singapore for tour. With this scheme, the life goals of our service users could be strengthened and their sense of achievements attained.



▲ 悅屏宿舍「喜樂外地遊」計劃中的新加坡旅遊活動。
The Cheerful Travelling Scheme of Yuet Ping Supported Hostel – A tour to Singapore.

本年度匡業僱用了45位員工，當中有27位為殘疾人士。並為本會轄下庇護工場及輔助就業服務使用者提供了近700人次共3萬3千多小時的工作訓練，以提升他們的工作技能。

輔助宿舍

本會輔助宿舍**悅屏宿舍**本年度推行「喜樂外地遊」計劃，服務使用者能以上「喜樂龍虎榜」為目標，內容包括「有穩定的工作及收入」、「有儲蓄」、「能保持情緒穩定及良好的人際關係」。能達到這些要求的服務使用者，可參加宿舍的海外旅遊活動，本年度便到了新加坡旅遊。這個計劃能鞏固服務使用者的生活目標，並讓他們獲得成就感。

綜合復康服務中心 Integrated Rehabilitation Services Centres

本會設有兩所綜合復康服務中心，分別位於將軍澳尚德邨及沙田美田邨。前者提供護理院、日間展能中心、住宿、輔助宿舍及暫顧服務。後者提供綜合職業康復服務中心、展能中心、住宿及暫顧服務。

將軍澳綜合復康服務中心本年度的工作重點，是強化提供予老齡化或自閉症服務使用者的服務，以及向照顧者提供的支援服務。針對老齡化服務使用者的需要，中心聘請了具專業資格的治療師，為他們開展舞蹈治療、音樂治療、藝術治療及陶藝等小組，並持續探討有關專業介入手法對減緩身體退化、改善情緒及提升生活滿足感的成效。

We have two integrated rehabilitation services centres, located in Sheung Tak Estate in Tseung Kwan O and Mei Tin Estate in Shatin respectively. The former provides a care and attention home, a day activity centre, hostels, a supported hostel, and respite care service. The latter offers an integrated vocational rehabilitation services centre, a day activity centre, a hostel, and respite care service.

Tseung Kwan O Integrated Rehabilitation Services Centre puts a lot of focus on strengthening their services for ageing or autistic service users, as well as the support for carers. To address the needs of ageing service users,

將軍澳綜合復康服務中心與區內教會結成伙伴以關顧服務使用者的靈性需要，是年共有6位服務使用者及家屬決志信主，受洗加入教會。

Tseung Kwan O Integrated Rehabilitation Services Centre partners with churches in the district to cater to the spiritual needs of their service users. Over the year, six service users and family members became Christians and received baptism.





▲ 一位服務使用者正在接受音樂治療，以改善其情緒問題。

A service user was receiving music therapy for improving his emotional problems.

此外，單位亦關顧同樣面對老化問題的家屬照顧者的需要，舉辦了4個由表達藝術治療師推行的情緒工作坊，讓家屬透過多元媒介，表達及舒緩因長期照顧智障子女而產生的壓力和情緒。

在社區工作方面，單位定期舉行社區教育活動，並接待不同到訪團體及組織，旨在讓公眾能更深入地了解智障及殘疾人士，從而增加對他們的接納。單位的「社區畫室」提供了一個空間給服務使用者與社區人士一起進行自由藝術創作交流活動，既可促進社區融合，亦可睦鄰。全年舉辦之社區教育活動共2,210次，參與人次有16,716。

美田綜合復康服務中心本年度以「由家出發，推動躍動、喜樂生命」為主題，以家的概念照顧服務使用者各方面的需要，同時亦鼓勵他們走入社區，讓社區人士能感受到他們躍動、喜樂的生命。

單位運用多元化介入方法，以切合不同類別服務使用者的需要。對有工作能力的服務使用者，提供多元化培訓及就業機會；而針對自閉症人士的需要，則以流程訓練、結構性教學(TEACCH)及社交故事，提升他們的自我照顧及其他能力。至於為年長的服務使用者，中

the unit hired qualified therapists to conduct therapy groups, covering dance therapy, music therapy, art therapy, pottery making groups and others. The unit continued to study the effectiveness of professional interventions on postponing physical deterioration, improving emotion and enhancing life satisfaction.

In addition, the unit also catered to the needs of ageing family carers. 4 emotion workshops were therefore conducted by a therapist in expressive arts. The participants were facilitated to express through multiple channels their stress and emotion generated during the long-term process of taking care of their children with intellectual disabilities.

With regard to community work, the unit organized regular community education activities. There were also visits to the unit from a number of groups and bodies, so that the public may have a better understanding of people with intellectual and other disabilities, resulting in a higher acceptance for them. The unit's "Community Art Studio" provides the space for service users to have art jam sessions together with people from the neighbourhood, that can facilitate their social inclusion as well as building up good relations with neighbours. The total number of community education activities organized throughout the year was 2,210 and the total participants were 16,716.

With the yearly theme of "Starting from one's Home to Enjoy a Life full of Vitality and Cheer", **Mei Tin Integrated Rehabilitation Services Centre** catered to the various needs of their service users based on a "Home" concept. Meanwhile, service users were encouraged to get into the community to let other people know and feel their vitalized and cheerful lives.

The unit has employed different intervention approaches to better suit the needs of different types of service users. For those with work capabilities, multiple training and employment opportunities were provided. For those with



▲ 美田綜合復康服務中心鼓勵服務使用者參與公開運動比賽，有益於其身心之餘，亦可提升其自信心。

Mei Tin Integrated Rehabilitation Services Centre encouraged their service users to take part in open sports games. Not only could this benefit their physical and mental health but also help them to build up higher self-confidence.

心安排了延緩老化的活動，配合物理治療、職業治療及專業健康護理，以改善他們的身體狀況。

此外，單位亦善用外界資源以提供服務，成功申請香港公益金、沙田區青年活動委員會資助、沙田區社區基金、沙田區議會基金及蘋果日報慈善基金等推行多項活動計劃。



autism, scheduled trainings and structured teaching via the TEACCH method were conducted while social stories were also used so that their self-caring and other abilities could be enhanced. For ageing service users, senility postponing activities, together with physiotherapy, occupational therapy and professional health care, were arranged for improving their physical condition.

Moreover, the unit has made good use of external resources for their service provision. Funding was obtained from the Hong Kong Community Chest, Shatin District Youth Programme Committee, Shatin District Community Fund, Shatin District Council Fund and Apple Daily Charitable Foundation to carry out a number of projects and programmes.

◀ 美田綜合復康服務中心組織服務使用者定期探訪老人中心，讓他們服務社會，體現公民權責。

Mei Tin Integrated Rehabilitation Services Centre arranged their service users to make regular visits to elderly centres so as to enable them to serve the community and realize their rights and duties as citizens of the society.

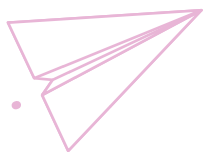
社區支援服務 Community Support Services

本會的元朗地區支援中心為元朗區的殘疾人士及其家人提供支援服務，以強化他們的家居及社區生活技能，協助他們融入社區；以及加強其家人的照顧能力及支援網絡，旨在舒緩他們照顧殘疾家人的壓力。

本年度中心著力幫助會員建立生活目標，透過運動，培養他們的團隊精神，選拔在運動方面較出色的會員，鼓勵及安排他們參加公開比賽，例如保齡球、游泳、足球、田徑、馬拉松、地板曲棍球比賽等。為協助他們進行日常運動訓練及參加公開比賽，中心建立了一個會員運動員成績資料庫。本年度中心會員共獲得59個公開比賽獎項，成績相當令人鼓舞。

Yuen Long District Support Centre was set up to provide support services to people with disabilities and their families living in Yuen Long, with the objectives of strengthening their household and community living skills, as well as facilitating their social inclusion. The support services for the family members aim to build up their caregiving capabilities and support networks so as to relieve their stress generated during the process of taking care of family members with disabilities.

This year the centre has paid tremendous effort in assisting their members in setting up their life goals and building up team spirit through regular sports trainings and participation in sports games. During the process, members who have been more outstanding at sports were encouraged and selected to take part in open sports games or competitions, such as bowling, swimming, soccer, athletics, marathon and floor hockey. In order to provide assistance to them in their daily trainings and participation in open competitions, the centre has set up a database with member players' results in competitions. Over the year, the members of the centre obtained a remarkable total of 59 awards from open sports competitions.





此外，中心積極於會內其他服務單位推廣硬地滾球活動，推廣隊伍巡迴到其他單位提供技術指導及交流，亦舉辦了首次「親子硬地滾球比賽」，讓更多智障人士能享受硬地滾球的樂趣。

在推廣藝術共融方面，中心於2017年3月舉辦了「藝術共融日」，展出多種藝術作品，包括塑膠彩畫作、編織、陶藝等，另設置攤位，由中心會員擔任導師，帶領社區人士嘗試不同的藝術創作活動。各攤位共有573人次參與，反應理想，不少社區朋友讚賞殘疾人士的藝術創作才能，並購買部份展品。

中心的「尋樂舞團」於2016年11月往台灣進行藝術交流，在中華民國智障者家長總會舉辦的全國性才藝大賽擔任表演嘉賓，又到新竹市晨曦發展中心和新北市樂山教養院表演。對舞團團員而言，能夠在境外表演及交流是難得的經驗，除了能認識台灣的文化和風土人情之外，亦能學習自我照顧，從而提升自信心。

近年，由於老齡化智障會員數目日漸增加，中心積極制訂老齡服務及添置護理設備，以向老齡化的智障會員提供更合適的服務及活動。



Moreover, the centre made strenuous efforts in promoting boccia game throughout the organization by sending a promotion team to the other service units to conduct trainings and sharing on that game. The first time ever boccia game for parents and children was held to let more people with intellectual disabilities have chances to enjoy it.

With regard to advocating social inclusion by means of arts, the centre held an "Arts for All" Day in March 2017 to exhibit different kinds of art works, including paintings in acrylic colours, weaving and potteries. Booths were set up for centre members to serve as tutors to direct visitors into different art creation activities. The total participants were 573, which was quite remarkable. Many visitors have shown their appreciation of the art talent of people with disabilities by purchasing some of their art works.

The "Joyful Jam Dancing Team" of the centre joined an art exchange programme in Taiwan in November 2016. They delivered a guest performance in a national talent competition organized by the Parents' Association for Persons with Intellectual Disabilities, Taiwan. They also had performances in the Sunrise Opportunity Centre, Hsinchu City, and Happy Mount Colony, New Taipei City respectively. It was valuable experience for the dancing team members to deliver performances and join exchange programmes in overseas countries. Not only could they learn about the culture, local conditions and customs of Taiwan, but also learn how to take care of themselves and thus increase their self-confidence.

Since the number of ageing members with intellectual disabilities has been increasing in recent years, the centre has devoted efforts in providing well-suited services and programmes for them by setting up ageing services and procuring more health care equipment designed for the ageing people.



- ◀ 元朗地區支援中心的足球隊穿上由車路士足球學校(香港)贊助的球衣，首次參加香港特殊奧運會的足球比賽，於七人草地共融賽22歲以上組別獲得第三名。In jerseys sponsored by the ChelseaFC Soccer School (HK), the soccer team of Yuen Long District Support Centre joined the Hong Kong Special Olympics for the first time and won the bronze medal in the Sevens' Grass Pitch Inclusive (above 22) Division.

「智親至愛」服務計劃

本會於2014年起推展支援智障人士照顧者的「智親至愛」服務計劃，透過多元化介入手法，包括個案輔導、治療性小組、家居探訪及協助、親子活動、義工訓練及服務、與教會合辦不同主題的聚會等，舒緩照顧者的壓力，並協助他們發掘作為智障人士照顧者以外的生命意義，建立正面積極的人生觀。於2016年，我們總結了兩年的服務經驗，藉著拍攝微電影、出版書籍及舉辦「智愛同行豐盛路」研討會與公眾分享服務成果。

來年本會將推行由中原精英會慷慨資助的「智愛家庭享人生」計劃，舉辦一系列活動，包括懷舊派對、電影欣賞、「一家一夢想」活動、本地及海外旅遊等，期望能夠把喜樂帶到智障人士的家庭當中，並鞏固智障人士與家人的關係。

其他社區支援服務包括社區復康支援服務及暫顧服務。前者為向區內智障及殘疾人士提供以社區為本的支援服務，從而協助他們在社區中生活。後者則為有需要的智障或殘疾人士提供短暫的日間及住宿服務，以舒緩其照顧者因長期負責照顧工作而產生的壓力，或因其照顧者遇上緊急事故而在短期內無法照顧其智障或殘疾的家人。



▲「智愛同行路」婚姻小組讓參加者學習把焦點放回婚姻和家庭上，減低家中因有智障子女對婚姻和家庭的負面影響。

A marriage therapeutic group was set up to help the participants to learn to put their focus back onto their marriages and families so as to minimize the negative impact on their families in spite of having a child with intellectual disabilities.

“Infinity in Love” Service Project

The “Infinity in Love” Service Project was launched in 2014 for rendering support to carers of people with intellectual disabilities. By adopting multiple-intervention approaches that include case counselling, therapeutic groups, home visits and assistance, parent-child activities, volunteer training and services, as well as thematic events and gatherings co-organized with a church, this service project helps to relieve the stress of carers and assist them in identifying the meaning of their lives other than the roles of being carers, so as to build up their positive attitude towards life. In 2016, we shared with the public our 2-year service experience through a micro-movie, a booklet and a seminar.

Next year, a project namely “Cheerful Lives of Beloved Families” will be launched with funding support by the Centaline Eagle Club. A series of programmes will be organized, including a nostalgic party, a movie viewing, a “Making Your Family’s Dream Come True” programme, local and overseas tours, and some others, all for bringing delight and joy to the families of people with intellectual disabilities, and strengthening the relationships among people with intellectual disabilities and their family members.

Other community support services consist of community rehabilitation support service and respite service. The former provides district support service for people with intellectual and other disabilities, to assist them in living in the community. The latter offers short-term day respite and residential respite service for people with disabilities who are in need, so that their carers may have a temporary short relief from stress generated from their long-term caring work, or they can be taken care of for a short period of time since their carers cannot perform caregiving work owing to any emergencies happened to their families.



專業支援服務 Professional Support Services

本會的專業支援服務包括**職業治療服務**、**物理治療服務**、**臨床心理學服務**及**言語治療服務**。

職業治療服務

本會的職業治療師透過評估服務使用者的各種日常生活活動能力(例如步行、穿衣、如廁、洗澡等)，為服務使用者提供適切的訓練，並按需要購置或製造輔助工具，以提升服務使用者在日常生活中的自立能力。全年職業治療師共進行了576節個案評估及4,174節個別治療。

為加強老齡化智障人士服務，職業治療師引進了一套認知評估工具(Hierarchic Dementia Scale-Revised)，本年度已使用該工具替135位服務使用者進行了認知評估，並已向有需要的服務使用者提供了適合的治療及訓練。

來年職業治療師計劃為40歲或以上的服務使用者進行手握力及手部靈活性評估，用以及早識別手部功能退化的問題。另計劃運用不同媒體，例如筆記本電腦或平板電腦進行訓練，以增加訓練的趣味性及效果。

物理治療服務

物理治療服務的目標是協助服務使用者發展其肌能及活動能力，防止肌能退化，從而增強其獨立活動及自我照顧能力，提升生活質素。

本年度的其中一個工作重點是深化防跌工作，按季收集和分析服務使用者跌倒數據，以向有關服務單位建議改善方案，包括環境上及設施上的改善，另與職員進行預防服務使用者跌倒之培訓。

全年物理治療服務共提供了9,105小時個別/小組治療及30次家訪，完成統常用物理治療器材的使用指引，以及協助受工傷之職員進行復工評估及建議職務安排。

Our Agency has various professional support services, consisting of **occupational therapy service**, **physiotherapy service**, **clinical psychological service** and **speech therapy service**.

Occupational Therapy Service

Through assessments on the ability of our service users during various daily activities, such as walking, dressing, toileting, or bathing, our occupational therapists offer well-suited trainings, arrange the purchase or production of adaptive aids required, so as to enhance the service users' independence level. A total of 576 case assessments and 4,174 individual therapy sessions were provided this year.

To strengthen the services for ageing service users with intellectual disabilities, the occupational therapists adopted the revised version of Hierarchic Dementia Scale for undertaking cognitive assessments for a total of 135 service users this year. Suitable therapies and trainings were rendered to those in need.

Next year, the occupational therapists plan to conduct assessments on hand grip strength and hand dexterity for service users aged 40 or above, to enable an early detection of hand function deterioration. Besides, they plan to utilize different media like notebook or tablet computers so that the training for service users will be more interesting and effective.

Physiotherapy Service

The physiotherapy service aims to help service users to perform different activities by training up their muscles and prevent any deterioration of these muscular functions, so that their independence and self-care abilities, as well as quality of life can be enhanced.

One of the service focuses this year was on further consolidation of fall prevention by collecting and analyzing quarterly data of fall accidents happened to our service users. Suggestions on improving the environment and the required facilities for the service units concerned, as well as required staff training on fall prevention were made or conducted.

A total of 9,105 hours of individual/group therapy sessions and 30 home visits were arranged this year. The standardization of a user guide of frequently used physiotherapy equipment was completed. Moreover, for staff members who got injured from work, assistance was given in assessing their suitability in resuming duties and making suggestions of any work adjustments required.



臨床心理學服務

本會的臨床心理學家以臨床心理學的原則幫助服務使用者解決各種思想、情緒及行為上的困擾，並對有關行為成因及行為矯正方法，運用專業知識，向員工及服務使用者家屬提供意見，以協助他們明白及處理服務使用者的問題。全年臨床心理學服務共提供了556節服務，包括個案評估、諮詢及個人治療。此外，臨床心理學家亦為本會職員進行了有關「茶禪覺知」、舒緩壓力、並處理服務使用者竅門的培訓。另由於一位服務使用者突然離世，她亦為職員提供了哀傷輔導。

言語治療服務

言語治療服務為有吞嚥障礙、言語障礙或其他溝通障礙的服務使用者提供評估、診斷、訓練及治療。

本會於2017年2月重設言語治療服務，在處理服務使用者的吞嚥問題或溝通需要上，向單位提供專業支援，期望能提升服務使用者的進膳表現，減低他們的哽塞風險，改善溝通能力，以及減少他們由於溝通障礙而產生的行為問題。

來年度言語治療師將為服務使用者進食功能進行基線普查，及為個別服務使用者制訂個人化的進膳計劃，另於個別單位試行擴大性及替代性溝通方法系統，協助沒有或只有有限語言溝通能力的服務使用者，建立更有效的理解及表達意思的方法。

Clinical Psychological Service

Our clinical psychologist makes use of the empirical approaches in clinical psychology in addressing our service users' cognitive, emotional and behavioural problems. She also employs her professional knowledge to unpack the context and circumstances in which these issues arise, helping staff, family members as well as the service users in managing and tackling the problems of our service users. A total of 556 service sessions were provided this year, consisting of case assessment, consultation and individual therapy. In addition, staff trainings in mindfulness (chen tea), work stress, specific handling of service users were conducted in addition to grief counselling offered to our staff when a service user passed away suddenly.

Speech Therapy Service

The speech therapy service provides assessment, diagnosis, training and therapy to service users with swallowing disorders, speech disorders and/or other communication disorders.

Speech therapy service was re-launched in February 2017 to provide professional support to the units in managing swallowing or communication problems of their service users, with the objectives of enhancing mealtime performance, reducing the choking risk among them, improving their communication abilities, and minimizing their behavioural problems caused by their barrier in communication.

Our speech therapist has planned to carry out a universal screening of feeding and swallowing functions of our service users and design individualized mealtime plans for specific users. A unit-based augmentative and alternative communication system will be piloted in some of the units in order to establish an effective means of comprehension and expressions for service users without or with limited verbal communication ability.



▲ 物理治療師為服務使用者進行下肢肌力及身體平衡訓練。
Our physiotherapist is conducting a training for a service user on his lower limb muscles and body balance.

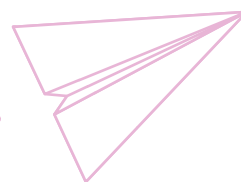


▲ 在全會職員退修日中，臨床心理學家黎玉蓮女士為前線員工進行「茶禪覺知」訓練，帶領她們體驗如何藉茗茶從繁忙的工作中放鬆自己，並提升日常專注，從而減少工作上的突發意外。
On the Staff Retreat day this year, our clinical psychologist Ms. Josanna LAI conducted a training in mindfulness for a group of frontline staff. She led them to experience how tea tasting could help them to get relaxed in the midst of busy work, and to enhance their level of concentration so as to reduce work related injuries.

▲ 職業治療師評估庇護工場服務使用者的手部靈活度。
Our occupational therapist was making an assessment on the hand dexterity of a service user from sheltered workshop.

服務統計資料

Service Statistics

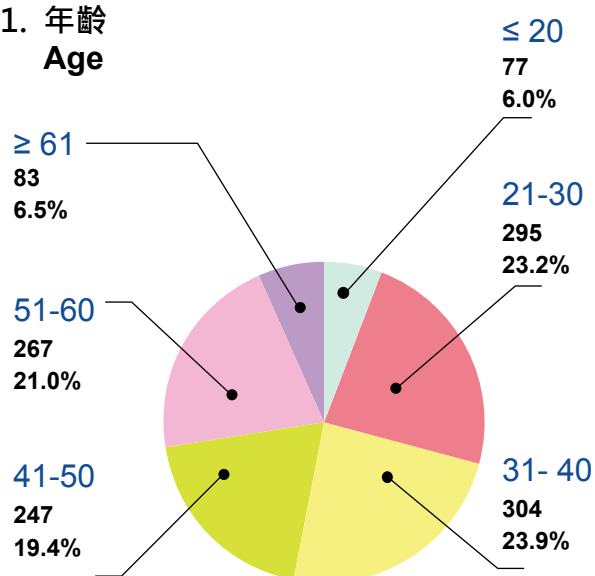


服務使用者年齡、性別及主要殘障類別

Age, Sex and Classification of Major Disability of Service Users

(於2017年3月31日 As of 31 March 2017)

1. 年齡 Age

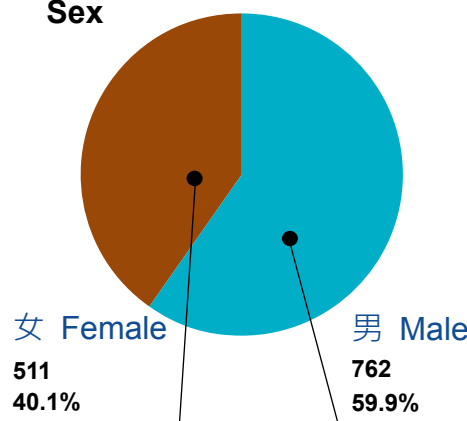


總服務使用者人數

Total number of service users

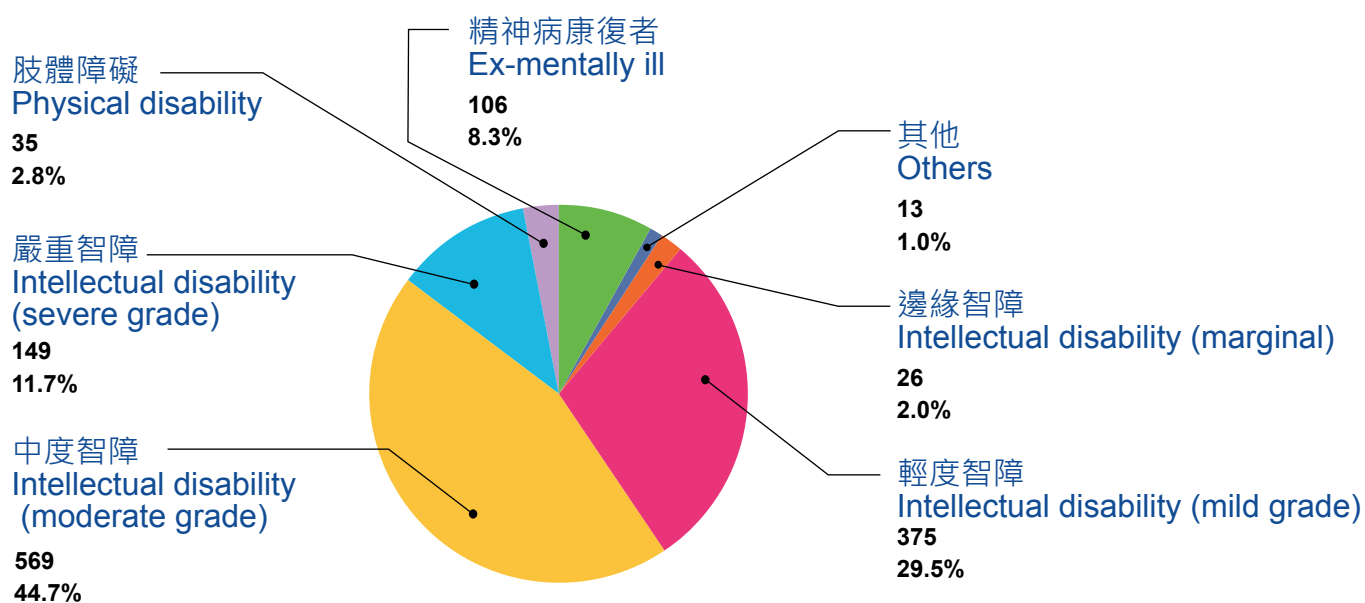
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2. 性別 Sex



3. 主要殘障類別

Classification of Major Disability



服務名額及服務使用者人數 Service Capacity and Number of Service Users

(於2017年3月31日 As of 31 March 2017)

服務類別及單位 Service Type and Units	服務名額 Capacity	服務使用者人數 No. of Service Users
展能中心及住宿服務 Day Activity Centre and Residential Service		
南山中心 Nam Shan Day Activity Centre	52	51
寶林中心及宿舍 Po Lam Day Activity Centre and Hostel	56 (中心centre) 55 (宿舍hostel)	56 (中心centre) 55 (宿舍hostel)
白普理田景中心及宿舍 Bradbury Tin King Centre and Hostel	51 (中心centre) 50 (宿舍hostel)	51 (中心centre) 50 (宿舍hostel)
安定中心及宿舍 On Ting Day Activity Centre and Hostel	54 (中心centre) 50 (宿舍hostel)	54 (中心centre) 50 (宿舍hostel)
職業康復及住宿服務 Vocational Rehabilitation and Residential Service		
朗藝坊及朗屏宿舍 House of Arts & Skills and Long Ping Hostel	184 (綜合職業康復服務中心 integrated vocational rehabilitation services centre) 51 (宿舍hostel)	188 (綜合職業康復服務中心 integrated vocational rehabilitation services centre) 50 (宿舍hostel)
賀屏工場及宿舍 Hor Ping Sheltered Workshop and Hostel	115 (工場sheltered workshop) 52 (宿舍hostel)	119 (工場sheltered workshop) 52 (宿舍hostel)
元州工場及宿舍 Un Chau Sheltered Workshop and Hostel	170 (工場sheltered workshop) 60 (宿舍hostel)	170 (工場sheltered workshop) 60 (宿舍hostel)
輔助就業服務 Supported Employment Service	50	50
悅屏宿舍 Yuet Ping Supported Hostel	40	40
懷智匡業有限公司 Wai Ji Hong Yip Co. Ltd.	不適用 Not applicable	不適用 Not applicable
綜合復康服務中心 Integrated Rehabilitation Services Centre		
將軍澳綜合復康服務中心 Tseung Kwan O Integrated Rehabilitation Services Centre	28 (護理院care and attention home) 45 (展能中心day activity centre) 80 (宿舍hostel)	28 (護理院care and attention home) 45 (展能中心day activity centre) 80 (宿舍hostel)
美田綜合復康服務中心 Mei Tin Integrated Rehabilitation Services Centre	55 (綜合職業康復服務中心 integrated vocational rehabilitation services centre) 46 (展能中心day activity centre) 51 (宿舍hostel)	52 (綜合職業康復服務中心 integrated vocational rehabilitation services centre) 46 (展能中心day activity centre) 51 (宿舍hostel)
社區支援服務 Community Support Services		
元朗地區支援中心 Yuen Long District Support Centre	不限 No limit	367
社區復康支援服務 Community Rehabilitation Support Service	不適用 Not applicable	不適用 Not applicable
暫顧服務 Respite Care Service	14 (日間day) 18 (住宿residential)	不適用 Not applicable
成人教育 Adult Education	不適用 Not applicable	不適用 Not applicable
專業支援服務 Professional Support Services		
臨床心理學服務 Clinical Psychological Service	不適用 Not applicable	不適用 Not applicable
物理治療服務 Physiotherapy Service	不適用 Not applicable	不適用 Not applicable
職業治療服務 Occupational Therapy Service	不適用 Not applicable	不適用 Not applicable
言語治療服務 Speech Therapy Service	不適用 Not applicable	不適用 Not applicable

同途有心人

Friends with Heart



機構社會責任



Corporate Social Responsibility



本會除了竭誠服務智障及殘疾人士並他們的家人外，亦不忘作為一所承擔社會責任的社會服務機構。在2016/17年度，本會積極協助智障及殘疾人士就業，以及實踐推動義務工作、社區參與及社會服務發展方面的社會責任。

Being a social service organization, we are always committed to serving people with intellectual and other disabilities as well as their families. We are also bearing in mind our social responsibilities. In the year 2016-17, we strived to fulfill our social responsibilities by helping people with disabilities to get employed, and promoting voluntary work, community participation as well as social service development.

聘用智障人士 · 建立共融社會

Employing people with intellectual disabilities in the pursuit of an inclusive society

本會相信不論傷健，每個人都有天賦的能力和權利，只要獲給予適當的機會，就能對社會作出貢獻。基於這個信念，本會多年來一直聘用智障人士，並於數年前開始參加勞工及福利局舉辦的《有能者·聘之約章》及共融機構嘉許計劃。本年度本會獲頒「共融機構嘉許計劃」中的「友善聘用獎」。現時共有6位智障及殘疾人士於本會總辦事處及服務單位工作，他們的工作表現良好，與同事相處融洽。這正是本會實踐所相信的。

We believe that every human being, with or without disabilities, has his or her inherent abilities and rights. Everyone can make certain contributions to the society, provided that he or she is given the opportunities. On account of this belief, we have been employing people with disabilities for years, and joined the "Talent-Wise Employment Charter and Inclusive Organizations Recognition Scheme" of the Labour and Welfare Bureau since a few years ago. This year we were given the "Friendly Employment Award" from the Inclusive Organizations Recognition Scheme. Six employees with intellectual disabilities are currently working in our head office and service units. Their work performance is satisfactory. They can manage to get along well with colleagues. This is how we have put our belief into execution.

開設社會企業 · 協助殘疾人士就業

Running a social enterprise to help people with disabilities to get employed

本會除照顧及訓練殘疾人士外，亦致力協助他們就業，早於2002年開辦社會企業 - 「懷智匡業有限公司」(下稱匡業)。匡業除了為殘疾人士提供就業及工作訓練機會外，更希望能透過商業化運作協助他們適應及邁向公開就業。本年度，匡業共僱用了45位員工，其中27位為殘疾人士。

匡業營辦多類型業務，包括清潔服務、汽車清潔、理髮快剪及薰腳護理店、銷售手工藝品、環保產品、假髮和

In addition to providing caring service and training to people with disabilities, we also devote our efforts in assisting them to get employed. We established a social enterprise namely Wai Ji Hong Yip Co. Ltd. (Hong Yip) in 2002. Apart from providing employment and job training opportunities to people with intellectual disabilities, Hong Yip

匡業於年宵市場擺設攤位，旨在擴闊學員的銷售經驗，同時讓市民大眾認識殘疾人士的能力。

Hong Yip ran a stall in a lunar new year flower market to enrich trainees' selling experience and let the public know more about what people with disabilities could do.



護髮產品等，本年度於長沙灣福華街623號開辦了一間名為「好首足@智快髮」的個人護理店，提供時尚的快剪、洗髮及薰腳服務，並銷售頭髮護理產品。



推動義工服務 Promoting volunteer service

本會透過不同的義工服務推動傷健共融精神，積極招募個人及企業義工，提供不同的機會讓他們參與義務工作，從而推動社會共融。

於2016/2017年度，本會的義工服務總時數高達14,549小時。義工類別分個人、團體及家屬。為表揚義工的貢獻，我們推行「傑出義工嘉許計劃」，每年在本會週年大會中頒發「長期服務獎」及「最高服務時數獎」予得獎義工。

本會亦積極鼓勵及組織能力較高的服務使用者參與義工服務，例如悅屏宿舍的「悅屏義工隊」、元朗地區支援中心的「彩虹天使義工計劃」，讓他們對社會作出貢獻，同時帶出智障人士也有能力服務社會的訊息。



has adopted a commercialized operation to help them get adapted and move forward to open employments. This year, 45 people have been employed by Hong Yip, out of which 27 were people with disabilities.

An array of businesses are being run by Hong Yip, including cleaning service, car cleaning, fast haircutting and foot sauna salon, as well as sales of handicrafts, eco-friendly products, wigs, and hair care products. This year Hong Yip opened a personal care salon at 623 Fuk Wa Street, Cheung Sha Wan, providing trendy hair cutting, shampooing and foot sauna services, and also selling hair care products.

◀ 匡業職員與殘疾僱員Jimmy接受數碼電台D100「恩典時刻•心靈在綫」節目訪問，呼籲社會大眾支持殘疾人士就業。

Hong Yip staff, together with Jimmy, a Hong Yip employee with disabilities, received a radio interview in the programme "A Moment of Grace" of D100 Radio, to call upon the public to support the employment of people with disabilities.

2015-2016年度傑出義工嘉許計劃的部分得獎者。
Some of the award winners in the Outstanding Volunteer Award Scheme for the year 2015-2016.



We organize different volunteer services to promote the spirit of integration among people with and without disabilities. Individual and corporate volunteers are recruited so they can participate in a variety of volunteer services. Better social inclusion may be achieved eventually.

A total of 14,549 volunteer service hours was attained in the year 2016/2017. Our volunteers are grouped into 3 types: individuals, groups, and family members. In order to recognize their contributions, we have set up an Outstanding Volunteer Award Scheme and present the Long Service Awards and the Highest Number of Service Hours Awards to outstanding volunteers at our Annual General Meeting every year.

Moreover, we encourage and arrange those more capable service users to deliver volunteer service, such as the "Yuet Ping Volunteer Team" of Yuet Ping Unit and the "Rainbow Angels Volunteer Project" of Yuen Long District Support Centre. Our purposes are to let them make contributions to the society, and to indicate that people with intellectual disabilities can serve the society as well.

◀ 悅屏義工隊積極服務社區，定期到老人中心探訪及表演，帶出智障人士也能服務社會的訊息。

Being actively engaged in community service, "Yuet Ping Volunteer Team" made regular visits to elderly homes and delivered performances during the visits, to show that people with intellectual disabilities can serve the society as well.

推動社會服務發展 Advocating social service development

本會一直致力推動社會服務發展，為回應社會轉變及服務需要，本會除與業界保持緊密聯繫，亦透過接待不同機構及團體到訪，分享本會的服務理念，並交流經驗，以持續提升服務質素，為社會帶來裨益。此外，本會亦不時與兩岸四地的社福團體交流學習，了解各地的發展狀況，為服務發展不斷地注入創新元素，讓更多有需要人士受惠。

本年度本會安排專業員工參與由香港基督教愛華會舉辦的「2016 事工交流會」，探訪了廣州市及東莞市的殘疾人士服務單位，以增加對國內殘疾人士服務的認識，並與當地業內人員交流。此外，本會又派員參加「第八屆兩岸四地啟智服務研討會」，並撰寫撮要報告供未能赴會之職員參考。

Our Agency has long been advocating the development of social services. In response to societal changes and service needs, we have maintained close connections with other industry players, and received visitors from different organizations or groups, so as to share our service philosophy, and exchange experiences for enhancing our service quality and benefit the society. In addition, idea exchanges are arranged among social welfare organizations in Hong Kong, Macau, Taiwan and mainland China, so we can learn more about the development in different regions, inject innovations into our service development continuously, and benefit those in need.

Some professional staff joined the “Service Exchange Tour 2016” organized by the Hong Kong Christian Ai Hua Association this year. Visits were made to some units in Guangzhou and Dongguan who are serving people with disabilities. These visits let us know more about the current services available for people with disabilities in mainland China, and facilitate ideas exchange with field workers there. Furthermore, we dispatched some colleagues to attend the “8th Conference on Services for People with Intellectual Disabilities in Hong Kong, Macau, Taiwan and mainland China” and summed up the conference discussions in a report for other staff’s reference.



來自南京「基督教青年會」及「女青年會」智障服務的30位同工於2016年11月到訪本會元朗地區支援中心和賀屏工場及宿舍，本會職員向他們詳細講解有關服務，並與他們分享本會推行服務質素標準的經驗。

30 representatives who are delivering services for people with intellectual disabilities from YMCA and YWCA in Nanjing visited our Yuen Long District Support Centre and Hor Ping Sheltered Workshop and Hostel in November 2016. Our staff gave them a detailed explanation of our services concerned and shared with them our experience in implementing the Service Quality Standards.

社區參與 Participation from the community

本會致力倡導殘疾人士的福祉，藉著社區教育、充權及其他工作，一方面提升社會人士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，一起構建共融社會。



◀ 家屬代表會每年均舉辦家屬聚餐，以加強家屬與家屬之間及家屬與機構之間的聯繫。The Family Representatives Association organizes annual parties for family members to strengthen the networks among family members, and their connection with the Agency.

With the aim of advocating the welfare of people with disabilities, we have always been striving to enhance the public’s understanding and acceptance of people with disabilities, while encouraging service users and their



◀ 白普理田景中心及宿舍舉辦的「友共情Forever義工計劃」每年均邀請義工與服務使用者一起燒烤及放風箏，以體現傷健同行精神。Every year, for the "Friends Forever Volunteer Project" organized by Bradbury Tin King DAC and Hostel, volunteers are invited to barbecue and kite flying activities, in which they can enjoy the time with service users and demonstrate the spirit of social inclusion among people with and without disabilities.

families to realize their civil rights and contribute to build up an inclusive society through community education, empowerment and other means.

本會其中一個諮詢組織「家屬代表會」由本會轄下服務單位的家屬代表組成，以關注服務使用者及其家人的需要和權益為宗旨，並透過舉辦多元化的活動，促進家屬之間與及本會的聯繫。本會的另一個諮詢組織「區域網絡委員會」成員均來自地區團體，包括區議員、公共屋邨互助委員會、商戶、教會、學校、非政府服務單位等，期望能加強本會與社區人士的聯繫，從而吸納更多寶貴意見，以持續提升服務質素。

One of the Agency's consultative bodies, the Family Representatives Association, was formed by family representatives of our service units. Its objectives are to pay attention to the needs and rights of service users and their families, and organize a wide range of activities for strengthening the connection among service users' families, and with the Agency. Another consultative body, the District Network Committee, was established by local parties, including district councillors, mutual-aid committees of public housing estates, shop owners, churches, schools, non-governmental organizations, etc., with the purposes of strengthening the networks between the Agency and the community, and collecting feedbacks from district opinion leaders so that our service quality can be enhanced continuously.

「商界展關懷」計劃 Caring Company Scheme

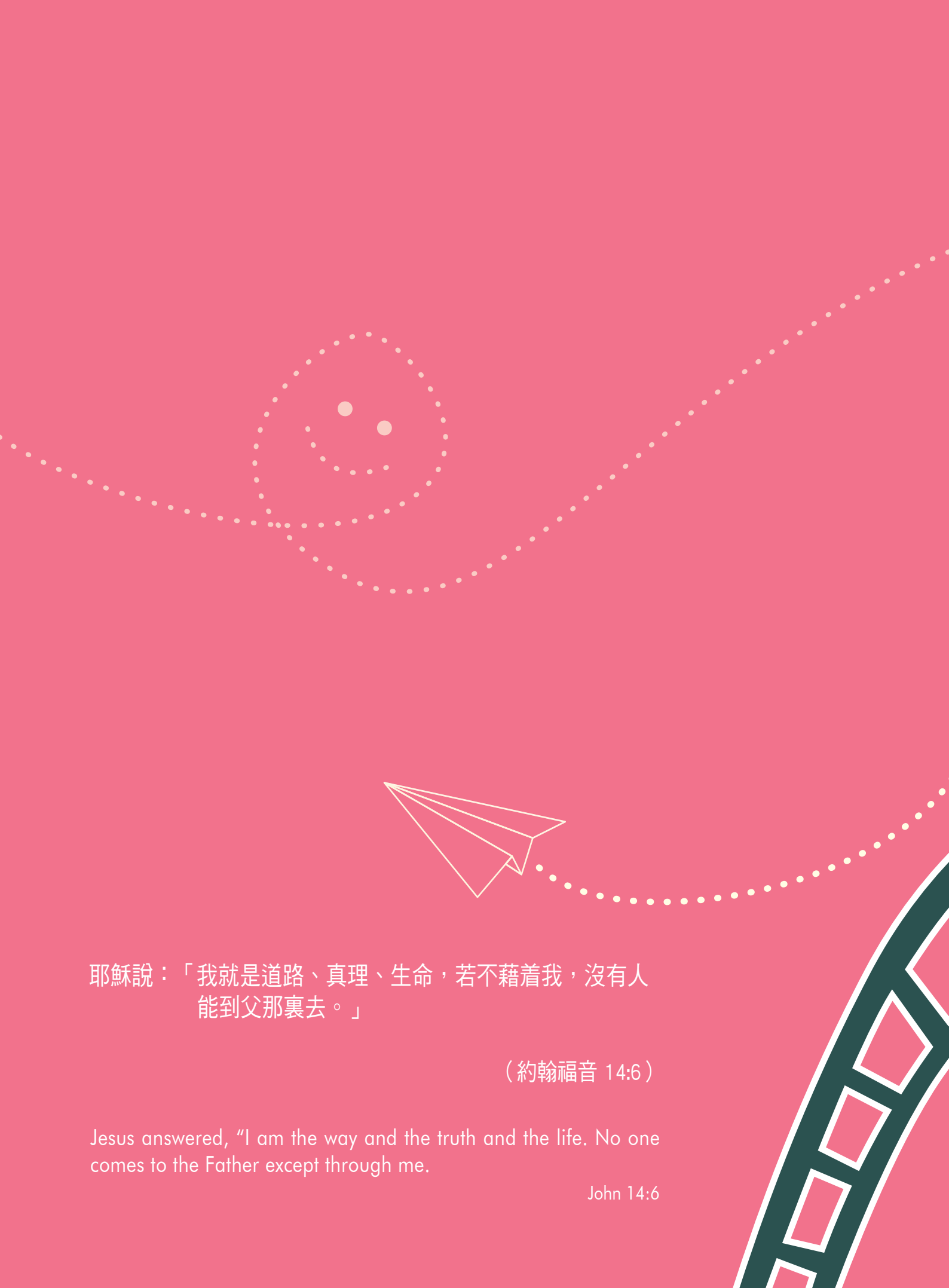


於2016/2017年度，本會提名的9間企業成功獲得由香港社會服務聯會頒發的「商界展關懷」標誌。此外，本會以「成就智障朋友的『飛行夢』」為主題，參與於2017年3月10日舉行的「『商界展關懷』社區伙伴合作展2017」，期望能認識更多商界朋友，尋求合作機會，並有助提升本會的知名度。



In the year 2016/2017, nine companies nominated by us were awarded the Caring Company Logo of the Caring Company Scheme organized by the Hong Kong Council of Social Service. Moreover, in order to build up more networks and seek collaborative opportunities within the commercial sector, we were one of the exhibitors in the Caring Company Partnership Expo 2017 with the theme of "Making their dreams of flying high come true".

本會「商界展關懷」合作伙伴	Caring companies in partnership with our Agency
創邦集團（香港）有限公司	Federal Foundation Group (HK) Ltd.
青草地美容有限公司	Green Pastures Co. Ltd.
德昌電機工業製造廠有限公司	Johnson Electric Industrial Manufactory Ltd.
時天優質生活有限公司	RS Lifestyle Ltd.
資生堂香港有限公司	Shiseido Hong Kong Ltd.
International Trading Fashion & Apparel Supply Ltd.	International Trading Fashion & Apparel Supply Ltd.
Kiabi International Supply Services Ltd.	Kiabi International Supply Services Ltd.
Somebody Co. Ltd.	Somebody Co. Ltd.
World Running Corporation Ltd.	World Running Corporation Ltd.



耶穌說：「我就是道路、真理、生命，若不藉着我，沒有人能到父那裏去。」

（約翰福音 14:6）

Jesus answered, "I am the way and the truth and the life. No one comes to the Father except through me.

John 14:6

協同創新

Innovation and
Teamwork



員工關係與發展

Staff Relations & Development

截至2017年3月31日，本會的員工人數共有516人，當中5位為殘疾人士；而轄下社會企業則僱用有45位員工，其中27位為殘疾人士。本會一直支持共融就業，透過提供就業機會予殘疾人士，讓他們能在工作間發揮所長，體現本會「平等共融」的核心價值。



此外，本會秉持「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責任。本年度本會喜獲2015/16年度家庭友善僱主獎勵計劃頒發以下獎項：「2015/16年度家庭友善僱主」、「2015/16年度特別嘉許獎」及「2015/16年度支持母乳餵哺獎」。

本會除了竭誠服務殘疾人士及其家人，亦非常重視及關懷員工，在本年度，本會繼續在員工培訓與發展、職業安全及健康、與員工保持良好溝通，改善薪酬和福利，以至嘉許與獎勵等方面積極工作。我們深信這樣員工將更投入工作，並能與本會共同努力，提供優質服務，讓服務使用者受惠。

本會同工參觀賽馬會耆智園，認識其便利老齡化人士日常生活的環境及設施。
Our staff made a visit to the Jockey Club Centre for Positive Ageing to learn about its environment and facilities for providing convenience to elderly people in their daily lives.

Our Agency had a total of 516 staff by 31 March 2017, out of which 5 were people with disabilities, whereas the social enterprise being managed by our Agency had 45 staff in total, out of which 27 were people with disabilities. In continual support of employment of people with disabilities, we provide employment opportunities to them so their capabilities can be optimized in the workplace. Our core values of equality and social inclusion for all people can also be realized.

On account of our family-friendly philosophy, the Agency has different policies and practices for putting this belief into execution, with the intention of offering work-life balance to our staff. This year we were awarded “Family-Friendly Employers 2015/16”, “Special Mention 2015/16” and “Award for Breastfeeding Support 2015/16” by the Family-Friendly Employers Award Scheme 2015/16.

Apart from being dedicated in serving people with disabilities and their families, our staff have also been given much attention and concern. We therefore continued to pay remarkable efforts this year in staff training and development, occupational safety and health, effective staff communications, improvements in compensation and benefits, as well as staff recognition and awards. We strongly believe that with such efforts, our staff would have greater commitment and will work hand in hand with the Agency to provide even better quality services for the benefits of our service users.



培訓及發展 Training and development

為了持續提升本會服務及專業的水平，讓員工吸取新知識及技巧，過去一年本會舉辦了不同主題的專業知識或技能培訓，例如智障人士性教育、園藝治療、常用藥物、撰寫申請資助計劃書等，並重點加強同工對老齡化智障人士及自閉症人士的照顧及介入方法。除了內部培訓，本會亦資助員工參加外間課程、講座、研討會、工作坊、本地及境外交流探訪及分享會等。另外，本會亦為高中層管理同工介紹「僕人領導」的管理理念，讓同工從多角度理解管理和督導者的角色，以提升管理水平。

此外，本會資助18位中層或以上的管理同工參觀廣州市的社福機構，另11位專業職級員工出席於澳門舉行的「第八屆兩岸四地啟智服務研討會」，以汲取服務經驗，並加強與業界的交流。

在2016/17年度，本會共舉行多達177項培訓活動，全年總參與人次為2,855，總培訓時數為14,825小時。

In order to enhance our Agency's service and professional standard, and enable our staff to gain new knowledge and skills, trainings in professional knowledge and skills of various subjects were arranged this year, such as Sex Education for People with Intellectual Disabilities, Horticultural Therapy, Common Medicine, and Writing of Funding Proposals. Special emphasis was put on the caring and intervention methods for ageing people with intellectual disabilities and autism. On top of internal trainings, subsidies have also been provided to our staff for joining external courses, talks, seminars, workshops, as well as local and overseas visits and sharing programmes. Moreover, in order to enhance our management standard, the concept of "Servant Leadership" was also introduced to our senior and mid-management staff so that they could have better understanding of their roles as managers and supervisors from different perspectives.

Furthermore, the Agency subsidized 18 staff of mid-management or above to visit several social welfare organizations in Guangzhou, while 11 professional staff attended "the 8th Conference on Services for People with Intellectual Disabilities in Hong Kong, Macau, Taiwan and mainland China" held in Macau so they could learn from the service experience of other rehabilitation organizations and develop better interaction with them.

In the year 2016/17, 177 staff trainings were organized, with a total of 2,855 attendees and 14,825 training hours.



本會十多位專業職級員工參觀保良局夏利萊博士伉儷綜合復康中心，以了解該中心為殘疾人士提供的服務。

More than ten professional staff from our Agency visited Padma & Hari Harilela Integrated Rehabilitation Centre of Po Leung Kuk to learn about their services for people with disabilities.



◀ 本會於2017年1月舉行之「中層管理同工交流會」，共有86位管理職級職員出席。會上報告了機構「2016-2019策略發展計劃」內各項工作計劃於首半年的進度，同時亦收集同工之意見。

86 managerial staff attended the "Mid-management Staff Sharing Session" held in January 2017, in which a progress status report was delivered on various work proposals in the Agency's "2016-2019 Strategic Plan" after the completion of the first 6 months. Meanwhile, staff opinions were also collected.

職業安全及健康 Occupational Safety and Health

本會十分重視員工的職業安全及健康，設有中央職安健工作小組，統籌全會職安健推行工作，並就單位的工傷事件作出成因分析及改善建議。

本年度工作小組除了檢視單位的工傷事件外，也討論了離地工作安全問題，檢討及修訂了不同工作安全指引，並進行了跨單位職安健巡查。

Our Agency is much concerned about staff's occupational safety and health. We therefore have set up a central "Working Group on Occupational Safety and Health" for coordinating all the related work at the agency level. For the work injury incidents of the units, the Working Group analyze their causes and make suggestions for improvement.

Apart from looking into the work injury incidents of the units, the Working Group also discuss issues related to work-above-ground safety, revise the safety guidelines for different kinds of work, and carry out cross-unit occupational safety and health inspection visits.

員工溝通

Communication with staff

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。

本會設有由各單位代表組成的「職員代表會」，代表會主席可列席董事局會議，直接表達員工的意見。此外，定期舉行的「中層管理同工交流會」讓中層管理同工與中央管理層共商會務，「內聯網」為所有員工提供機構最新的資訊及動向，而每季出版的《員工通訊》、網上員工討論區、「員工退修日」及其他活動等，均鼓勵員工之間及與管理層更緊密溝通。



◀ 本會每年資助職員代表會舉辦員工活動，以促進員工的凝聚力。
Subsidies are provided to the Staff Representatives Association every year for organizing a staff activity to promote their cohesion.

With the objective of developing a workforce with stronger cohesion and higher team spirit, we have set up various channels to facilitate better interactions among the management and staff, collect staff opinions, and keep our staff informed of the Agency's service strategies, development plans and expectations.

We have a Staff Representatives Association, consisting of representatives from our service units. The chairperson of this Association can sit in our Board meetings and voice out opinions directly on behalf of our staff. Additionally mid-management sharing sessions are held regularly to facilitate discussions among mid-management staff and central management team on agency affairs. Latest news updates of the Agency are posted onto the intranet for noticing all the staff. Besides, quarterly newsletters, the online staff forum, periodic staff retreats and activities, are all set up to encourage closer communications among the staff themselves and with the Agency.



◀ 本年度全會職員退修日的主題是「正向身、心、靈」，期望讓同工在繁重的生活及工作中學習正向思維，釋放壓力。
The theme of this year's Staff Retreat was "Be Positive Physically, Psychologically and Spiritually", with the objective of developing positive thinking and stress relief among our staff in the bustle of life and work.

薪酬及福利 Compensation and Benefits

本會會按需要檢討員工的薪酬及福利，以吸引人才及維持穩定的人手。在本年度，本會對員工薪酬及福利作出多項改善，包括增加部分職位的薪酬以符合市場水平、為合約制員工提供額外強積金僱主供款、提升員工門診醫療津貼、員工接種預防流感疫苗後可獲兩小時休假等。

Reviews of staff compensation and benefits are undertaken when necessary to attract and retain talents. Various improvements have been made this year, including salary increments for some positions to better meet the market standards, additional employer contributions on MPFs for contract staff, enhancement in the Out-Patient Medical Allowance Scheme, as well as offering of two hours off to staff after having taken inoculations.

關懷與獎勵 Care and Recognition

為獎勵工作多年及緊守工作崗位的員工，本會在每年週年大會頒發「長期服務獎」，向默默為本會作出多年貢獻的員工致敬，於2016/17年度，共有79位員工獲獎，表揚他們多年來同心同德服務殘疾人士。

還有，為表彰於本年度表現優秀的員工，本會頒發「優秀員工獎」予6位員工，分別各3位前線及社會服務員工獲獎。



◀ 本年度優秀員工獎的部分得獎者。
Some of the winners of this year's Outstanding Employee Awards.

In appreciation of their long and conscientious service in the Agency, staff will be presented with the Long Service Awards in our Annual General Meeting after they have reached a certain number of service years so as to recognize their great contributions. In the year 2016/17, such awards were presented to 79 staff to acknowledge their concerted efforts in serving people with disabilities over the years.

Furthermore, in recognition of staff with outstanding performance, 6 staff were granted the Outstanding Employee Awards, out of which 3 were frontline staff while the other 3 were social service staff.



▲ 本年度職員長期服務獎的部分得獎者。
Some of the winners of this year's Long Service Awards (Staff).

職員資料

Staff Information

第一部份 主要行政及服務人員

Part One Principal Administrative and Service Personnel

(於2017年10月 As of October 2017)

署理總幹事 Acting Chief Executive

何寶玲女士
Ms. HO Po Ling, Pauline

督導主任 Supervisor

盧家華先生
Mr. LO Ka Wa, Patrick
馬秀蘭女士
Ms. MA Sau Lan, Sandy

機構傳訊及 拓展部經理 Manager, Corporate Communications and Development Dept.

鄺佩雲女士
Ms. KWONG Pui Wan, Karen

高級行政經理 Senior Administration Manager

周潤坤先生
Mr. CHOW Yun Kwan, Eugene

高級會計經理 Senior Accounting Manager

王佩蘭女士
Ms. WONG Pui Lan, Lydia

健康服務經理 Health Services Manager

羅影儀女士
Ms. Law Ying Yi, Esther

臨床心理學家 Clinical Psychologist

黎玉蓮女士
Ms. LAI Yuk Lin, Josanna

一級物理治療師 Physiotherapist I

張志剛先生
Mr. CHEUNG Chi Kong, Peter
劉偉先生
Mr. LAU Wai, Raymond
虞佩華女士
Ms. YU Pui Wa, Rachel

一級職業治療師 Occupational Therapist I

張淑蓮女士
Ms. CHEUNG Shuk Lin, Phyllis
梁智森先生
Mr. LEUNG Chi Sum, Andrew
黃惠蘭女士
Ms. WONG Wai Lan, Jacqueline
袁可欣女士
Ms. YUEN Ho Yan, Jessie
李佩麗女士
Ms. LEE Pui Lai, Rebecca

人力資源及行政經理 Human Resources and Administration Manager

任銘芳女士
Ms. YAM Ming Fong, Kennis

言語治療師 Speech Therapist

林耀信先生
Mr. LAM Yiu Shun, Wilson

單位主管 Unit Officers-in-charge

湛麗翔女士
Ms. CHAM Lai Cheung, Ven
陳錦輝先生
Mr. CHAN Kam Fai, Kelvin
張志雲女士
Ms. CHEUNG Chi Wan, Doris
蔡啟然先生
Mr. CHOI Kai Yin
周寶麗女士
Ms. CHOW Po Lai, Polly
鍾焯漢先生
Mr. CHUNG Cheuk Hon
樊桂秋女士
Ms. FAIN Kwai Chau
林俊藝先生
Mr. LAM Chun Ngai
林小燕女士
Ms. LAM Siu Yin, Zoe
李端怡女士
Ms. LI Tuen Yee, Donna
廖少冰女士
Ms. LIU Siu Ping, June

第二部份 員工類別統計 Part Two Staff Composition

(於2017年3月31日 As of 31 March 2017)

(a)

總辦事處及服務單位 (不包括轄下社會企業)
Head Office and Service Units (excluding the Agency's social enterprise)

護士及輔助醫療人員
Nurses and paramedical staff

人數 Number : 68
百分率 Percentage : 13.18

前線訓練及支援人員
Frontline training and support staff

人數 Number : 340
百分率 Percentage : 65.89

社會工作者
Social workers

人數 Number : 66
百分率 Percentage : 12.79

行政及文書人員
Administrative and clerical staff

人數 Number : 42
百分率 Percentage : 8.14

總員工人數
Total number of staff

516

(共有 5 名殘疾人士受僱)
(5 people with disabilities were employed)

(b)

轄下社會企業
The Agency's Social Enterprise

管理人員
Managerial staff

人數 Number : 1
百分率 Percentage : 2.22

服務人員
Service staff

人數 Number : 27
百分率 Percentage : 60

訓練人員
Training staff

人數 Number : 17
百分率 Percentage : 37.78

總員工人數
Total number of staff

45

(共有 27 名殘疾人士受僱)
(27 people with disabilities were employed)

收入及支出

Income & Expenditure

財務概要

Financial Highlights

收入

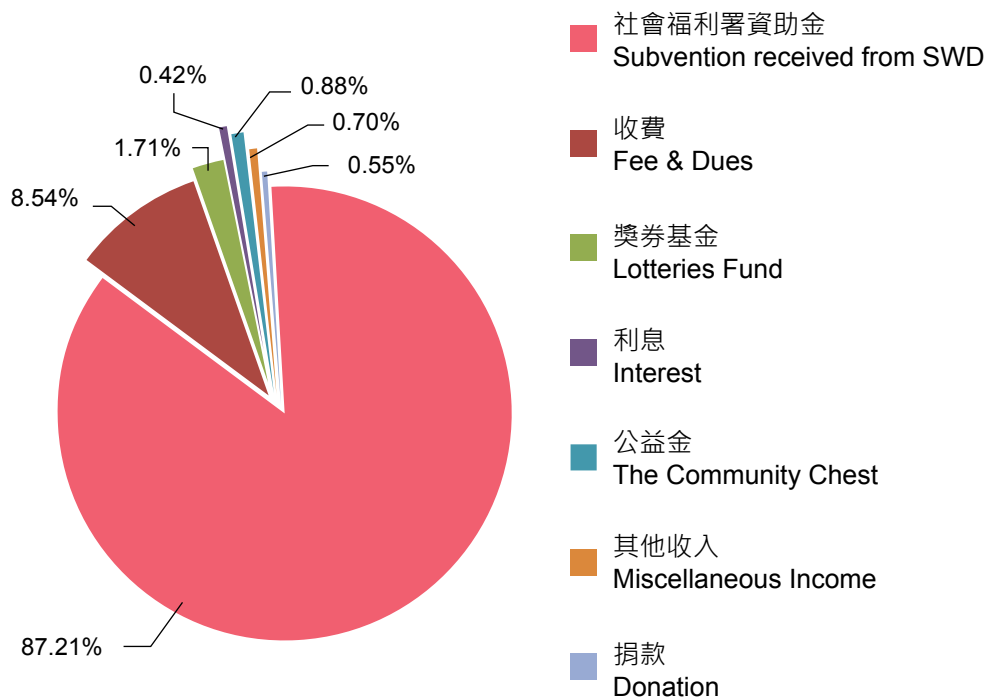
於2016/2017年度之總收入為港幣一億九千五百八十萬元。與上年度比較，增加了港幣八百二十四萬元或百份之四點三（2015/2016年度總收入為一億八千七百五十六萬元）。本年度收入增加主要由於政府提高資助額。

Income

Total income was increased by HK\$8.24 million or 4.3% to HK\$195.80 million in 2016/2017 as compared with the previous year. (Income for 2015/2016 was HK\$187.56 million) The increase was mainly attributable to increased subvention from the Government.

按收入來源

By source of income



支出

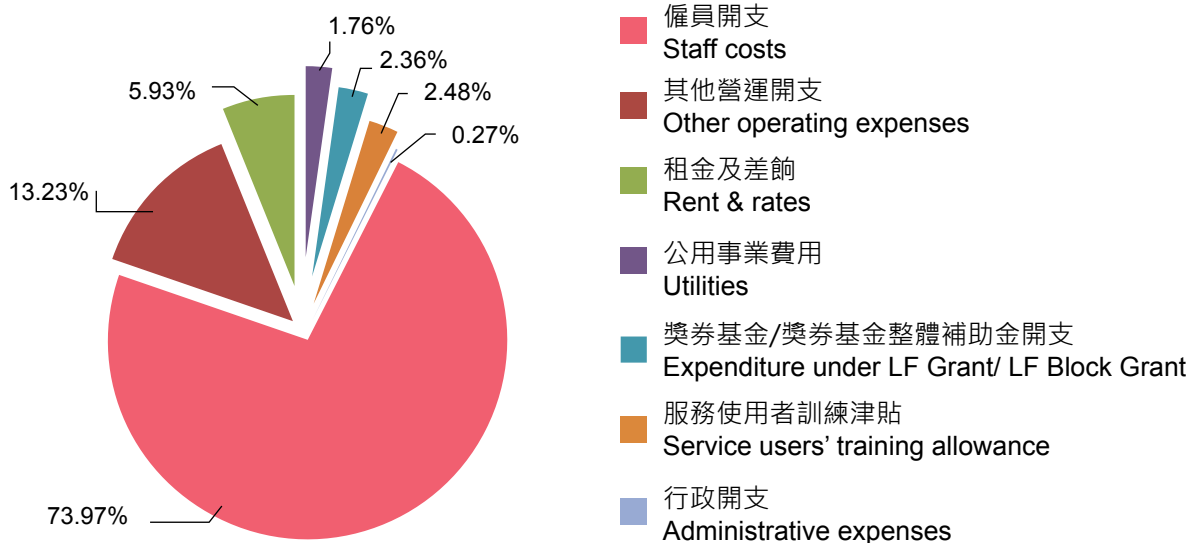
2016/2017年度之總支出為港幣一億九千零七萬元。與上年度比較，增加了七百一十八萬元或百分之三點九（2015/2016年度總支出為港幣一億八千二百八十九萬元）。本年度支出增加主要是由於薪酬及其他營運開支增加。

Expenditure

Total expenditure was increased by HK\$7.18 million or 3.9% to HK\$190.07 million in 2016/2017 as compared with the previous year. (Expenditure for 2015/2016 was HK\$182.89 million) The increase was mainly due to increase in staff and other operating costs.

按支出性質

By nature of expenditure



儲備及基金

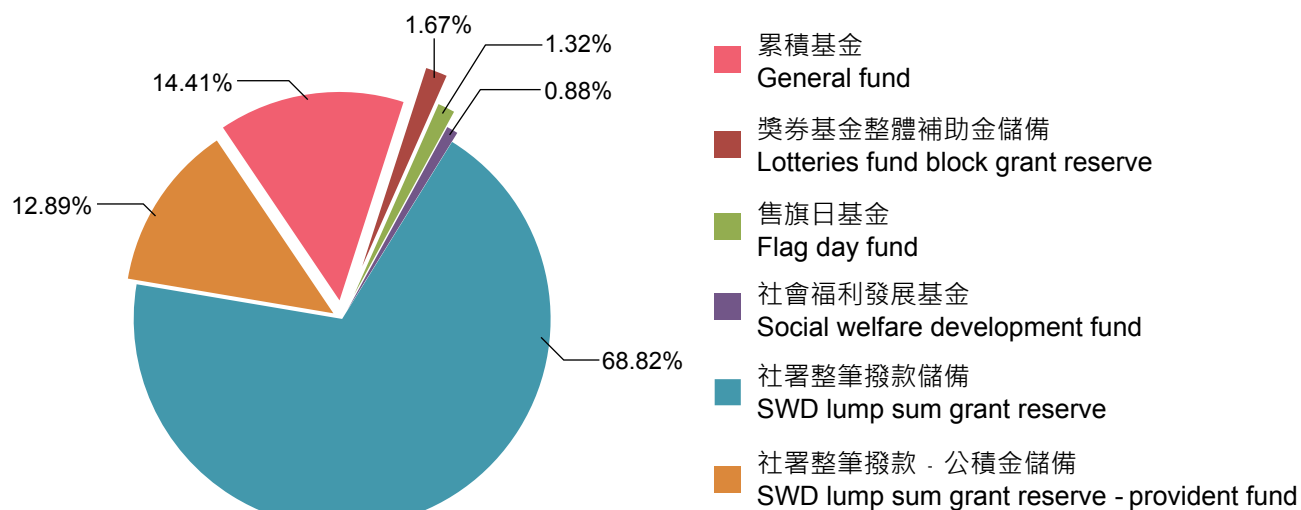
2016/2017年度的總盈餘為港幣五百七十三萬元（2015/2016年度為四百六十七萬元）。全數已撥入本會各有關儲備及基金，截至31/3/2017，本會儲備總額為港幣一億零二百九十九萬元。

Reserves and Funds

There was a total surplus of HK\$5.73 million for the year 2016/2017 (2015/2016: HK\$4.67 million), which was transferred to various reserves and funds held by the Society. As at 31/3/2017, the Society had total reserve of HK\$102.99 million..

按基金來源

By source of fund



收支表

INCOME AND EXPENDITURE ACCOUNT

(截至二零一七年三月三十一日之年度)

(FOR THE YEAR ENDED 31 MARCH 2017)

	2017 HK\$	2016 HK\$
收入		
Income		
政府津助 Government subvention	171,665,561	164,154,806
社會福利發展基金 Social Welfare Development Fund	945,527	1,890,946
住宿費 Hostel fees	11,487,248	11,436,149
庇護工場收入 Sheltered workshop earnings	2,972,420	2,897,369
膳食費 Meal fees	866,417	790,560
成人教育資助 Adult Education Subvention	21,489	29,517
香港公益金 The Community Chest		
- 設施資助計劃 Capital Project Fund	--	2,785
- 年度撥款 Annual allocation	784,500	837,750
- 智親至愛項目 Project – Infinity in love	938,568	477,138
勞工及福利局資助 Labour and Welfare Bureau	43,011	52,147
獎券基金 Lotteries Fund	1,494,045	1,155,064
伊利沙伯女皇弱智人士基金 Queen Elizabeth Foundation	394,176	274,689
活動收入 Programme income	1,226,598	1,376,574
售旗籌款活動收入 Flag day appeal	770,731	--
其他捐款 Other donations	297,788	326,030
車費收入 Income from transport service	168,967	156,882
存款利息 Interest income	820,415	754,713
雜項 Miscellaneous	908,601	956,429
總收入 Total income	195,806,062	187,569,548

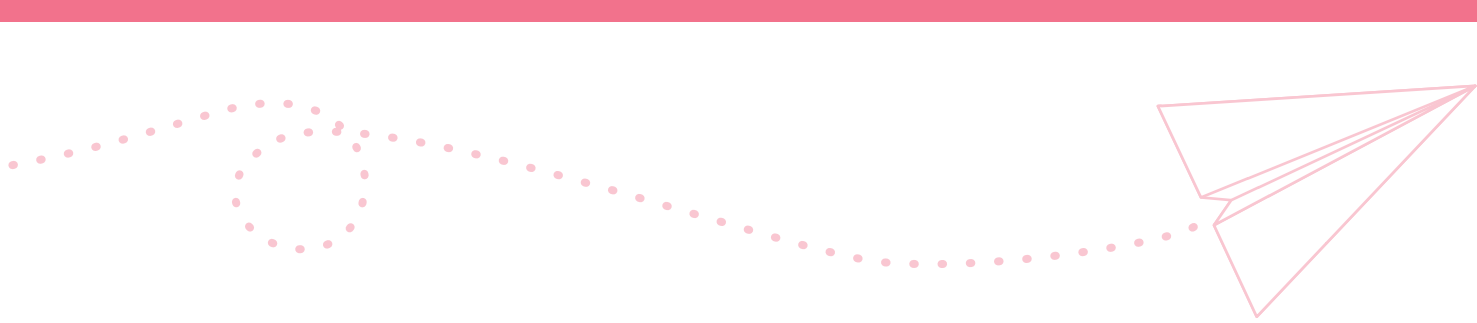
	2017 HK\$	2016 HK\$
支出		
Expenditure		
薪酬	129,583,564	122,514,569
Salaries and wages		
公積金供款	11,011,296	13,567,348
Provident fund contributions		
服務使用者訓練津貼	4,709,025	4,581,007
Clients' training allowance		
租金及差餉	11,265,282	10,270,266
Rent and rates		
膳食	6,000,508	6,015,127
Food expenses		
活動支出 (由以下資助支付)		
Programme expenses supported by		
- 伊利沙伯女皇弱智人士基金	366,909	240,201
Queen Elizabeth Foundation		
- 其他活動支出	4,299,798	4,572,715
Other programme expenses		
- 售旗籌款活動支出	76,067	--
Flag day appeal		
用品及設備	5,075,184	5,784,626
Stores and equipment		
公用事業費用	4,490,197	4,516,745
Utilities		
運輸及交通	865,459	837,866
Transport and travelling		
核數費用	65,100	66,400
Auditor's remuneration		
折舊 (由以下資助支付)		
Depreciation supported by		
- 伊利沙伯女皇弱智人士基金	26,097	30,468
Queen Elizabeth Foundation		
- 其他折舊	3,242,744	2,437,787
Other depreciation		
電話費及郵費	202,236	187,769
Telephone and postage		
員工培訓	578,298	401,594
Staff development		
招聘支出	244,540	210,200
Recruitment expenses		
保險費	2,231,459	2,638,465
Insurance premium		
服務費	2,966,380	1,605,089
Service fee		
雜項	2,774,736	2,414,515
Miscellaneous		
總支出	190,074,879	182,892,757
Total expenditure		
本年度盈餘	5,731,183	4,676,791
Surplus and total comprehensive income for the year		

財務狀況表

STATEMENT OF FINANCIAL POSITION

(截至二零一七年三月三十一日 AS AT 31 MARCH 2017)

	2017 HK\$	2016 HK\$
非流動資產		
Non-current assets		
傢具及設備	5,857,382	3,931,661
Furniture and equipment		
流動資產		
Current assets		
貿易及其他應收賬款	3,109,363	2,478,842
Trade and other receivables		
可發還的資本性支出	542,957	2,056,911
Reimbursable capital expenditure		
應收關聯公司款項	136,036	170,150
Amount due from a related company		
三個月以上定期存款	94,142,834	83,057,567
Deposits held for more than 3 months		
現金及現金等價物	10,474,256	14,183,869
Cash and cash equivalents		
	108,405,446	101,947,339
流動負債		
Current Liabilities		
其他應付賬款	5,625,505	4,830,140
Other payables		
遞延收入	5,637,664	3,552,063
Deferred income		
	11,263,169	8,382,203
流動資產淨值	97,142,277	93,565,136
Net current assets		
資產淨值	102,999,659	97,496,797
Net assets		



	2017 HK\$	2016 HK\$
儲備及基金		
Reserves and funds		
累積基金	14,847,063	14,538,474
General fund		
傢具及設備及小型工程整體補助金儲備	1,716,163	1,539,550
Furniture and equipment replenishment and minor works block grant reserve		
售旗日基金	1,361,777	995,578
Flag day fund		
社會福利發展基金	909,938	1,537,066
Social welfare development fund		
社署整筆撥款儲備等	84,164,718	78,886,129
Social welfare lump sum grant reserve and others		
總儲備及基金	102,999,659	97,496,797
Total reserves and funds		

聲明

本會年報二零一六至二零一七內的截至二零一七年三月三十一日止年度損益及其他全面收益表及財務狀況表不是本會該年度法定的財務報表。按照公司條例第四百三十六條，更多資料關於那些法定的財務報表被要求披露如下：

根據公司條例第六百六十二(三)條及附表六第三部，本會將會交付那些財務報表到公司註冊處處長。

本會的核數師已就那些財務報表發表沒有保留意見的報告；核數師報告沒有提述核數師在不就該報告作保留的情況下以強調的方式促請有關的人注意的任何事宜；及核數師報告亦沒載有根據公司條例第四零六(二)或四零七(二)或(三)條作出的陳述。

(以英文版本為準)

Statement

The statement of profit or loss and other comprehensive income and the statement of financial position relating to the year ended 31 March, 2017 included in the annual report 2016/2017 are not the Society's statutory annual financial statements for that year. Further information relating to those statutory financial statements required to be disclosed in accordance with section 436 of the Hong Kong Companies Ordinance is as follows:

The Society will deliver those financial statements to the Registrar of Companies as required by section 662(3) of, and Part 3 of Schedule 6 to, the Hong Kong Companies Ordinance.

The Society's auditor has reported on those financial statements. The auditor's report was unqualified; did not include a reference to any matters to which the auditor drew attention by way of emphasis without qualifying its report; and did not contain a statement under sections 406(2), 407(2) or (3) of the Hong Kong Companies Ordinance.

現金流量表

STATEMENT OF CASH FLOWS

(截至二零一七年三月三十一日之年度)

(FOR THE YEAR ENDED 31 MARCH 2017)



	2017 HK\$	2016 HK\$
經營活動		
Operating activities		
年度盈餘	5,731,183	4,676,791
Surplus for the year		
調整：		
Adjustments for：		
已收取傢具及設備及小型工程整體補助金	2,448,000	2,272,000
Furniture and equipment replenishment and minor works block grant received		
已使用傢具及設備及小型工程整體補助金	(2,285,473)	(2,098,773)
Furniture and equipment replenishment and minor works block grant utilized		
社會福利署收回盈餘	(404,934)	(1,400,288)
Surplus recovered by Social Welfare Department		
折舊	3,268,841	2,468,255
Depreciation		
利息收入	(820,415)	(754,713)
Interest income		
營運資金變動前的經營盈餘	7,937,202	5,163,272
Operating surplus before changes in working capital		
貿易及其他應收賬款增加	(630,521)	(194,285)
Increase in trade and other receivables		
可發還資本性支出（增加）／減少	1,513,954	(1,382,898)
(Increase) / decrease in reimbursable capital expenditure		
應收關聯公司款項（增加）／減少	34,114	(58,646)
(Increase) / decrease in amount due from a related company		
其他應付賬款增加／（減少）	795,365	(784,720)
Increase / (decrease) in other payables		
遞延收入增加／（減少）	2,085,601	448,349
Increase / (decrease) in deferred income		
經營活動產生之現金流	11,735,715	3,191,072
Cash flow generated from operating activities		

	2017 HK\$	2016 HK\$
投資活動 Investing activities		
已收取利息 Interest received	834,501	765,688
採購傢具及設備 Purchases of furniture and equipment	(5,194,562)	(2,747,179)
三個月以上定期存款增加 Increase in deposits held for more than 3 months	(11,085,267)	(1,997,653)
現金流用於投資活動 Cash flow used in investing activities	(15,445,328)	(3,979,144)
現金及現金等價物（減少）/ 增加淨額 Net (decrease)/increase in cash and cash equivalents	(3,709,613)	(788,072)
年初之現金及現金等價物 Cash and cash equivalents at the beginning of the year	14,183,869	14,971,941
年末之現金及現金等價物 Cash and cash equivalents at the end of the year	10,474,256	14,183,869

服務總覽表 Service Directory



(於2017年10月 As of October 2017)

服務類別 Type of Service	服務單位 Service Unit	聯絡人/電話/ 傳真/電郵 Contact Person/ Tel/Fax/E-mail	服務對象 People Served	名額 日間/住宿 Capacity Day/Hostel	開放/服務時間 Opening/ Service Hours
總辦事處 Head Office	基督教懷智服務處 九龍石硤尾大坑東邨東海樓 地下9-15號 Wai Ji Christian Service No. 9-15, G/F, Tung Hoi House, Tai Hang Tung Estate, Shek Kip Mei, Kowloon.	周潤坤先生 (高級行政經理) Mr. CHOW Yun Kwan, Eugene (Senior Admin. Manager) ☎ 2776 2622 ☎ 2784 6717 hqwj@wjcs.org.hk	----	-- / --	09:00-18:00 (一 Mon) 09:00-17:45 (二至五 Tue-Fri)
展能中心及 住宿服務 Day Activity Centre and Residential Service	南山中心 九龍石硤尾南山邨南明樓 地下20-32號 Nam Shan Day Activity Centre No. 20-32, G/F, Nam Ming House, Nam Shan Estate, Shek Kip Mei, Kowloon.	鍾焯漢先生 (主任) Mr. CHUNG Cheuk Hon (Officer-in-charge) ☎ 2784 6687 ☎ 2994 1138 nswj@wjcs.org.hk	15歲或以上低中度至 嚴重智障人士 People aged 15 or above with low moderate to severe grade of intellectual disabilities	52 / --	09:00-17:00 (一至五 Mon-Fri) 09:00-12:00 (隔週六， 公眾假期除外 Alternative Saturday, except public holidays)
	寶林中心及宿舍 新界將軍澳寶林邨寶寧樓地下 Po Lam Day Activity Centre & Hostel G/F, Po Ning House, Po Lam Estate, Tseung Kwan O, New Territories.	林俊藝先生 (主任) Mr. LAM Chun Ngai (Officer-in-charge) ☎ 2701 7778 ☎ 2703 7235 plwj@wjcs.org.hk		56 / 55	24小時hours
	白普理田景中心及宿舍 新界屯門田景邨田敦樓地下 7-14號及二樓217-224室 Bradbury Tin King Centre & Hostel No. 7-14, G/F and Rm. 217-224, 2/F, Tin Tun House, Tin King Estate, Tuen Mun, New Territories.	陳錦輝先生 (主任) Mr. CHAN Kam Fai (Officer-in-charge) ☎ 2465 0098 ☎ 2462 5199 tkwj@wjcs.org.hk		51 / 50	
	安定中心及宿舍 新界屯門安定邨定德樓地下 On Ting Day Activity Centre & Hostel G/F, Ting Tak House, On Ting Estate, Tuen Mun, New Territories.	樊桂秋女士 (主任) Ms. FAIN Kwai Chau (Officer-in-charge) ☎ 2457 1108 ☎ 2457 5808 otwj@wjcs.org.hk		54 / 50	
職業康復及 住宿服務 Vocational Rehabilitation and Residential Service	朗藝坊及朗屏宿舍 新界元朗朗屏邨悅屏樓地下 5-20號及二樓216-226室 House of Arts and Skills & Long Ping Hostel No. 5-20, G/F and Rm. 216-226, 2/F, Yuet Ping House, Long Ping Estate, Yuen Long, New Territories.	蔡啟然先生 (經理) Mr. CHOI Kai Yin (Manager) ☎ 2477 6900 ☎ 2470 1276 lpwj@wjcs.org.hk	15歲或以上殘疾人士 People aged 15 or above with disabilities	175 / 51	24小時hours

服務類別 Type of Service	服務單位 Service Unit	聯絡人/電話/ 傳真/電郵 Contact Person/ Tel/Fax/E-mail	服務對象 People Served	名額 日間/住宿 Capacity Day/Hostel	開放/服務時間 Opening/ Service Hours
職業康復及 住宿服務 Vocational Rehabilitation and Residential Service	賀屏工場及宿舍 新界元朗朗屏邨賀屏樓地下 5-8號及二樓204-214室 Hor Ping Sheltered Workshop & Hostel No. 5-8, G/F and Rm. 204-214, 2/F, Hor Ping House, Long Ping Estate, Yuen Long, New Territories.	林小燕女士 (經理) Ms LAM Siu Yin (Manager) ☎ 2443 3830 ☎ 2470 6191 hpwj@wjcs.org.hk	15歲或以上殘疾人士 People aged 15 or above with disabilities	100 / 52	24小時hours
	元州工場及宿舍 九龍深水埗元州邨元康樓一樓 Un Chau Sheltered Workshop & Hostel 1/F, Un Hong House, Un Chau Estate, Sham Shui Po, Kowloon.	湛麗翔女士 (經理) Ms. CHAM Lai Cheung (Manager) ☎ 2729 0178 ☎ 2708 4424 ucwj@wjcs.org.hk		160 / 60	
	輔助就業服務 (元朗) 新界元朗朗屏邨賀屏樓 地下5-8號 Supported Employment Service (Yuen Long) No. 5-8, G/F, Hor Ping House, Long Ping Estate, Yuen Long, New Territories.	林小燕女士 (經理) Ms LAM Siu Yin (Manager) ☎ 2443 3830 ☎ 2470 6191 sewj@wjcs.org.hk		40 / --	09:00-17:00 (一至五 Mon-Fri) 09:00-12:00 (六 Sat)
	輔助就業服務(深水埗) 九龍深水埗元州邨元康樓一樓 Supported Employment Service (Sham Shui Po) 1/F, Un Hong House, Un Chau Estate, Sham Shui Po, Kowloon.	林小燕女士 (經理) Ms LAM Siu Yin (Manager) ☎ 2443 3830 ☎ 2470 6191 sewj@wjcs.org.hk		10 / --	
	悅屏宿舍 新界元朗朗屏邨悅屏樓 二樓204-214室 Yuet Ping Supported Hostel Rm. 204-214, 2/F, Yuet Ping House, Long Ping Estate, Yuen Long, New Territories.	周寶麗女士 (經理) Ms. CHOW Po Lai (Manager) ☎ 2443 3385 ☎ 2475 2879 ypwj@wjcs.org.hk	15歲或以上輕度至 中度智障人士 People aged 15 or above with mild to moderate grade of intellectual disabilities	-- / 40	24小時hours
	懷智匡業有限公司 九龍石硤尾大坑東邨東海樓 地下9-15號 Wai Ji Hong Yip Co. Ltd. No. 9-15, G/F, Tung Hoi House, Tai Hang Tung Estate, Shek Kip Mei, Kowloon.	周潤坤先生 (高級行政經理) Mr. CHOW Yun Kwan, Eugene (Senior Admin. Manager) ☎ 2776 2622 ☎ 2784 6717 wjhy@wjhy.org.hk	----	-- / --	09:00-18:00 (一 Mon) 09:00-17:45 (二至五 Tue-Fri)

服務類別 Type of Service	服務單位 Service Unit	聯絡人/電話/ 傳真/電郵 Contact Person/ Tel/Fax/E-mail	服務對象 People Served	名額 日間/住宿 Capacity Day/Hostel	開放/服務時間 Opening/ Service Hours
綜合復康 服務中心 Integrated Rehabilitation Services Centre	將軍澳綜合復康服務中心 新界將軍澳 尚德邨尚美樓 地下(A室)至五樓 Tseung Kwan O Integrated Rehabilitation Services Centre G/F (Unit A)-5/F, Sheung Mei House, Sheung Tak Estate, Tseung Kwan O, New Territories.	張志雲女士 (院長) Ms. CHEUNG Chi Wan (Superintendent) ☎ 2178 0916 ☎ 2178 0926 tkowj@wjcs.org.hk	15歲或以上殘疾人士 People aged 15 or above with disabilities	40 / 108	24小時hours
	美田綜合復康服務中心 新界沙田大圍美田邨 美景樓地下 Mei Tin Integrated Rehabilitation Services Centre G/F, Mei King House, Mei Tin Estate, Tai Wai, Shatin, New Territories.	廖少冰女士 (經理) Ms. LIU Siu Ping (Manager) ☎ 2634 5666 ☎ 2634 5626 mtwj@wjcs.org.hk		106 / 51	
社區支援服務 Community Support Services	元朗地區支援中心 新界元朗屏邨繡屏樓地下 Yuen Long District Support Centre G/F, Sau Ping House, Long Ping Estate, Yuen Long, New Territories.	李端怡女士 (主任) Ms. LI Tuen Yee (Officer-in-charge) ☎ 2442 3225 ☎ 2442 3227 dscwj@wjcs.org.hk	在社區中生活的 殘疾人士 People with disabilities living in the community 殘疾人士家屬/照顧者 Family members/ carers of people with disabilities	不限 / -- No limit / --	09:00-18:00 (一、二、四、 五) (Mon, Tue, Thu, Fri) 14:00-18:00 (三 Wed) 09:00-17:00 (六 Sat)
	社區復康支援服務 九龍石硤尾棠蔭街17號 大坑東社區中心一樓115室 Community Rehabilitation Support Service Rm. 115, 1/F, Tai Hang Tung Community Centre, 17 Tong Yam Street, Shek Kip Mei, Kowloon.	鄭佩雲女士 (機構傳訊及拓展部經理) Ms. KWONG Pui Wan (Manager, Corporate Communications and Development Dept.) ☎ 2777 9039 ☎ 2784 0008 crss@wjcs.org.hk	15歲或以上智障 人士、學習遲緩者 及其家屬 People aged 15 or above with intellectual disabilities or learning disabilities, and their families	不適用 inapplicable	09:00-18:00 (一 Mon) 09:00-17:30 (二至五 Tue- Fri) 午膳時間休息 Closed during lunch hours: 13:00-14:00
	田景暫顧服務 Tin King Respite Care Service	(單位主任) (Officer-in-charge)	各單位日間/住宿的 服務對象均不同， 需致電該單位查詢 The service target is different for day / hostel service. Please check with the respective centres for details.	2 / 2	24小時hours
	寶林暫顧服務 Po Lam Respite Care Service			2 / 2	
	朗屏暫顧服務 Long Ping Respite Care Service			1 / 2	
	安定暫顧服務 On Ting Respite Care Service			1 / 2	
	將軍澳暫顧服務 Tseung Kwan O Respite Care Service			4 / 8	
	美田暫顧服務 Mei Tin Respite Care Service			2 / 2	

服務類別 Type of Service	服務單位 Service Unit	聯絡人/電話/ 傳真/電郵 Contact Person/ Tel/Fax/E-mail	服務對象 People Served	名額 日間/住宿 Capacity Day/Hostel	開放/服務時間 Opening/ Service Hours
社區支援服務 Community Support Services	成人教育 九龍石硤尾棠蔭街17號 大坑東社區中心一樓115室 Adult Education Rm. 115, 1/F, Tai Hang Tung Community Centre, 17 Tong Yam Street, Shek Kip Mei, Kowloon.	鄺佩雲女士 (機構傳訊及拓展部經理) Ms. KWONG Pui Wan (Manager, Corporate Communications and Development Dept.) ☎ 2777 9039 ☎ 2784 0008 hqwj@wjcs.org.hk	15歲或以上殘疾人士 People aged 15 or above with disabilities	-- / --	不定時 Not fixed
	臨床心理學服務 九龍石硤尾棠蔭街17號 大坑東社區中心一樓115室 Clinical Psychological Service Rm. 115, 1/F, Tai Hang Tung Community Centre, 17 Tong Yam Street, Shek Kip Mei, Kowloon.	黎玉蓮女士 (臨床心理學家) Ms. LAI Yuk Lin (Clinical Psychologist) ☎ 2777 9039 ☎ 2784 0008 cpwj@wjcs.org.hk			09:00-18:00 (一 Mon) 09:00-13:00 (三 Wed) 09:00-18:00 (五 Fri)
專業支援服務 Professional Support Services	職業治療服務 九龍石硤尾大坑東邨東海樓 地下9-15號 Occupational Therapy Service No. 9-15, G/F, Tung Hoi House, Tai Hang Tung Estate, Shek Kip Mei, Kowloon.	張淑蓮女士 李佩麗女士 梁智森先生 黃惠蘭女士 袁可欣女士 (一級職業治療師) Ms. CHEUNG Shuk Lin Ms. LEE Pui Lai Mr. LEUNG Chi Sum Ms. WONG Wai Lan Ms. YUEN Ho Yan (Occupational Therapist I) ☎ 2776 2622 ☎ 2784 6717 occwj@wjcs.org.hk	15歲或以上殘疾人士 People aged 15 or above with disabilities	-- / --	
	物理治療服務 九龍石硤尾棠蔭街17號 大坑東社區中心一樓115室 Physiotherapy Service Rm. 115, 1/F, Tai Hang Tung Community Centre, 17 Tong Yam Street, Shek Kip Mei, Kowloon.	張志剛先生 劉偉先生 盧佩華女士 (一級物理治療師) Mr. CHEUNG Chi Kong Mr. LAU Wai Ms. Yu Pui Wa (Physiotherapist I) ☎ 2777 9039 ☎ 2784 0008 ptwj@wjcs.org.hk			09:00-18:00 (一 Mon) 09:00-17:45 (二至五 Tue- Fri)
	言語治療服務 九龍石硤尾棠蔭街17號 大坑東社區中心一樓115室 Speech Therapy Service Rm. 115, 1/F, Tai Hang Tung Community Centre, 17 Tong Yam Street, Shek Kip Mei, Kowloon.	林耀信先生 (言語治療師) Mr. LAM Yiu Shun (Speech Therapist) ☎ 2777 9039 ☎ 2784 0008 stwj@wjcs.org.hk			



「耶穌回答說：「凡喝這水的，還要再渴；人若喝我所賜的水，就永遠不渴。我所賜的水要在他裏頭成為泉源，直湧到永生。」

(約翰福音 4:13-14)

Jesus answered, "Everyone who drinks this water will be thirsty again, but whoever drinks the water I give them will never thirst. Indeed, the water I give them will become in them a spring of water welling up to eternal life."

John 4:13-14



無言感激

Immense Gratitude



鳴謝

Acknowledgements (按筆劃排序)

本會謹此向各慷慨捐助的善長及贊助團體，以及協助本會轄下各中心推行服務及活動的家屬和義工致以衷心的謝意。

We would like to thank all donors and funders for their generous donations to our service users and their families, as well as parents and volunteers who assisted in Centres' daily programmes.

政府部門／組織

元朗區推廣義工服務協調委員會	社會福利署 -
元朗區復康服務協調委員會	康復服務市場顧問辦事處
元朗警署	長沙灣政府合署
屯門醫院	消費者委員會
西貢區議會	康樂及文化事務署
何文田香港房屋委員會	深水埗區議會
社會福利署	勞工及福利局
社會福利署將軍澳綜合家庭服務中心	博愛醫院

基金

平等機會委員會	香港公益金
伊利沙伯女皇弱智人士基金	香港房屋委員會屋邨管理諮詢委員會撥款
耳聽心言基金	華人永遠墳場管理委員會
何東爵士慈善基金	黃廷方慈善基金
余兆麒殘疾人士基金	獎券基金
余兆麒醫療基金	戴麟趾爵士康樂基金
沙田社區基金	蘋果慈善基金
沙田區議會基金	Kiabi Foundation
奇妙愛心基金會	

機構／團體

九巴之友	明愛陳震夏宿舍	香港基督教服務處元州長者鄰舍中心	救世軍約書亞團
九龍佑寧堂	明愛樂健工場	香港教育專業人員協會	救世軍荔景院
九龍城基督徒會	明愛樂敬宿舍	香港創意藝術會	救世軍新界東綜合服務-大埔青少年綜合服務
入境事務處義工隊	東方基督教會恩光堂	香港善導會	創邦善心社
入境事務學院	東華三院屯門綜合服務中心	香港童軍總會童軍知友社	智慧園婦女義工隊
中原義工隊	東華三院愛烘焙生產及培訓中心	香港華都青年獅子會	湛山寺義工團
中國基督教播道會恩福堂	社署中元朗綜合家庭服務中心	香港園藝治療協會	童軍知友社賽馬會朗屏青少年服務中心
中華基督教會元朗堂	金巴崙長老會耀道堂	香港愛心魔法團	開心樹社會服務
仁愛堂胡忠長者地區中心紅十字耆英團	保良局葵涌綜合復康中心	香港聖公會麥理浩夫人中心	新生精神康復會田景工場
仁愛堂蕭梁詠詠綜合醫療中心	信義會天朗中心	香港聖公會湖景綜合復康服務-展能中心及宿舍	新生精神康復會田景宿舍
仁濟醫院香港佛光協會展能中心暨宿舍	宣恩浸信會	香港聖公會聖馬提亞綜合服務	新生精神康復會安泰軒(沙田)
仁濟醫院第三十五屆董事局長青輔助宿舍	宣道會宣基堂	香港聖約翰救護機構牙科部	新家園協會(新界西服務處)
仁濟醫院第廿四屆董事局社會服務中心	宣道會宣德堂	香港嶺峰獅子會	義務工作發展局
元朗大會堂	科技雄心義工隊	香港耀能協會天耀宿舍	聖雅各福群會退休人士服務中心
天主教聖安德肋堂聖雲先會	美國萬通保險義工隊	香港耀能協會天耀宿舍	零焦距義工攝影
心靈關懷協會	香港小童群益會賽馬會	香港警察義工服務隊	播道會奇恩堂
以馬內利浸信會	屯門青少年綜合服務中心	香港警察學院	播道會樂恩福音堂成長中心
四方福音會大角咀堂	香港小童群益會賽馬會	香港聾人協進會	樂智協會
匡智梨木樹中心	將軍澳青少年綜合服務中心	朗屏邨賽馬樓互委會	鄰舍輔導會大興宿舍
回聲谷傷健福音協會	香港小童群益會賽馬會	朗屏邨賀屏樓互委會	鄰舍輔導會屯門/元朗鄉郊中心
多元色彩閃耀坊	大圍青少年綜合服務中心	泰國正法佛教牌拍賣/慈拍總匯區	鄰舍輔導會屯門綜合康復服務中心
竹園區神召會康樂庇護工場	香港明愛頤匡雅敘	浪翠園	鄰舍輔導會怡康居
竹園區神召會智逸軒	香港盲人輔導會-元朗盲人安老院	神召會聖光堂	鄰舍輔導會富泰鄰里康齡中心
宏利 J's Family義工隊	香港社會服務聯會	國際十字路會	錫安社會服務處
扶康會山景成人訓練中心	香港青年協會賽馬會茵怡青年空間	培澤弱智協進會-培澤花園	聾人福利促進會
扶康會天水圍地區支援中心	香港青年協會賽馬會農圃道青年空間	基督徒牙醫團契	靈實白普理寶林社區健康發展中心
扶康會石圍角工場	香港紅十字會	基督教女青年會屯門綜合社會服務處	靈實協會寶林日間活動中心暨宿舍
扶康會長康之家	香港紅十字會青年及義工事務部	基督教協基會屯門綜合青少年服務中心	讚美操協會(香港)有限公司
扶康會柔莊之家	香港紅十字會醫護服務部	基督教宣道會錦繡堂	Chi Running
扶康會麗瑤之家	香港朗屏婦女會	基督教香港信義會靈暉堂	Evangelization Family
扶康會麗瑤成人訓練中心及麗瑤之家	香港基督少年軍	基督教香港聯合五旬節教會	
育智中心	香港基督少年軍274分隊	基督教家庭服務中心	
協康會	香港基督教女青年會-天水圍綜合社會服務	基督教勵行會	
周宋主愛青年中心	香港基督教女青年會-蝴蝶灣綜合社會服務處	基督教靈實協會創毅中心	

公司

一通保潔用品公司	承毅武術體育會	博文小蜜蜂教室	龍生塑膠快餐用品廠
三聯書店(香港)有限公司	拉斐特婚禮統籌有限公司	復和綜合服務中心	懷智匠業有限公司
大通行食品代理有限公司	金門建築有限公司-機械部(汽車維修部)	無念空間	15M Plus Limited 髮型連鎖集團
中原地產代理有限公司	金牌家居清潔公司	華芳茶莊有限公司	39 PLUS LIMITED
心怡薰蒸社	青草地美容有限公司	萍端貿易有限公司	98凍肉公司
心窗培訓服務有限公司	盈豐亞洲貿易有限公司	雅斯捷有限公司	Dakubestore
木棉時裝校服制服	香港中華廠商聯合會	愛一花店	Direct Marketing International Ltd.
卡迪爾國際控股有限公司	香港教育大學	慎昌物流有限公司	Johnson Electric Industrial Mfy Ltd
正意工作室有限公司	香港黃金海岸酒店	新5餐集團有限公司	KIABI International Supply Services Ltd
有利集團	香港萬美有限公司	新華行股份有限公司	Maman & Bebe Limited
自在社有限公司	香港福袋有限公司	新豐肉食公司	POINT ONE GRAPHICS
位元堂	香港觀鳥會	獅王(香港)有限公司	Shiseido Hong Kong Limited
利氏公司	時天優質生活有限公司	資生堂(香港)有限公司	Somebody Co. Ltd.
李炎記花店	高耀物業管理有限公司	電視廣播有限公司	Sunny Precision Co. Ltd.
佳定物業管理有限公司	培生教育出版亞洲有限公司	嘉湖海逸酒店	Takon Product Development Limited
協誠國際企業有限公司	常悅素食	毅青書局	World Running Corporation Limited
奇華食品有限公司	創邦(香港)有限公司	醉名厨有限公司	

學校

仁德天主教小學	佛教沈香林紀念中學	香港大學	梁文燕紀念中學(沙田)
元朗公立中學校友會英業小學	沙田培英中學	香港中國婦女會馮堯敬紀念中學	理工大學醫療及社會科學院
元朗公立中學校友會鄧兆棠中學	明愛元朗陳震夏中學	香港扶幼會許仲繩紀念學校	博愛醫院陳國威小學
元朗寶覺小學	東華三院辛亥年總理中學	香港城市大學專上學院 - 市場學學部	順德聯誼會胡少渠紀念小學
天水圍宣道幼稚園	東華三院鄧肇堅小學	香港科技大學義工團	順德聯誼總會譚伯羽中學
天水圍循道衛理中學	東華三院盧幹庭紀念中學	香港紅卍字會大埔卍慈中學	匯基書院(大坑東)
天主教母佑會蕭明中學	侯寶垣中學	香港浸會大學	蕾色園主辦可道中學
天主教培聖中學	保良局西區婦女福利會-馮李佩瑤小學	香港理工大學	聖公會林護紀念中學
天主教鳴遠中學	保良局志豪小學	香港理工大學康復治療科學系	聖公會基福小學
屯門天主教中學	保良局梁周順琴小學	香港理工大學眼科視光學院	聖芳濟各書院
屯門崇真書院	保良局馮李佩瑤小學	香港道教聯合會鄧顯紀念中學	聖羅撒書院
王肇枝中學	宣基小學	浸信會永隆中學	葵涌蘇浙公學
可道中學	宣道中學	荃灣公立何傳耀紀念中學	裘錦秋中學(葵涌)
伊利沙伯中學舊生會小學分校	宣道會陳瑞芝紀念中學	荃灣官立中學	路德會呂明才中學
伊利沙伯中學舊生會湯國華中學	宣道會鄭榮之中學	馬錦明慈善基金馬陳端喜紀念中學	道教青松小學(湖景邨)
匡智元朗晨樂學校	英華小學	基督書院	僑港伍氏宗親會伍時暢紀念學校
匡智屯門晨曦學校	迦密中學	基督教服務處培愛學校宿舍部	瑪利諾神父教會學校(中學部)
地利亞修女紀念學校(吉列徑)	迦密愛禮信中學	基督教宣道會徐澤林紀念小學	樂道中學
何文田聖文嘉幼稚園	香海正覺蓮社佛教梁植偉中學	將軍澳官立中學	靈實恩光學校

個人

小丸記	林智樑先生	陶新誠先生	趙蓮娣女士(趙世雄姐姐)
方蘭芳女士	林琦先生(林顯恩家人)	勞鐸聲醫生	劉秉賢先生
牙科醫生陳熊光先生	林慕珍女士	湯泳琳女士	劉惠心醫生
任偉雄先生	林學潛先生	黃立雅女士(馬彥頌媽媽)	劉惠傑先生
朱靜華律師	施德利先生	黃希健家長	鄧振雄先生
江蕙輝女士	柯秋華女士	黃欣琴女士	鄭錦章先生
何韋琳博士	洪綺霞女士	黃美玲女士	黎君清女士
何倩恆女士	馬美鳳女士	黃恩明先生	駱偉堅先生
何桂華女士	張嘉玲女士	黃桂邦先生	謝向榮先生
何麗娟女士	張蓮嬌女士	黃偉賢先生(元朗區區議員)	謝雅碩先生(謝鏞源家人)
李玉萍女士	梁冠祺先生	黃智賢先生	鄭超林牧師
李明笑女士	梁麗華女士	黃嘉儀女士	顏美潔牧師
李群英女士	許麗明女士(蘇傑隆媽媽)	黃廣林先生	譚慧儀女士
李慕貞女士(劉永然媽媽)	連楚強醫生(先生)	黃慧芬女士	關煥民先生
周睿博士	郭惠蘭女士	黃慶康先生	Dr. John M Low
林志明校長	陳玉華女士	楊德安先生	Mr. Samuel CHEUNG
林振聲先生	陳星南先生	葉妙玲女士(冼詠恩媽媽)	Ms. Zimon Chow

捐款表格

Donation Form



Charity listed on
WiseGiving
惠施·慈善機構

我樂意捐助港幣_____元以支持貴會的服務。

I would like to donate HK\$_____ in support of your Agency's services.

捐款方法 Donation Method: (請在適當空格內加上“√” Please put a tick in the right box)

☐ **現金 Cash**

請直接存入本會滙豐銀行戶口 018-8-124036。

Please pay-in to our HSBC account 018-8-124036.

☐ **劃綫支票 Crossed Cheque**

抬頭請寫「基督教懷智服務處」。

Please make the cheque payable to “Wai Ji Christian Service”.

☐ **信用卡 Credit Card**

☐ VISA ☐ MasterCard

持卡人姓名 Cardholder's Name: _____

信用卡號碼 Card No.: _____ 有效日期至 Expiry Date: _____

持卡人簽署 Cardholder's Signature: _____ 日期 Date: _____

☐ **網上捐款 Online Donation – www.wjcs.org.hk**

點選「支持我們」

「捐款支持」

Select “Support Us” → “Online Donation”



捐款者資料 Donor's Information:

姓名 Name: _____ 先生/女士 Mr./Ms.

電話 Tel. No.: _____ 電郵 Email: _____

地址 Address: _____

日期 Date: _____

港幣100元或以上的捐款可憑收據申請扣減稅項

Donations of HK\$100 or above are tax deductible with a receipt

請將填妥的表格連同捐款支票、銀行存款收據寄回：

Please complete and return this form together with the cheque or transaction receipt to:

基督教懷智服務處 Wai Ji Christian Service

香港九龍石硤尾大坑東邨東海樓地下9-15號

9-15, G/F, Tung Hoi House, Tai Hang Tung Estate, Shek Kip Mei, Kowloon, Hong Kong

多謝您的支持！

Thank you for your support !



- ☐ 您的個人資料將用於寄發收據、通訊、募捐及活動推廣用途。若不希望收到任何有關資料，請在空格加上X號。
- ☐ Your personal data will be used for sending official receipt, newsletter, fundraising appeal and promotional messages. If you do not want to receive any materials from us, please make a cross at the box.



總辦事處 Head Office

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網址Website : www.wjcs.org.hk