



香港復康會
The Hong Kong Society
for Rehabilitation

2015 - 2016

年報 | Annual
Report

先導
Pioneering

伙伴
Partnership

倡導
Advocacy

助殘疾

鳳凰展翅 豐盛人生

Empowering people with disability to live a fulfilling life



香港復康會
The Hong Kong Society
for Rehabilitation

火鳳凰「浴火重生」

會徽以鳳凰的躍動騰飛生動形態，表示殘疾人士能從殘疾中重建新生；也表達香港復康會的精神：朝氣蓬勃、有承擔、有遠見。

Reborn amidst the fire, rising from the ashes,
the vibrant phoenix foretells a bright future for persons with disabilities as they rebuild their lives. The lively and vigorous phoenix also highlights the character of the Society: dynamic, committed and farsighted.

香港復康會於1959年成立，是政府認可的註冊慈善團體。本會在香港及內地現有三十個服務單位。在2015-16年度，本會的無障礙運輸及旅遊部、復康部、持續照顧部和國際及中國部為殘疾人士、長期病患者及長者提供合共超過一百五十萬人次的服務。

The Hong Kong Society for Rehabilitation (HKSR) is a government recognized charitable organization established in 1959, currently with 30 service centres in Hong Kong and Mainland China. In 2015-16, our Accessible Transport and Travel, Rehabilitation, Long Term Care and International and China Divisions provided over 1.5 million units of service for persons with disabilities, chronic illnesses, and older persons.

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抱負 · 使命 · 價值觀

Vision, Mission, Values



抱負 | Vision

銳意成為無障礙運輸、持續照顧及全人復康的卓越機構

銳意締造一個培育創新、同心協力及快樂工作的機構

We aspire to be an organization of excellence in barrier-free transport, chronic & long-term care, and holistic rehabilitation.

We aspire to be an organization nurturing innovation and encouraging motivated people to work together happily.

使命 | Mission

透過為殘疾人士及長者提供復康服務，倡議共融社會

Through rehabilitation services for persons with disabilities and older persons, we advocate an inclusive society.

價值觀 | Values

我們信守

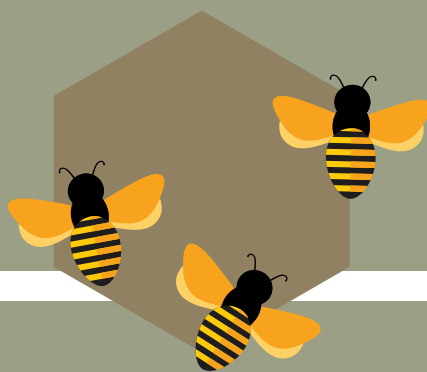
We strive to uphold the following values in every one of our actions and interactions:

- | | |
|---------------------------|---|
| ● 尊重人
Value People | 信任、尊嚴、尊重、平等參與及溝通
trust, dignity, respect, equal participation and communication |
| ● 專業精神
Professionalism | 同理心、優質服務、持續發展、勇於承擔及力臻至善
empathy, quality service, continuous development, commitment and in search of excellence |
| ● 誠信
Integrity | 忠誠、信實及問責
honesty, truthfulness and accountability |
| ● 充能
Empowerment | 自主、自強及參與公共政策
having control, self-management and participation in public policy |
| ● 共融
Inclusiveness | 尊重多元化、以權責為本
respect diversity and right-based approach |

先 導 Pioneering



伙 伴 Partnership



倡 導 Advocacy



香港復康會由已故的「復康之父」方心讓教授和一群熱心慈善家於1959年成立，默默耕耘超過半世紀，在復康界一直扮演先行者角色。

香港在五、六十年代，百廢待興，政府根本沒有太多資源和構思在殘疾人士的康復服務上，非政府機構扮演著先導者的角色，自己出主意和找資源，為社會上有極大需要的群體提供先導計劃，然後游說政府接納和撥款支持，成為常規服務。

香港復康會不少的服務都是由先導計劃開始，如復康巴士、社區復康網絡等等。

The Hong Kong Society for Rehabilitation was founded in 1959 by the late Professor Harry Fang, also known as the “Father of Rehabilitation”, and a number of enthusiastic philanthropists. The Society has endeavored to carry out its mission over the last 50 years, always pioneering in the field of rehabilitation.

In the 1950s and 1960s, Hong Kong economy had not yet fully recovered from World War II and there were not much government resources for rehabilitation services for persons with disabilities. NGOs took the lead to pilot rehabilitation services for the needy to fill demand gap, and subsequently lobbying the government to regularize and subvent the services.

Started as pilot programmes, many of our services became regular services subvented by the government departments, such as Rehabus, Community Rehabilitation Network, etc.

香港復康會自成立以來，一直秉持與政府部門、非政府機構、服務使用者和企業伙伴合作的精神，因為我們相信，只有通過互惠合作，才會確保服務做得更好和更多，達致協同效應。

要能做到與各方伙伴合作無間，香港復康會將每一個伙伴視為平等，不分高低，不論大小，願意一起分享，集結康復界的力量，累積社會資本，為服務使用者構建參與平台。

Since our inception, the Society upholds the spirit of partnership and continues to partner with the government, non-government organizations, users and business partners. We believe that partnership can work wonders for our services through synergistic effect.

To work effectively with our partners, the Society treats each of them equally, no matter what their circumstances. We would share, unite the rehabilitation sector, build social capital and develop the platform for service users to participate.

香港復康會五十多年來，深信倡導是改變殘疾人士命運的最有效的策略和工具。倡導是指機構和服務使用者有系統和有目的地去改善和影響目前不利於殘疾人士康復和生存的條件。

倡導無障礙運輸和設施是香港復康會的使命之一，經歷了半個世紀多，一代又一代的「復康會人」的努力爭取，今天的無障礙設施，有了一些改變，大多數殘疾人士基本上不會被困在家中，但隨著社會不斷演進，殘疾人士平等參與社會的權利日益彰顯，香港復康會投入更多資源在倡導服務上。

香港復康會於2012年成立了「倡議及研究中心」，藉此主動與不同持份者伙伴合作，在不同的殘疾議題上發揮更大的影響力，務求做到用者的聲音成為政策制定的重要部份。

Throughout the 50 years of service, we believe that advocacy is the most effective strategy and tool to change the fate of persons with disabilities. Advocacy is the process by which organizations and users systematically and purposefully improve and influence the existing unfavorable living and rehabilitation conditions for persons with disabilities.

Advocacy for accessible transport and facilities is one of the missions of the Society. For more than half a century, generations of staff members strived to fulfil their dreams. Today, improvements are seen and persons with disabilities would not be caged in their homes. As our society evolves, the right of equal participation in society for persons with disabilities should be honored and the Society would allot more resources to advocacy work.

The Centre on Research and Advocacy was set up in 2012 to collaborate with different stakeholders to impact on disability issues, ensuring that the voices of users are heard in the political processes.

發展里程 Development Milestones



1959

創立 **香港復康會**
The Hong Kong Society for Rehabilitation was founded.

按香港法例註冊為慈善團體。

Registered as a charitable organization.

1962

香港復康會復康健康所
The Medical Rehabilitation Centre

全港首間收容住院病人的醫療復康院。

1971年正式改名為戴麟趾夫人復康院。

1991年醫務轉由醫院管理局管理。

2000年醫務與九龍醫院合併。復康院改名為香港復康會藍田綜合中心。

The first in-patient medical rehabilitation centre in Hong Kong.

Renamed as Margaret Trench Medical Rehabilitation Centre (MTMRC) in 1971.

Transferred the management to the Hospital Authority in 1991.

Services were integrated with Kowloon Hospital in 2000. The original centre was renamed as HKSR Lam Tim Complex.



1973

香港復康會
註冊成為有限公司

HKSR was
**incorporated
with limited liability
under the Companies
Ordinance.**

1978

復康巴士
Rehabus

為行動不便的殘疾人士
提供無障礙運輸服務。

Provides accessible
transportation service for
persons with disabilities.



1983

復康義務工作隊
Rehab Volunteers

為殘疾人士組織康樂活動。

Organizes activities for
persons with disabilities.



1984

麥理浩復康院
**The MacLehose
Medical Rehabilitation
Centre (MMRC)**

1991年轉由醫院管理局
管理。

Transferred
the management to
Hospital Authority in 1991.





1986

世界衛生組織復康 協作中心 World Health Organization Collaborating Centre for Rehabilitation

為西太平洋區提供復康培訓
及諮詢服務。

1989年開始與中國合辦協作
計劃，為內地訓練復康
工作人員。

Provides training and
consultancy on rehabilitation
for the Western Pacific.

Started collaboration
programmes with Mainland
China in rehabilitation personnel
training since 1989.



1994

社區復康網絡 Community Rehabilitation Network (CRN)

為慢性病患者、殘疾人士及其家
屬提供社區為本復康服務，推廣
自助互助。

Promotes self-help and mutual
help among persons with chronic
illnesses and disabilities and their
families and offers community
care and support.



職業復康及再培訓中心 Vocational Rehabilitation & Retraining Centre (VRRRC)

為殘疾人士及慢性病患者，
提供職業復康及培訓服務。

Provides vocational rehabilitation
and retraining services for
persons with physical disabilities
or chronic illnesses.



1995

精文社有限公司 Elite Business Services Ltd (Elite)

透過向顧客提供商業服務，為
殘疾人士提供實務培訓及輔助
就業機會。

Provides training and
employment opportunities for
persons with disabilities or
chronic illnesses through
business operation.



街坊小子木偶劇場 The Kids on the Block (KOB)

與香港弱能兒童護助會合作從
美國引進。

透過不同主題的木偶劇表演，
教導兒童關懷社會，推廣傷健
共融。

Introduced from USA in
collaboration with the Society for
the Relief of Disabled Children.

Uses educational puppets
to teach children about
disabilities, increase their
awareness of diversity and
advocate for social inclusion.





1997

華康便利店有限公司 協作中心 Wah Hong Convenience Store Ltd (WHCS)

為殘疾人士提供就業機會及培訓。

Offers persons with disabilities or chronic illnesses job opportunities and training.



2000

適健中心 Centre on Health & Wellness (CHW)

為公眾提供體適能測試、物理治療、水力體能鍛鍊及健康教育等服務。

Provides physical fitness assessment, physiotherapy, aqua-fitness training and health education services.



2001

鄭德炎日間復康 護理中心 Cheng Tak Yim Day Rehabilitation & Care Centre (CTY)

為中風或腦受損人士提供全面的復康治療及護理服務。

Provides comprehensive rehabilitation and nursing services for persons affected by stroke or brain injuries.



易達旅運有限公司 Easy-Access Transport Services Ltd (ETS)

受醫院管理局委託承辦「長者接載服務」，接載有行動困難的長者往返公立醫院及其診所覆診。

Commissioned by Hospital Authority to provide "Elderly Transport Service" for passengers with mobility difficulties to attend treatments in public hospitals or clinics.



2003

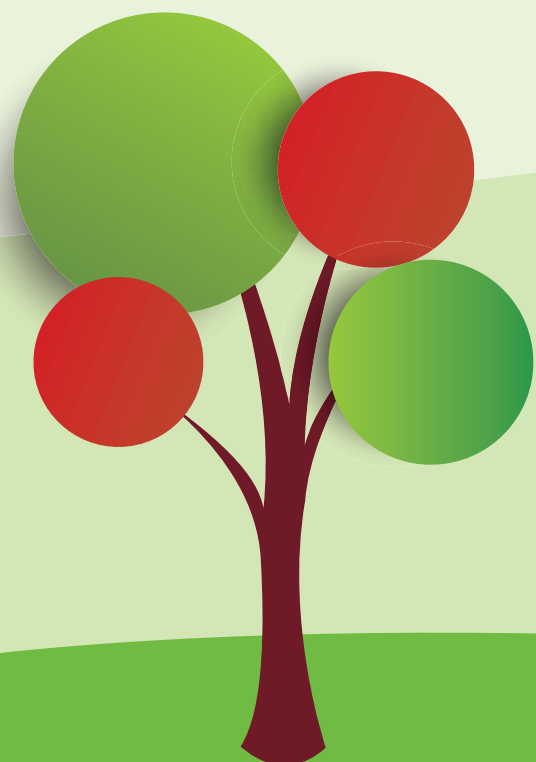
會徽 - 展新姿 The Society's emblem was modernized



易達旅遊有限公司 Easy-Access Travel Ltd (EAT)

為公眾及殘疾人士提供一站式旅遊服務及推廣無障礙旅遊。

Provides one-stop accessible travel services and promote accessible tourism.





2006

香港賽馬會 深圳復康會頤康院 The Hong Kong Jockey Club Shenzhen Society for Rehabilitation Yee Hong Heights (YHH)

為長者及殘疾人士提供一站式的持續護理安老服務。

Provides one-stop long term care services for the elderly and persons with disabilities.



2008

易達轎車服務 Accessible Hire Car Service (AHC)

為輪椅使用者提供個人化、快速安排及便捷的無障礙轎車出租服務。

Provides personalized, quick-response, convenient and accessible transport services to passengers using wheelchairs.



2010

利國偉日間復康護理中心 Lee Quo Wei Day Rehabilitation & Care Centre (LQW)

為腦部受損、患有失智症或其他慢性疾病的患者提供多元化的復康、養生及醫療保健等服務。

Provides diversified rehabilitation and health care services for persons with neurological impairment, dementia and other chronic illnesses.



曾肇添護老院 Tsang Shiu Tim Home for the Elderly (TST)

為長者提供多元化及一站式住宿及健康護理服務，提升他們的生活質素。

Provide diversified and one-stop residential and health care services for the elderly to enhance their quality of life.

自我管理培訓及發展中心 Self-Management Training & Development Centre (SMTDC)

為專職醫護人員、病人朋輩領袖及本會員工提供培訓及顧問服務。

Provides trainings and consultation services for health care professionals, lay leaders and HKSR staff.



2012

研究及倡議中心 Centre on Research & Advocacy (CRA)

進行各類研究，倡議和推動香港發展社會共融。

Conducts research and advocacy focusing on social inclusion in Hong Kong.



2016

香港復康會賽馬會 學習及支援中心 The Hong Kong Society for Rehabilitation Jockey Club Learning and Support Centre

推行康程式計劃，透過網上教學、多媒體教學並混合課室教學和社區復康網絡活動，推廣自我健康管理。

As a platform for the "e2Care Project" to promote self-management of health through blended learning approaches, with online, multimedia learning complementing classroom and CRN activities.



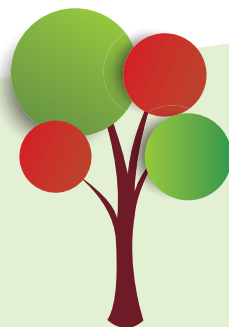
會長致辭

The President's Address



李文彬先生

Mr. LEE Man-ban, SBS, MBE, JP



本會自1959年成立至今，一直提供參與平台讓殘疾人士和長期病患者蛻變成長，由「受助者」轉化為「施助者」。成功例子莫過於本會現任副會長張偉良先生，他從一名因執行救援任務受傷導致截肢，及後入住本會戴麟趾夫人復康院，接受復康治療的受助者，到今天他不僅是本會的副會長，也是香港復康聯會的主席，亦是1996年亞特蘭大殘疾人士奧運會四面金牌得主。我深信張偉良先生自強不息和自助互助的故事，帶出了香港復康會的使命。

香港未來面對很多不明朗的政治和經濟挑戰，除了令香港的長遠繁榮和社會安定面臨考驗，亦會對民生福利服務造成影響。香港貧富差距並沒有因為過去經濟經歷了長久的發展而有所收縮，相反，殘疾人士和長期病患者的失業率仍然高企，本人希望政府、非政府組織和企業共同設定殘疾人士就業指標，協助有志和有能力就業的殘疾人士工作，為香港勞動市場增添生力軍。特區政府在全民退保的方案上需要聽取民意，凝聚社會共識，善用現時庫房的儲備，造福一代又一代的香港人。

2015-16年度香港復康會在張偉良副會長和陳麗雲主席領導下，以驕人成績完成任務，本人非常欣慰，並給予高度讚揚。本人對香港復康會執行委員會成員、其他委員會成員、合作伙伴、政府部門和捐款人無私奉獻和努力不懈的工作，致以衷心的謝意。

Since the inception of the Society in 1959, we strive to provide various platforms for persons with disabilities and chronic illnesses to participate and to grow, transforming them from takers into bestowers. A prominent example is Mr. Benny Cheung, a service user amputated after injuring himself in a relief duty as a firefighter and hospitalized at Margaret Trench Medical Rehabilitation Centre (MTMRC) receiving rehabilitation treatment. Today, not only has Mr. Cheung become the Vice President of the Society, he is also the Chairman of the Hong Kong Joint Council for People with Disabilities and has won 4 gold medals in wheelchair fencing at the 1996 Summer Paralympics in Atlanta. I believe that the life story of Mr. Cheung brings out the mission of the Society.

Hong Kong is facing a lot of political uncertainties and economic challenges. The situation not only threatens our long term prosperity and social stability, but also impacts on social welfare services. The welfare gap has not been benefited from economic development. On the contrary, the unemployment rate remains very high for persons with disabilities and chronic illnesses. An employment quota system is desirable to expand employment opportunities for persons with disabilities, thereby expanding the workforce for the labour market. The SAR Government should listen to Hong Kong people's views and aspirations on the universal retirement protection scheme to optimize the use of fiscal reserves, so as to benefit Hong Kong people.

The Society thrived brilliantly in the fiscal year of 2015-16 under the capable leadership of our Vice-President and Chairperson, Mr. Benny Cheung and Prof. Cecilia Chan. I appreciate very much their dedication and would also like to express my most sincere gratitude to members of the Executive Committee and various committees, partnering organizations, government departments and all Individuals and corporate donors for the relentless efforts and contribution.

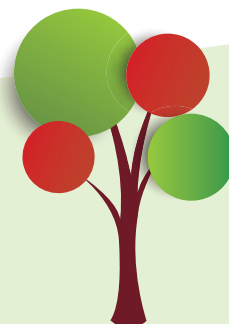
主席報告

The Chairperson's Report



陳麗雲教授

Prof. CHAN Lai-wan Cecilia, JP



2015-16年度回顧

本會在本港及內地已成立了三十個服務單位，為殘疾人士、長期病患者及長者提供適切而優質的無障礙運輸及旅遊、復康和持續照顧服務。本會的主要服務對象為肢體殘疾人士、長期病患者、長者和情緒健康受困擾人士。在2015-16年度的服務人次逾一百五十萬，年內營運的津助服務包括有復康巴士、社區復康網絡、輔助就業服務、「長者社區照顧服務券試驗計劃」及「廣東院舍住宿照顧服務試驗計劃」，津助總額約佔本會全年綜合總收入的百份之三十九點八。

本會受醫院管理局委托營辦的服務包括「病人自強計劃」及長者接載服務。香港賽馬會慈善信託基金在年內支持「康程式計劃」及「『安晴·生命彩虹』社區安寧照顧計劃」的營運經費。至於自負盈虧的服務包括職業復康及再培訓中心、香港復康會義工隊、鄭德炎日間復康護理中心、利國偉日間復康護理中心、適健中心及曾肇添護老院。

The Year Under Review

The Society currently operates with 30 service centres in Hong Kong and Mainland China. We provide comfortable and quality services in Accessible Transport and Travel, Rehabilitation and Long Term Care to persons with disabilities, chronic illnesses and problem of ageing. Our service targets are persons with physical disabilities, chronic illnesses, challenges facing ageing and emotional distress. In 2015-16, we had provided over 1,500,000 units of service. We have subvented services of Rehabus, Community Rehabilitation Network (CRN), Supported Employment, "Pilot Scheme on Community Care Service Voucher for the Elderly" and "Pilot Residential Care Services Scheme in Guangdong". The total government subventions accounted for 39.8% of our total income.

The Society has been appointed by the Hospital Authority (HA) to operate the Patient Empowerment Programme (PEP) and Elderly Transport Service. During the year, the Hong Kong Jockey Club Charities Trust had supported the e2care Project and the "Life Rainbow" End-of-Life Care Services. Our self-financed services included Vocational Rehabilitation and Retraining Centre (VRRC), Rehab Volunteers (RV), Cheng Tak Yim Day Rehabilitation and Care Centre (CTY), Lee Quo Wei Day Rehabilitation and Care Centre (LQW), Centre on Health and Wellness (CHW) and Tsang Shiu Tim Home for the Elderly (TST).



本會在香港和內地共持有六間附屬有限公司，分別負責營運相關的業務，包括：

- **易達旅運有限公司** - 提供運輸服務；
- **易達旅遊有限公司** - 提供旅遊服務；
- **易適健有限公司** - 持有屯門區一商業單位，前身為屯門適健中心，其後中心因業務重整而關閉，該單位現已出租；
- **精文社有限公司** - 提供郵寄投遞服務和承辦外判文職工作；
- **華康便利店有限公司** - 營運鮮果禮品店、復康食品及產品店、復康用品直銷中心；
- **復康會頤康護理(深圳)有限公司** - 營運安老院舍及護理服務。

本會計劃將藍田綜合中心透過「私人土地作福利用途特別計劃」重建為一所集安老養老、復康、社區外展和倡議研究的大樓，過程進展尚算順利。社會福利署已原則上同意大樓內的服務和相關設施的面積配置，期望能在2016年下旬進行技術可行性研究。香港賽馬會慈善信託基金亦表示願意支持有關重建項目，讓本會能將更多創新元素注入，不過，具體支持的情況仍要待技術可行性研究的結果。

本會將會繼續與不同持份者緊密合作，為有需要的服務對象提供即時和優質的服務，提升他們的生活質素和倡議共融社會。

The Society has a total of 6 subsidiaries in Hong Kong and Mainland China for different businesses:

- **Easy-Access Transport Services Limited (ETS)** – provision of transport services;
- **Easy-Access Travel Limited (EAT)** – provision of travel and consultancy services;
- **Easy Wellness Limited (EWL)** – holding a commercial unit originally for the Tuen Mun centre of our CHW but leased due to the close down of the centre;
- **Elite Business Services Limited (Elite)** – provision of direct mailing services and personnel agency services;
- **Wah Hong Convenience Store Limited (WHCS)** – operating fruit and gift shop, health food and product shops, and rehab product direct sales centre;
- **Society for Rehabilitation Yee Hong (Shenzhen) Company Limited** – provision of elderly home and caring services.

The Society planned to redevelop Lam Tin Complex into a large modern complex for providing a wide range of services including rehabilitation, elderly and long term care, community outreach, advocacy and research under the "Special Scheme on Privately Owned Sites for Welfare Uses" of the Social Welfare Department (SWD). In principle, SWD agreed our project proposal and proposed Schedule of Accommodation. The progress was satisfactory and hopefully a Technical Feasibility Study (TFS) could be commenced by 2016. We were grateful that the Hong Kong Jockey Club Charities Trust was interested in supporting the redevelopment project, allowing us to inject more new and innovative elements into the project. However, formal endorsement would be upon the completion of TFS.

The Society would strive to collaborate with various stakeholders to provide timely and quality services for our service targets to better their quality of life and to advocate an inclusive society.



財務概要

本會繼續保持健康的財務狀況。於2015-16年度之總收入為港幣二億五千七百八十萬元，比對上年度的港幣二億三千四百九十萬元，增加約百份之九點八。目前，本會的員工數目為七百一十九名，比對上年度的六百九十名，增加約百份之四點二，人手增加主要是配合服務發展的需求。年度的總支出為港幣二億四千三百八十萬元，當中員工薪酬及公積金佔一億六千四百萬元，約佔總開支的百份之六十七點三，其餘為營運開支及活動開支，比對2014-15年度總支出為港幣二億二千三百七十萬元，增幅為百份之九。年度盈餘為港幣一千三百九十萬元，比對2014-15年度同期的港幣一千一百一十萬元，升幅為百份之二十五點四。

關鍵績效指標

本會於2015-16年度持續優化服務流程，各項關鍵績效指標都能按撥款機構訂定的指標完成。在無障礙運輸及旅遊服務方面，三個車隊接載乘客人次高達一百一十一萬三千人次，其中超過百份之六十的人次是往醫院或診所覆診。而在未成功預約的接載申請中，亦約有近百份之五十的目的地是醫院或診所。隨著人口急速高齡化，行動不便的長者對無障礙運輸的需求非常殷切，本會將會透過復康巴士管理委員會及無障礙運輸及旅遊委員會商討對策並向有關當局反映，調動資源和檢視使用服務優次。

在殘疾人士職業培訓和就業服務方面，僱員再培訓局所訂的課程畢業學員標準就業率為百份之七十，年內畢業學員的成功就業率超越指標近百份之十四，反映本會在殘疾人士培訓和就業方面有優秀的表現。另外，面對殘疾人士的高失業率和在職貧窮現象，本會會進一步鞏固僱主網絡和倡議就業配額制。

Financial Highlights

The Society's finance was healthy in the fiscal year 2015-16. The total income was HKD257.8 million, up 9.8% from HKD234.9 million last year. At present, we engaged 719 staff members for various services, increased by 4.2% from 690 last year, mainly for service development. The total expenditure was HKD243.8 million, in which staff cost and provident fund accounted for HKD164 million, 67.3% of total expenditure, and the rest was operating expense and programme cost. The total expenditure was up 9% from HKD223.7 million last year. The surplus was HKD13.9 million, up 25.4% from HKD11.1 million last year.

Key Performance Indicators

The Society strives to optimize our processes by achieving all key performance indicators and meeting the requirements stipulated in the funding and service agreements (FSA). The three fleets of our Accessible Transport and Travel Division provided a total of 1,113,000 passenger trips, over 60% of which were attending hospitals or clinics. Similarly, about 50% of unsuccessful bookings were intended for hospitals/clinics, implying a great demand for accessible transport by the rapid ageing population. We had brought the issue to the attention of Rehabus Management Committee and Committee on Accessible Transport and Travel for allocating more resources and reviewing user priority continually.

The target employment rate of the Employees Retraining Board (ERB) for graduates of their courses was 70% and the Society succeeded in attaining target while outperforming by 14%, a strong proof of the outstanding performance of our vocational training and employment services. High unemployment and poverty with employment continued to plague persons with disabilities. We would endeavor to strengthen our employer networks and advocate for the employment quota system.



持續照顧的住宿服務，頤康院入住人數在2015-16年度有可觀的增長，對比去年升幅達百份之十九，入住人數達二百六十六人，而入住港人的人數對比去年亦有近百份之三十五升幅，相信是與特區政府推出多項便民政策有關，包括「廣東計劃」、「廣東院舍住宿照顧服務試驗計劃」及「長者醫療券香港大學深圳醫院試點計劃」。同時，反映港人對跨境養老的概念漸漸接受。目前，「廣東院舍住宿照顧服務試驗計劃」正進行檢討，期望特區政府能加大力度發展，資助本會擴建頤康院，為香港長者提供多一個資助宿位的選擇。

未來的展望

服務發展

本會的藍田綜合中心透過政府「私人土地作福利用途特別計劃」重建項目在2016年內會進行技術可行性研究，接下來會進行地區諮詢工作，本會會與相關持份者和地區團體保持溝通，期望能獲得支持通過有關計劃。至於臨時重置安排，本會預留位於大口環麥理浩復康院十樓約九百平方米的地方。

本會早於2000年在頤康院毗鄰購置了一幅約六千平方米的地土，可供擴建之用。頤康院目前的入住率已超逾百份之九十，是適當時候探討擴建計劃的可行性。本會持續照顧委員會積極尋求贊助擴建頤康院，期望能增加二百至三百張床位，以滿足不斷增加的跨境養老住宿服務需求。從目前營運經驗分析，長者及家人較多願意選擇單人和雙人私穩度較高的房間。另外，在擴建的過程中，本會希望能專注為患有認知障礙和中風患者服務。除了外界贊助外，本會亦積極探討政府「私人土地作福利用途特別計劃」能否在國內應用。

YHH had a total of 266 residents in 2015-16, up 19% from last year. The residents from Hong Kong was up 35% as well, probably attributed to the favorable government policies including the "Guangdong Scheme", the "Pilot Residential Care Services Scheme in Guangdong" and the "Pilot Scheme at University of Hong Kong - Shenzhen Hospital under Elderly Health Care Voucher Scheme". In addition, the Hong Kong people became more receptive to retiring in Mainland China. The "Pilot Residential Care Services Scheme in Guangdong" was under review and we hoped that the scheme would expand to offer older people more choices for subsidized places.

In the Years to Come

Service Development

The Society's Lam Tin Complex would be redeveloped under the "Special Scheme on Privately Owned Sites for Welfare Uses" and the Technical Feasibility Study will be conducted in 2016. District consultation would be arranged and we would keep in touch with all stakeholders and local organizations to gain their support for the project. Decanting strategy of moving to the tenth floor of MacLehose Medical Rehabilitation Centre (MMRC) would be arranged in due course.

The Society had already bought a plot of land of 6,000 square meters adjacent to YHH in the year of 2000 for the purpose of future expansion. As the occupancy rate of YHH is over 90% at the moment, it is time to explore the feasibility of expansion. The Committee on Long Term Care is looking for sponsors for increasing the capacity by 200-300 beds, with a view to satisfying the ever-increasing demand for cross border elderly care and quality elderly care services in the Mainland China. Our analysis showed that older people and their family members preferred single room or double room for more privacy. The new expansion would focus on services for patients suffering from dementia or stroke. In addition to sponsors, we would explore the possibility of expansion under the "Special Scheme on Privately Owned Sites for Welfare Uses" of the government.



香港特別行政區政府和康復諮詢委員會將會就世界衛生組織的《國際功能、殘疾和健康分類》，在香港應用進行研究，而復康聯會管理委員會亦通過成立相關工作小組，本會一直是推動有關工作的先行者，期望能把握這次機會將《國際功能、殘疾和健康分類》的概念進一步應用在香港的復康和殘疾人服務上。本會在訂定2016-2021的五年策略規劃時，已將有關概念和應用落實到行動計劃中。

本會未來會加強生死教育方面的服務。在院舍服務上，會尋求資源增設靜思寧護空間和設施，讓院友可選擇在院舍離世。為配合服務發展，本會會培訓員工相關態度和知識。在社區服務上，本會會繼續優化「賽馬會安寧頌-『安晴·生命彩虹』社區安寧照顧計劃」，為居住在社區患有晚期器官衰竭人士提供居家探護和心靈照顧服務。

本會現正計劃將麥理浩復康院地下閒置的空間發展為一所集短住、日間照料和居家照顧的復康設施，主力為中風患者提供一條龍的復康服務。計劃理念和營運的構想初步獲香港賽馬會慈善信託基金認同，本會會把握機會務求將計劃落實。

The Government of the HKSAR and the Rehabilitation Advisory Committee would study the application of "International Classification of Functioning, Disability and Health (ICF)" in Hong Kong. ICF is the World Health Organization (WHO) framework for measuring health and disability and the Hong Kong Joint Council for People with Disabilities would set up the ICF Working Group as well. The Society is the pioneer in the application of ICF in Hong Kong and hoped that ICF could improve the rehabilitation services for persons with disabilities in Hong Kong. In our Five Year Strategic Plan of 2016-2021, one of the Society's goals is to consolidate and integrate ICF concepts to our services.

The Society would strengthen the end-of-life care services. We would look for additional resources to modify our residential care home and provide necessary facilities and space so that the residents could choose to stay in the homes at the end of their life. Relevant training would be provided for our staff. In community services, we would continue the Jockey Club End-of-Life Community Care Project to provide services for older people suffering from terminal illnesses.

The Society is planning to set up a one-stop rehabilitation facility for stroke patients at the ground floor of MMRC providing short stay, day care and outreaching services. The initiative had been put forward to the Hong Kong Jockey Club Charities Trust for funding approval.



企業事務

本會剛完成2016-2021年度的五年策略規劃，本會執行委員會委員及管理層同事一同出席，探討本會未來發展。未來五年的發展目標包括：

- 研究倡議社會議題
- 接合《國際功能、殘疾和健康分類》的發展及應用
- 服務固本培新
- 用者賦權活出姿彩
- 強化系統效高管善
- 發展機構資源迎接未來

各服務單位將已開始按照發展目標商討和逐步落實服務策略計劃。

在資金管理和投資方面，本會的財務政策並不鼓勵囤積大量儲備，希望能盡量用作直接服務和支持員工培訓及挽留優秀員工。雖然如此，本會的財務及投資委員會負責投資事宜，一如既往，本會會以審慎投資和低風險的策略進行投資，以賺取合理的回報。

此外，按照社會福利署《最佳執行指引》，本會訂定了運用「整筆撥款儲備」和「非定影員工公積金儲備」的原則及政策，並落實於社會福利署「整筆撥款」津助的服務單位執行，包括社區復康網絡及輔助就業服務，請參考本年報第130頁的相關附件。

本會重整和擴展「傳訊及資源拓展」部門，以配合機構發展。部門未來一年的主力工作包括重新檢視機構品牌和協助開拓新資源。本會年內得微軟香港有限公司及雲端創建企業有限公司贊助建立了一個客戶關係管理系統，對資源募集和配對有極大幫助。

進一步完善目前財務管理系統和人力資源管理系統，以配合機構未來發展和提升效率。

Corporate Affairs

The Society had completed the Five Year Strategic Plan for 2016-2021 with the participation of members of our Executive Committee (ExCo) and senior management staff to explore the future development of HKSR. The six strategic goals were:

- Research and impact on social issues
- Advocate and integrate ICF concepts to organizational practice
- Consolidate existing services and develop new services
- Empower users to lead a fulfilling life
- Rationalize systems for efficiency, effectiveness and better monitoring
- Develop organizational resources for future growth

All units had commenced to discuss and work out their action plans.

In regard to fund management and investment, our financial policies would not encourage accumulation of large reserves but hope to utilize them for direct services, staff training and retention of dedicated quality employees. Nonetheless, the Society's Finance and Investment Committee would oversee investment matters, with prudent and low risk investment strategies to earn reasonable returns.

In addition, the Society specified the principles and policies on the Use of "Lump Sum Grant (LSG) Reserve" and "Provident Fund Reserve for Non-snapshot Staff" applicable to service units under the LSG Subvention of SWD. It includes the CRN and Supported Employment Services. Please refer to the respective appendix on P. 130 of this Annual Report.

Communication and Resource Development (CRD) Unit was restructured and expanded to focus on the branding of the Society and developing new resources in the coming year. During the year, the Society was sponsored by Microsoft and Cloudnifier Corporation Ltd to build a Customer Relationship Management System for networking donors and volunteers.

The Society would keep reviewing our finance and human resource management systems for future development and better efficiency.



對未來的不穩定因素作出的 風險評估

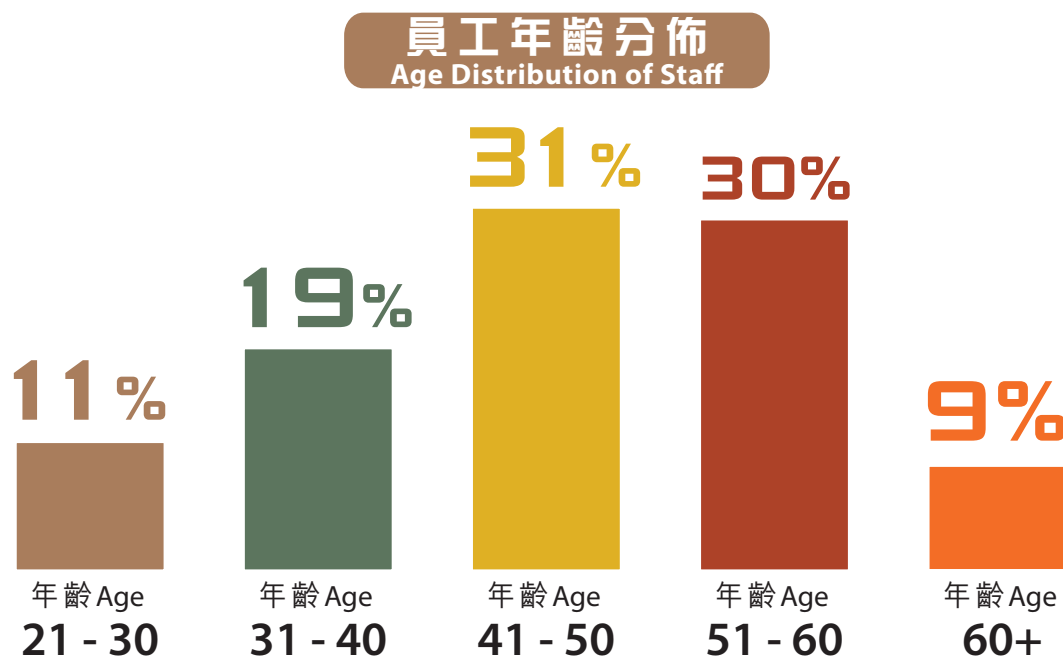
承傳

本會僱用的七百一十九名員工為機構提供各式各樣服務，平均年齡為四十六歲，經理級別為四十二歲，而高級管理層的平均年齡更高達五十歲，總括員工之年齡分佈如下：

Risk and Uncertainties

Succession

Our staff force comprised of 719 members engaging in different services: an average age of 46 years old for all staff, 42 years old for managerial grade and 50 years old for senior management. The age profile of staff is as follows:



機構已於2014-15年度開始進行有系統的培訓，甄選一些有發展潛質的經理級員工進行重點栽培，冀望能為機構作進一步承擔，減少對機構影響。另外，現任總裁在2017-18年度將會退休，本會在2016年6月已成立招聘委員會進行甄選和聘任工作。

The Society had developed the organizational training plan since the fiscal year of 2014-15, identifying and developing potential managers to fill leadership positions in the future. Our present Chief Executive Officer (CEO) would retire in the year of 2017-18 and a Search Committee had been set up in June 2016 for the recruitment and appointment of the new CEO.



財務的穩定性

本會的服務經費來源，約百份之三十九點八的經費來自政府補助及資助，百份之六點七來自捐款及贊助而當中包括公益金捐款佔百份之一點二(港幣\$3,087,000)、香港賽馬會慈善信託基金佔百份之一，百份之五十三點五來自貨品銷售、服務收費及其他收入。綜觀現時的政治、經濟和社會的環境，政府在復康服務的政策預計不會有多大的變化。相信在未来數年，資金來源的比例亦會維持現時的狀況或只會有輕微調整，而期望政府的資助有較大的增幅相信要待藍田綜合中心重建工程竣工後。

Financial Stability

For the fiscal year of 2015-16, 39.8% of the Society's income came from government grants and subventions, 6.7% from donations and sponsorships which included 1.2% (HKD3,087,000) from the Community Chest and 1% from the Hong Kong Jockey Club Charities Trust, 53.5% from sales of goods, service fees and other income. In view of the present political, economic and social environment, the Society anticipated no significant changes in government policies on rehabilitation services. The proportion of sources of income would remain roughly the same, probably with some slight adjustments. More government subvention would be expected after the completion of the redevelopment of Lam Tin Complex.

設施設備老化

復康巴士自1978年成立以來，一直為殘疾人士的出行肩負起無怨無悔的責任，無遠弗屆，走遍香港每個角落，接載殘疾人士上學上班，讓他們重投社會。復康巴士默默承擔了公共運輸系統未能提供的服務，正因為這樣，復康巴士近年出現供不應求的情況，加上部份設施和系統已呈現老化。本會已聘請顧問公司就如何改善復康巴士服務進行研究，報告初稿已於2016年7月向運輸署呈交。接著會為落實顧問報告建議尋求資金。

除了復康巴士服務外，易達轎車的平均車齡已達八年，車隊呈現老化，減弱營運效能。本會在年內已成功獲香港賽馬會慈善信託基金贊助更換其中十三部轎車。

社區復康網絡六個中心已落成使用超過十五年，裝修和設備都顯得老化和過時。由於社區復康網絡是社會福利署資助服務，本會在去年已向獎券基金申請撥款分階段重新裝修這六所中心及更新器材設備，期望三年內完成裝修工程。

Ageing Facilities

Since commencement of its operation in 1978, Rehabus has always borne the responsibility without any regrets to provide accessible transport services for persons with disabilities to reach every corners of Hong Kong, taking them to school and work, empowering them to re-integrate into the community. Rehabus silently filled the service gap of the public transport system. Thus, the demand for Rehabus in recent years far exceeded the supply and, over the years, parts of the facilities and system inevitably show signs of ageing. The Society had appointed a consultant for the Rehabus Service Improvement Study and the first draft of the report had been submitted to the Transport Department and we will apply funding for implementation of the recommendations in the study.

Other than the Rehabus service, the average years of use of the AHC fleet had reached 8 years. The fleet showed signs of ageing, and operational efficiency was weakened. The Society's funding application to the Hong Kong Jockey Club Charities Trust has been approved for the replacement of 13 accessible hire cars.

Opened more than 15 years, the six CRN centres showed signs of ageing as well. CRN was subvented by the SWD and we had applied to the Lotteries Fund for renovating the centres and replacing the equipment in phases, hoping the works could be completed in 3 years time.



風險管理

本會服務單位達三十個，2015-16年的服務人次超過一百五十萬，動員義工近八千五百人次。在日常的營運中包括院舍和日間照顧、治療、膳食供應、交通接送、培訓、舉辦籌款活動、組織倡議活動、財務和人力資源管理等等，本會除調配經驗和曾接受相關訓練的員工提供服務外，亦會有資深員工為前線員工進行督導。除此以外，本會亦有為所有營運包括人員、場所及器材設備購買保險，保障服務使用者、員工和機構可能要承擔的潛在責任。為達致更穩健的風險管理，本會會定期檢視各項的風險管理政策和措施。

藍田綜合中心附近範圍內共有七個斜坡，當中六個被屋宇署頒布為危險斜坡並需進行修葺。在獎券基金撥款下，年內完成了其中四個斜坡的維修工程，獲得屋宇署認可，並解除「危險斜坡修葺令」。目前尚餘兩個危險斜坡，顧問公司已完成勘探，一俟獎券基金撥款，便會進行修葺。

Risk Management

The Society operated 30 service units, providing over 1.5 million units of service and mobilizing volunteers for nearly 8,500 person-times in 2015-16. Our daily operations included residential and day care, therapies, meal services, transportation, training, fundraising activities, advocacy, financial and human resources management, etc. Other than engaging experienced and trained staff to provide the service, we also deployed senior staff to supervise the front-line employees. In addition, we purchased insurance to cover potential risks for all operations, which would include staff, premises and equipment, to protect users, staff and the organization from potentially liabilities. To achieve more robust risk management, we reviewed regularly our various risk exposures and took measures to manage the risks properly.

There are 7 slopes in the vicinity of Lam Tin Complex and the Society had been served a "Dangerous Hillside Order" for six of the slopes by the Buildings Department, requiring investigation and subsequent remedial works. With the subvention of Lotteries Fund, maintenance works had been carried out for four slopes and the requirements of the order had been fulfilled during the year. Investigation of the remaining two slopes had been completed and maintenance works would commence upon funding approval from the Lotteries Fund.



許可使用協議糾紛

本會於1992年與復康資源協會簽訂許可使用協議，同意扶輪兒童復康專科及資源中心使用麥理浩復康院地下部份地方。中心自1995年4月起由醫院管理局資助及管理，直至2016年4月扶輪兒童復康專科及資源中心的服務轉移至九龍醫院開設的「醫院管理局社區復康中心」。

最近，本會獲悉復康資源協會違反許可使用協議，因此按法律意見尋求恢復該處所的使用權，但復康資源協會對此有爭議。現階段雙方正協商和平的解決方法，以善用資源增加社會渴求的持續照顧服務。

總結

我相信透過這份報告簡明扼要地概述本會的表現及狀況，加深會員和公眾對本會事務的了解。我很高興總結，2015-16年度是本會豐碩成果的一年，兼備穩健的財務實力，欣然接受未來的挑戰。

我在此感謝所有執行委員會及各委員會成員在各專業領域上對本會的支持及無私奉獻。同時，我謹代表執行委員會真誠感謝全體員工的勤奮和忠誠。最後，本會衷心感謝各政府部門，特別是勞工及福利局、社會福利署及運輸署，還有不同的慈善基金會包括香港賽馬會慈善信託基金、公益金、譚兆慈善基金、曾肇添慈善基金有限公司等、個人及團體的贊助，以及所有義工，沒有他們的鼎力支持及慷慨解囊，本會並不會有如此令人鼓舞的成績。

Dispute over Licence Agreement

By a Licence Agreement dated 1 November 1992 (hereunder as "Licence Agreement"), the Society granted a licence to Rehabaid Society Limited (hereunder as "RSL") to use part of the ground floor of the MacLehose Medical Rehabilitation Centre (hereunder as "the Premises") for the operation of The Rotary Rehabaid Centre for Children (hereunder as "RRC"). RRC was funded and managed by the Hospital Authority from April 1995 until April 2016 when the services at RRC were relocated to the Community Rehabilitation Service Support Centre at Kowloon Hospital.

It has recently come to the Society's attention that RSL has been in breach of the Licence Agreement. Steps are being taken to recover the use of the Premises by the Society upon legal advice, and RSL is contesting our claim. Both parties are exploring the possibility of an amicable settlement in order to improve space utilization of the Premises and expand the much needed long-term care services for Hong Kong.

Conclusion

I believe that our Ordinary Members and the public would be able to increase their understanding on the Society from reading this Chairperson's Report, which summarized the Society's performance and status. I am pleased that the Society gained fruitful achievements with stabled financial performance in 2015-16. We would take in good parts of the future challenges.

I would like to express gratitude to the expertise and relentless contributions from all members of our ExCo and various committees. On behalf of ExCo, I would like to express my most sincere gratitude to our dedicated team of staff. Last but not least, I would like to express my heartfelt thanks to the government departments, particularly the Labour and Welfare Bureau, Social Welfare Department and Transport Department; our sponsors including The Hong Kong Jockey Club Charities Trust, The Community Chest of Hong Kong, The Tam Shiu Charitable Trust and Tsang Shiu Tim Charitable Foundation Ltd, etc, as well as innumerable individuals, organizations and all volunteers who supported us. Our achievements were encouraging, relied mostly on the staunch support and generosity from various parties.

機構管治架構

Corporate Governance Structure

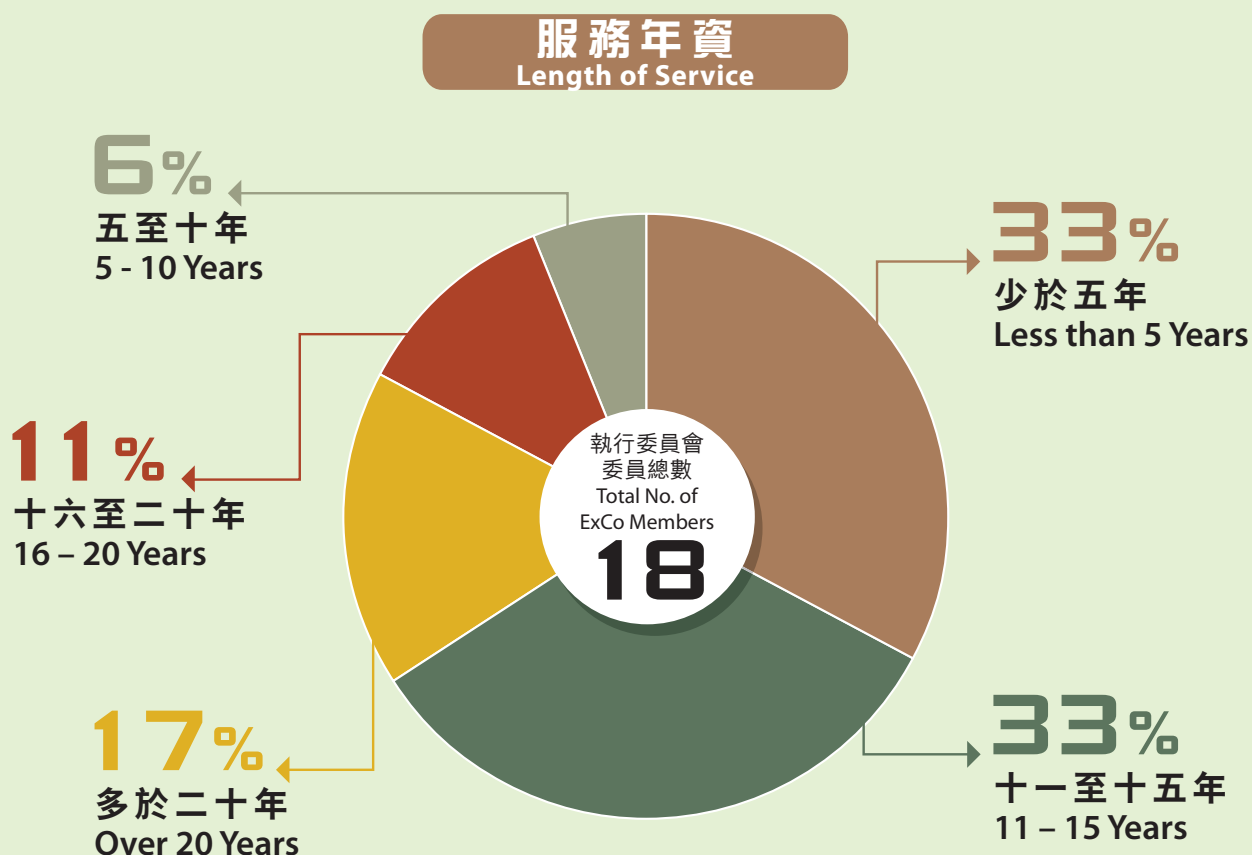
本會由執行委員會管治，執行委員會委員乃通過周年大會由會員選出，任命期為期兩年，在本會名譽會長、名譽副會長、會長和副會長支持下，執行委員會主席及全體委員帶領管理層實踐本會的使命及目標。

執行委員會轄下共成立了九個委員會，分別負責指導和帶領不同服務範疇的工作，並向執行委員會匯報和推薦通過相關的議決。執行委員會成員共十八名，年內平均會議出席率為百份之七十六；而其他委員會共有六十四名其他成員，年內平均會議出席率為百份之六十三。

The Society is managed by the Executive Committee (ExCo), members of which are elected bi-annually at the Annual General Meeting by the Ordinary Members of the Society. With the support from the Honorary President, Honorary Vice-President, the President, and the Vice-President, the Chairperson and all Members, ExCo guides the management team to realize the mission and objectives of the Society.

There are 9 committees under ExCo to provide directives and guide the Society's works. The committees report to ExCo and propose recommendations for consideration and endorsement. Currently, there are 18 ExCo members and 64 Committee Members. The average attendance rate of ExCo Meetings was 76% while that of other Committee Meetings was 63%.

2015-16年度執行委員會 Members of Executive Committee 2015-16

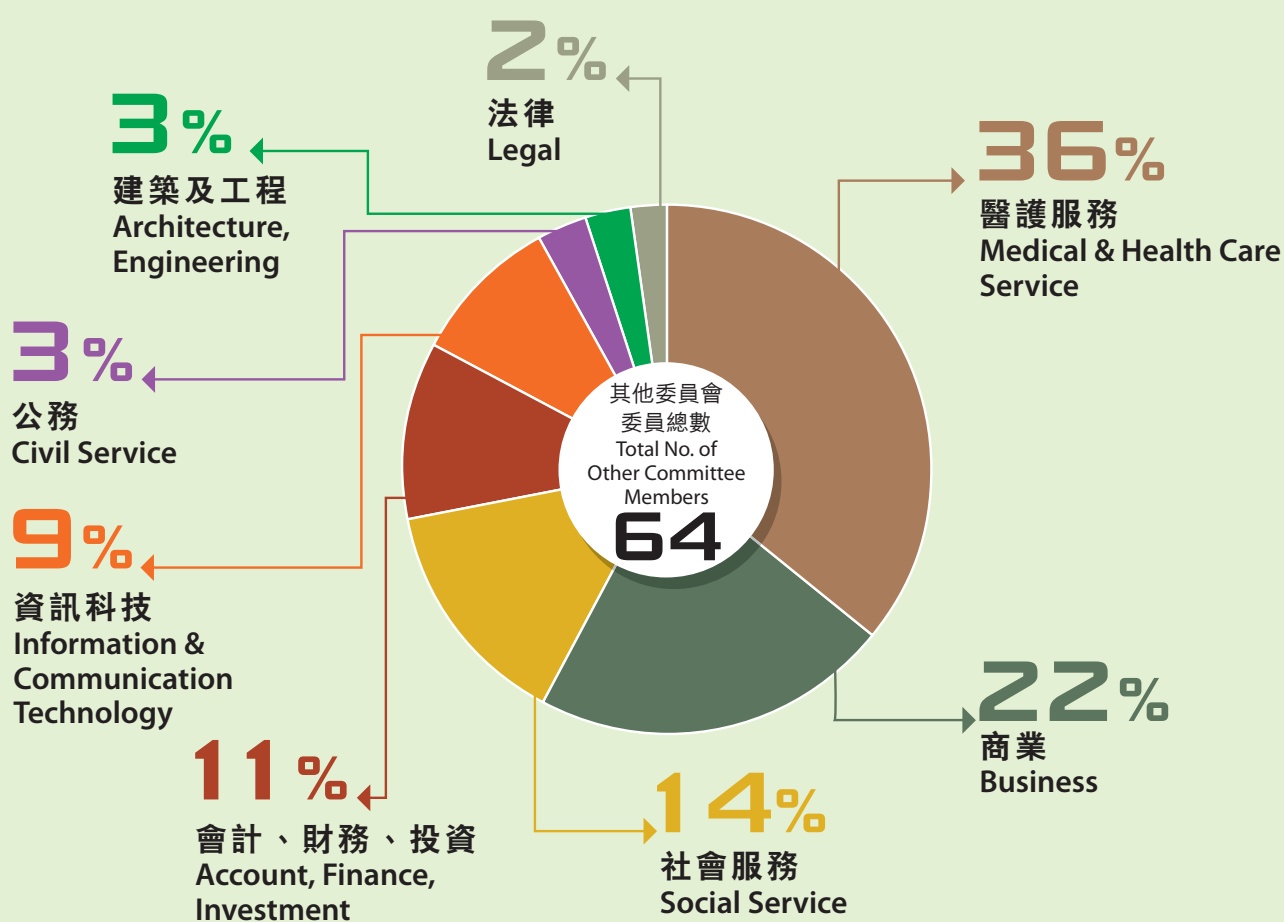
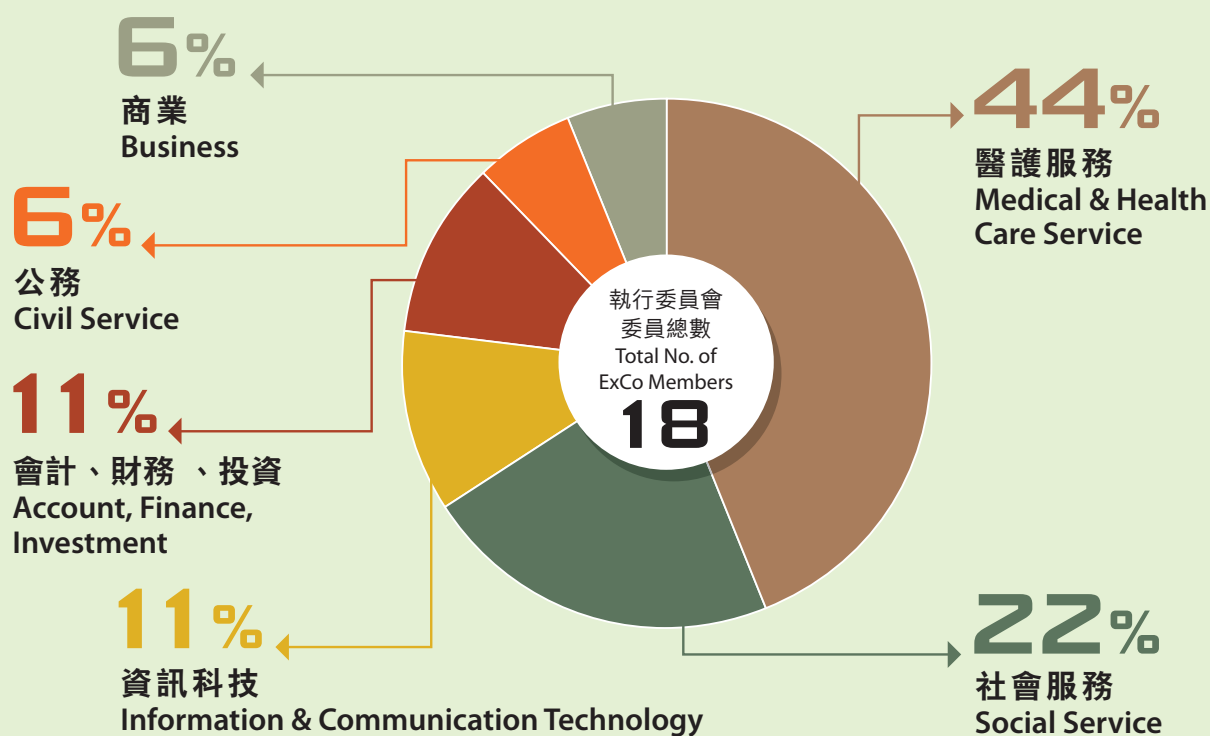


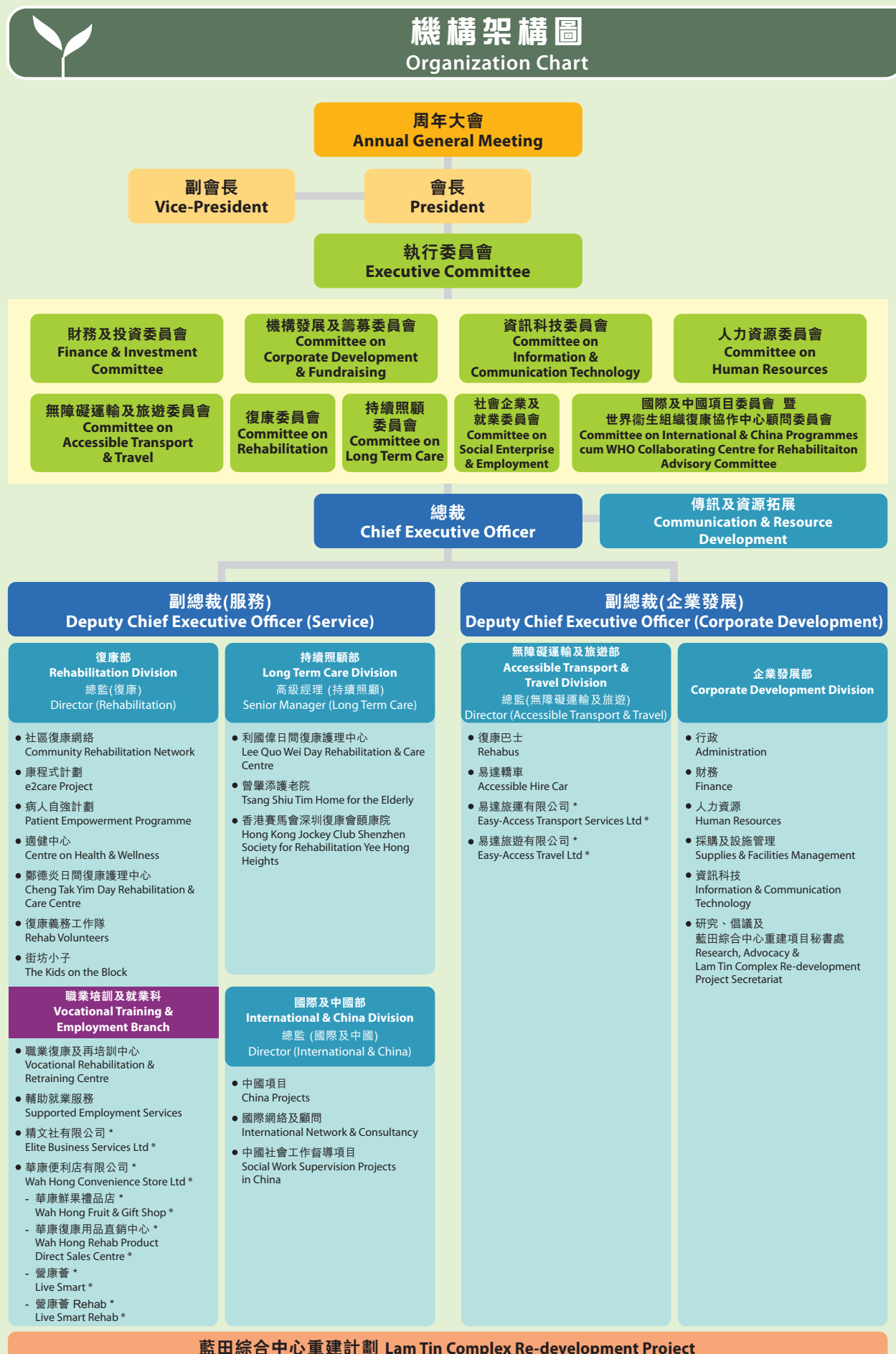


2015-16 年度執行委員會及其他委員會

Members of Executive Committee and Other Committees 2015-16

專業 Profession





* 社會企業 * Social Enterprise

機構管治成員

Corporate Governance Members

贊助人 Patron

香港特別行政區行政長官
梁振英先生

The Honorable C Y LEUNG, *GBM, GBS, JP*
The Chief Executive of the HKSAR

名譽會長 Honorary President

鄭海泉先生

Mr. CHENG Hoi-chuen Vincent, *GBS, OBE, JP*

名譽副會長 Honorary Vice-Presidents

李瑞霞女士

Ms. LEGG Sarah Catherine
MA (Cantab), MSc, FCMA, FCT

梁智鴻醫生

Dr. LEONG Che-hung Edward, *GBM, GBS, OBE, JP*

諮詢委員 Advisory Members

劉靖之教授

Prof. LIU Ching-chih
*PhD, FCIL, FRSA, FHKTS, FRAS(HK Branch), LRSM,
LTSC, AMusTCL, Hon.MCIL, Hon.FHKTS*

麥福達教授

Prof. MAK Fuk-tat Arthur
*BSc (UIUC), PhD (Northwestern), FHKAAS, FHKIE,
FAIMBE, SrMIEEE*

鄧淑明博士

Dr. TANG Shuk-ming Winnie, *JP*

義務法律顧問 Honorary Legal Advisor

李國維大律師

Mr. LEE Kwok-wai Jonathan
BComm, LLB
Barrister-at-law

核數師 Auditor

大信梁學濂(香港)
會計師事務所

PKF Hong Kong

會長 President

李文彬先生

Mr. LEE Man-ban, *SBS, MBE, JP*
Honorary University Fellow of the University of Hong Kong

副會長 Vice-President

張偉良先生

Mr. CHEUNG Wai-leung Benny, *BBS, MBE, QGM*

義務司庫 Honorary Treasurer

鄧智源先生

Mr. TANG Chee-yuen Edmund

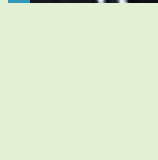
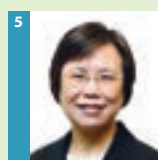
義務秘書 Honorary Secretary

游寶榮先生

Mr. YAU Po-wing David
BA



執行委員會 Executive Committee



主席 Chairman

陳麗雲教授 1 Prof. CHAN Lai-wan Cecilia, JP
BSc Sc, MSocSc, PhD, RSW

副主席 Vice-Chairpersons

陳智軒教授 2 Prof. CHAN Che-hin Chetwyn
BSc OT, MSc, PhD, OT(C)

郭鍵勳博士 3 Dr. KWOK Kin-fun Joseph, BBS, JP,
PhD, RSW

莫關雁卿博士 4 Dr. MOK KWAN Ngan-hing Edith, MH
DFHKCS, DBA, MBA, MSocSc(Distinction)

委員 Members

張靄蓮女士 5 Ms. CHEUNG Oi-lin Irene
MBA, ACMA

張偉良先生 6 Mr. CHEUNG Wai-leung Benny, BBS, MBE, QGM

錢平醫生 7 Dr. CHIEN Ping Eric
MBBS (HK), FRCS (Edin), FRCS (Glasg), FRACS, FHKCOS, FHKAM (Orthopaedic Surgery)

方津生醫生 8 Dr. FANG David, SBS, JP
MBBS, MCh Orth (Lpool), FRCS(Edin), FRACS, FHKAM (Orthopaedic Surgery)

方敏生教授 9 Prof. FANG Meng-sang Christine, BBS, JP
RSW

方德生醫生 10 Dr. FANG Tak-sang Daniel
BDS(Lond U), MDS(UK), MRD RCS (Ed), AdvDipProsthodont(HK), MGDS RCS (Ed),
MFGDP(UK), FRACDS, FCDShK(Prosthodontics), FHKAM (Dental Surgery), MRACDS (Pros)

許嬋嬌女士 11 Ms. HUI Sim-kiu Heidi
B SocSc, MSocSc HK, RSW

麥建章醫生 12 Dr. MAK Kin-cheung
B.Sc. (Hon.) University of British Columbia, Canada, MBBS(HK), FRCSEd (Ortho),
FHKCOS, FHKAM (Ortho)

吳家榮醫生 13 Dr. NG Ka-wing Gary
MBChB

潘德鄰醫生 14 Dr. POON Tak-lun, JP
MBBS (HKU), FRCS (Glasg.), FHKAM (Ortho.), FHKCOS

岑信棠教授 15 Prof. SHAM Shun-tong Jonathan, JP
MBBS, MD, DMRT, FRCR, FHKCR, FHKAM

鄧智源先生 16 Mr. TANG Chee-yuen Edmund

黃錦明先生 17 Mr. WONG Kam-ming Benjamin
FBCS CITP

游寶榮先生 18 Mr. YAU Po-wing David
BA



委員會及委員 Committees and Committee Members

委員 Committee Members	委員會 Committees											
	ExCo	FIC	CoCDFR	CoHR	CoICT	CoATT	RMC	CoR	CoLTC	CoSEE	CoICP & WHOCCRC	HGC-MMRC
敖麗娟醫生 Dr. AO Lijuan											A	
陳智軒教授 Prof. CHAN Che-hin Chetwyn	VC			M				C				M
陳錦元先生 Mr. CHAN Kam-yuen Allen						VC						
陳麗雲教授 Prof. CHAN Lai-wan Cecilia	C	M		C								
陳文彥先生 Mr. CHAN Man-yin Calvin						M						M
周思藝先生 Mr. CHAU Sze-ngai Jeffrey								M				
鄭振輝博士 Dr. CHENG Chun-fai Steve										M		
張建揚先生 Mr. CHEUNG Chris										M		
張健輝先生 Mr. CHEUNG Kin-fai							VC					
張靄蓮女士 Ms. CHEUNG Oi-lin Irene	M	M	M		M							
張偉良先生 Mr. CHEUNG Wai-leung Benny	M	VC		M		M	C		M	M		M
錢平醫生 Dr. CHIEN Ping Eric	M											C
趙迪芬女士 Ms. CHIU Dick-fun Viola									M			
鄧兆麟醫生 Dr. CHOW Siu-lun Eddie								M				
朱偉星醫生 Dr. CHU Wai-sing Daniel									M			
方津生醫生 Dr. FANG David	M											C
方敏生教授 Prof. FANG Meng-sang Christine	M								M			
方德生醫生 Dr. FANG Tak-sang Daniel	M					M						
霍彩福先生 Mr. FOK C F Kenrick							M					
馮家聰先生 Mr. FUNG Ka-chuen					M							
馮炳全博士 Dr. FUNG Philip								M				
馮佩雯醫生 Dr. FUNG Pui-man Mandy									VC			
何志雄先生 Mr. HE Martin			M									
何婉玲女士 Ms. HO Yuen-ling Josephine									VC			
黃曉琳博士 Dr. HUANG Xiaolin											A	
許嫻嬌女士 Ms. HUI Sim-kiu Heidi	M							M				
簡祺偉先生 Mr. KAN Kei-wai Victor												
簡佩霞女士 Ms. KAN Pui-har Christina								M			A	
高曉榮先生 Mr. KO Patrick			M									
關智鸞女士 Ms. KWAN Doris		M								M		
關國樂先生 Mr. KWAN Kwok-lok Joseph						M						
郭厚仁醫生 Dr. KWOK Hau-yan											A	
郭鍵勳博士 Dr. KWOK Kin-fun Joseph	VC			M					C	M	A	



委員會及委員

Committees and Committee Members

委員 Committee Members	委員會 Committees											
	ExCo	FIC	CoCDFR	CoHR	CoICT	CoATT	RMC	CoR	CoLTC	CoSEE	CoCP & WHOCCRAC	HGC-MMRC
賴錦玉博士 Dr. LAI Kam-yuk Claudia									M			
林亢威先生 Mr. LAM Hong-wai Weymond				M								
劉劍雄先生 Mr. LAU Kim-hung						M						
劉軾先生 Mr. LAU Sik							M					
劉雪婷醫生 Dr. LAU Suet-ting								M				
李月裳博士 Dr. LEE Yuet-sheung Kathy											A	
梁家駿博士 Dr. LEUNG Ka-tsun Kent					VC							
梁綺雯博士 Dr. LEUNG Yee-man Angela								M				
李常威醫生 Dr. LI Sheung-wai Leonard								VC			A	
廖家欣女士 Ms. LIU Ka-yan Charlize			M									
麥福達教授 Prof. MAK Fuk-tat Arthur											A	
麥建章醫生 Dr. MAK Kin-cheung	M					M					A	
繆國斌先生 Mr. MAU Kwok-bun Paul					M							
繆少群女士 Ms. MAU Siu-kwan Annita			M									
莫關雁卿博士 Dr. MOK KWAN Ngan-hing Edith	VC	M	M	M	C	C	M	M				M
吳家榮醫生 Dr. NG Ka-wing Gary	M					VC	VC					
吳道義博士 Dr. NG To-yeo Vincent					M							
吳偉堂先生 Mr. NG Wai-tong Sammy			M					M				M
伍永賢女士 Ms. NG Wing-yin Winnie										M		
吳賢發教授 Prof. NG Yin-fat Gabriel											A	
潘德鄰醫生 Dr. POON Tak-lun	M											
岑信棠教授 Prof. SHAM Shun-tong Jonathan	M											
冼潔玲博士 Dr. SINCLAIR Kathleen											A	
蘇家駒醫生 Dr. SO Kar-kui									M			
司徒永富博士 Dr. SZETO Wing-fu Ricky										C		
鄧智源先生 Mr. TANG Chee-yuen Edmund	M	C										
湯嘉偉博士 Dr. TONG Kar-wai						VC						
曾永華先生 Mr. TSANG Wing-wah												
曾啟智先生 Mr. TSANG Patrick			M									
董麗思女士 Ms. TUNG Lai-si Liza			M									
王麗娟女士 Ms. WANG Li-juan						M						
黃嘉玲女士 Ms. WONG Ka-ling Garling							M					
黃錦明先生 Mr. WONG Kam-ming Benjamin	M		M		VC	VC						



委員會及委員 Committees and Committee Members

委員 Committee Members	委員會 Committees											
	ExCo	FIC	CoCDFR	CoHR	CoICT	CoATT	RMC	CoR	CoLTC	CoSEE	CoICP & WHOCCRC	HGC-MMRC
黃崇道先生 Mr. WONG Shung-to Donovan					VC							
黃淑文女士 Ms. WONG Suk-man Rebecca								M				
黃淑華女士 Ms. WONG Suk-wah Joyce		M										
黃偉興先生 Mr. WONG Wai-hing Kenneth											A	
黃綺雯博士 Dr. WONG Yee-man Alice										M		
黃家偉先生 Mr. WONG Wilson					M							
胡仰基先生 Mr. WU Yeung-key Jimmy											A	
燕鐵斌教授 Prof. YAN Tie-bin											A	
丘傳樂先生 Mr. YAU Chuen-lok Lawrence			VC									
游寶榮先生 Mr. YAU Po-wing David	M		C	M	M				M			M
楊主光先生 Mr. YEUNG Chu-king William										M		
楊秀婷女士* Ms. YEUNG Sau-ting Regina							M					
余泰海先生* Mr. YU Tai-ho Haiko							M					
袁志勤先生 Mr. YUEN Chi-kan Atom					M							
袁國榮先生 Mr. YUEN Kwok-wing Kevin		M	M									
袁少林先生 Mr. YUEN Siu-lam								M				

* 運輸署代表 Representative of Transport Department

註解 Explanatory Notes

委員會 Committees

縮寫 Abbreviations

ExCo	執行委員會
FIC	財務及投資委員會
CoCDFR	機構發展及籌募委員會
CoHR	人力資源委員會
CoICT	資訊科技委員會
CoATT	無障礙運輸及旅遊委員會
RMC	復康巴士管理委員會
CoR	復康委員會
CoLTC	持續照顧委員會
CoSEE	社會企業及就業委員會
CoICP & WHOCCRC	國際及中國項目委員會 暨 世界衛生組織復康協作中心顧問委員會
HGC-MMRC	醫院管治委員會 - 麥理浩復康院

職位 Position

C	主席
VC	副主席
M	委員
A	顧問

全名 Names in full

Executive Committee
Finance and Investment Committee
Committee on Corporate Development and Fundraising
Committee on Human Resources
Committee on Information and Communication Technology
Committee on Accessible Transport and Travel
Rehabus Management Committee
Committee on Rehabilitation
Committee on Long Term Care
Committee on Social Enterprise and Employment
Committee on International and China Programmes cum World Health Organization Collaborating Centre for Rehabilitation Advisory Committee
Hospital Governing Committee - MacLehose Medical Rehabilitation Centre

Chairperson

Vice-Chairperson

Member

Advisor

名譽顧問

Honorary Advisors

歐陽敏醫生
Dr. AU Yeung-man

歐耀佳醫生
Dr. AU Yiu-kai

陳卓人醫生
Dr. CHAN Cheuk-yan Stephen

陳子頌博士
Dr. CHAN Chi-chung Sam

陳重娥醫生
Dr. CHAN Chung-ngor Juliana

陳曉暉醫生
Dr. CHAN Hiu-fai Germaine

陳建銘先生
Mr. CHAN Kin-ming Clement

陳國正先生
Dr. CHAN Kwok-ching Danny

陳國賓先生
Mr. CHAN Kwok-pan Leslie

陳藝賢醫生
Dr. CHAN Ngai-yin

陳德顯醫生
Dr. CHAN Tak-hin

陳達明醫生
Dr. CHAN Tat-ming Danny

陳裕麗教授
Prof. CHAN Yue-lai Helen

程敏玲女士
Ms. CHING Man-ling Iris

朱振國醫生
Dr. CHU Chun-kwok Angus

鍾曼霞女士
Ms. CHUNG Man-ha Grace

傅溢鵬醫生
Dr. FU Yat-pang Michael

馮威才醫生
Dr. FUNG Wai-choy Richard

黃震遐醫生
Dr. HUANG Chen-ya

許世全教授
Prof. HUI Sai-chuen Stanley

靳惠蓮醫生
Dr. KUN Emily

關兆洸醫生
Dr. KWAN Shiu-kwong Joseph

郭文亮醫生
Dr. KWOK Man-leung

郭旭龍醫生
Dr. KWOK Yuk-lung Alan

林世樂女士
Ms. LAM Sai-lok Rosana

林黃婉儀女士
Mrs. LAM WONG Yuen-yee Iris

劉澤星教授
Prof. LAU Chak-sing

劉柱柏醫生
Dr. LAU Chu-pak

李家榮醫生
Dr. LEE Ka-wing Gavin

李湄珍博士
Dr. LEE Mei-chun Tatia

李淵舜醫生
Dr. LEE Yuen-lun

梁裕龍醫生
Dr. LEUNG Yu-lung Dexter

李國銘醫生
Dr. LI Kwok-ming Edmund

李兆華醫生
Dr. LI Siu-wah

林楚明醫生
Dr. LUM Chor-ming Christopher

文偉光教授
Prof. MAN Wai-kong David

莫仲棠教授
Prof. MOK Chung Tong Vincent

莫俊強醫生
Dr. MOK Chun-keung Francis

莫慶聯先生
Mr. MOK Hing-luen

莫慕賢醫生
Dr. MOK Mo-yin Temy

吳家駒醫生
Dr. NG Ka-kui Philip

吳炳榮醫生
Dr. NG Ping-wing

吳兆文博士
Dr. NG Siu-man

伍煥良醫生
Dr. NG Woon-leung

岑緯政先生
Mr. SHUM Wai-ching Edward

蕭敏康博士
Dr. SIU Man-hong Andrew

譚麗珊醫生
Dr. TAM Lai-shan

曾建倫醫生
Dr. TSANG Kin-lun

蔡德康醫生
Dr. TSOI Tak-hong

崔慶森醫生
Dr. TSUI Hing-sum

溫文才醫生
Dr. WAN Man-choi

黃富強博士
Dr. WONG Fu-keung Daniel

黃矩民醫生
Dr. WONG Kui-man Andrew

黃穎詩教授
Prof. WONG Wing-sze

黃綺文女士
Ms. WONG Yee-man Rebecca

楊漢明醫生
Dr. YEUNG Hon-ming Jonas

嚴卓雲醫生
Dr. YIM Cheuk-wan

英景儀醫生
Dr. YING King-yee

葉文龍醫生
Dr. YIP Man-lung

余嘉龍醫生
Dr. YU Ka-lung Carrel

余毓靈教授
Prof. YU Yuk-ling

內部監控

Internal Control

本會各委員會在每季會議，將服務進展上達執行委員會。日常也與各委員保持緊密聯繫，匯報最新的消息。本會相信精簡、準確而及時的報告有助本會評估各項服務和職能的表現，以作監控、籌劃及拓展用途，並於有需要時採取補救措施。

本會建立了一套嚴謹的內部監控系統。在財務管理、人力資源管理、採購等，均訂立詳盡的審批權限機制，以確保資源得以適當監管運用，並依照資金及資產目的作妥善撥款及分配，訂立政策及指引，以補充審批權限機制。有關政策及指引，旨在協助本會的行政管理及運作，預防任何蓄意濫用情況。本會在多個範疇上備有實務手冊，涵蓋財務、行政管理、人力資源、資訊科技等，還有各服務單位的運作手冊。本會各部門尤其是財務部，會進行定期和特別檢查，以確保運作能按照已採納的方式進行，防止違規及錯誤。

本會按年度進行財務審核工作、遞交周年申報表等，並嚴格遵守法定條例及牌照規定，包括法定最低工資、《公司條例》、《僱傭條例》、《個人資料(私隱)條例》等。本會亦採取有效措施和投放資源更新目前的管理政策及指引，以配合各津助服務部門及機構的要求，包括社會福利署的《整筆撥款津助制度—非政府機構最佳執行指引》、效率促進組公佈的受資助機構企業管治指引及《公司條例》的要求。在機構的管治組織方面，嚴格按照香港復康會《組織章程大綱及章程細則》規定行事，訂明各個委員會的職責和會議常規；各級員工亦備有職務說明，明確問責機制。

Each committee of the Society held quarterly meetings and reported on service progress to the Executive Committee. Close contact was kept regularly with committee members to provide them with updates on the affairs of the Society. We believe that concise, accurate and timely reports facilitate the Society to evaluate performance of the various services; and enable it to monitor, plan, develop and take remedial actions as necessary.

The Society has established a rigorous internal control system. A detailed Policy on Delegation of Authorities (PDA) was developed for financial management, human resource management and procurement to ensure appropriate use of resources, and proper appropriation and allocation of funds and assets were made according to intended purposes. Policies and guidelines were set to supplement the PDA. They were prepared with the aim to facilitate administration and operations, and to prevent any abuse. Practice manuals were prepared for different areas that cover finance, administration, human resources and information technology, etc, and operations manuals were also prepared for service units. Regular and special inspections were conducted by various departments, in particular the Finance Department, to ensure operations would comply with adopted practices, thus preventing non-compliance of regulations and errors.

The Society conducted financial audits and reviews, submitted Annual Return, and operated in compliance with different statutory and license requirements including the Statutory Minimum Wage, Companies Ordinance, Employment Ordinance, Personal Data (Privacy) Ordinance, etc. In addition, the Society adopted effective measures, resources deployment and policies and guidelines which were regularly update to comply with various requirements of the funding departments and organizations, including the "Lump Sum Grant Subvention System -- Best Practice Manual for Non-governmental Organizations", "Guide to Corporate Governance for Subvented Organizations" published by the Efficiency Unit, and the new Companies Ordinance. For good corporate governance, the Society diligently observed and worked in accordance with the provisions of the Memorandum and Articles of Association, and adopted clear Terms of Reference for each of the committees with clear accountability. Detailed job descriptions were written for all categories of staff.

內部監控

Internal Control

政府部門亦會對本會進行審查。本會獲社會福利署撥款資助的服務單位會定期由社會福利署到訪作「服務表現監察制度」評估。在過往的評估結果全部均符合社會福利署的《津貼及服務協議》及「服務質素標準」訂明的要求。本會亦設有內部評估機制，以確保服務符合社會福利署的標準。此外，社會福利署每兩至三年會對本會進行財務審核一次，過去紀錄均令人滿意。

本會所有無障礙巴士都配備了升降台(三百公斤提升力)和符合ISO10952安全標準的輪椅扣鎖系統。易達轎車則配備了自動升降懸掛系統和折疊式坡道，方便輪椅進出車廂。在招聘車長方面，本會非常重視車長的駕駛態度，而過往的交通安全記錄更是本會首要的考慮。至於持續照顧服務方面，本會曾肇添護老院已根據香港法例第四百五十九章《安老院條例》第IV部第九條獲發牌照。本會香港賽馬會深圳復康會頤康院亦獲廣東省民政廳頒發的《批准證書》，成為民辦社會福利機構，屬廣東省民政廳和深圳市民政局管轄，並獲發《養老機構設立許可證》及《醫療執業資格證》。曾肇添護老院及頤康院都獲發香港老年學會「香港安老院舍評審計劃」的認證，頤康院更是國內第一家安老院舍取得有關資格。在本會護理照顧服務單位工作的員工，亦必須持有有關的專業認可資格方可上崗和執業，確保服務達至專業水平。

Government departments would also conduct audits on our services. SWD would periodically visit our subvented service units to review how the units performed against the Service Performance Monitoring System (SPMS). In past visits, all our service units had been found to conform to the SWD requirements in Funding and Service Agreements; and met Service Quality Standards. Internal audit was also in place in the Society to ensure that the services satisfied the standards set by SPMS. In addition, SWD also conducted financial audit once every two to three years and our results had been found satisfactory.

The Society's accessible buses were all installed with power lifters (having 300 kg lifting power) and wheelchair restraint system conforming to ISO10952 safety standard. Our Accessible Hire Cars (AHC) featured the automatic kneeling system and fold-out ramps for convenient entry and exit of wheelchairs. In the recruitment of drivers, we placed great emphasis on their driving attitude; and past record of safe driving would be the first and foremost consideration. In long term care, our TST Home is a licensed residential care home for the elderly under Section IV Article 9 of the Hong Kong Ordinance Chapter 459: "Residential Care Home (Elderly Persons) Ordinance". Our Hong Kong Jockey Club Shenzhen Society for Rehabilitation Yee Hong Heights (YHH) is a licensed residential home approved by Guangdong Provincial Department of Civil Affairs as a non-profit organization and governed by both the Guangdong Provincial Department of Civil Affairs and the Shenzhen Municipal Civil Affairs Bureau, and was awarded the Elderly Home Certificate and the Medical Service Practicing Certificate from the Chinese Government. Both TST Home and YHH were accredited the "Residential Aged Care Accreditation Scheme" Certification by the Hong Kong Gerontology Association, and YHH was the first organization in Mainland China to be so accredited. Also, to ensure the quality of our care services meeting professional standards, all staff engaged in these units would be required to possess the relevant qualifications before they could be employed in the service and practise in their professions.

服務成績

Service Achievements

2015 - 16

無障礙運輸及旅遊服務

Accessible Transport &
Travel Services

1,122,000+

人次 Attendances



日間社區復康服務
Day Community
Rehabilitation Services

113,000+

人次 Attendances

適健服務
Health & Wellness Services

51,000+

人次 Attendances



職業培訓及就業服務
**Vocational Training &
Employment Services**

10,000+

人次 Attendances



院舍服務
Residential Services

118,000+

入住人日 Occupancy Man-days

**內地醫護專職人員
培訓服務**
**Training Services for
Health Care Professionals
in Mainland China**

5,000+

受訓人數
Persons Trained

動員義工
Mobilization of Volunteers

8,000+

人次 Attendances

42,000+

服務時數 Hours served



年度亮點

Highlights of The Year



本會與快易通有限公司合作開發的「蹤跡易系統」，便利無障礙車隊的管理和與乘客的溝通，獲政府資訊科技辦公室頒發「最佳商業方案(應用)獎銅獎」。

The Society collaborated with Autotoll Limited to develop the “e-Track System”, facilitated the management of accessible fleets and communication with passengers and won the Best Business Solution (Application) Bronze Award from the Hong Kong ICT Awards 2016 of the Office of the Government Chief Information Officer, HKSAR.



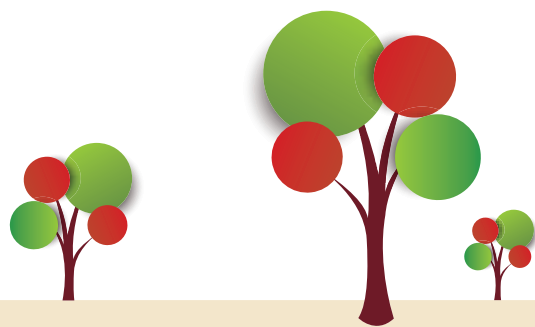
香港復康會賽馬會學習及支援中心正式開幕以便推行「康程式計劃」，以網上平台和課室的混合教學推廣自我健康管理。

The Hong Kong Society for Rehabilitation Jockey Club Learning and Support Centre was officially opened to launch the “e2Care Project”, promoting self-management of health through blended mode of on-line and classroom learning.

成立復康互助會，由長期病患者照顧者組成的義工隊，發揮自助互助精神。

The “Association of Rehabilitation and Mutual Support”, a volunteer team of caregivers to promote self-help and mutual-help was established.





開展「賽馬會安寧頌 - 『安晴·生命彩虹』社區安寧照顧計劃」，為晚期長期病患者及照顧者提供身心靈支援服務。

The Jockey Club End-of-Life Community Care Project was launched to provide integrated psycho-spiritual support for late-stage chronic patients and caregivers.

曾肇添護老院五周年院慶，院友以話劇與來賓分享院內生活樂事。

Tsang Shiu Tim Home for the Elderly celebrated its 5th Anniversary. The residents shared their happy livings at the Home through drama.



自香港政府推行「廣東院舍住宿照顧服務試驗計劃」並向頤康院購買安老院舍宿位，受資助入住頤康院的長者數目持續上升，快將達100位長者。

Hong Kong Government implemented the "Pilot Residential Care Services Scheme in Guangdong" and bought residential care places from Yee Hong Heights. The number of elderlies sponsored by the Scheme to live at Yee Hong Heights were nearing 100.

國際及中國部舉行大型集體繪畫活動，宣揚傷健兒童平等參與，推廣社會共融。

International and China Division conducted large scale drawing activity for children with and without disabilities to promote equal participation and social inclusion.



無障礙運輸及旅遊

Accessible Transport and Travel



復康巴士 Rehabus

感恩滿載

Thank you for Driving Me Around

年過六十的陳女士使用復康巴士服務超過三十年。她感恩地說：「因為有復康巴士，我可以去覆診、去聖堂、可到醫院和老人院做探訪；也可參加義務工作回饋社會。近年，我更要每星期乘搭

復康巴士前往老人院探望父母，以盡孝道。真是很感謝復康巴士，讓我可以四圍去！」

Ms. Chan, aged beyond sixty, has been a service user of Rehabus for over thirty years. She said gratefully, "Rehabus lets me attend medical treatments, go to church, visit hospitals and elderly homes, and volunteer in the community. Recently, Rehabus takes me to visit my parents in their elderly home every week to express my love and concern. A big thank to Rehabus. You give me freedom!"



陳女士
Ms. Chan

復康巴士為行動不便的殘疾人士提供無障礙運輸服務，協助他們往返工作、學習、培訓、醫療、社交及康樂活動地點，擴大日常活動範圍。

Rehabus provides a fully accessible transport service for persons with disabilities, enabling them to attend school, trainings, medical appointments, and participate in social and leisure activities.



復康巴士踪跡遍全港，平均每天接載超過二千六百位殘疾人士四處去。
Rehabuses ride on the whole territory everyday, providing barrier-free travelling for over 2,600 persons with disabilities in average.



復康巴士 Rehabus



服務重點 Focus of Services



服務質素保證

復康巴士繼續成功通過ISO 9001品質管理系統標準檢定及獲得認證，同時自2007年起每年獲得香港中華廠商聯合會和香港品牌發展局頒發「香港服務名牌」的榮譽。

Service Quality Assurance

Rehabus is accredited by BSI, having achieved the ISO 9001 standards. Rehabus has been awarded the "Hong Kong Top Service Brand Award" by The Chinese Manufacturers' Association of Hong Kong and the Hong Kong Brand Development Council each year since 2007.



經驗交流

年內，很榮幸有多個機會與本地和外地機構代表交流復康巴士的運作和管理經驗，到訪代表包括來自聖雅各福群會、香港中文大學、日本大阪大學工程學院及台灣伊甸基金會等。

Experience Sharing

During the year, there were many opportunities to exchange the operational and management experience of Rehabus with local and foreign organizations, including visitors from St. James' Settlement, The Chinese University of Hong Kong, the Department of Civil Engineering of Osaka University, Japan, and the Eden Social Welfare Foundation, Taiwan, etc.



各機構代表參觀復康巴士的操作和交流車隊管理經驗。
Representatives visited the operation of rehabuses and exchanged experience of fleet management.



無障礙運輸及旅遊

Accessible Transport and Travel



易達轎車 Accessible Hire Car

樂在其中 *The Joy of Work*

易達轎車車長陳先生多次接載一位坐輪椅的張婆婆，漸與婆婆成為朋友。張婆婆因身體虛弱，每次外出總說自己「勞師動眾」，不但要帶備呼吸機、尿片、奶粉等，也要專人陪同照顧，故此除覆診外，不願外出。但自從搭乘易達轎車後，每當張婆婆精神暢旺，便很渴望外出。有一次，張婆婆又盤算出外走走，陳車長特意取消休假，親自接載張婆婆外出玩了一天。看見張婆婆的笑容，陳車長感受到工作的快樂意義。

Mr. Chan is a captain of Accessible Hire Car Service (AHC). One of his frequent passengers is Madam Cheung, who is frail and uses a wheelchair. Over time they have become friends. Previously, Madam Cheung seldom went out unless she had to attend medical appointments. She considered herself a burden, because she always needed someone to accompany her and carry all her equipment such as

oxygen machine, diapers, milk powder, and so forth. But now after having experienced AHC services, she looks forward to going out. Once, Madam Cheung called for AHC, and Mr. Chan cancelled his leave to drive her around, giving her a happy day. Mr. Chan feels great joy in his meaningful work.



快樂的車長！
A happy captain!

易達轎車是全港首間提供無障礙預約出租轎車服務的社會福利服務機構。易達轎車設有二十部專為輪椅使用者設計的無障礙七座位車輛，為輪椅使用者及其陪同者提供個人化及便利的接載服務。

AHC is the first welfare organization to provide personalized and convenient transportation services for wheelchair users and their carers. It runs a fleet of 20 seven-seated wheelchair accessible vehicles.





易達轎車 Accessible Hire Car

服務重點 Focus of Services

八達通復康交通資助計劃

由八達通卡有限公司與本會攜手推出之「八達通復康交通資助計劃」，旨在資助領取綜合社會保障援助(綜援)之輪椅使用者乘搭易達轎車，方便他們日常往返醫院覆診及外出參與社交活動。

計劃自2014年4月推出以來，一直深獲服務使用者歡迎和好評。當中百份之七十的使用率為到醫院覆診，而按時覆診是健康管理的關鍵；如果沒有可負擔及方便的交通服務，有經濟困難的輪椅使用者只能輪候資助的交通服務，甚至被摒除於醫療系統之外。另外的百份之三十的使用率亦因為參與計劃增加他們外出的機會及意欲，「走出家門」，大大擴闊了生活圈子及活動範圍。計劃推行兩年以來，接載超過一萬四千八百人次，讓一千三百多名有經濟困難的輪椅使用者受惠。計劃共有超過二千人登記成為會員。

Octopus Rehabilitation Transportation Service Scheme

Octopus Cards Limited and the Society jointly launched the Octopus Rehabilitation Transportation Subsidy Scheme (ORTSS) in April 2014 to enable wheelchair users who are also recipients of Comprehensive Social Security Assistance Scheme (CSSA) to use AHC service for attending medical appointments and participating in social activities.

Since its launch, ORTSS was highly welcome by the beneficiaries, with 70% of usage for attending medical appointments which were crucial for health care management. Without affordable and accessible transportation, less advantaged wheelchair users can only resort to the government subvented transportation service, and might even be deprived of health care services. The other 30% of usage was for enriching their social life and activities with improved mobility. In the past two years, AHC performed over 14,800 orders for 1,300 beneficiaries. Over 2,000 eligible users registered as members of the Scheme.



易達轎車穿梭港鐵站，便利輪椅乘客進出車站。

The shuttle services by AHC facilitated wheelchair users going in and out from MTR stations.

為乘搭港鐵的服務使用者提供特別交通服務

易達轎車由2014年1月開始與香港鐵路有限公司(港鐵)合作，為受港鐵升降機維修工程影響之輪椅乘客提供穿梭接載服務。易達轎車年內曾服務的港鐵站包括旺角站、油麻地站、牛頭角站、太子站、樂富站及九龍灣站。

Special Services Facilitating Wheelchair Users to Take MTR

AHC started the collaboration with MTR in January 2014 to assist commuters using wheelchairs when MTR stations were affected by lift maintenance work. During the year, AHC ran between MTR Mong Kok, Yau Ma Tei, Ngau Tau Kok, Prince Edward, Lok Fu and Kowloon Bay Stations to provide the special services.

無障礙運輸及旅遊

Accessible Transport and Travel



易達巴士 · 易達旅遊

牌照號碼
Licence No. : 352701

Easy-Access Bus · Easy-Access Travel

回鄉探親、夢想成真 *A Dream Comes True*

歷·情
Journey with
Love

對行動不便的老人家來說，回鄉走一趟，可能比登天更難。去年獲香港交易所資助，易達旅遊為二十一位頤康院院友、其家人及義工，安排了兩天一夜的無障礙旅行，讓他們暢遊佛山及廣州。行程中，去到一些長者們兒時到過、生活過的地方，他們都不禁懷緬一番。連平日比較靜的院友，亦滔滔不絕的高談闊論。年輕一輩亦津津有味地聆聽著他們的小故事。回程時，多位院友要求「安哥」，易達旅遊當然亦十分樂意明年加場。



"Return to visit the home town" is really a "mission impossible" for elderlies with mobility difficulties. With the funding support from Hong Kong Exchanges and Clearing Ltd. (HKEX), Easy-Access Travel (EAT) organized a 2-day tour to Guangzhou and Foshan for a group of 21 persons, including residents of the Hong Kong Jockey Club Shenzhen Society for Rehabilitation Yee Hong Heights, their families and volunteers. The route included the hometowns where some of the elderly participants grew up, allowing them to share excitedly their reminiscences with younger ones. It was a wonderful day for everyone. On the way back, tour members chanted "encore". EAT will strive to organize the "Accessible Tour Episode 2" next year!

易達巴士由本會的全資附屬有限公司－易達旅運有限公司管理，屬社會企業之一。易達旅運有限公司自2001年開始承辦醫院管理局委託的長者接載服務，接載有行動困難的六十歲及以上長者及同行照顧者提供往返公立醫院或診所覆診的服務。此外，易達旅運有限公司也提供無障礙巴士租賃服務，方便本地居民和旅客觀光旅遊。

Easy-Access Bus is managed by Easy-Access Transport Services Limited (ETS), a subsidiary wholly owned by the Society. It is one of our social enterprises and has been commissioned by the Hospital Authority since 2001 to provide accessible transport services for older persons aged 60 and over with mobility difficulties, and their carers, who need to receive treatment at public hospitals and clinics. ETS also provides barrier-free coach chartering service for local residents and tourists.



易達巴士 · 易達旅遊 Easy-Access Bus · Easy-Access Travel

易達旅遊有限公司是另一家本會的全資附屬有限公司，屬社會企業，提供專業、安全、可靠及舒適之優質無障礙旅遊服務及資訊。服務對象包括：本地居民、海外遊客及其同行照顧人士、服務機構及旅遊業界。

Easy-Access Travel Limited (EAT) is another subsidiary wholly owned by the Society. It is also a social enterprise which provides professional, reliable, quality "barrier-free tourism services" and tourism information for local people, overseas visitors and their carers, service organizations and the tourism industry.



易達巴士穿梭全港各區公立醫院，接載長者就診。
Easy-Access Buses run between public hospitals of different clusters for the travelling of older persons.



服務重點 Focus of Services

長者接載服務

獲醫院管理局增撥資源，易達巴士車隊數目由二十四輛增至二十七輛，繼續提供長者接載服務，新合約服務期將於2018年3月31日屆滿。

Elderly Transport Service

With additional support from the Hospital Authority, the fleet size for Elderly Transport Service increased from 24 to 27 units. The renewed service contract will expire on 31 March 2018.

無障礙交通服務 備受信賴

易達旅遊有限公司獲委任為「BISFed亞洲及大洋洲硬地滾球隊際及雙人錦標賽2015」之大會指定交通服務供應商，共接待了來自10個國家、合共近70位殘疾運動員和70多位嘉賓，不但乘客及運動員滿意服務，我們更獲主辦單位頒贈感謝狀。

A Reliable Provider of Accessible Transport Service

ETS was appointed as the official transport operator for the "BISFed Asia and Oceania Boccia Team & Pairs Championships 2015". Apart from the appreciation of passengers and athletes, the event organizer made a special recognition of our contributions.

無障礙運輸及旅遊

Accessible Transport and Travel



易達巴士 · 易達旅遊 Easy-Access Bus · Easy-Access Travel

歷年來易達旅運有限公司與易達旅遊有限公司緊密合作為多個在香港舉行的國際性殘疾人士運動會和相關培訓活動提供無障礙運輸服務：

Over the years, ETS and EAT collaborated to provide accessible transport services for the following international sports activities for persons with disabilities:

2003

遠東及南太平洋區傷殘人士運動會
FESPIC Youth Games

2007, 2008

英國殘疾人士奧運會運動員來港和澳門集訓
Training Camps of Paralympics GB conducted at Hong Kong and Macau

2008

殘奧馬術比賽
Paralympic Equestrian Event

2009

第三屆亞太區硬地滾球錦標賽
The 3rd Asia & South Pacific Boccia Championships

2011

亞洲及大洋洲殘疾人士乒乓球錦標賽
ITTF PPT Asian and Oceanic Table Tennis Regional Championships for the Disabled

2012

IWAS香港賽馬會輪椅劍擊世界盃
IWAS Hong Kong Jockey Club Wheelchair Fencing World Cup

2013, 2014

IWAS輪椅劍擊格蘭披治賽
IWAS Wheelchair Fencing Grand Prix

2015

BISFed亞洲及大洋洲硬地滾球隊際及雙人錦標賽2015
BISFed Asia and Oceania Boccia Team & Pairs Championships



易達巴士悉心為運動員安排無障礙運輸服務，
讓他們暢達受訓和參賽地點。

The barrier-free transport services of ETS enabled the sport athletes
to travel to training and competition venues conveniently.



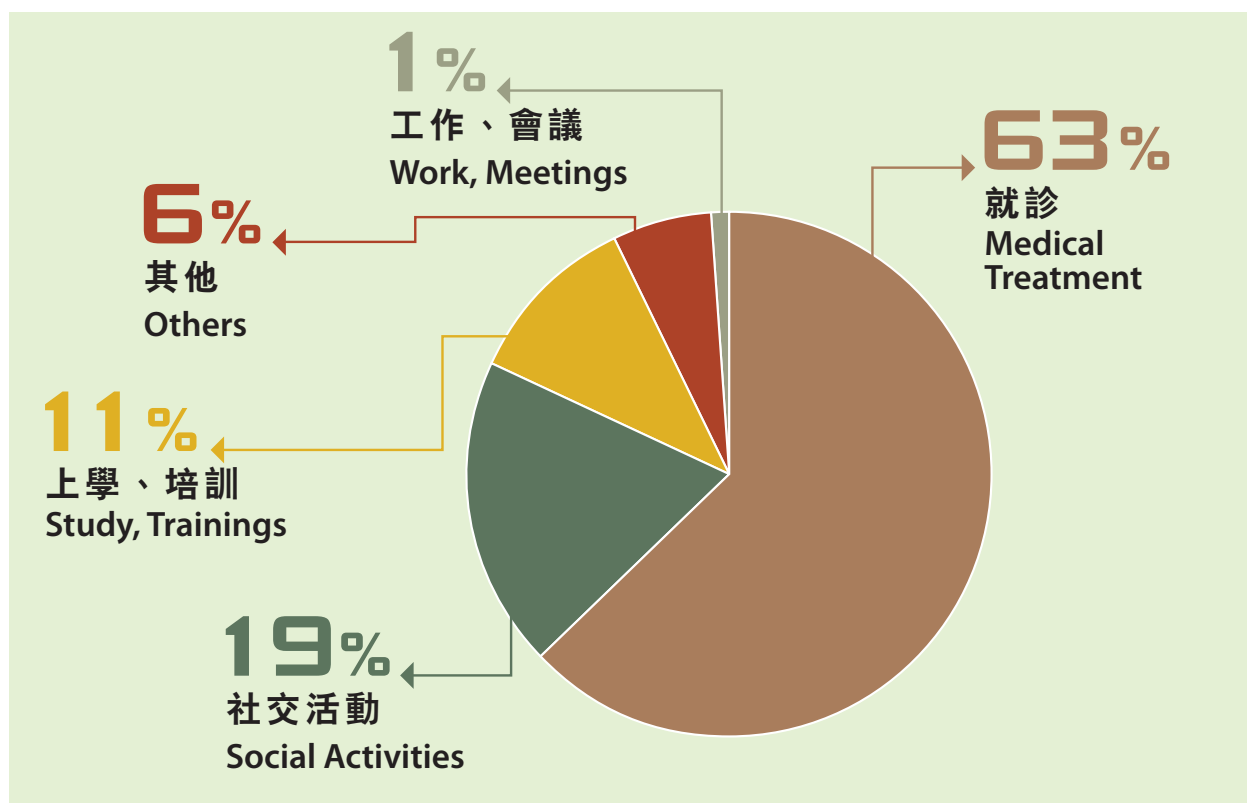


乘客租車主要用途

(包括復康巴士、易達轎車、易達巴士)

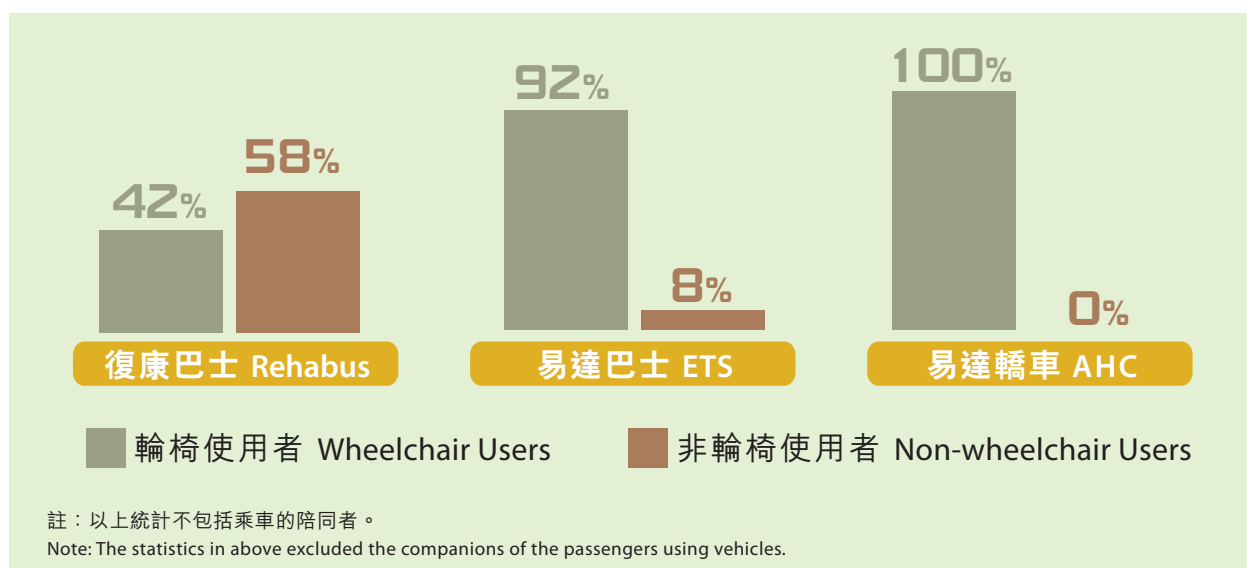
Key Purpose of Passenger Trips

(include Rehabus, Accessible Hire Car, Easy-Access Bus)



殘疾乘客的狀況

Mobility of Passengers with Disabilities



復康

Rehabilitation



社區復康網絡 Community Rehabilitation Network

挽著

Holding His Hand Tightly



阿珠，七十多歲，以往最愛周遊列國。丈夫患上認知障礙症後，以為餘生只剩下照顧重擔，壓力很大。阿珠說：「情緒管理小組活動讓我學會面對死亡。與丈夫廝守大半生，體會到現時辛勞的照顧，就是回饋他對我的愛。在另一次生命歷程活動中，竟發現原來我並未能接納死亡、太多不捨；被選中要走過漆黑長廊來代表步入死亡，面對不了孤單和未知的一切！要躺下扮演死亡，我竟與工作人員討價還價！從那刻，我學會接納自己的限制，不捨就是不捨！」阿珠既能接納自己限制，又能把握現在，計劃未來。她希望與丈夫重遊聖彼得堡，當大家擔心她在異地走失丈夫，她卻說：「我不會丟下他，會一直挽著他的手！」

「挽著」- 是珍惜生命及婚姻的圓滿。

Ms. Chu is over 70 years old and loves travelling around the world. But her life was turned upside down after her husband got dementia and with all the stress of caring, she became depressed. She said "During the emotional management group activities, I learned how to prepare for death. I devoted myself to taking care of my beloved husband to thank him for his love. In another life education activity, I found I had over-estimated my acceptance of death. I was chosen to walk through the "road of dying". I was afraid of loneliness and uncertainty. I bargained to live for a longer while. Since this experiential activity, I had accepted my constraints!" Ms. Chu was inspired to seize every moment in life and to plan for the future. She wished to travel to St. Petersburg with her husband again. While other people worried about the risk that her husband might get lost overseas, Ms. Chu said "I will hold his hand tightly without leaving him alone."

"Hold tightly", embraces the meaning of life fulfillment and wholeness in marriage.

社區復康網絡為有長期健康問題的人士提供指導和鼓勵，協助他們掌握相關的知識、技巧及在社交心理層面作出正面的調適，重獲身心健康。

Community Rehabilitation Network (CRN) provides guidance and support to persons with chronic health conditions, helping them to acquire the appropriate knowledge and skills, and to adapt psychologically to their condition.



社區復康網絡 Community Rehabilitation Network

服務重點 Focus of Services

服務重整，加強以人為本服務

社區復康網絡年內進行了服務重整，進一步發展以人為本的服務。參照國際健康與身心障礙分類系統的概念，服務重點是協助用者提升其身體功能、活動能力及參與程度，並促進他們關注及改變各項環境因素，達致全人復康的目的。新的服務包括加強服務使用者個別跟進及支援、強化自助組織的交流和聯繫，並推動政策倡議及社區教育，務求建立一個無障礙及共融社會。

Service Integration for Person-centered Services

During this year, CRN further enhanced its service towards person-centered care. Adopting the concept of International Classification of Functioning, Disability and Health (ICF), the service not only focused strengthening their body functions, but also facilitated participation. Apart from providing individuals services and support, the team also engaged in strengthening connections among self-help groups, and promoting a barrier free and inclusive society through policy advocacy and community education.

病人自強計劃

作為醫院管理局公私營合作計劃的伙伴機構，本會過去六年推行「病人自強計劃」服務的成績有目共睹。累計服務的糖尿病及高血壓人士超過五萬人，根據醫院管理局委任香港大學進行的研究結果顯示，糖尿病及高血壓患者完成此計劃後，他們的糖化血紅素、血壓、低密度膽固醇、疾病知識及自我效能指標，均有明顯改善。為進一步推動朋輩自助互助，社區復康網絡培訓了不少朋輩組長，在訓練課程中分享實踐健康生活的心得，鼓勵病友定期運動、調節飲食以改善病情。社區復康網絡成功向醫院管理局投得合約，於2016至2019繼續在九龍西、港島西及新界西推行病人自強計劃，服務糖尿病及高血壓患者及家屬。

Patient Empowerment Programmes

Over the past 6 years, CRN has established a close partnership with Hospital Authority through the Patient Empowerment Programmes (PEP), serving more than 50,000 people with diabetes and hypertension. According to an outcome study, conducted by the University of Hong Kong and commissioned by Hospital Authority, indicated that persons with diabetes and hypertension who completed the PEP gained significant health benefits, including lowering the markers, HbA1c, blood pressure and low-density lipoprotein. Knowledge of the respective disease and the participants' self-efficacy were also enhanced. In addition, CRN cultivated peer leaders, who shared their experiences in training programmes to promote a healthy life style through regular exercises and a balanced diet. CRN has started another service contract with Hospital Authority for the year from 2016 to 2019 and will continue to support persons with diabetes and hypertension and their families in Kowloon West, Hong Kong West and New Territories West.



病人自強計劃參加者進行健體操，強健體魄。
Users of PEP doing fitness exercise to re-energize and stay healthy.



完成病人自強計劃的參加者組織互助小組，到公園一起做練力橡筋操。
The PEP graduates formed a mutual support group and organized thera-band exercises at the park regularly.



社區復康網絡 Community Rehabilitation Network



義工探訪服務使用者，表達關懷。
A volunteer visited the service user and expressed caring.



照顧者互助支援平台計劃的義工與服務使用者到郊外散步，舒展身心。
The volunteers and service users of the Mutual Support Platform Project enjoying a trip to country park for relaxation.

照顧者互助支援平台計劃

橫頭磡中心與六個病人自助組織合作的「照顧者互助支援平台計劃」(下稱平台計劃)，至今已第九個年頭。平台計劃於2011至2015年獲傅德蔭基金資助，隨著資助完結，於2016年正式踏入另一個新里程，由平台計劃義工籌組而成的自助組織「復康互助會」正式成立，延續照顧者互助的理念，為長期病患者家庭提供同路人互助支援服務，增強照顧病患者的能力。義工們有著同一使命，憑藉堅定不移的互助信念，深信同路人互助的價值，將個人參與提升至集體參與的層次，是「用者參與」的成功典範。

Mutual Support Platform for Families and Caregivers of Persons with Chronic Illnesses

The Mutual Support Platform project was co-organized by 6 patient self-help organizations and CRN Wang Tau Hom Centre since 2006. The project was funded by Fu Tak lam Foundation Ltd during 2011 to 2015 and the service moved on to a new chapter in 2016 with the funding support came to an end. A new self-help organization, named the "Association of Rehabilitation and Mutual Support", was formed. It would continue the momentum in serving families with members with special needs. Believing in the value of mutual support, the peer volunteers would help empower their fellow caregivers in managing the daily care of family members with chronic diseases. The Mutual Support Platform demonstrated the success of user empowerment and participation.

香港復康會賽馬會學習及支援中心及「康程式」計劃網站正式啟用

於2016年3月11日，香港復康會賽馬會學習及支援中心開幕，「康程式」計劃網站e2Care.hk同日正式啟用。香港特別行政區政府勞工及福利局局長張建宗先生及香港賽馬會慈善及社區事務執行總監張亮先生蒞臨主持開幕禮，與各嘉賓參觀了中心的設施和康程式健康管理網上資源的示範。

Opening of The Hong Kong Society for Rehabilitation Jockey Club Learning and Support Centre and Launch of e2Care.hk

The official launch of the Hong Kong Society for Rehabilitation Jockey Club Learning and Support Centre and e2Care.hk was held on 11 March 2016. We were honored to have Mr. Matthew Cheung Kin-chung, Secretary for Labour and Welfare of HKSAR and Mr. Leong Cheung, Executive Director, Charities and Community of the Hong Kong Jockey Club to officiate at the launching ceremony. The guests visited the facilities and participated in the demonstration of the online health management resources of e2Care Project (e2Care).



嘉賓及服務使用者正在學習應用「康程式」計劃的網上健康管理學習平台。
Guests and service users understanding the application of the e2Care online health management platform.



社區復康網絡 Community Rehabilitation Network



「康程式」計劃推出健康管理網上課程及自我管理應用程式

「康程式」計劃推出了一系列健康管理網上課程及自我管理應用程式，課程主題包括KO血壓怪之旅、糖尿病管理、減肥大學及降壓食物大本營等，可於康程式網站e2Care.hk使用或使用手機免費下載相關應用程式。更多健康管理網上課程及自我管理應用程式將分階段推出。

Launch of e2Care Online Health Management Courseware and Self-management Applications

e2Care launched a series of online health management and self-management applications. Courses included Hypertension, Diabetes, Weight Management and Food Bank for Persons with Hypertension. Users could access the courses at the website: e2Care.hk or through mobile phone by downloading the free applications. More courses and applications are being developed.

言語復康應用程式「溝通障礙得治療」計劃試驗階段

試驗推行全港首個專為成人設計的言語復康應用程式及溝通障礙得治療計劃，訓練課程主要為因中風引致溝通障礙的人士而設，內容包括語言理解、語言表達、語義系統、中樞性構音障礙及失用症。服務使用者及家屬均表示程式有效鼓勵病患者自行練習，治療效果顯著，加快病患者康復。計劃將於2016年底正式推行，為因中風引致溝通障礙的人士提供嶄新的言語治療模式。

Cantonese Application on Speech Therapy for Adults (CASTA):

An Innovative Speech Rehabilitation Programme

CASTA is a pilot speech rehabilitation application for adults in Hong Kong. This innovative programme is presently in the trial phase. The core service targets are persons with communication disorders caused by stroke. The exercises cover difficulties with comprehension, speech production, semantics, dysarthria and apraxia. The trial service users and their carers appreciate the effectiveness of the application, which motivates users to practice, promoting recovery. The official launch is expected in late 2016.



失語症患者透過課堂集體練習和應用程式自習進行復康訓練。

Persons with communication disorders received rehabilitation training at group classroom exercises, followed by self practice through online application.



社區復康網絡 Community Rehabilitation Network

賽馬會安寧頌-「安晴·生命彩虹」 社區安寧照顧計劃

本計劃獲得香港賽馬會慈善信託基金贊助，2016年1月展開為期三年的服務，為居住於港島東聯網（包括灣仔區及東區）的晚期長期病患者及其家人提供支援，以提升他們的晚期生活質素，並以協作模式，與醫院、家屬、病人互助組織、專業人員及社區義工共同關注與支援有需要的家庭，建立全人的社區安寧照顧服務模式。

本計劃邀請了港島東醫院聯網成為策略伙伴，作個案轉介及提供醫護專業意見及支援。受惠者包括慢性阻塞性肺病、末期腎衰竭、帕金森症、運動神經元病及心臟衰竭等患者。註冊社工及護士提供到戶服務，包括教授舒緩徵狀技巧、情緒支援及輔導、促進患者及家人之間的溝通、與患者進行人生回顧、重整生命意義等。

JCECC-“Life Rainbow” End-of-Life Care Services

With the support of the Hong Kong Jockey Club Charities Trust, we launched a 3-year pilot project in January 2016 using an integrative model of psycho-spiritual care for persons in the late-stage of chronic disease, to enhance their quality of life. The project targeted people residing in Hong Kong East Cluster (including Wan Chai and Eastern Districts), and aimed at fostering partnership with hospitals, family members, patients' self-help groups, professional volunteers and community volunteers to improve the support of patients and their families.

Hospital Authority Hong Kong East Cluster would be the “Strategic Partner” of the project, referring users to us and providing professional advice and support to the project. Service recipients, included patients with Chronic Obstructive Pulmonary Disease, End-stage Renal Failure, Parkinson's Diseases, Motor Neuron Diseases and Heart Failure. Social workers and nurses would provide home-based services such as symptom management training, emotional support and counseling, life review and meaning reconstruction, and other relevant support.



圖中女士的丈夫生前是裁縫，其丈夫在臨終前秘密地為太太親手縫製被單，留下愛與關懷。

The husband of the lady was a tailor and he tailor-made the bed sheets for his wife secretly before his death as a gift of love and care for his wife.



由於患病的丈夫不便外出，太太親手下廚與丈夫在家共膳，珍惜快樂時光。

The lady prepared a nice meal for his husband who had difficulties to go out due to illness. They treasured the happy moment together.



社工親身探訪病患者並教導他們學習自我護理技巧。

Social Worker visited a patient and taught him the skill to manage his health.

復康

Rehabilitation



適健中心

Centre on Health and Wellness

不再被困 *Free from Pain*



友娟長期患有肩頸、腰背及腳痛，感到十分困擾。友娟說：「自從2015年在適健中心接受物理治療後，我認識到減輕痛楚是可以不依賴藥物。適健中心的治療師最初替我進行詳細評估及解釋，幫我設計治療計劃，然後每次也耐心替我治療、針灸、電療及其他手法治療，幫我舒緩緊張的肌肉。做了幾次物理治療後，我的長期痛楚情況已明顯舒緩了，漸漸回復日常活動，減少情緒困擾。最感恩是我學會如何處理自己的痛楚。而每次來到中心，舒適的環境加上親切的員工，有如家的感覺。」

Yau Kuen suffered from chronic pain on her neck, back and lower limb for many years and was deeply upset. She said: "After I received physiotherapy in the Centre on Health and Wellness (CHW) in 2015, I learned how to relieve pain without relying on pills. The physiotherapist gave me a thorough assessment at the beginning and designed a treatment plan for me. In each subsequent visit, she served me patiently, using treatments such as acupuncture, electrotherapy, and hands-on mobilizing to relieve my muscle tension. The effects were good and my chronic pain was alleviated. I resumed my daily activities quickly and my mood was improved. Additionally, the comfortable environment and the friendly staff of CHW made me feel at home."

適健中心設有水療池，為有慢性健康問題和追求健康人士提供服務，可進行定期練習。中心透過「健康教練」模式推廣健康教育，除了水療服務，中心並提供物理治療、體重管理、適健運動、催眠治療及心理輔導、護士診所、專業培訓和顧問服務。

CHW is well-equipped with pool facilities to provide hydrotherapy services for persons with chronic diseases as well as health-conscious individuals. CHW promotes health and wellness education through the health-coach model. In addition to hydrotherapy services, CHW provides services in physiotherapy, weight management, physical exercise, hypnotherapy, counseling, a nurse-led clinic, and professional training and consultancy.



適健中心 Centre on Health and Wellness

服務重點 Focus of Services



今野純先生向適健中心團隊教授水中太極。
Mr. Jun Kunno teaching CHW team the "Ai Chi" hydrotherapy.

水中太極

水中太極起源於日本，現於韓國、美國及歐洲等地十分流行，其療效極為顯著。適健中心於2015年9月9日榮幸能邀請了水中太極始創人今野純先生親臨向中心團隊教授水中太極。中心的物理治療師及健體教練皆成為認可的水中太極導師，適健中心並成為認可的水中太極教學中心。

"Ai Chi" Hydrotherapy

"Ai Chi" Hydrotherapy originated in Japan and is popular in Korea, United State of America and Europe due to the significant outcomes for participants. In September 2015, CHW was honored to have invited Mr. Jun Kunno, the originator of "Ai Chi" Hydrotherapy, to provide a staff training programme. Our physiotherapists and fitness instructors are now qualified "Ai Chi" instructors while CHW had been recognized as a registered centre providing "Ai Chi" hydrotherapy training.

擴闊水療的領域

適健中心開展了新穎的運動創傷水中復康治療，服務對象為康復後期的受傷運動員，協助他們回復運動表現。年內適健中心成功為多名籃球運動員進行了水中訓練，來年將擴展服務對象至跑步愛好者。

Extension of Hydrotherapy Services

CHW launched Hydropower, a new aquatic rehabilitation service for athletes who are at the late stage of injury recovery and preparing to resume playing their sports. During the year, basketball players participated in the aquatic training. The service will be extended to runners in the near future.



受傷運動員進行水中復康運動治療。
Injured athletes on injury recovery receiving aquatic rehabilitation exercises.



適健中心 Centre on Health and Wellness

健康教育推廣

適健中心全年接受了二十一次媒體訪問和向多個媒體提供共四十七篇專欄文章，媒體包括恒生銀行PRESTIGE Magazine、運動版圖、經濟日報、成報、太陽報、明報、蘋果日報及TVB快樂掌門人節目等，內容涵蓋物理治療治理骨骼問題、水療治理痛症、男士健體運動、催眠治療處理失眠及其他健康資訊等，持續向市民宣傳和推廣健康知識。中心亦製作了首輯有關水療的光碟，推廣適合關節炎人士的水療及水中運動。

Public Health Education

CHW responded to 21 interview requests and contributed 47 articles to feature columns of the media, including in the Prestige Magazine of Hang Seng Bank, Sportsoho, Hong Kong Economic Times, Shing Pao, The Sun, Ming Pao, Apple Daily and TVB programmes. Topics covered physiotherapy on management of musculoskeletal conditions, hydrotherapy for pain, wellness exercises for men, hypnotherapy for persons with insomnia and other health information. In addition, CHW published its first DVD on hydrotherapy and aquatic exercises for persons with arthritis.



服務使用者正在學習自我催眠技巧。
Service users learning the skill on hypnotherapy.



健身教練示範使用器械進行健體運動。
Fitness Trainer demonstrating the application of equipment for fitness exercises.



適健中心的新品牌標誌。
The new brand of CHW.

適健新品牌

感謝香港理工大學賽馬會社會創新設計院協助配對設計公司，協助適健中心進行品牌重新定位，經過意見搜集，參考用家、公眾和專家意見，適健中心的新品牌更清晰表達適健中心的形象 - 健康、活力與專業，品牌使命是「助你創造健康的生活」，口號是「生活·很好」。

CHW Rebranding

We are grateful to the Jockey Club Design Institute for Social Innovation of the Hong Kong Polytechnic University, for bridging up CHW with a design company in the revamping of CHW brand. The results of a survey of service users and the public combined with the expert consultation came up with a new brand illustrating a healthy, energetic and professional image. We believe in "Helping all people to create healthier lives". Our slogan is "Life is Good".



復康
Rehabilitation

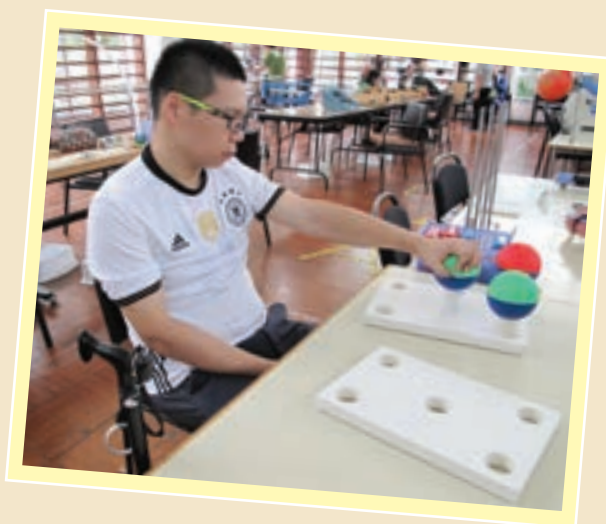


鄭德炎日間復康護理中心 Cheng Tak Yim Day Rehabilitation and Care Centre

重拾教鞭 *Resume Teaching*



在2015年初，中風悄然降臨在年輕的建成身上。他離開醫院後，除了定期回院接受復康治療，也積極在社區尋找其他中風訓練服務，期望可把握中風復康黃金期，早日康復。建成在網上得悉鄭德炎日間復康護理中心服務，中風後大約四個月，他開始在鄭德炎日間復康護理中心接受更密集和針對性的復康治療訓練。半年後，建成已能夠獨立外出和自行上落樓梯和斜坡。建成已計劃重返教職，迎接挑戰，他對前景充滿希望。



Kin Shing, a young adult, suffered from stroke in early 2015. After discharged from hospital, he continued to receive outpatient rehabilitation. He also actively explored other training programmes in order to maximize his opportunities for functional recovery during the golden rehabilitation period. He chose Cheng Tak Yim Day Rehabilitation and Care Centre (CTY) for the intensive and active training programmes offered for stroke patients. After 6 months, Kin Shing could go out independently and walk on slopes and stairs safely. He plans to resume his work as a teacher. He is confident to take up the challenges and has a positive attitude towards the future.



鄭德炎日間復康護理中心 Cheng Tak Yim Day Rehabilitation and Care Centre

鄭德炎日間復康護理中心為中風、腦受損、認知障礙症、骨科病患者及體弱長者提供一站式復康及護理服務。結合中西復康醫學元素及全人關懷理念，以及創新治療模式，提供復康人士的身心健康和生質素。

CTY offers services for persons suffering from stroke, brain injury, dementia and orthopaedic conditions. CTY promotes health and quality of life through a holistic care model and innovation. Core services include active physical rehabilitation, cognitive training, traditional Chinese medicine and nursing care, among others.



中風患者進行復康訓練。
Service Users with stroke receiving rehabilitation training.



服務重點 Focus of Services

引進實證為本的嶄新中風治療手法

中心引入不同實證為本的治療，包括鏡像治療、雙重任務訓練和體感訓練等，並結合傳統復康訓練，治療效果相當理想。服務使用者及治療師均表示服務使用者的身體功能有進步，日常活動能力也得以提升。

Introduction of Evidence-based Treatment Approach in Stroke Rehabilitation

CTY introduced several new evidence-based treatments, such as mirror therapy, dual task therapy and virtual reality, integrating them with the conventional treatments. Service users and therapists are very happy with this expansion of services, reporting improvement in their general function and increasing independence in their daily living skills.



中心持續引進各種器材和引用新策略，提升服務使用者的康復成效。
CTY introduced different advanced equipment and new strategies to enhance rehabilitation outcomes of service users.



鄭德炎日間復康護理中心 Cheng Tak Yim Day Rehabilitation and Care Centre

優化「長者社區照顧服務券試驗計劃」 之服務內容

透過參與社會福利署第一階段「長者社區照顧服務券試驗計劃」，中心為約三十位長者提供服務，除了提供社會福利署指定的基本護理外，亦提供更多元化的專業復康鍛鍊。中心將繼續參與在2016年中展開的第二階段試驗計劃，服務對象將增加中度及嚴重受損的長者，繼續以積極復康作為服務重點。

Enhanced Services for Pilot Scheme on Community Care Service Voucher for the Elderly

CTY served about 30 elderly persons in the first phase of the Social Welfare Department's Pilot Scheme on Community Care Service Voucher for the Elderly (CCSV). In addition to the agreed personal care services as required by SWD, CTY offered a variety of additional professional rehabilitation trainings. CTY will join the 2nd phase of CCSV which is to be launched in mid 2016. The target group will be extended to elderly persons with moderate to severe impairments, and active rehabilitation will again be an essential part of our service package.



「長者社區照顧服務券試驗計劃」的服務使用者進行小組訓練、體能鍛鍊和健康檢查。

Service users of CCSV receiving group training, physical exercises and health check.

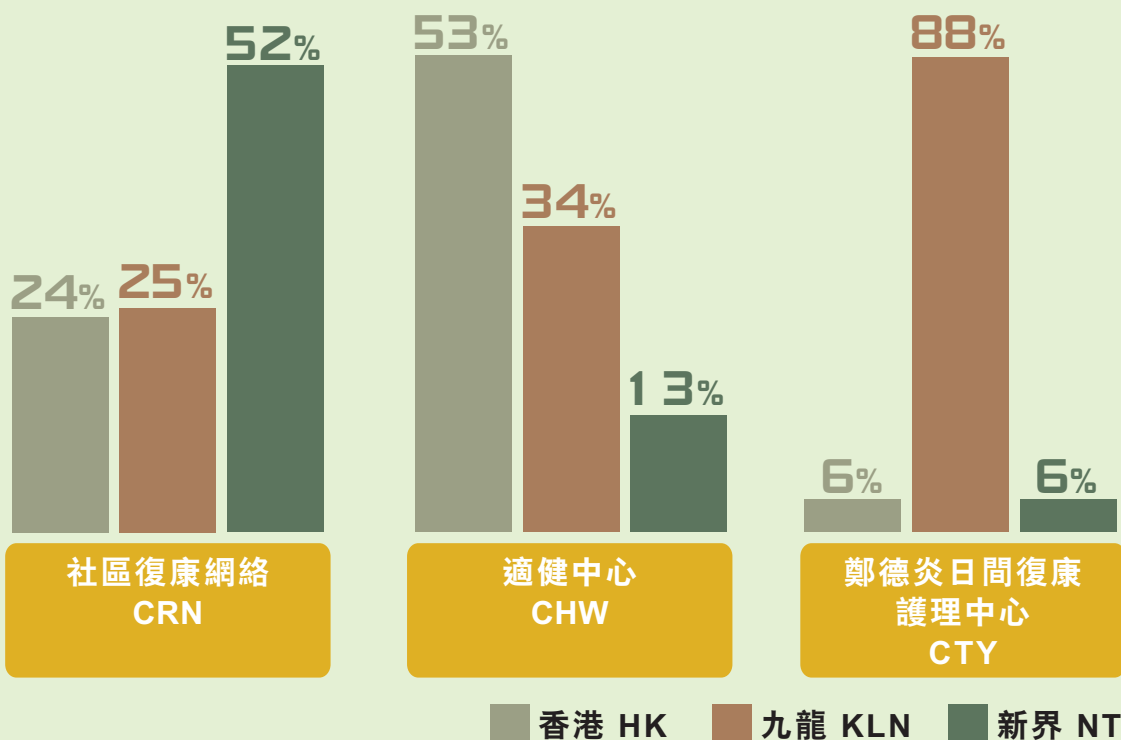




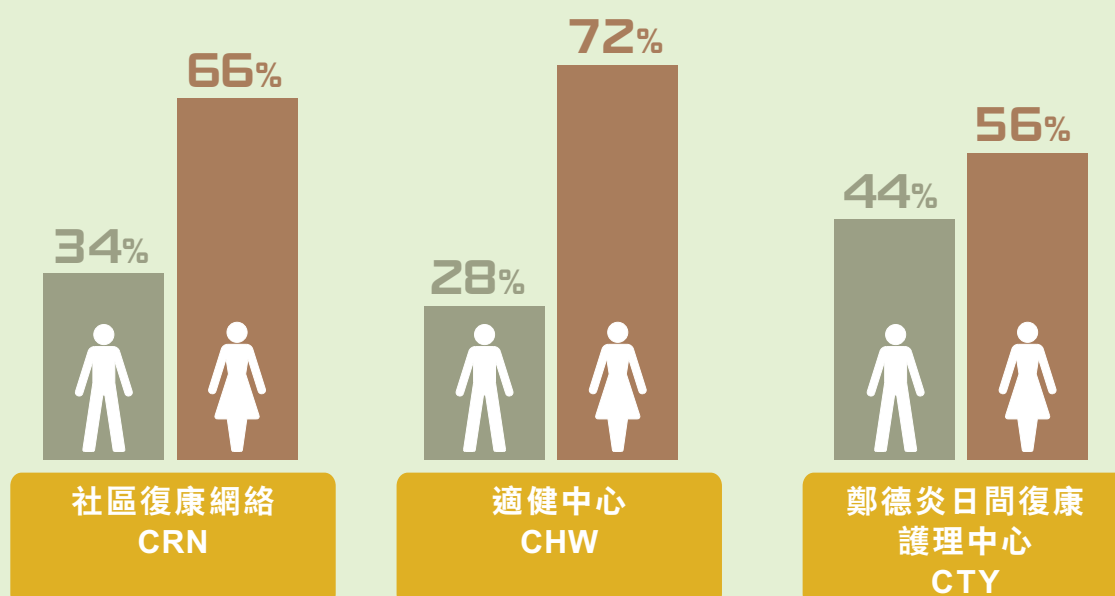
服務使用者概況

Profile of Service Users

區域分佈 Geographic Distribution



性別比率 Gender Proportion



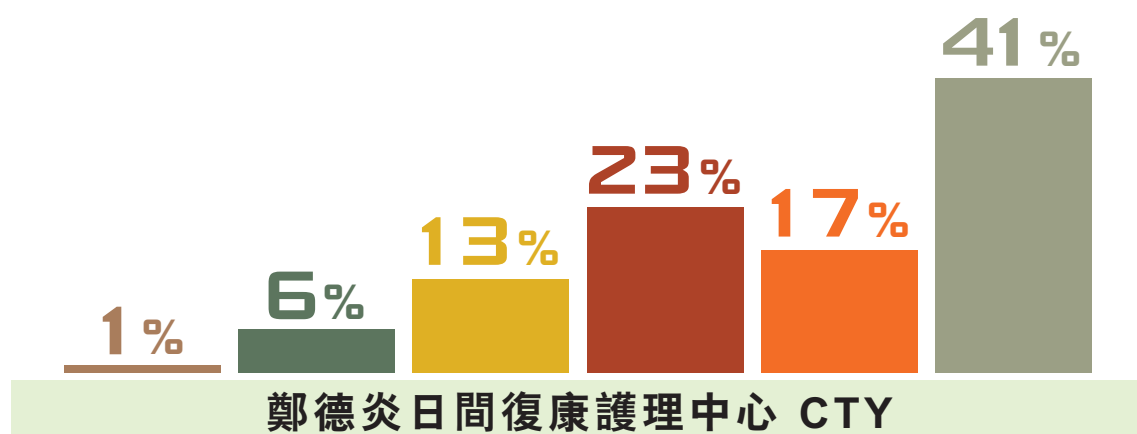
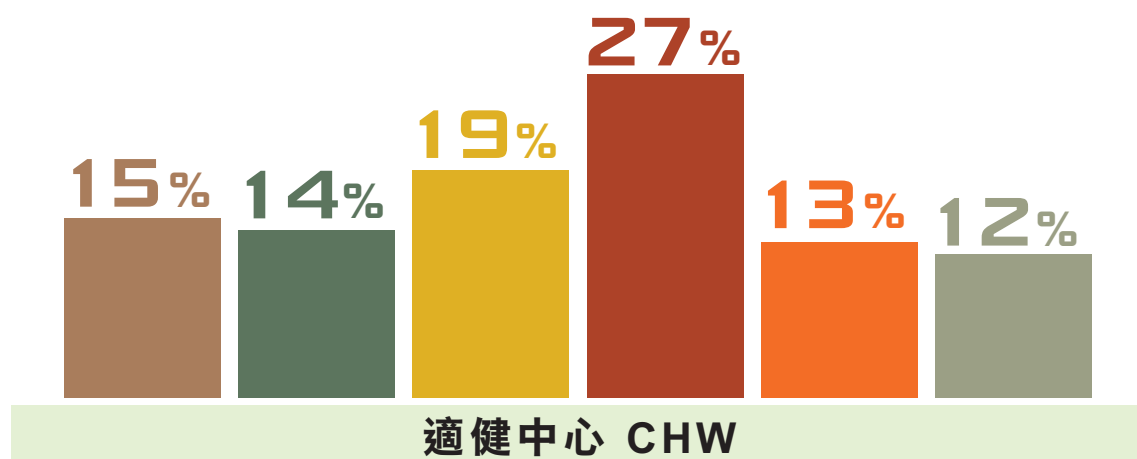
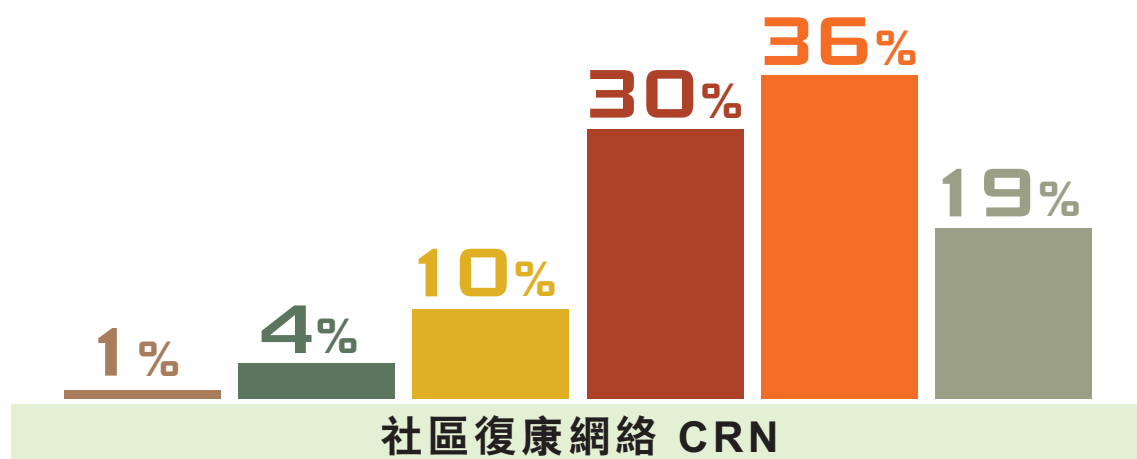


服務使用者概況

Profile of Service Users

年齡分佈

Age Distribution



職業培訓及就業

Vocational Training and Employment



職業復康及再培訓中心 · 輔助就業服務 Vocational Rehabilitation and Retraining Centre · Supported Employment Services

工作的價值

The Value of A Job

阿豪先天不良於行，自小需以輪椅代步，並患有讀寫障礙症，自知未來的路比一般人難行得多。在學期間，不少人已為他籌劃往庇護工場工作，阿豪也認定這將會是他的一生。

在離開校園前，阿豪參加了求職面試，僱主對他欣賞有加，阿豪感到高興之餘，亦開始找回信心到社會工作。他於2012年到職業復康及再培訓中心參加「陽光路上」培訓計劃，其後亦報讀店務及客戶服務課程，過程中讓他了解到工作不單可謀生，更重要是學懂做人的道理，了解怎樣與人相處，知道工作應有的態度，學習如何持續就業。

阿豪在參加中心服務初期，找尋工作可謂困難重重，卻培養出堅強的意志，後來中心轉介了一份全職電話客戶服務工作，阿豪最終能把中心所學知識，應用在職場上，往後更深得僱主讚賞。

Ah Ho was born with mobility difficulties and he has used a wheelchair since childhood. He also has Dyslexia, which is a reading disorder. He foresaw that his future would be much more difficult than other people. While still a student, people advised him to consider a job in a sheltered workshop. Ah Ho also believes this is his only opportunity for work.

Fortunately, before graduating, Ah Ho participated in some job interviews, which increased his confidence to find a job in the community. In 2012, Ho joined the "Sunnyway - On the Job Training Programme for Young People with Disabilities", organized by the Vocational Rehabilitation and Retraining Centre (VRRC), and then he enrolled in a course for shop assistants and customer service. He learned that a job is not only about earning a living but also getting along with others. He realized the importance of a good working attitude and also learned how to secure a job.

Ah Ho did face difficulties to find a job. However, his confidence grew over time and with the assistance of VRRC, he finally got a full time job in tele-customer service. Ho applied his skills and knowledge in his workplace and his employer appreciates his working performance.





職業復康及再培訓中心 Vocational Rehabilitation and Retraining Centre

從阿豪的個案可見，職業復康及再培訓中心不單為殘疾人士和長期病患者提供職業培訓及輔導服務，讓他們學習職業技能，更重要是讓他們重拾自信，了解自己的特質和長處，於職場上發揮潛能。

Ah Ho's story demonstrates that VRRC not only aims at providing vocational training and counseling services for persons with disabilities and chronic illnesses to enhance their working skills, but also enabling them to rebuild confidence, self-understanding, and personal character and strength in order that they can exhibit their talents through work.



服務重點 Focus of Services

再培訓服務

獲僱員再培訓局和勞工及福利局的撥款資助，年內中心舉辦了四十六個培訓課程，為四百六十八位學員提供就業技能訓練，並協助他們就業。此外，為配合就業市場需要，增辦新的電腦課程包括文書處理進階課程及有關相片修輯的進階課程，其他新課程還有小本創業課程、中文寫作課程等。

年內，中心得到香港哥爾夫球會女會員部資助舉辦「殘疾人士電腦導師培訓計劃」，並獲中文大學崇基學院校友會捐助九部新式電腦，有助中心開拓新服務。善獲這此捐助，感激不已！



感謝香港中文大學崇基學院校友會捐贈電腦，讓學員增加學習機會。

Thank you for the donation of computers from the Chung Chi College Alumni Association of the Chinese University of Hong Kong that increased the learning opportunities of trainees.

Retraining Services

With the funding support from Employees Retraining Board and Labour and Welfare Bureau, VRRC organized 46 training courses, for 468 persons with disabilities or chronic illnesses during the year; as well as providing supported employment services as required. In response to the employment market needs, new programmes were developed, including computer skills such as Advanced Word, Advanced Photoshop, and also Small Business Start-up, Chinese writing and other topics.

With the funding support from the Ladies' Section of The Hong Kong Golf Club, a computer instructor training programme for persons with disabilities was held. Chung Chi College Alumni Association of The Chinese University of Hong Kong donated 9 sets of new computers to VRRC. These donations are very much appreciated.

再培訓課程主題 Subjects of Retraining Courses

接待員及實用文職工作
Receptionist and Clerical Work

電話銷售及顧客服務
Tele-marketing and Customer Service

數碼攝影及影視製作
Digital Photography and Video Production

產品推廣助理
Product Promotion Assistant Training

文書處理
Word Processing

試算表應用
Spreadsheet Processing

網頁設計及製作
Homepage Design and Production

電腦桌面排版
Desktop Publishing

店務及客戶服務
Shop Assistant and Customer Services

禮品製作及包裝
Gifts Making and Packaging

演示軟件應用
Presentation Software Application

小本創業
Small Business Start-up



職業復康及再培訓中心 Vocational Rehabilitation and Retraining Centre

推廣義務工作和朋輩支援

中心持續強化舊生會 - 牽手勵進會成員的聯繫，鼓勵新學員與舊生互相發揮朋輩支援。年來積極動員學員組成義工小組籌辦活動包括攝影、出版有關殘疾人士就業的宣傳刊物等。於2015年6月舉辦了學員攝影作品展覽暨交流會，促進學員互相交流學習，提升攝影技術及信心。中心隨後將部份學員的作品，透過香港鐵路有限公司的「港鐵·藝術」計劃，於藍田地鐵站展出，向市民展現殘疾人士的能力。

Promotion of Volunteering and Peer Support

VRRRC continues to strengthen its own alumni platform, called Holding Hands Association, which provides peer support to new trainees and graduates. VRRRC actively organized different volunteer group activities during the year and mobilized volunteers to organize photo-taking activities and publish leaflets to promote employment of persons with disabilities. In June 2015, VRRRC organized an exhibition of trainees' photos cum sharing session, fostered experience exchange of trainees, enhanced their skills and confidence on photography. Subsequently, VRRRC selected some photos for posting at MTR Lam Tin Station through the "Art in MTR" project, which well demonstrated the competencies of persons with disabilities to the public.



牽手勵進會聯繫學員和舊生舉辦外出活動，在活動中學員學習互相支援和照顧。

Holding Hands Association mobilized new trainees and graduates to organize outdoor activities and promote mutual support and caring among peers.



在藍田地鐵站展覽學員的攝影作品
Exhibition of photos by VRRRC trainees at Lam Tin MTR Station.

學員攝影作品 Photos by VRRRC Trainees

全神貫注
Concentration
晉龍宇 CHUN Lung-yue



龍舟競賽之中外比拼
Dragon Boat Competition - Eastern VS Western
鄧啟泳 TANG Kai-wing



不一樣的雲海
Unique Beauty - sea of Clouds
伍錦穗 NG Kam-shui



生命力
Vitality
伍錦穗 NG Kam-shui



父子
Father and Son
陳春麗 CHAN Chun-lai





職業復康及再培訓中心 Vocational Rehabilitation and Retraining Centre

輔助就業服務

年內，中心超額提供輔助就業服務以迎合需求，共有一百七十人參與「輔助就業」服務和「陽光路上」培訓計劃，比社會福利署資助名額高出近一倍。成功就業率比指標高出百分之十。

Supported Employment Services

During the year, VRRC outperformed by providing services for 170 users of the "Supported Employment" Service and the "Sunnyway - On the Job Training Programme for Young People with Disabilities" subvented by Social Welfare Department, close to a double the subvented quota. The successful employment rate was also above the agreed target by 10%.

推廣和倡議殘疾人士就業

中心支持和倡議建立殘疾人士就業配額制，積極聯同牽手勵進會，參與五·一集會；於2015年10月組織中心舊生成立「職業復康及再培訓中心就業關注小組」，推動政府及公營機構聘請更多殘疾人士。此外，中心聯同浸信會愛群社會服務處、香港傷健協會及利民會合辦殘疾人士招聘會暨分享會，協助求職者，亦推動僱主關注殘疾人士就業，尋求合作機會。

Promotion and Advocacy of Employment for Persons with Disabilities

VRRC lobbied for the establishment of an employment quota system for persons with disabilities. Advocacy activities included joint participation with our alumni, Holding Hands Association, in a public assembly on 1 May 2015 to demand for the quota system and the formation of the "VRRC Employment Concern Group" to work with the government and public sectors to employ more persons with disabilities. In collaboration with Baptist Oi Kwan Social Service, Hong Kong PHAB Association and Richmond Fellowship of Hong Kong, we organized a recruitment fair for persons with disabilities, together with an employers' sharing session, with the objectives of offering openings for job seekers, increasing awareness of employers about supported employment and exploring cooperation opportunities.



中心透過講座增加用者對殘疾人士就業政策的關注，並籌組「VRRC就業關注小組」。

VRRC organized talks on government policy on employment of persons with disabilities to increase users' understanding and prepare for the formation of VRRC employment concern group.



中心透過殘疾人士招聘會暨分享會，推動社會關注聘請殘疾人士就業。

Through the recruitment fair and sharing sessions, VRRC promoted to public the employment of persons with disabilities.

職業培訓及就業

Vocational Training and Employment



華康便利店 Wah Hong Convenience Store

不一樣的對話
Chit-chat Differently



Suki在職業復康及再培訓中心畢業後獲華康復康用品直銷中心聘用。自2015年7月起華康復康用品直銷中心推行「智能電話訂購服務」。Suki不單日常在直銷中心接待顧客，還要學習利用手機應用程式包括Whatsapp、Line和WeChat與顧客溝通。Suki表示：「日常只會用Whatsapp跟家人和朋友閒談，沒有想過用於工作做生意。學習用手機和文字與陌生顧客溝通。起初戰戰兢兢，恐詞不達意或得失顧客，但不少顧客表示能使用Whatsapp訂貨十分方便。服務獲得讚賞，令自己日漸勇於嘗試學習新事物，增強工作信心和滿足感。」

Suki has been employed by Wah Hong Rehab Product Direct Sales Centre (WHDSC) after she graduated from Vocational Rehabilitation and Retraining Centre. Since WHDSC launched "ordering via phone apps service", Suki was required to learn using mobile apps included Whatsapp, Line and WeChat to communicate with customers, apart from serving customers face-to-face at WHDSC. Suki said, "I felt very nervous when I have to communicate with customers with Whatsapp, which I had only used to chit chat with friends casually before. I worried that I would get customers angry with my poor communication skill. However, after the service launch, many customers extended appreciation for the service and for its convenience. With the encouragement, I became eager to learn, gradually built up work confidence and job satisfaction."



華康便利店 Wah Hong Convenience Store

華康便利店有限公司是本會屬下社會企業，透過營運零售業務，開拓殘疾人士培訓和就業機會。業務包括鮮果禮品店、復康用品店、健康及有機食品店及網上商店等。

Wah Hong Convenience Store Ltd (WHCS) is one of the social enterprises of the Society with the aim to provide training and employment opportunities for persons with disabilities or chronic illnesses through the operation of retail businesses including fruit and gift shop, rehab shops, health product and organic food shop, and online shops.



服務重點 Focus of Services

拓展業務，服務社會及 增加就業機會

華康團隊於2016年初再度獲得伊利沙伯醫院及九龍醫院復康店的經營權，成功開拓共6個新職位以聘用殘疾人士。年內，透過華康各業務，共為超過五十位殘疾人士提供培訓和就業機會。因著殘疾人士的個人經歷，他們更了解顧客的需求並可給予分享，使華康的服務增值，也讓市民關注和了解殘疾人士的需要。

Business Expansion to Serve the Community and Increase Employment Opportunities

WHCS was delighted to win the licenses in early 2016 to operate the rehabilitation shops at Queen Elizabeth Hospital and Kowloon Hospital. This contributed to the provision of 6 additional posts for persons with disabilities from the shops. During the year, 60 persons with disabilities had been trained or employed by WHCS. They provide added value services to customers through better understanding of the users' needs from first hand personal experiences. The public's awareness to the needs of the persons with disabilities was also enhanced.



受訓後的員工熱誠為顧客服務。
The trained staff of WHCS sincerely served the customers.



歡迎上網選購
Welcome to our online shops



職業培訓及就業

Vocational Training and Employment



精文社 Elite Business Services

好榜樣

A Good Model

恒生患有先天痙攣，手腳行動和說話也有障礙。即使他努力不懈，但身體限制不免令大眾對他的能力有誤解，恒生對於投身社會工作也失去信心。六年前，恒生透過職業復康及再培訓中心介紹到本會社企精文社受訓，並獲委派到大學擔任技術支援助理，負責攝錄上課情況，並上載於內聯網。獲同事的理解和支持，恒生慢慢適應其工作。同事也讚賞他的表現。直到今天，恒生已透過社企工作增加了不少寶貴的工作經驗，並建立良好的工作態度，更重要的是，恒生的例子令大學對聘用殘疾人士更有信心，成為後輩的好榜樣。

Heng Sang was born with spasticity which affected the mobility of his hands, legs as well as his communication abilities. Often other people have questioned his working abilities, due to his physical appearance and constraints. He had no confidence to get a job in the open market. Fortunately, he was referred by VRRC to receive on-the-job training at Elite Business Services Limited (Elite). Elite assigned him a job as Assistant Technician at a local university. He was responsible for taking videos of lectures and uploading them onto the course website. With the full understanding and support from colleagues, Heng Sang gradually adapted to the job. His colleagues appreciated his good performance and he gained valuable working experience and learned appropriate working attitudes. Most importantly, Heng Sang has demonstrated to the university the abilities of people with disabilities. He is an excellent model for potential employers as well as his peers.





精文社 Elite Business Services

精文社有限公司也是本會屬下社會企業，承辦外判工作，為殘疾人士提供培訓和實習平台，協助他們提高工作技能以便公開就業。精文社主要承辦的外判工作包括大量郵寄及辦工室文書工作。

Elite Business Services Limited (Elite) is also one of the social enterprises of the Society which offers on-the job training and placement opportunities for persons with disabilities through undertaking of out-sourcing jobs. Elite serves as a platform for enhancing the competencies of persons with disability to equip for open employment. The core outsourcing jobs taken up by Elite include direct mailing and clerical duties.

服務重點 Focus of Services

年內，精文社承辦了多項外判工作，包括文書、接待及顧客服務、派傳單、電腦技術支援、郵遞及人流統計等。共有七十五位殘疾人士參與工作，比較去年增加百份之二十五，當中約有百份之三十的殘疾人士能持續就業半年或以上。透過承辦工作持續擴展僱主網絡，開拓殘疾人士就業機會。

During the year, Elite undertook certain outsourced jobs, included clerical works, reception and customer service, flyer distribution, to computer and technical support, direct mailing and man traffic survey, etc. 75 trainees with disabilities had been appointed by Elite for conducting the jobs, accounted for an increase of 25% of trainee participation from last year, while over 30% of the trainees stayed in their job for over half a year. Elite will continue to extend the network with employers for sourcing more employment opportunities for persons with disabilities.

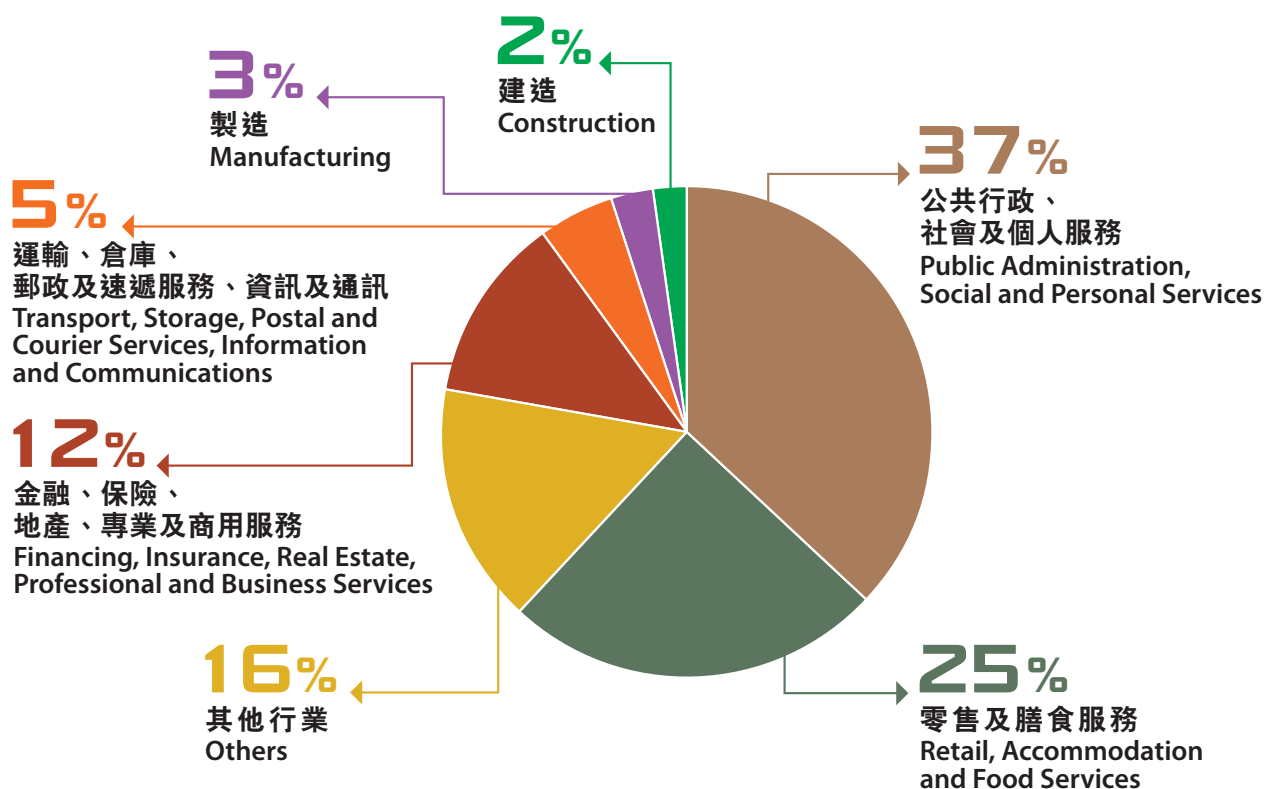


學員在整理將要大量郵寄的文件。
Trainee processing the document for direct mailing.

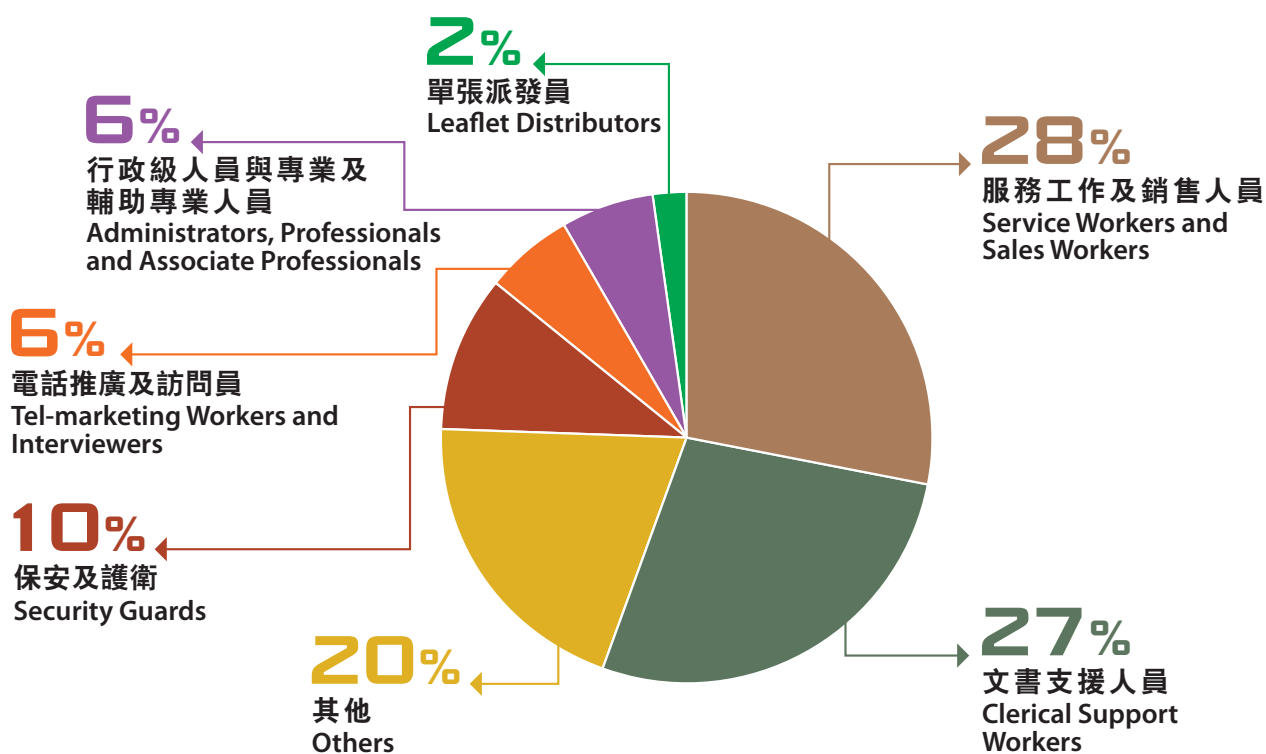


輔助就業服務使用者概況 Profile of Supported Employment Service Users

獲聘行業 Industries of Employment



獲聘職位 Job Positions of Employment



持續照顧

Long Term Care



利國偉日間復康護理中心 Lee Quo Wei Day Rehabilitation and Care Centre

堅持不懈 *Never Give Up*



覃先生於2015年中風，之後到了利國偉日間復康護理中心積極進行復康訓練。星期一至五，每天都能在中心的復康運動場上見到他的身影。在持續一年多的復康治療下，他的自理及步行能力一天天進步，現時已能自行處理大部分的日常起居及使用枴杖在室內獨自步行。

「中風初期在家中曾因不良於行連番跌倒，他常對自己生氣！」覃太太笑說。聽到此番話覃先生也笑了起來，但見他們眼泛淚光，可知復康之路殊不簡單。現時覃先生的活動能力能有這麼大的進步，他堅持不懈的努力，及身邊親人的支持及鼓勵必不可少。他下一步的復康目標是能更獨立自主地在社區生活！



Mr. Tam had suffered from stroke in 2015. He attended the stroke rehabilitation services at the Lee Quo Wei Day Rehabilitation and Care Centre (LQW). He attended from Monday to Friday and we could see him diligently exercising in the rehabilitation activity room. With a year's persistent effort, his self-care and walking abilities improved significantly and he could manage most daily activities and walk indoors independently, using a cane for balance.

"He was angry at himself when he fell at home during his early stage of rehabilitation", Mrs. Tam smiled. Meanwhile, Mr. Tam laughed at himself too. The tears in their eyes reminded us of the frustrations they had experienced throughout Mr. Tam's rehabilitation journey. With the support and encouragement from others, Mr. Tam had not given up. He is focused now on achieving his next target: to live independently in the community.



利國偉日間復康護理中心 Lee Quo Wei Day Rehabilitation and Care Centre

利國偉日間復康護理中心主要為中風、腦受損、認知障礙症、骨科病患者及體弱長者提供一站式護理及復康服務，結合中西復康醫學元素及全人關懷理念，融入中國傳統文化之養生概念，提升服務使用者之身心健康。

LQW provides day rehabilitation, services for patients after stroke, brain injury, and orthopaedic conditions, frail elderly persons, and those living with dementia. LQW uses a holistic approach, integrating Chinese and Western rehabilitation treatments, to cultivate a sense of physical, mental and spiritual well-being.

服務重點 Focus of Services

溝通及吞嚥訓練

利國偉日間復康護理中心分別與香港大學言語及聽覺科學部及香港理工大學言語治療所中文及雙語學系定期合辦言語訓練課程，為患有溝通和吞嚥障礙之人士提供評估及治療。年內共提供了近三十次言語評估及治療課程，受惠人達二百七十人次。大部份參加者均有明顯的進步。

Communication and Swallowing Training Programmes

LQW is collaborating with the Department of Speech and Hearing Sciences of Hong Kong University and the Speech Therapy Unit of Hong Kong Polytechnic University to organize rehabilitation programmes for persons with communication and swallowing problems. Thirty sessions of clinical assessment were conducted with 270 treatment attendances, which saw significant improvement in most attendees.



服務使用者在實習學生指導下進行言語訓練。

Service user receiving speech therapy coached by the placement student.



服務使用者學習橡筋帶體運動。

Service users learning the thera-band exercises.

「活樂悠」橡筋帶小組

中心的物理治療師設計了「活樂悠」橡筋帶小組活動，教導長者運用橡筋帶進行富趣味性的動作，透過調校手握距離以控制阻力，有效改善長者之關節靈活度和強化四肢肌肉力量，過程中的輕度帶氧運動可鍛鍊心肺功能，熱身及伸展運動可減少腰背酸痛，服務使用者參與小組後均表示能減輕肌肉麻痺問題。

Thera-band Exercise Group

Our physiotherapist started a thera-band exercise group for elderly service users, teaching them to have fun while exercising. The service users learned how to self adjust their hands to control the resistance, thus strengthening muscles and improving joint function. Other benefits included improvement of cardiopulmonary functioning from mild aerobic exercises and relief of back pain from warm up and stretching exercises. The participants expressed that they all felt much better after the group sessions.

持續照顧

Long Term Care



曾肇添護老院

Tsang Shiu Tim Home for the Elderly

紅著大鼻子

A "Big Red Nose"

歷·情
Journey with
Love



逸民以往與太太生活時性格較內向，每天留在家中，很少參與社區活動。後來太太離世，家人為妥善照顧，便安排他入住曾肇添護老院。為了協助逸民適應院舍群體生活，院舍職員常給予關顧與鼓勵，陪伴他參與院舍的活動，擺脫孤單與失落。

不到半年，沈靜的逸民便被院舍的歡樂氣氛所感染，整個人開朗起來。現在他成為院舍其他老友記的陪伴者，常常主動關心及幫助有需要的院友；此外，他還積極參與園藝小組活動，每天到園藝閣照料盆栽。近日，他更代表院舍參加椅子舞、麻雀王比賽，並獲得多個獎項，參賽時他神氣地掛著紅鼻子，裝扮有趣，獲得最佳笑容獎。可見他的改變，享受在院舍生活並積極活出豐盛晚年。

Yat Man was introverted. In the past, he lived with his wife and usually stayed at home, seldom participating in community activities. After his wife passed away, his family arranged for him to reside at Tsang Shiu Tim Home for the Elderly (TST). In order to help Yat Man adapt to the social life at TST, our staff encouraged him to join activities and dispel loneliness and depression.

Yat Man adapted to living at TST within half a year and was cheered up by the warm atmosphere. He became more outgoing. He built up good friendships with other residents, even took care of them. He became keen on horticulture activities and helped with watering the plants daily. Recently, he represented TST to join both chair dancing and mahjong competitions and won prizes. In the "dress-up" event, he looked smart and cheerful when he won "The Happiest Face" Award for his funny red nose. What a change from when he first came to live at TST! He is enjoying an active ageing life at TST.



曾肇添護老院 Tsang Shiu Tim Home for the Elderly

本院以「以人為本」及「全人關懷」的服務理念，為長者提供全面優質的住宿、持續照顧及復康服務。

Upholding the service values of “person-centered” and “holistic care”, TST provides an all-round quality residential, continuum of care and rehabilitation services.

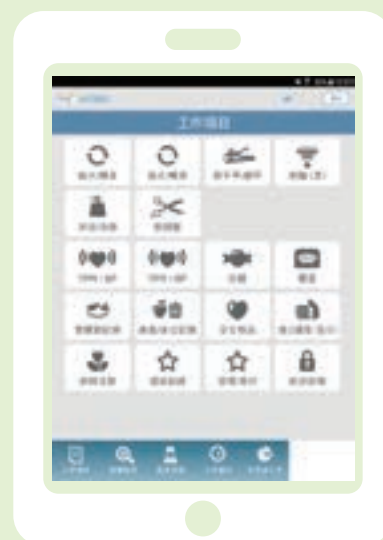
服務重點 Focus of Services

院友記錄電子管理系統

曾肇添護老院建設了並試驗推行全新的院友記錄電子管理系統，電子化記錄護理及復康服務資料，包括日常起居護理、專業護理、復康照顧、社交活動等，並將加強數據分析，監察院友身心功能變化，適時提供合適服務，提升服務質素和效能。預計將於2016年第三季正式啟用管理系統。

Electronic Clinical Care Management System

A new electronic clinical care management system has been set up and is now in trial use at TST. It presents a digital record of information of the residents relating to their daily living, nursing care, clinical services, rehabilitation and social activities, etc. The system facilitates data analysis and monitoring of the psycho-social well-being of residents, enables us to provide timely services for the residents, and improve our service quality and effectiveness. The formal system launch will start in the 3rd quarter of 2016.



電子管理系統可記錄院友個人日常起居護理資料，方便監察院友健康情況。

The electronic clinical care management system facilitated the recording and monitoring of the daily living data and health of residents.





曾肇添護老院 Tsang Shiu Tim Home for the Elderly



精緻軟餐

香港人嗜食，很多人都以追求美食為生活樂趣。為了讓吞嚥困難的院友仍能享受美食，院舍改良過往的糊餐，推行「精緻軟餐」。廚師將魚肉、豬肉、雞肉等分別攪碎，加上蛋白蒸熟，再放入魚、心型的模具定型，令餸菜的質感變得軟滑。而蔬菜方面，選取南瓜、小棠菜、白菜等加入薯粉攪碎定型，配上蕃茄醬，賣相美觀吸引。改良後的軟餐深受院友喜愛，增加長者的食慾。

Happy Meals

Most of the Hong Kong people love eating. Delicious food with family and friends is important for happy lives. In order to help persons with swallowing difficulties, TST modified the "easy to eat" meals into "Happy Meals" for residents. Our chef blends the fish and meat with egg white, then molds it into different heart or cone-shapes and other interesting forms. For vegetables, pumpkin and Chinese cabbage would be used to blend with potato powder and, having tomato juice as topping, all these become beautiful. These "Happy Meals" are both appetizing and highly appreciated by our residents.

精緻軟餐賣相美觀吸引，加院友食慾。

The "Happy Meal" stimulating the appetite of the resident.

至愛共聚一家：既是院友、亦是姻親

A Big Family for The Beloved Ones : Homemates, also In-laws



左：院友 - 逸民
中：媳婦及女兒
右：院友 - 方英

Left: Resident - Yat Man
Middle: Daughter-in-law / Daughter
Right: Resident - Fong Ying



左：院友 - 惠芳
右：女兒

Left: Resident - Wai Fong
Right: Daughter



前排：院友 - 碧蘭、松全
後左：媳婦

Front: Residents - Pik Lan & Chung Chuen
Left Back: Daughter-in-law

持續照顧

Long Term Care



香港賽馬會深圳復康會頤康院

Hong Kong Jockey Club Shenzhen Society for Rehabilitation Yee Hong Heights

感恩「友」你 *My Dear Friends*



瑞娥患有認知障礙症，剛入住香港賽馬會深圳復康會頤康院(下稱頤康院)時很不適應，半夜醒來經常說要回家，不記得自己的房間及每天吃飯的時間和地點，情緒很焦慮。頤康院社工定期探望瑞娥，並鼓勵同房的兩位老友記幫助瑞娥，自此，他們漸與瑞娥成為好友，不時教導、關心和支持瑞娥！

瑞娥現已適應頤康院的生活，認得房間位置，按時到飯廳吃飯，與同房老友記結伴參加院舍活動，並減少半夜起床。瑞娥很珍惜該份友誼，連回家渡假也常記掛想早點回院舍與老友記相聚。

Shui Or has Alzheimer's disease. When she first came to the Hong Kong Jockey Club Shenzhen Society for Rehabilitation Yee Hong Heights Yee Hong Heights (YHH), she felt anxious and was unable to adapt to the new environment. She often woke up at night asking to go home. She had problems finding her room and forgot the time and place for meals. Our social worker visited Shui-or regularly and encouraged Shui Or's roommates to help her in her daily life. The roommates became good friends of Shui Or, offering her guidance, caring and support.

Shui Or has now adapted to the daily life at YHH. She can find her room, comes to meals on time and joins in the social activities with her roommates. She seldom wakes up at night anymore. Shui Or treasures the friendship with her roommates, and after home leave, she is always eager to return to YHH as early as possible to talk with them.



瑞娥與房友。
Shui Or and her roommates.



香港賽馬會深圳復康會頤康院 Hong Kong Jockey Club Shenzhen Society for Rehabilitation Yee Hong Heights

這麼遠 那麼近 *So Far Yet So Close*



蘭幼於2015年8月自費入住頤康院，寬敞舒適的居住環境和貼心的關顧給蘭幼留下了深刻的印象，入住不久，她成功申請香港政府推行的「廣東院舍住宿照顧服務試驗計劃」，獲政府撥款資助繼續入住頤康院。

有見蘭幼家人遠在澳洲，頤康院特意為她和其家人定期安排視頻通訊讓他們互相聯絡，亦透過「院友錄像拍攝計劃」，將蘭幼的生活片段發送到遠方的家人，讓他們知悉她在院各樣的生活點滴。頤康院緊守溝通橋樑的角色，適時向蘭幼家人報告蘭幼生活情況和保持直接聯繫。蘭幼表示家人雖在遠方，但感謝頤康院的員工給她的關愛，有如身處家的感覺。

Lan Yao lived in YHH at her own expense in August 2015. She was impressed by the spacious and comfortable environment and the health care services. In November, she successfully applied for the government's subsidies from the "Pilot Residential Care Services Scheme in Guangdong" to continue living at YHH.

Lan Yao's family members live in Australia. To help Lan Yao communicate with them, YHH organized video conferencing for them periodically. The recent launch of our "Residents Video Programmes", meant that her overseas family members could also see her social life at YHH. Staying in contact with Lan Yao's family is an integral part of YHH strategy, both providing our reports and enabling her to contact them directly. Lan Yao appreciates the YHH's staff and the family-like atmosphere. She says that although her family is so far away, she has found family loving care at YHH.



蘭幼與室友。
Lan Yao and her roommates.



香港賽馬會深圳復康會頤康院 Hong Kong Jockey Club Shenzhen Society for Rehabilitation Yee Hong Heights

頤康院座落深圳鹽田梧桐山上，遠眺大鵬灣，景緻怡人。為長者、中風或認知障礙症患者提供完善及價格相宜的住院服務，包括安老住院、短期復康及緊急暫住服務。

YHH is located at a scenic knoll in Yantian District of Shenzhen, China. YHH provides quality residential care services at competitive prices for older persons, stroke survivors and persons with dementia. Services include care and attention home services, short term rehabilitation programs and emergency respite care.



服務重點 Focus of Services

頤康茶樓，其樂融融

「頤康茶樓」每逢週二早上便向各位院友及家屬開放，只要預早向職員登記，便可以實惠的價錢享用茶樓的「一盅兩件」，這個服務特為行動不便未能到社區茗茶的老友記而設。

Yee Hong Restaurant : Fun and Joy

Every Tuesday morning we open the Yee Hong Restaurant for our residents and their families. The residents enjoy dim sum from Yee Hong Restaurant at reasonable price, without having to travel to town.



院友於頤康茶樓享用美味的一盅兩件。
Residents enjoying delicious dim sum at Yee Hong Restaurant.



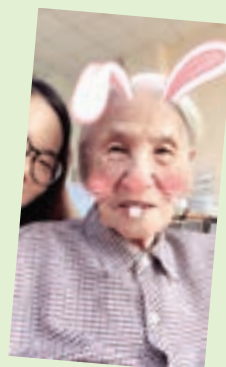
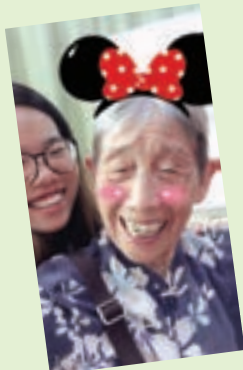
院友的種植大豐收
A fruitful harvest by the residents

善用資源增添院友生活樂趣

頤康院持續發揮創意，善用物資和器材，為院友進行多元化小組活動，增添院友生活樂趣，包括利用水樽教導院友演奏音樂、運用手機程式為院友拍攝趣味照片等。並特設種植園區讓院友種植時令蔬果，收成可供院友分享。

Maximize Resources for Fun

YHH continued explore new ideas of activities for residents to enrich their daily livings. YHH maximized the use of available resources for the activities such as reusing plastic bottles to teach residents to play music, making use of mobile apps for funny portrait shooting, etc. An agriculture area was designed for YHH residents to plant seasonal vegetables, herbs and fruits. All residents enjoyed delicious dishes from the harvest.



頤康院同事以手機為院友拍攝趣味合照。
Staff of YHH captured lovely photos for residents with mobile apps.



香港賽馬會深圳復康會頤康院 Hong Kong Jockey Club Shenzhen Society for Rehabilitation Yee Hong Heights

協辦第二屆臨床吞嚥障礙評估 及治療課程

頤康院協辦「第二屆臨床吞嚥障礙評估及治療課程」，課程於2015年10月28日啟動，課程由香港恩橡基金會與香港理工大學深圳研究院聯合主辦。課程啟動後，隨即舉行了兩天的培訓班，為全國各地的康復治療師、醫生及護士以及頤康院的員工提供實習機會，學習有關吞嚥障礙的基本知識、臨床評估及治療。頤康院將會繼續為患有吞嚥障礙的人士提供優質的治療環境和服務。

YHH co-organized The 2nd Clinical Assessment and Treatment Programme on Swallowing

The 2nd "Clinical Assessment and Treatment Programme on Swallowing" commenced at YHH on 28 October 2015, which was co-organized by Mighty Oaks Foundation Limited, Hong Kong Polytechnic University Shenzhen Research Institute and YHH. A two-day training session was held in line with the Programme's commencement, as the practical part for doctors, nurses and therapists from all over mainland China. During the training, both the trainees and our own YHH staff learned a standard process to identify swallowing problems, bedside assessment and basic treatment. YHH will continue this quality approach for our residents in the future.



「臨床吞嚥障礙評估及治療課程」的學員進行學習分享。

The trainees of the "Clinical Assessment and Treatment Programme on Swallowing" sharing their learning at the training session.



院友在職業治療學課程的實習生的帶領下參與訓練活動。
The residents at the training activity led by students of occupational therapy programme.

優化職業治療服務

頤康院的治療師年內為院友度身設計了一套健身操，為中風人士製作日常生活輔具，並為院友提供電動輪椅操作及安全訓練。除此，與香港理工大學及四川大學就讀職業治療學碩士課程的實習生一起以Pool Activity Level工具為患有認知障礙的院友提供服務，院友及家屬尤為讚賞。

Enhanced Occupational Therapy Services

Our therapists have been very busy, designing a series of fitness exercises tailored for the residents, producing various assistive living devices for residents, and organizing training on using electrical wheelchairs and relevant safety awareness. In addition, we worked closely with the students from the Hong Kong Polytechnic University and Sichuan University studying Master Programmes in Occupational Therapy. One of the interesting projects was the application of the "Pool Activity Level Instrument" for the rehabilitation of residents with dementia. Both the residents and their families appreciated the activities and treatment interventions.

國際及中國項目

International & China Programmes



內地復康服務 Rehabilitation Services in Mainland China

小手作、大改變

A Small Craft for Changing Life



彭小妹妹在2013年雅安地震中失去了媽媽，頭部被磚頭砸到，頭頂處有一個直徑約兩釐米的顱骨缺損，當時醫生告訴家人小妹妹的顱骨修復手術要等到她六歲後才可以進行。小妹妹由年邁的奶奶照顧，奶奶終日憂心小妹妹的身體狀況，更擔心手術會否引發腦癇等後續疾病。此外，面對難以承擔的手術費用，這個原本就不富裕的家庭一籌莫展。對於這些實際困難，我們先替彭小妹妹製作了一個頭部保護支具，讓她能和其他小朋友一樣去玩耍，我們也經常邀請奶奶參加家長支持小組活動，奶奶的心理負擔減輕了，情緒也得到很大改善。為了解決小妹妹將來的手術費用並獲得良好的顱骨修復，我們積極聯繫相關公益組織或基金會，並尋求政策支持，減少奶奶的憂慮。

Little Peng lost her mother in the 2013 YaAn Earthquake, while Little Peng, herself, suffered a severe head injury. The doctor advised that the surgery to correct the 2cm loss of the skull, could only proceed after she reached six years of age. Little Peng is cared for by her grandmother, who worried a lot about Little Peng's physical condition, especially the potential occurrence of epilepsy and other consequences of surgery. Moreover, the surgical cost would be a big burden for this poor family. How to bring some hope to Little Peng and her family? Our first step was to make a head protection helmet for Little Peng, which allowed her to play with other children safely. Also, we invited her grandmother to join our parents' group for emotional support and a safe place to relieve her anxieties. To support the surgery and a good quality, cranial prosthesis, we are contacting the relevant public organizations, and soliciting policy support.





內地復康服務 Rehabilitation Services in Mainland China

在內地的農村地區，對殘疾孩子的支援甚為缺乏，社會對殘疾的認知不足，家人也缺乏照顧殘疾孩子的知識和不懂得給予鼓勵，很多殘疾孩子只躲在家中，不能像其他孩子般生活，他們沒有遊戲、沒有朋友、也不期望能上學接受正規教育。

國際及中國部積極推動社區康復的發展，利用跨專業團隊，從環境、社區、學校、家庭、孩子本身提供多方面的資源和支持，減低各方障礙，努力讓殘疾孩子享有與一般孩子的機會。

香港復康會自1986年獲世界衛生組織委任為復康協作中心，透過國際及中國部，為內地培訓復康工作人員，提供專業諮詢服務、教材及學習援助，以及支援社區復康等工作。

In rural areas of Mainland China, there are always a lack of support and services to children with disabilities. Not only do the public have little awareness about disability but the families also have inadequate knowledge on how to care and stimulate their children with disabilities. Often they are left at home rather than leading a normal life as other children; often the child doesn't play, has no friends and doesn't have any expectations for formal education.

International and China Division (INT_CN) actively promotes the development of community-based rehabilitation. We adopt an inter-disciplinary approach, providing resources and support for different challenges including environment, community, schools, families as well as the children themselves. We aim at reducing all barriers for the children with disabilities so that they have equal opportunity as other children.

In 1986, the Society has been designated as a World Health Organization Collaborating Centre for Rehabilitation. Through INT_CN, we started the collaboration programmes in rehabilitation with China, including personnel training, consultancy services, publication of educational materials and providing support to community-based rehabilitation services.



服務重點 Focus of Services



在「強化災難管理康復服務」研討會，參加者進行分享。

A participant sharing experience at the seminar on "Strengthening Rehabilitation Services in Disaster Management".



國際及中國部代表(左)與中國康復研究中心代表(右)於北京第十屆國際康復論壇中主持分組論壇。

Representatives of INT_CN (left) and China Rehabilitation Research Centre (right) hosting a session of 10th Beijing International Rehabilitation Forum.

積極推動包容性的災難管理

於2015年7月14日與香港紅十字會合作，在香港舉辦「強化災難管理康復服務」研討會；並於2015年9月13日與中國康復研究中心合作，在北京第十屆國際康復論壇中主持分組論壇，題目為「在災害管理及應對中包含殘疾與康復」。透過這兩個研討會的經驗分享，與參加者共同探討在面對自然及人為災害時，不同界別的組織能攜手建設一個更安全，也更具包容性的社會。在國際及中國部2016年月出版的電子通訊內也專題報導有關國際推動包容性災難風險管理的項目。

Promoting Inclusive Disaster Management

INT_CN collaborated with Hong Kong Red Cross to organize a seminar on "Strengthening Rehabilitation Services in Disaster Management" on 14 July 2015 in Hong Kong, and again with the China Rehabilitation Research Centre to organize a session on "Disaster Prevention and Rehabilitation" during the 10th Beijing International Rehabilitation Forum on 13 September 2015. Both events provided platform for participants to share their experiences and promote collaboration on rebuilding a safe, inclusive and sustainable world after challenges from natural and man-made disasters. The Western Pacific Regional WHO Collaborating Centres for Rehabilitation e-newsletter 2015, edited by our Division, also focused on the disability inclusive disaster management issue.



內地復康服務 Rehabilitation Services in Mainland China

與內地同業分享服務經驗

年內，接待超過十個內地訪問團，與他們分享香港復康會的工作理念、手法及服務經驗。訪問團成員包括來自江蘇、北京、寧夏、浙江及廣東等地的政府官員、行政人員、醫生、護士、治療師及社工。於2015年9月20日，我們非常榮幸能接待由中國殘疾人聯合會主席張海迪女士率領的代表團。

Experience Sharing with Visitors from Mainland China

During the year, INT_CN received over 10 groups from Mainland China, sharing with them our mission, strategies and working experience. The visitors included government officials, managers, doctors, nurses, therapists and social workers from Jiangsu, Beijing, Ningxia, Zhejiang and Guangdong. It was our great honour to have received the delegation led by Ms. Zhang Haidi, Chairlady of the China Disabled Persons Federation on 20 September 2015.



向來自浙江的探訪團簡介本會服務。
Service orientation for the delegation from Zhejiang.



中國殘疾人聯合會代表到訪本會時大合照。
Group photo on representatives of the China Disabled Persons Federation visiting the Society.



在內地舉辦的遊戲日，鼓勵傷健一家共同參與，締造歡樂、共融。

The play days organized in Mainland China encouraged active participation of families with children with or without special needs, promoted social inclusion in joyful games.

促進有需要孩子的主動參與

我們深信主動參與和在遊戲中得到快樂對所有孩子都非常重要。年內，國際及中國部共資助了十二個遊戲日子五百七十多位小朋友，包括有特殊需要的孩子及社區孩子，並約有七百位家長、義工及員工參加。能讓孩子享受遊戲之餘，家長、幼兒工作者和統籌員在籌辦活動的過程中，認識遊戲的重要性，並讓公眾人士加深對有特別需要孩子的認識。

Promotion of Active Participation for Children with Special Needs

We believed that active participation and opportunities for joyfulness are two critical elements for all children. During the year, INT_CN subsidized 12 play days for over 570 children including but not only, children with special needs, as well as about 700 parents, volunteers and staff to participate in the activities. Not only did the children enjoy playing, but also the family members, child care workers and organizers realized the significance of play, and the public's awareness of children with special needs was heightened.



在四川雅安舉辦健康知識講座。
The public health talk organized at Ya'an, Sichuan

推動四川揚康殘疾人康復技術指導培訓中心的服務本土化

四川揚康殘疾人康復技術指導培訓中心(下稱揚康)加強與地方殘疾人聯合會合作，指導他們建設專業復康中心及培訓員工。揚康亦與香港紅十字會合作，為雅安地震傷員提供復康服務，如環境改造及提供合適輔助工具等。此外，揚康亦與當地一些學校合作舉辦夏令營，為曾受四川地震影響的青少年人建立社區支援網絡。

Sichuan Yang Kang Rehabilitation Resource Centre

Sichuan Yang Kang Rehabilitation Resource Centre (Yang Kang) has increased cooperation with various local Disabled Persons' Federations to advise them on establishing professional rehabilitation centres and training their rehabilitation staff. Yang Kang partnered with the Hong Kong Red Cross to continue to provide rehabilitation services, including environmental adaptations and assistive devices for the victims from the earthquake at Ya'an. In addition, Yang Kang organized summer camps together with local schools to build up social support networks for the young persons who were affected by the earthquake.



在四川舉行的腦癱孩子及家長小組活動
The activities of parents group for children with cerebral palsy organized at Sichuan.



跟進雅安地震災民的康復情況。
Follow up of rehabilitation situation for Ya'an earthquake victims.



內地復康服務 Rehabilitation Services in Mainland China



結合香港復康會在香港服務的最佳典範及世界衛生組織復康的指導方針及方法，國際及中國部採用培訓者培訓，將復康的知識和技能持續在機構及社區播種，幫助殘疾人士及家庭，提升生活質素，促進社會共融及平等參與。

Bridging the best practice of the work of the Society in Hong Kong and the World Health Organization's rehabilitation guidelines and approach, INT_CN continued sowing the seeds with the train-the-trainer approach to widely disseminate the rehabilitation knowledge and skills to communities and institutions to help persons and children with disabilities and their families to be able to live quality life at an integrated and inclusive society with equal participation.

機構社會責任

**Corporate Social
Responsibilities**

推廣義工服務 Promotion of Volunteer Services

金牌司儀

A Well-recognized Volunteer Master of Ceremonies

如果參與過本會的「健康萬步數碼港」的朋友，對Panny應該不會陌生，活動由2004年創辦至今，Panny已為此活動義務擔任司儀共十二年。Panny感到很榮幸可以一直擔任這個任務，並在台上為參加者增添歡樂氣氛和打氣。他指出：「健康萬步數碼港」不僅是有意義的籌款活動，也是一個很好的機會讓家長教導孩子學習社會共融，關懷殘疾人士。

If you have participated in the Society's "CyberRun for Rehab" you will have met our volunteer, Panny, who has been the event's master of ceremonies for 12 years. Panny feels honored to have taken on this position, since the launching in 2004. He enjoys cheering and arousing the participants. Panny says that CyberRun is not only a meaningful fundraising event, but also a good occasion for family education to let children learn about social inclusiveness and caring for people with disabilities.



本會致力推廣義務工作文化，透過與各界企業、機構和團體合作，提供不同的義工培訓機會，讓義工們發揮所長，回饋社會，並為個人增值。同時，全賴每一位企業和個人義工熱心支持及參與本會的活動，我們才能匯聚資源和知識，把最優質的服務提供給有需要的人。

The Society strives to promote volunteering culture through collaboration with various corporations, organizations and groups. We provide different types of training opportunities for volunteers to empower them to serve the community. With enthusiastic support from corporate or individual volunteers, we have been able to streamline resources and share knowledge for providing quality services for those in need.



推廣義工服務

Promotion of Volunteer Services



香港復康會義工隊-康樂線

年內，香港復康會義工隊-康樂線與多間企業及機構合作，包括港鐵公司、富臨集團、威富(亞洲區)有限公司、超敏科技有限公司、新生精神康復會及香港退休警察義工服務協會等，舉辦了二十八項康樂活動，為殘疾人士提供超過七百五十人次服務。其中別具創意及挑戰的活動包括：參觀香港賽馬會屯門公眾騎術學校、暢遊大嶼山昂坪市集、寶蓮禪寺及愉景灣等，藉此推廣平等暢遊及享受生活的權利。

Rehab Volunteers – Recreational Routes

During the year, Rehab Volunteers co-organized 28 recreational activities for over 750 persons with disabilities, in co-operation with a number of corporations and organizations including MTR Corporation Limited, Fulum Group, V F Asia Limited, Ultra Active Technology Limited, New Life Psychiatric Rehabilitation Association, and the volunteer group of retired Hong Kong Police. The challenging activities included visits to Hong Kong Jockey Club Tuen Mun Public Riding School and a tour to Ngong Ping Village, Po Lin Monastery and Discovery Bay at Lantau. Through the services, we aim at promoting equal opportunities for sightseeing and joyful living.



與港鐵公司義工合作帶領參加者暢遊愉景灣。

Collaborated with volunteers from MTR Corporation Limited for visit to Discovery Bay.



與富臨集團義工合作帶領參加者參觀展城館。

Collaborated with volunteers from Fulam Group for visit to the City Gallery.



與超敏科技有限公司義工合作帶領參加者遊覽世界地質公園。

Collaborated with volunteers from Ultra Active Technology Limited for travelling to the Global Geopark.



與香港退休警察義工服務協會義工合作帶領參加者暢遊香港迪士尼樂園。

Collaborated with volunteers from the the volunteer group of retired Hong Kong Police to visit Hong Kong Disneyland Park.

推廣義工服務 Promotion of Volunteer Services

培養同理心 *Nurturing Empathy*



「阿花你除咗學習有問題，其他方面有冇問題？阿花有特殊學習困難，會唔會影響同屋企人感情？你寫錯字嘅時候，你嘅同學會唔會笑你？點解阿花咁容易寫錯字嘅？」同學在看畢「街坊小子」的木偶表演後連珠炮發提出問題，而詢問的對象正正是劇場的木偶主角阿花，飾演一個患有「讀寫障礙」的小朋友。「街坊小子」透過木偶劇演出，在社會的下一代播下同理心的種子。「街坊小子」平均每年演出約200場，透過木偶劇鼓勵小朋友關心社會、認識及接納別人。

"Hi Jennifer, do you have any other problems apart from learning difficulties? Do your learning difficulties affect your relationship with your family? Do your classmates laugh at you when you write something wrong? Why do you always have problems in writing?" All these were questions raised by students who watched the shows performed by the Kids on the Block (KOB). They wanted to know more about Jennifer, the puppet playing a child with dyslexia. KOB performances promote love and empathy. KOB performs about 200 shows every year on average, with the aim to increase children's understanding, acceptance and caring for persons with differences in our community.



學生觀看完木偶表演後，積極向木偶主角發問。
Students actively raised questions to the puppets after watching the performance.

工作重點 Focus of Work



街坊小子木偶劇場

本會自1995年起與香港弱能兒童護助會攜手從美國引進「街坊小子」木偶劇場，不單透過木偶劇增加小朋友對殘疾人士的認識和學習建立健康生活習慣，並致力培訓義務木偶師。義務木偶師也從排練中能認識殘疾人士的需要和更深入學習健康知識，透過表演宣揚「傷健一家親」的精神。

「街坊小子」於2015年8月舉行了成立二十周年慶典，前任街坊小子管理委員會委員許子石醫生及周敏姬女士亦應邀出席，分享喜樂。在慶典上他們向所有嘉賓及義工演說，讓大家認識「街坊小子」傷健共融的宗旨，同時勉勵義工積極參與演出活動，讓新一代更了解及關心有特殊需要的人士。

「街坊小子」的義工木偶師胡蘭芬女士，過去20年來一直致力參與「街坊小子」的演出。她說：「我一直參與演出，因為每次演出都可直接與觀眾交流及溝通，當小朋友知道主角的困難，然後在答問環節表達對木偶主角的關心時，我都很感動。」

The Kids on the Block

The Society launched the Kids on the Block (KOB) in 1995 in collaboration with the Society for the Relief of Disabled Children (SRDC). Through the puppet shows, children absorb the needs of persons with disabilities as well as healthy living habits for everyone. KOB also benefits the volunteer puppeteers. They learn not only the needs of persons with disabilities but also in-depth health information, inspiring them to promote "A Society for All" through their training and performances.

KOB celebrated its 20th anniversary in August 2015. The former KOB Management Committee Members, Dr. Louis Hsu and Ms. Mabel Chau attended the celebration and delivered speeches encouraging the volunteers to participate in KOB performances to promote social inclusion and to let the young generation understand and care for persons with special needs.

Ms. Janet Woo has been KOB volunteer puppeteer since the launching twenty years ago. She said, "The direct interaction with the audience during the performances has been the driving force for my persistent passion in KOB performances." "it is so touching to see children understand difficulties of others through KOB performances and express their concerns to the puppet characters in the Question & Answer Sessions after the performances."



義工木偶師胡蘭芬女士獲頒發長期服務證書，嘉許她對街坊小子的貢獻。

Ms. Janet Woo receiving the certificate in recognition of her loyal volunteer services for KOB.



周敏姬女士及許子石醫生皆是將街坊小子木偶劇場從美國引入香港的先導者之一。
Ms. Mabel Chau and Dr. Louis Hsu are the pioneers to bring in KOB from USA.

推廣義工服務

Promotion of Volunteer Services



工作重點

Focus of Work

企業義工服務

本會衷心感謝眾多來自各行各業的個人義工和企業義工一直鼎力支持本會，在年內積極參與本會多項義務工作，除了協助籌辦康樂活動，還有參與木偶劇表演進行公眾教育，探訪本會的中心服務使用者和院舍院友以表關懷、協助籌備籌款活動、製作會訊和宣傳刊物、參與研究調查工作、與及支援文書工作等。本會全年動員義工超過八千人次，合共超過四萬二千小時。此外，本會非常感謝八十多位委員、所有理事和義務顧問，一直帶領和指導本會的發展。每位義工的付出也暖透心窩，也為建設共融社會作貢獻。

Corporate Volunteer Services

We would like to extend our heartfelt thanks to all individual and corporate volunteers for their unfailing support to us. They have actively participated in various volunteer services of the Society during the year. Apart from organization of recreational activities, they have participated in puppetary performances for public education, visited our centres and homes to give tangible and emotional support to our service users, prepared for fundraising events, carried out the interviews and involved in the production of our newsletters and publications, carried out surveys as part of research work, as well as gave office support. We have mobilized over 8,000 attendances of volunteers, accounting for over 42,000 man-hours served. We would also like to express our deep gratitude to our over 80 committee members, office bearers as well as all the advisors for their leadership and guidance through their voluntary participation in our works during the year. All the contributions of volunteers warmed our hearts and were instrumental to building an inclusive society.



推廣義工服務 Promotion of Volunteer Services



研究及倡議 Research and Advocacy

研究及倡議中心致力透過實證為本的研究及倡議工作，反映殘疾人士和長期病患者面對的困難，倡議社會各界及當局持續改善殘疾人士政策和措施(如就業、衛生及社會福利等)，並與不同界別的持份者共同為殘疾人士、長期病患者和長者創建一個促進參與、共融及健康的社會。

The Centre on Research and Advocacy (CRA) conducts evidence-based research and advocacy work to arouse the concern of persons with disabilities and chronic illnesses, among different social sectors and the government on the continuous improvement of relevant policies and measures on employment for persons with disabilities like employment, health and social welfare issues. CRA aims to co-create a more enabling, inclusive and healthy society for persons with disabilities, chronic illnesses and older persons through multi-sectoral collaboration.

工作重點 Focus of Work

殘疾人士和長期病患者 照顧者的經濟貢獻和 負擔研究

研究及倡議中心聯同香港大學社會工作及社會行政學系和照顧者聯盟成功訪問了七十七名六十歲以下的中風或肢體殘疾人士的非受薪照顧者，了解他們照顧病患者的狀況和經濟貢獻，並於2015年5月發佈研究結果，顯示照顧者因照顧病患者而影響身心健康、勞動生產力及個人發展機會。受訪者平均每週花三十一小時照顧病患者，相當於每週近港幣二千五百元的經濟產出，承受的身心 and 經濟壓力不容忽視。研究團隊遂建議政府設立照顧者津貼，長遠考慮加強社區支援服務和相關津貼。

A Study on the Economic Contribution and Burden among Carers for Persons with Disabilities and Chronic Diseases

CRA jointly conducted with Department of Social Work and Social Administration, The University of Hong Kong and the Carer Alliance the "Study on the Economic Contribution and Burden among Carers for Persons with Disabilities and Chronic Diseases". 77 non-paid carers of persons with stroke or physical disabilities, aged 60 or below had been interviewed to understand their situation and economic contribution. The study results published in May 2015 reflected that carers had been deprived of mental and physical health, labour productivity and personal development. They spent 31 hours weekly on average to provide care, equivalent to an economic output of about HK\$2,500 per week. The physical, mental and economic pressure of carers should be addressed. The research team urged the Government to provide allowance for carers and enhance community support services in the long run.



就殘疾人士和長期病患者照顧者的經濟貢獻和壓力研究結果進行新聞發布會。

The press conference to release the result of the "Study on the Economic Contribution and Burden among Carers for Persons with Disabilities and Chronic Diseases".

殘疾人士就業情況調查

研究及倡議中心與社區復康網絡病人互助發展中心、職業復康及再培訓中心、香港理工大學康復治療科學系及長期病患者就業關注組合作，訪問了二百二十多名十五至六十歲的殘疾人士和長期病患者，了解他們的就業情況。於2015年4月的發佈結果反映殘疾人士及長期病患者渴望從事受薪工作，但即使有不俗的競爭力及工作意向，仍然面對失業問題，缺乏充足的就業機會及支援。研究團隊遂建議政府增聘殘疾人士及長期病患者，創造就業機會及提供就業支援。

Survey on Employment Situation of Persons with Disabilities

CRA collaborated with the Society's Patient Mutual Support Centre of Community Rehabilitation Network and the Vocational Rehabilitation and Retraining Centre; as well as the Department of Rehabilitation Sciences of the Hong Kong Polytechnic University and the Concern Group for The Employment of Persons with Chronic Illnesses to conduct the "Survey on Employment Situation among Persons with Disabilities and Chronic Illnesses". 221 persons with disabilities and chronic illnesses, aged between 15 and 60, were interviewed. The study results reflected that persons with disabilities and chronic illnesses yearned to get jobs while they possessed working abilities. Nonetheless, they face problems of unemployment, insufficient working opportunities and support. The research team urged the Government to employ more persons with disabilities and chronic illnesses, create jobs and provide more support for them.



了解更多
To Know More

其他研究及倡議項目

年內，研究及倡議中心支援了二十多項對內及對外的研究及倡議項目，重點包括：

- 殘疾人士及長期病患者對「全民退休保障計劃」的意見；
- 澳門復康巴士服務需求及未來發展顧問研究；
- 鄭德炎日間復康護理中心「種豐」中風復康計劃成效研究；
- 倡議數碼共融，開發共融無「癆」手機應用程式；及
- 與多個殘疾團體及美心集團合作推動友善餐廳。

Other Research and Advocacy Projects

CRA provided support to both internal and external units to conduct over 20 research projects and advocacy studies during the year. Highlights included:

- A survey on the Opinion of Persons with Disabilities and Chronic Illnesses towards the "Universal Retirement Protection Scheme";
- Consultancy study on the "Needs and Future Development of Rehabus Service in Macau";
- Evaluation of "Gold Richer Life Project for Young Persons with Stroke" by Cheng Tak Yim Day Rehabilitation Centre;
- Development of E-epilepsy inclusion mobile application for the advocacy of digital inclusion; and
- Cooperation with various disability groups and Maxims for the promotion of accessible restaurants.



就「殘疾人士與長期病患者就業情況調查」結果進行新聞發布會。

The press conference to release the findings of the "Study on Employment situation of persons with disabilities and persons with chronic illnesses."



參與示威，向扶貧小組委員會轄下特別需要社群專責小組主席呈交立場書，表達爭取殘疾人士就業之訴求。

Participated in the demonstration to express the needs of employment of persons with disabilities and presented the position paper to the Chairman of Special Needs Group Task Force of Commission on Poverty.



會見康復專員及康復諮詢委員會主席，表達對殘疾人士就業的關注。

Meeting with Commissioner for Rehabilitation and the Chairman of Rehabilitation Advisory Committee to express concern about employment of persons with disabilities.

員工關係和發展 Staff Relationship and Development

本會銳意締造一個培育創新、同心協力及快樂工作的機構。我們一直能夠為服務使用者提供優質的服務，有賴員工的努力和付出，因此，我們堅守信任、尊重和關懷員工的原則，攜手同行。

本會共聘用了719名員工，當中包括約70名殘疾僱員，並先後安排了超過130名殘疾學員在社企業務實習和就業，致力為殘疾人士開拓就業機會。本會參加了由勞工及福利局聯同康復諮詢委員會、香港復康聯會及香港社會服務聯會合辦的《有能者·聘之約章》，本會所推選的復康巴士員工並獲得「共融機構傑出師友獎」，藉此表揚本會關懷殘疾員工的需要，促進共融工作間的建立。

We aspire to be an organization nurturing innovation and encouraging motivated people to work together happily. We could not have provided quality services for service users without the contribution of our staff members, who have given their full commitment and devotion to their work. We trust, respect and care for our staff.

Our staff force of 719 members, included about 70 persons with disabilities. In addition, we provided placement and employment opportunities for over 130 trainees at our social enterprises and we continued to strive to increase employment opportunities for persons with disabilities. The Society participated in the Talent-Wise Employment Charter organized by Labour and Welfare Bureau, in collaboration with the Rehabilitation Advisory Committee, the Hong Kong Joint Council for People with Disabilities and the Hong Kong Council of Social Service. The recognition of the Outstanding Mentor Award for Inclusive Organization received by colleagues of our Rehabus Department signified the importance of care and support to the staff with special needs to integrate with the workforce.



復康巴士員工陳妙姪女士和潘綺華女士獲頒「共融機構傑出師友獎」。

Ms. Milly Chan and Ms. Eva Poon of Rehabus had been awarded the recognition of the Outstanding Mentor Award for Inclusive Organization

員工關係和發展 Staff Relationship and Development



工作重點

Focus of Work

員工溝通

本會持續透過不同方式以保持全會員工的緊密溝通，包括本會會訊、社交媒體、恒常員工會議、培訓和其他員工討論平台等。在2015年10月舉行的管理員工退修營，進一步提升管理團隊士氣和溝通，並鼓勵共同參與機構年度計劃的制定，隨後並透過復康部和其他部門的恒常會議和平台，讓前線員工有機會了解機構的年度目標和策略，從而同心協力以達致成功推行。本會於2016年初舉行員工周年聚餐上，更以別開生面形式推廣健康生活，來賓和員工齊齊輕鬆做運動和跳舞，笑聲全場，氣氛熱鬧。

Staff Communication

Continuous staff communication and engagement had been enhanced through various channels including newsletters, social media, regular staff meetings, trainings and staff forums. The Management Team Retreat Camp conducted in October 2015 was one of the means to encourage all the managerial staff to enhance the teamwork, communication and participation in the annual plan formulation. The subsequent Annual Plan staff forums through the regular staff meeting of the Rehabilitation Division and other designated meetings have further provided opportunities to enhance frontline understanding of the organization goals and strategies and be able to contribute to its implementation and success. On the soft side, the theme of "Wellness" was promoted in the Staff Annual Dinner held in early 2016. All our guests and staff had enjoyed relaxing physical exercises and dancing during the dinner which was filled with fun and laughter.



員工出席退修營時大合照
Staff group photo at the Retreat Camp.



在定期舉行的員工會議上，員工進行集體遊戲和討論，增加對各部門服務和同事彼此的認識。
Staff participated in the games and discussion at the periodical staff meeting, enhanced understanding of the service of different units and fostered mutual understanding.



委員和同事齊齊投入做運動，充滿歡樂氣氛。
Committee Members and staff enjoyed funs from healthy exercises in the Annual Dinner.

員工關係和發展 Staff Relationship and Development

員工培訓

本會一直鼓勵及支持員工持續進修及自我增值，資助及安排員工參加不同性質的本地及海外參觀和培訓，總計提供約一千三百個培訓日及舉辦合共近一百個有關服務或管理的培訓工作坊。旨在增進員工的知識和才能以優化本會服務，促進員工不同領域的發展和創意。鑑於各類型項目持續開展，本會的機構發展和籌募委員會落實加強同事對項目管理的認識和能力，聘請項目管理顧問進行相關的員工培訓和指導。

Staff Training

We encouraged and supported our staff to pursue personal development through continuing education and training. Opportunities were offered including both local and overseas visits and trainings. About 1,300 training days were approved and nearly 100 workshops on services and management topics were organized. All programmes aimed at amplifying knowledge, skills and practice for better service provision, as well expanding the horizon of our staff, inspiring innovation. In view of the many service related and management projects, we had been undertaking and the emerging needs to enhance corporate capacity in "Project Management", the Committee on Corporate Development and Fundraising decided to develop "Project Management" as a core organization competence through the engagement of project management consultant, trainings and coaching.



員工進行項目管理培訓的課堂練習。
Staff at the class exercises during project management training.



復康巴士車長進行急救技巧訓練。
Rehabus captains undertaking first aid training.

延長退休年齡

為鼓勵資深員工繼續於本會服務、貢獻社會，本會延長員工的退休年齡，由60歲延長至65歲。

Extension of Retirement Age

To motivate our experienced staff to remain with us longer and to continue contributing to the community, we extended our staff retirement age from 60 to 65 years old.

員工關係和發展 Staff Relationship and Development

建立健康、友善工作間

本會進一步豐富員工迎新會的內容，向新員工介紹機構的抱負、使命及價值觀，了解機構的服務及文化，令新入職員工更融入工作環境。除了向員工簡介本會的主要行政工作和功能，亦為新入職員工提供簡單的健康及體能檢測，包括血糖、脂肪比例、手握力、身體柔軟度等，讓員工了解自己的身體狀況，建立健康而開心的工作環境。

本會一直為員工提供家庭友善的工作環境，包括讓員工於重要節日前夕提早下班、於合適單位彈性實施五天工作周、以及按員工服務年資遞增有薪年假日數，讓員工在工作與家庭生活之間取得平衡。



在員工迎新會上，新入職員工量度血壓。

The blood pressure of new staff being measured at the orientation programme.

Promotion of Healthy and Friendly Working Environment

We launched an improved orientation programme for new staff to increase their understanding of the Vision, Mission and Values of HKSR, core services and organizational culture and ensured they became familiar with the new working environment. Apart from introduction on the key information of the administrative functions, basic health and fitness assessments including blood glucose, fat ratio, grip and body flexibility, etc were provided for new staff, to gain self-understanding of their current health status, and promote a healthy and happy working environment.

We promoted a family-friendly working environment for balanced work life. Some examples included early release of staff on the eve of some festivals, a flexi 5-day working week where possible, and increasing annual leave entitlements based on years of service.

成立人力資源委員會

本會成立了人力資源委員會以提升長遠人力資源政策、承傳計劃、員工培訓和發展及員工薪酬和福利等方面的籌劃和發展。此外，成立了員工培訓和發展工作小組，參與代表包括高級管理層、人力資源部和其他服務單位的代表。工作小組的角色包括檢討和建議人力資源政策、員工培訓和發展指引、舉辦員工培訓以配合機構的發展方向和計劃、確保培訓資源有效運用，並鼓勵員工互相學習、分享和欣賞，培育注重學習和健康的工作團隊。

Establishment of the Human Resources Committee

The Human Resources Committee was set up to enhance long-term planning through guiding the development of human resources policies, succession planning, staff training and development as well as staff remuneration and benefits. Furthermore, the Staff Training and Development Working Group was set up with representatives including senior management and representatives from the Human Resources and other service divisions with the aims to review and recommend policies and guidelines in staff training and development, implement staff training programmes to support the strategic directions and overall development plan of the organization, ensure the effective use of training resources and cultivate a "learning and healthy" workforce through mutual learning, sharing of good practice and appreciation.

交流計劃和顧問服務 Exchange Programmes and Consultancy Services



慢性疾病自我管理課程組長培訓工作坊。
The Leaders' Training on CDSMP.

在澳門和廣州推展慢性疾病自我管理課程組長訓練

自我管理培訓及發展中心應澳門衛生局及慢病防制委員會邀請舉辦第三期「慢性疾病自我管理課程」組長培訓工作坊。並為廣東省公共衛生研究院舉辦廣州市越秀區「慢性疾病自我管理培訓」、「慢性疾病自我管理課程」組長培訓工作坊及「糖尿病自我管理教材組長訓練」。透過各項培訓，有助進一步在國內及澳門推展慢性疾病自我管理教育工作。

Promotion of Leaders' Training on Chronic Disease Self-Management Programme in Macau and Guangzhou

Self-management Training and Development Centre (SMTDC) delivered the 3rd Leaders' Training on Chronic Disease Self-management Program (CDSMP) for the Government of Macao Special Administrative Region – Health Bureau and Commission for Chronic Disease Prevention and Control. SMTDC had also delivered several leaders' trainings on Chronic Disease Self-management, CDSMP and Diabetes Mellitus Self-management for Guangdong Provincial Institute of Public Health in Yuexiu, Guangzhou. The trainings facilitated the development of health education on self-management among practitioners.

澳門復康巴士服務需求及未來發展顧問服務

本會就澳門復康巴士2015至2019年的服務、需求、營運模式及與澳門其他無障礙運輸服務的整合提供顧問研究，報告書已於2015年11月呈交澳門社工局。參與這項研究能擴闊員工視野和將香港的經驗與澳門交流，推動發展無障礙運輸。

Provision of Consultancy Services on Rehabus Service Demand and Future Development in Macau

The Society provided consultancy services for the development of Rehabus services in Macau from 2015 to 2019. A research study was conducted to review service demand, service operation model and integration of accessible transport services. The report was submitted to Macau's Instituto de Acção Social in November 2015. The study broadened our staff exposure and facilitated experience exchanges with Macau to promote accessible transport.

交流計劃和顧問服務 Exchange Programmes and Consultancy Services

促進內地社會服務的發展

國際及中國部向內地社工傳達「助人自助，互助助人，促使改變」的專業理念；運用專業督導、教練督導及以應用為本的培訓來鞏固一線社工基礎實踐能力，並藉顧問服務提升內地專才和管理層員工在服務拓展及策略發展方面的能力。

Facilitate Development of Social Services in Mainland China

International and China Division (INT_CN) shared our core values of helping people to help themselves, encourage mutual aid and support and promote change, to social workers in Mainland China. We provided clinical supervision, coaching supervision and implementation-oriented training to enhance the capacities and competence of the frontline social workers. We also provided consultancy services to elevate the service development and strategic planning competencies of professionals and management staff.



來自深圳的社工進行團隊建設的訓練活動。

The social workers from Shenzhen participating in the training activities on team building.

交流計劃和顧問服務 Exchange Programmes and Consultancy Services

社區康復培訓及顧問服務

為提升照顧殘疾人士的水準，國際及中國部的員工不但為內地許多兒童福利院提供康復人員及護理員培訓，同時也為多家醫療及康復服務機構提供諮詢及員工培訓服務。此外還積極與非營利機構和政府機關合作和制訂策略，促使殘疾人服務納入他們的工作範疇。

Promotion of Rehabilitation Services with Holistic Approach

To promote holistic rehabilitation approach and care for the persons with disabilities living in the institutions, staff of the International and China Division not only provided training for rehabilitation workers and caregivers at many welfare institutions in China but also at hospitals and other rehabilitation organizations. We also collaborated with NGOs and government agencies to develop strategies for including persons with disabilities in their services and scope of work.



兒童福利院的員工學習教導殘疾兒童的技巧
Workers of welfare institution learning the skill to teach the child with disabilities.

西太平洋區復康工作和學術活動

國際及中國部持續履行世界衛生組織復康協作中心的任務，在西太平洋區的國家推動社區復康模式及工作，積極參與全國及區域專業會議，發表有關殘疾、復康及相關工作的會議，如有關社會工作和物理治療等。於2016年3月與中山大學附屬第一醫院合辦西太平洋區域社區康復發展研討會，邀請了內地和西太平洋區國家的專家參與，成功進行交流。

Community Based Rehabilitation work and Symposium in Western Pacific Region

INT_CN strived to advance community based rehabilitation services in Western Pacific regional countries, through our work as a WHO Collaborating Centre in Rehabilitation. Thus, we actively participated and presented at national and regional conferences relating to disability, rehabilitation as well as the specific professional conferences such as social work and physiotherapy. With Zhongshan University First Affiliated Hospital we jointly organized the Western Pacific Regional Seminar on Community Based Rehabilitation in March 2016, inviting professionals from Mainland China and Western-Pacific countries for a successful sharing of experiences.



西太平洋區域社區康復發展研討會上，參加者大合照。
Group photo of participants at the Western Pacific Regional Seminar on Community Based Rehabilitation.

交流計劃和顧問服務 Exchange Programmes and Consultancy Services

國內養老產業顧問服務

本會自2012年起一直與國內多家企業和基金會合作，為其復康和安老養老項目提供設計、服務及營運專業意見，讓本會能回饋社會和參與國家的社會發展。年內，本會與下述企業開展和洽商顧問諮詢服務：

- 長城物業集團股份有限公司
- 福州泰禾天元花園 - 長者頤享復康體檢中心
- 深圳招商商置投資有限公司
- 華潤置地廣州項目
- 泰康之家廣州項目
- 易特科集團深圳項目
- 張學良基金會哈爾濱項目

Consultancy Service for Elderly Services in Mainland China

Since 2012, the Society had been cooperated with different corporations and funding bodies in providing consultancy services for the design, service and operation of their rehabilitation and elderly home projects. We were given the opportunities to contribute to the community and participate in the social development in Mainland China. During the year, we worked with the following corporations and projects for consultancy services:

- Changcheng Property Group Co. Ltd.
- Fuzhou Taihe Group Co., Ltd Tian Yuan Hua Yuan – Older Persons Care and Rehabilitation Centre
- China Merchants Property Development Company Limited
- China Resources Land Guangzhou Project
- Taikang Community Guangzhou Project
- E-Techco Group Shenzhen Project
- Zhang Xueliang Foundation Harbin Project

傳訊及資源拓展

Communication and Resource Development





傳訊平台 Communication Platforms

本會持續善用資訊科技，強化傳訊平台，保持對外對內更緊密的溝通和聯繫，將復康與健康的資訊廣傳，不但讓大眾認識本會，更重要是讓更多人認識殘疾人士和長期病患者的需要，倡議平等參與、社會共融。

年內更新了本會主網頁www.rehabsociety.org.hk，除了符合萬維網聯盟制訂的無障礙網頁標準設計，關顧殘疾人士的特別需要，新網頁版面設計更簡潔、專業。網頁除了包含服務介紹，並連結了多個實用資訊平台，包括香港無障礙旅遊指南網站、「康程式」網站、與及上載了多項研究結果及倡議項目資訊。本會並設有Facebook專頁發放本會新動向和健康資訊。

The Society continued to maximize the use of ICT for strengthening internal and external communications, disseminate rehabilitation and health information to the public, enhance their understanding on the needs of persons with disabilities, and promote equal participation and social inclusion.

The Society's website, www.rehabsociety.org.hk, was revamped during the year, designed in compliance with the accessibility standards of World Wide Web Consortium (W3C) to cater for persons with special needs as well as to portray a simple and professional look. The content of the website not only included our service information but also hyperlinked some useful online platforms, including the websites of "Accessguide" and "e2care", as well as uploaded our research reports and advocacy information. The Society also registered for Facebook page for release of hot news and health information.



www.rehabsociety.org.hk



了解更多
To Know More

傳訊平台 Communication Platforms

本會再度於政府資訊科技總監辦公室與平等機會委員會合辦的「無障礙網頁嘉許計劃」中獲獎，包括本會新網頁www.rehabsociety.org.hk獲得金獎(網站組別)、本會推出的共融無癇手機應用程式獲得金獎(流動應用程式組別)、而香港無障礙旅遊指南網站www.accessguide.hk則獲得三年卓越表現獎。

The Society won a few awards from the "Web Accessibility Recognition Scheme" again. The Scheme was co-organized by the Office of the Government Chief Information Officer and the Equal Opportunities Commission. The Society's revamped website "www.rehabsociety.org.hk" won the Gold Award (Website Stream); the mobile apps "E-epilepsy Inclusion App" won the Gold Award (Mobile App Stream); and the "Accessguide" website won the Triple Gold Award for its third year in a row to win the Gold Prize.




www.accessguide.hk



了解更多
To Know More

本會與香港腦癇學會及香港協癇會於2015年3月開發「共融無『癇』」流動應用程式，旨在透過資訊科技協助腦癇症患者增強自我管理能力的提升健康水平；也成為醫護人員進行經驗交流的平台，並進行公眾教育，提供有關腦癇症的資訊。

The Society jointly developed the mobile application of "e-Epilepsy Inclusion app" with The Hong Kong Epilepsy Society and The Hong Kong Epilepsy Association. The mobile is aimed at enhancing the self-management of persons with epilepsy and improving their health through information and communication technology. It also facilitated exchanges among health care professionals and provided information on epilepsy for public education.



Google play

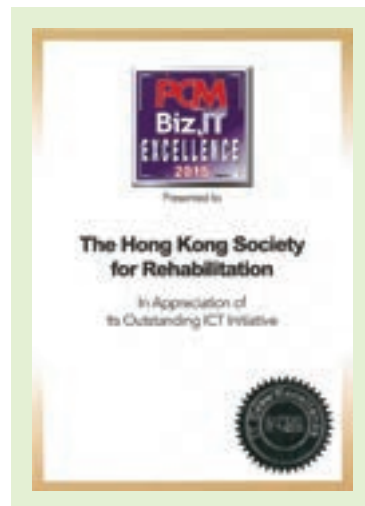
Available on the App Store



傳訊平台 Communication Platforms

本會銳意了解用者所需，提供適切服務和資訊。感謝Microsoft Hong Kong Limited的贊助和支持，年內以試驗計劃協作建設本會的用者關係管理系統，以完善本會的服務使用者、捐款者和其他合作伙伴的資料管理。此項目榮獲《PCM電腦廣場》主辦的「Biz.IT Excellence」表揚為傑出資訊科技應用方案。

The Society strived to understand the needs of users and to provide responsive services and information. We were grateful for the sponsorship and support from Microsoft Hong Kong Limited and the collaboration in piloting our the Society's Client Relationship Management System (CRM) to improve the management of the information of our service users, donors and corporate partners. The project had been recognized as IT Case Excellence from the "Biz.IT Excellence 2015" organized by PCM, an IT publication company.



負責設計動畫的學生與麥玲玲女士。
The student designer of the animation and Ms. Mak Ling-ling.

此外，本會邀請了香港理工大學多媒體設計與科技學系學生，以「無障礙社區」為題材為本會製作了一套動畫，並邀請了本會互助大使麥玲玲女士擔任主角並配音，透過動畫鼓勵市民大眾一同建設無障礙社會，歡迎大家到本會Facebook專頁觀看動畫。

In addition, the Society invited the students of Multimedia Design and Technology at The Hong Kong Polytechnic University, to produce an animation with a theme of "Barrier-free Community". Ms. Mak Ling-ling, our Mutual-Help Ambassador, was the key character in the animation and conducted the voice-over for the film which promotes collaborative efforts for building a barrier free society. Welcome to watch the animation from the Society's Facebook.



籌募 Fundraising

本會衷心感謝各界人士、企業、機構及團體、慈善基金包括香港賽馬會慈善信託基金、香港公益金及其他慈善基金等一直慷慨贊助和捐助本會各項目和活動。年內，本會透過各項目和活動共籌得超過港幣一千四百八十萬元，為殘疾人士延展適切而優質的復康服務。

We would like to extend our sincere gratitude to members of the community, corporations, organizations and groups, and charitable funders including the Hong Kong Jockey Club Charities Trust, the Community Chest of Hong Kong and other charitable funders for their generous sponsorship and donations during the year. The Society raised HK\$14.8 million through projects and fundraising activities for our continuing development of responsive and quality services for people with disabilities.

焦點籌款活動 Core Fundraising Activities

賣旗日

本會於2015年6月13日舉行新界區分區賣旗日，感謝超過一千五百位曾參與的義工，包括企業員工、學生、服務使用者及本會員工，並感謝所有參與的企業及學校，協助宣傳活動、認購金旗、內部賣旗、擺放籌款箱及八達通機募捐等。此外，本會互助大使麥玲玲女士及嚴以敬先生(阿虫)鼎力協助宣傳。透過活動共籌得港幣六十三萬元，善款用於社區教育工作，共同推動無障礙社區的發展。

Flag Day

"Flag Day" was held on 13 June 2015 in the New Territories. Thanks you to the more than 1,500 corporate volunteers, students, service users and staff who helped sell the flags on the streets. Also, we would like to extend our heartfelt thanks to all the corporations and schools for the great support for pre-event promotion and appeals through gold flag sales, internal flag selling, display of donation boxes and use of the Octopus machine. Ms. Mak Ling-ling and Mr. Yim Yee-king "Ah Chung", our Mutual-help Ambassadors, kindly assisted in this promotion. We raised a total of HK\$630,000. The funds were allocated for public education to promote social inclusion.



多謝所有鼎力協助本會賣旗的義工和所有善長。
Thanks to all the volunteers and donors who supported our Flag Day.

籌募 Fundraising

「健康萬步數碼港」

本會與香港數碼港管理有限公司再度攜手合作，於2015年11月8日舉行第十二屆「健康萬步數碼港」。是屆活動來個突破，以創新路線沿海由鴨脷洲行至數碼港，途中觀賞日落美景，吸引了超過一千名參加者，傷健人士一同參與，推廣健康生活、社會共融。活動共籌得港幣九十二萬元，善款用於本會在香港及內地的復康工作及公眾教育。



參加者在美麗黃昏景色下，享受健康跑步與步行，充滿歡樂。
The participants enjoyed the healthy run and walk with fun under the beautiful sunset.

“CyberRun for Rehab”

Co-organized with Hong Kong Cyberport Management Company Limited, the 12th “CyberRun for Rehab” was held on 8 November 2015. To spark a fresh start, the new theme of “Sunset Jogging to Cyberport” was created with a maiden route along the seaside between Ap Lei Chau and Cyberport. Accompanied by a beautiful sunset, over 1,000 participants enjoyed the event that successfully promoted healthy living and social inclusion. A total of HK\$920,000 was raised. The funds would be used for supporting rehabilitation training and public education of the Society in Hong Kong and Mainland China.



《無情寶劍有情天》慈善粵劇

本會於2016年2月21日與鳴芝聲劇團(香港)有限公司第三度攜手合辦慈善粵劇，由粵劇名伶蓋鳴暉女士及吳美英女士演出《無情寶劍有情天》。共籌得港幣四十八萬元，善款用於為腦科疾病患者包括柏金遜症、認知障礙症和中風患者提供的復康服務，以及社區教育工作。



鳴芝聲劇團演員與活動籌委會合照
Group photo on the performers of Ming Chee Sing Chinese Opera (HK) Ltd and the Organizing Committee Members of the Opera.

Charity Cantonese Opera

For the third consecutive year we collaborated with Ming Chee Sing Chinese Opera (HK) Ltd to organize the Charity Cantonese Opera on 21 February 2016. Ms. Joyce Koi and Ms. Ng Mei-ying, performed magnificently. We raised a total of HK\$480,000 for supporting our rehabilitation services for persons with Parkinson's disease, dementia and stroke.



粵劇名伶蓋鳴暉女士及吳美英女士鼎力協助向服務使用者宣傳慈善粵劇。
Ms. Joyce Koi and Ms. NG Mei-ying kindly assisted the pre-event promotion to service users.

傳媒報導 Media Coverage

本會與傳媒保持緊密聯繫，提供專欄文章和應邀接受訪問。年內舉辦了四次新聞發佈會，發放多篇新聞稿，共獲約二百八十篇報導。

We organized 4 press conferences, issued numerous press releases, and recorded about 280 media mentions.

錄自：《蘋果日報》
Source: Apple Daily



錄自：《蘋果日報》-【動醒晨】
Source: An online video of Apple Daily



接受《蘋果日報》訪問，供刊登一系列有關關節護理的專題報導和拍攝錄像。
Interview with Apple Daily for feature articles and video on nursing care on spine and joints.

錄自：《運動版圖》
Source: Sportssoho



接受《運動版圖》訪問，有關水中物理治療。
Interview with Sportssoho for feature article on hydrotherapy.

錄自：《明報》
Source: Ming Pao



發佈殘疾人士和長期病患者就業情況調查，促請政府設立就業配額制。

Media conference on the employment issue of persons with disabilities and chronic illnesses, to appeal for an employment quota system.

錄自：《成報》
Source: Sing Pao Daily News



香港復康會賽馬會學習及支援中心開幕暨「康程式」e2Care啟用禮於2016年3月11日順利完成，透過不同媒體的報導讓更多市民意識到自我健康管理的重要。
Opening Ceremony of the Hong Kong Jockey Club Rehabilitation Learning and Support Centre and the launch of e2Care website www.e2Care.hk on 11 March 2016, promoting self-management of health.

統計資料

Statistics

2015-16





無障礙運輸及旅遊

Accessible Transport and Travel



復康巴士 Rehabus

服務 Service

- 固定路線
Scheduled Route
- 電召
Dial-a-Ride
- 聯載
Pooled Dial-a-Ride
- 穿梭巴士
Feeder

● 車輛總數
Total No. of Vehicles

147

● 每日平均載客量
Average No. of Passengers Daily

2,600+

全年載客總人次
Total No. of Passenger Trips

848,100+



易達轎車 Accessible Hire Car

服務 Service

- 無障礙轎車服務
Accessible Hire Car Service

● 車輛總數
Total No. of Vehicles

20

● 全年完成接載次數
Total No. of Orders Delivered

33,500+

全年載客總人次*
Total No. of Passenger Trips

90,100+



* 包括輪椅使用者共34,300+人次。
Included 34,300+ trips for passengers on wheelchair.



易達旅運有限公司 Easy-Access Transport Services Limited

服務 Service

- 醫院接載服務
HA ETS Service
- 無障礙旅遊巴士
租賃服務
Barrier-free Coach
Chartering Service

- 車輛總數
Total No. of Vehicles

29

- 每日平均載客量
Average No. of Passenger Daily

680+

全年載客總人次
Total No. of Passenger Trips

174,600+



易達旅遊有限公司 Easy-Access Travel Limited

服務 Service

- 易達旅遊有限公司
Transport Reservations
- 無障礙旅行團
Accessible Tours

- 交通預訂總次數
Total No. of Transport Reservations

本地
Local

930+

外地
Overseas

140+

- 無障礙旅行團總次數
Total No. of Accessible Tours

本地
Local

24

外地
Overseas

1

全年載客總人次
Total No. of Passenger Trips

9,100+



復康

Rehabilitation



社區復康網絡 Community Rehabilitation Network

社區復康網絡服務

Services of Community Rehabilitation Centre

- 小組活動
Group Activities
- 社區活動
Community Programmes
- 與醫院、政府部門、
非政府機構、病人自助小組聯繫
Networking with Hospitals, Government
Departments, NGOs, Self-help Groups
- 與其他健康服務機構/
團體聯合舉辦活動
Networking Activities with Other Health
Care Providers / Groups

服務總人次
Total No. of Attendances

50,200+



康程式計劃

e2Care Project

- 網上平台
On-line Platform www.e2Care.hk
- 網上課程
On-line Courses
- 自我管理應用程式
Self-management Application
- 中心服務
(包括個人及小組服務、
工作坊、義工訓練、
開放日及記者會)
Services in centre
(included Individual and Group
Services, Workshops, Volunteer
Training, Open Day and Press
Conferences)

- www.e2Care.hk

瀏覽總人次
Total Frequency of Users

17,200+

- 網上課程用者總人數

Total No. of Users of
On-line Courses

440+

- 自我管理應用程式
用者總人次

Total Frequency of User of
Self-management Application

1,400+

- 中心服務總人次

Total No. of Attendances of
Centre Services

880+



適健中心 Centre on Health and Wellness

服務 Service

- 物理治療
Physiotherapy
- 水療
Hydrotherapy
- 催眠及輔導
Hypnotherapy and Counseling
- 健體運動
Fitness Programmes
- 專業培訓及顧問服務
Professional Training and Consultation

● 個人服務總次數
Total No. of Individuals Services **16,800+**

● 小組服務
Total No. of Group Services **3,200+**

服務總人次
Total No. of Attendances
51,300+



鄭德炎日間復康護理中心 Cheng Tak Yim Day Rehabilitation and Care Centre

服務 Service

- 自負盈虧恒常服務
Self-financed Routine Services
- 「種豐」復康計劃：
非長者中風人士黃金復康服務 *
Grow Richer Life :
Golden Rehabilitation Service for
Non-elderly Persons with Stroke *
- 長者社區照顧服務券
Community Care Service Voucher
for the Elderly

● 基本護理及復康訓練總人次
Total No. of Attendance of
Basic Caring and
Rehabilitation Trainings **18,100+**

● 個人復康訓練總人次
Total No. of Attendance of
Individual Trainings **4,300+**

● 小組活動總人次
Total No. of Attendance of
Group Activities **1,700+**

服務總人次
Total No. of Attendances
24,100+



* 「種豐」復康計劃已於2015年12月完結。
The Grow Richer Life Project was
completed in December 2015.



復康義務工作隊 - 康樂線

Rehab Volunteers – Recreational Routes

服務 Service

- 康樂活動
Recreational Activities

- 活動總次數
Total No. of Activities

28

- 活動參加者總次數
Total No. of Participants of Activities

480+

服務總人次
Total No. of Attendances

750+



街坊小子木偶劇場

The Kids on the Block

服務 Service

- 木偶劇表演
Puppet Shows

- 表演總次數
Total No. of Puppet Shows

廣東話
Cantonese

170+

英語
English

60+

- 觀賞表演之學校/
機構總數
Total No. of Schools or
Organization Watched Shows

140+

服務總人次
Total No. of Attendances

28,000+



職業培訓及就業

Vocational Training and Employment



職業復康及再培訓中心

Vocational Rehabilitation and Retraining Centre

再培訓服務

Retraining Services

- 再培訓課程
Retraining Courses
- 成人教育課程
Adult Education Courses

- 課程總數目
Total No. of Courses

40+

- 學員總數
Total No. of Trainees

460+

標準就業率
Agreed Targeted Employment Rate

70%

對比
VS達成就業率
Achieved Employment Rate

80%

服務總人次

Total No. of Attendances

7,800+



輔助就業服務

Supported Employment Services

- 「輔助就業」服務
Supported Employment Service
- 「陽光路上」培訓計劃
Sunnyway-On the Job Training Programme for Young People with Disabilities

- 「輔助就業」服務
Supported Employment Service

服務名額
Service Capacity

70

對比
VS實際服務人數
Actual No. of Users

122

標準就業率*
Agreed Targeted Employment Rate*

20%

對比
VS達成就業率
Achieved Employment Rate

30%

- 「陽光路上」培訓計劃
Sunnyway Programme

服務名額
Service Capacity

15

對比
VS實際服務人數
Actual No. of Users

48

標準就業率*
Agreed Targeted Employment Rate*

30%

對比
VS達成就業率
Achieved Employment Rate

30%

服務總人次

Total No. of Attendances

2,200+



* 標準就業率乃按照相關的津貼及服務協議條款所定。

The Agreed Targeted Employment Rate was set in accordance with the terms of respective funding and service agreements.



精文社有限公司 Elite Business Services Ltd

業務 Businesses

- 直接郵遞及文職支援
Direct Mailing and Data Entry
- 外判工作服務
Outsource Services

就業總人數
Total No. of Persons Employed

70+



華康便利店有限公司 Wah Hong Convenience Store Ltd

業務 Businesses

- 鮮果禮品店
Fruit & Gift Shop
- 復康用品直銷中心
Rehab Product Direct Sales Centre
- 健康食品及食品店
Health Food and Product Shop
- 復康用品店
Rehabilitation Shops

實習 / 就業總人數
Total No. of Persons Placed / Employed

50+



持續照顧

Long Term Care



利國偉日間復康護理中心

Lee Quo Wei Day Rehabilitation and Care Centre

服務

Service

- 個人復康訓練
Individuals Rehabilitation Training
- 小組活動
Group Activities

● 復康訓練總次數

Total No. of Rehabilitation Trainings

個人 Individuals **12,500+** 小組 Groups **1000+**

● 復康訓練總人數

Total No. of Users of Rehabilitation Trainings **300+**

服務總人次

Total No. of Attendances

18,700+



曾肇添護老院

Tsang Shiu Tim Home for the Elderly

服務

Service

- 長期住院
Long Term Residence
- 短期住院
Short Term Residence
(少於 3 個月
Less than 3 months)

● 院友總目*

Total No. of Residents *

長期 Long Term **130** 短期 Short Term **36**

● 入住人日

Occupancy Man-days

長期 Long Term **34,900+** 短期 Short Term **1,200+**

● 全年平均入住率 (以113床位計算)

Annual Occupancy Rate (base on 113 beds)

88%

* 人數包括本年度入住及離院院友。

The total no. of residents included the residents admitted and discharged during the year.



香港賽馬會深圳復康會頤康院 Hong Kong Jockey Club Shenzhen Society for Rehabilitation Yee Hong Heights

服務 Service

● 住院 Residence

● 院友總目*
Total No. of Residents* **370+**

● 截至2016年3月31日入住人數
No. of Residents as at 31 March 2016

● 國內居民及華裔
Residents from Mainland China and Overseas **120+**

● 香港居民
Residents from Hong Kong **140+**

● 佔用床位數目
No. of Beds Occupied **302/328**

● 入住人日
Occupancy Man-days **81,900+**

● 全年平均入住率 (以328床位計算)
Annual Occupancy Rate (based on 328 beds) **85%**

* 人數包括本年度入住及離院院友。

The total no. of residents included the residents admitted and discharged during the year.

國際及中國項目

International & China Programmes



服務

Service

- 醫護專職人員培訓訓練班
Training Programmes for Health Care Professionals
- 康復講座
Rehabilitation Seminars
- 跟進探訪
Follow-up Visits

- 訓練班總次數

Total No. of Training Programmes

30+

- 講座總次數

Total No. of Seminars

50+

- 探訪總次數

Total No. of Visits

130+

受訓醫護專職人員總數

Total No. of Health Care Professionals Trained

4,600+



研究及倡議

Research and Advocacy



研究及倡議中心

Centre on Research and Advocacy

服務

Service

- 研究及倡議項目
Research and Advocacy Projects
- 對外發表
External Publications
(包括通訊、報告、會議演講、學術文章、立場書等 Included newsletter, report, conference presentation, position paper and journal paper, etc)
- 記者會
Press Conference
- 與倡議項目有關傳媒活動/報導
Advocacy Related Media Activities / Reports / News
- 統籌外間研究申請
Coordination of External Research Applications

- 研究及倡議項目

Research & Advocacy Project

20+

- 與倡議項目有關傳媒活動/報導

Advocacy Related Media Activities / Reports / News

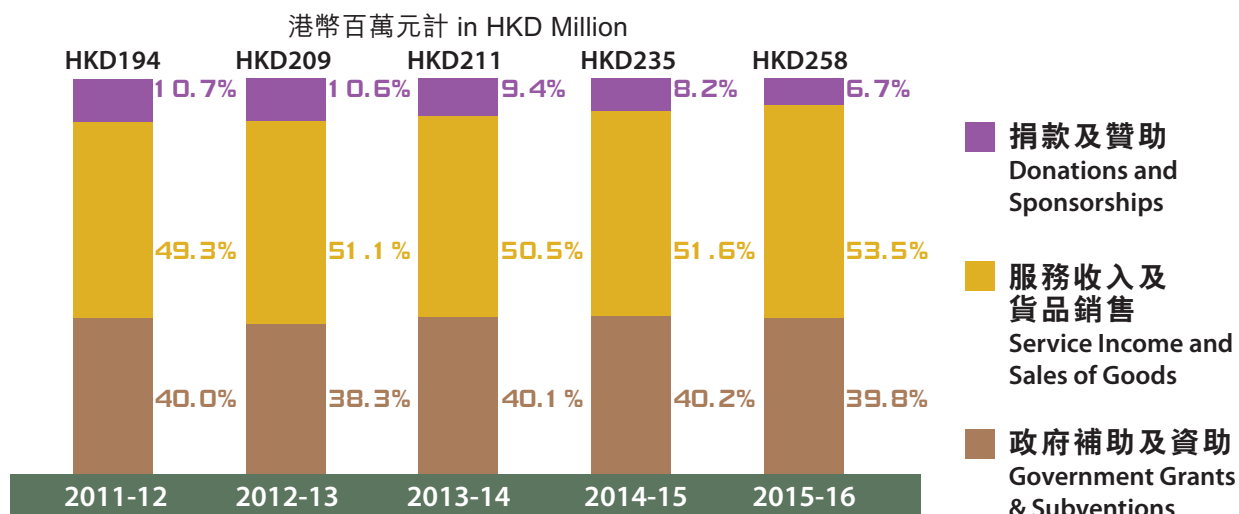
20+

- 統籌外間研究申請

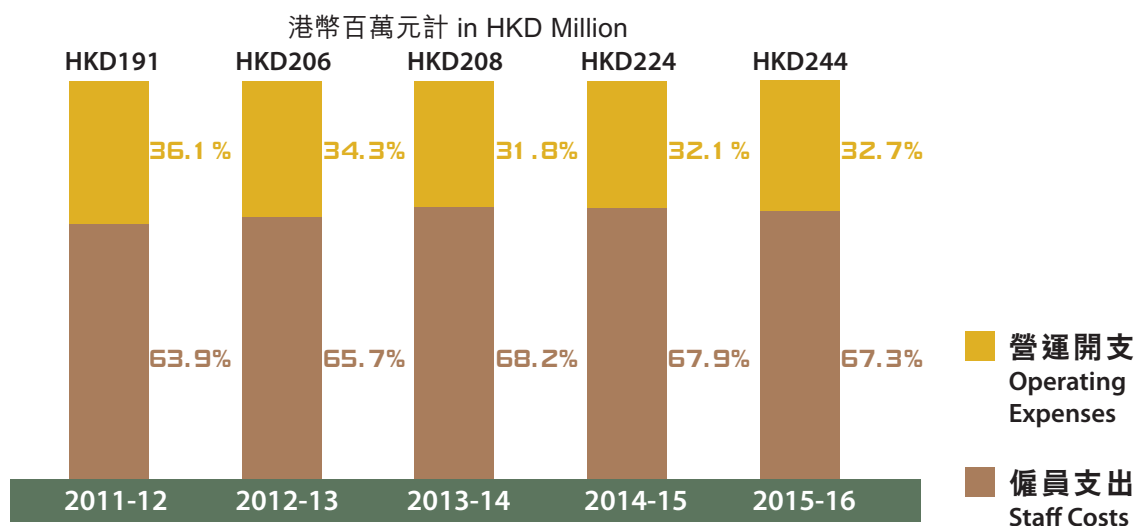
Coordination of External Research Applications

7

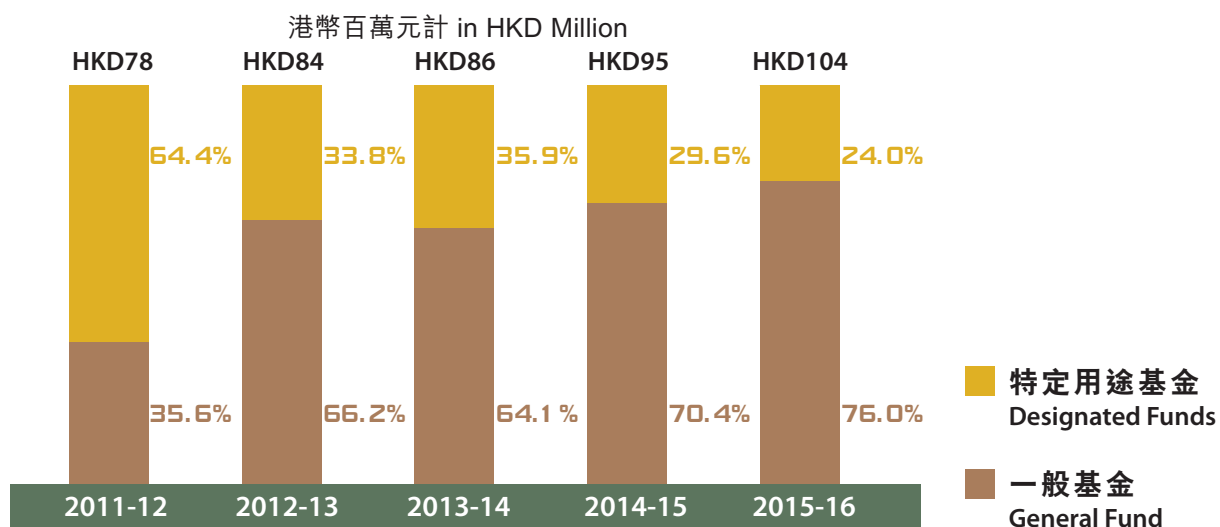
總收入 Total Income



總支出 Total Expenditure



總儲備 Total Reserves



鳴謝 Acknowledgement



感激有您 Appreciation of Your Support

本會衷心感謝各善長、義工、企業、機構及政府部門在年內對本會的慷慨捐助和支持，並感謝各傳媒機構協力推廣本會服務和活動。由於篇幅所限，恕未能盡錄所有善長芳名。倘有錯漏，敬祈見諒。

We would like to extend our sincere thanks to all donors, volunteers, corporations, organizations and government department for the generous donation and support to our services during the year. Owing to limited space, we are sorry for not being able to include the names of all donors and supporters. Should there be any mistakes or missing, please accept our apologies.

企業及公共事業 Corporate and Public Utilities

美國雅培製藥有限公司
Abbott Laboratories Ltd.

友邦香港Portfolio Management區域
AIA Portfolio Management District

創益科技有限公司
Alcon Technology Co. Ltd.

屈臣氏集團(香港)有限公司
A.S. Watson Group

英國阿斯利康(香港)
AstraZeneca Hong Kong Ltd.

Boston Scientific Hong Kong Ltd.

樹基環保回收有限公司
C & K Recycle Co. Ltd.

香港中華廠商會聯合會
Chinese Manufacturers' Association
of Hong Kong, The

忠誠車行有限公司
Chung Shing Taxi Ltd.

雲端創建企業有限公司
Cloudnifier Corporation Ltd.

皇冠汽車有限公司
Crown Motors Ltd.

燃亮夢想有限公司
Dreams Are Not Ltd.

E Libby Wong Co. Ltd.

Esri中國(香港)有限公司
Esri China (HK) Ltd.

易提款財務有限公司
ETC Finance Ltd.

星月旅遊有限公司
Explorer Travel Ltd.

Feng Shui Online Ltd.

富臨集團
FuLum Group

金門建築有限公司
Gammon Construction Ltd.

香港葛蘭素史克
Glaxo Smith Kline Hong Kong

香港數碼港管理有限公司
Hong Kong Cyberport Management Co. Ltd.

香港交易及結算所有限公司
Hong Kong Exchanges and Clearing Ltd.

香港哥爾夫球會
Hong Kong Golf Club, The

香港中小企促進聯會
Hong Kong SME Development Federation Ltd.

鴻福堂集團有限公司
Hung Fook Tong Holdings Ltd.

西歐花藝專業學院
Institut de Artflor

置邦物業管理有限公司
ISS EastPoint Property Management Ltd.

香港楊森大藥廠
Janssen Pharmaceutica

鄭學堂有限公司
Knowledge Ltd

歐萊雅香港有限公司
L'ORÉAL Hong Kong Ltd.

L'ORÉAL LUXE Travel Retail Asia Pacific

宏展(中國)國際有限公司
Macro China International Ltd.

微軟香港有限公司
Microsoft Hong Kong Ltd.

美敦力國際有限公司
Medtronic International Ltd.

鳴芝聲劇團(香港)有限公司
Ming Chee Sing Chinese Opera (HK) Ltd.

香港鐵路有限公司
MTR Corporation Ltd.

瑞士諾華製藥(香港)有限公司
Novartis Pharmaceuticals (HK) Ltd.

八達通卡有限公司
Octopus Cards Ltd.

盈科大衍地產發展有限公司
Pacific Century Premium Developments Ltd.

柏廷資產管理有限公司
Pemberton Assets Management Ltd.

美國輝瑞科研製藥
Pfizer Corporation Hong Kong Ltd.

菲考斯特(香港)有限公司
Phicoustic Systems (HK) Ltd.

華富國際金融服務集團
Quam Financial Services Group

彩虹企業(香港)有限公司
Rainbow Enterprise (HK) Ltd.

香港金紫荊扶輪社
Rotary Club Golden Bauhinia Hong Kong

港京扶輪社
Rotary Club of Kingspark Hong Kong

九龍金城扶輪社
Rotary Club of Kowloon Golden Mile

尖沙咀扶輪社
Rotary Club of Tsim Sha Tsui Hong Kong

Seraphia (HK) Co. Ltd.

香港通用檢測認證有限公司
SGS Hong Kong Ltd.

深圳寶興電線電纜製造有限公司
Shenzhen Baohing Electric Wire & Cable
Manufacture Co. Ltd.

深圳供電局有限公司團委
Shenzhen Power Supply Bureau Co. Ltd.

聖猶達醫療用品(香港)有限公司
St. Jude Medical (Hong Kong) Ltd.

太古地產有限公司
Swire Properties Ltd.

Syndex International Ltd.

通利琴行有限公司
Tom Lee Music Co. Ltd

瑞士聯合銀行集團
UBS AG Hong Kong

UCB Pharma (Hong Kong) Ltd.

超敏科技有限公司
Ultra Active Technology Ltd.

UPS深圳分公司
United Parcel Service Inc., Shenzhen
United Steling (Far East) Ltd.

威富(亞洲區)有限公司
V F Asia Ltd.

生命力出版有限公司
Vitality Publications Ltd.

偉倫基金有限公司
Wei Lun Foundation Ltd.

永豐信託公司
Wing Fung Credit Ltd.

深圳鹽田供電局團委

深圳鹽田東海社區工作站

深圳鹽田區義工聯



政府部門及法定機構 Government Departments and Statutory Bodies

教育局 Education Bureau	香港貿易發展局 Hong Kong Trade Development Council	香港特別行政區行政長官 Office of the Chief Executive, Hong Kong Special Administrative Region of the People's Republic of China
機電工程署 Electrical and Mechanical Services Department	醫院管理局 Hospital Authority	政府資訊科技總監辦公室 Office of the Government Chief Information Officer
僱員再培訓局 Employees Retraining Board	房屋署 Housing Department	社會福利署 Social Welfare Department
平等機會委員會 Equal Opportunities Commission	勞工及福利局 Labour and Welfare Bureau	運輸署 Transport Department
民政事務總署 Home Affairs Department	地政總署 Lands Department	

慈善基金 Charitable Funds

蘋果日報慈善基金 Apple Daily Charitable Foundation	同齡同心慶金禧慈善基金 Golden Jubilee Together Charity Foundation	黃廷方慈善基金有限公司 Ng Teng Fong Charitable Foundation Ltd.
高錕慈善基金 Charles K Kao Foundation for Alzheimer's Disease	匯豐銀行慈善基金 Hong Kong Bank Foundation, The	何善衡慈善基金會有限公司 S. H. Ho Foundation Ltd., The
周大福慈善基金有限公司 Chow Tai Fook Charity Foundation Ltd.	香港賽馬會慈善信託基金 Hong Kong Jockey Club Charities Trust, The	譚兆慈善基金 Tam Shiu Charitable Trust, The
CLSA Chairman's Trust, The	香港柏金遜症基金 Hong Kong Parkinson's Disease Foundation	曾肇添慈善基金有限公司 Tsang Shiu Tim Charitable Foundation Ltd.
香港公益金 Community Chest of Hong Kong, The	嘉道理慈善基金會 Kadoorie Charitable Foundation, The	偉倫基金有限公司 Wei Lun Foundation Ltd.
Fung Yuet Ngor Charitable Foundation, The	Love Without Boundaries Foundation	
傅德蔭基金有限公司 Fu Tak lam Foundation Ltd.	恩橡基金會有限公司 Mighty Oaks Foundation Ltd.	

教育機構 Education Institutes

香港中文大學 Chinese University of Hong Kong, The	香港科技大學 Hong Kong University of Science and Technology	香港全人發展中心 Whole Person Development Institute
香港教育學院 Hong Kong Institute of Education, The	聖公會榮真小學 S.K.H. Wing Chun Primary School	香港大學 University of Hong Kong, The
香港理工大學 Hong Kong Polytechnic University, The	深圳鹽田高級中學 Shenzhen Yantian Senior High School	



非牟利機構 Non-profit Organizations

活得妙成年關'注'會
ADDult Value Association

香港病人組織聯盟
Alliance for Patients' Mutual Help Organizations

B27協進會
B27 Association

明愛惠美剪髮服務隊
Caritas Hong Kong

社區文化發展中心
Centre for Community Cultural Development

香港兒童脊柱裂互勵會
Childhood Spina Bifida Support Group
of Hong Kong, The

基督教耆福會
Gospel For The Aged Ltd.

福樂頌關懷親長協會
Harvest Bliss Association Ltd., The

香港強脊會
Hong Kong Ankylosing Spondylitis Association

香港風濕病基金會
Hong Kong Arthritis & Rheumatism Foundation, The

香港免唇裂顎協會
Hong Kong Association for Cleft Lip and Palate

香港斜視及重影病患者協會
Hong Kong Association of Squint and Double Vision

香港浸信會教會
Hong Kong Baptist Church

香港品牌發展局
Hong Kong Brand Development Council

香港失明人協進會
Hong Kong Blind Union

香港青少年腦創傷協會
Hong Kong Brain Injury Association for the Young

香港電腦學會
Hong Kong Computer Society, The

香港社會服務聯會
Hong Kong Council of Social Service, The

香港協癲會
Hong Kong Epilepsy Association

香港協癲學會
Hong Kong Epilepsy Society

康青會
Hong Kong Glaucoma Patients' Association

香港高爾夫球總會
Hong Kong Golf Club Ladies Section

香港弱智人士家長聯會
Hong Kong Joint Council of Parents
of the Mentally Handicapped, The

樂啱會
Hong Kong Lupus Association

香港神經纖維瘤協會
Hong Kong Neurofibromatosis Association

香港肌健協會
Hong Kong Neuro-Muscular Disease Association

香港聽障人士家長協會
Hong Kong Parents Association
for the Hearing-impaired

香港柏金遜症會
Hong Kong Parkinson's Disease Association, The

香港紅十字會
Hong Kong Red Cross

香港小腦萎縮症協會
Hong Kong Spinocerebellar Ataxia Association

新健社
Hong Kong Stroke Association, The

香港九龍塘基督教中華宣道會上水堂
Kowloon Tong Church of the Chinese
Christian and Missionary Alliance,
Sheung Shui Church

腦同盟
Neuro United

新生精神康復會
New Life Psychiatric Rehabilitation
Association

柏力與確志協會
Paraplegic and Quadraplegic Association

新心之友
Reborn with A New Heart

慧進會
Self Help Group for The Brain Damaged

龍耳
Silence

香港弱能兒童護助會
Society for the Relief of
Disabled Children, The

系統性血管炎互助小組
Systemic Vasculitis Mutual Support Group

迎風群傲社
Windward Association for The Handicapped

九鼎書法學會

全民撐退保社福聯盟

香港友心人義工隊

香港退休警察義工服務協會



個人 Individuals

AU Shiu-kong	LAI Ying-ping Daisy	SHUM Chun-wah	YU LAI Ching-ping
CHAN Che-hin Chetwyn	LAM Chi-shing	SO Chin-wan	YUE Wai-kwan
CHAN Chun-chung	LAM Wai-hon	TAI Man-kin	YU Yee-wan
CHAN Lai-wan Cecilia	LAM Ying-suet	TSE Tak-tai	朱富松
CHAN Man-yin	LAU Pik-fong Crystal	TSENG Hon-kwong William	何珍妮
CHAN Mo-kit	LAU Ying-wah	WANG Li-juan	李錫麟
CHEUNG Oi-lin	LEE Lai-ying	WONG Cheuk-on James	杜尚俊
CHEUNG Kwok-keung Daniel	LI Hing-keung	WONG Chi-to	馬亞香
CHONG Larry	LI Fun Replen	WONG Man-ha Monica	梁淑賢
CHOY Jane	MAK Fuk-tat	WONG Shung-to	陳昌
FONG Chi-lap	MAK Ling-ling	WONG Suk-wah Joyce	覃德輝
HO Ka-yee	MOK Yuk-yin	WONG Wai-ming	楊百強
HO Pui-sin	NG Ka-wing	WONG Yee-ling	溫星池
HSIEH Cheng-tang	NG Yuet-mei	WOO Lan-fan	廖華芳
KEUNG Mei	PUN Sau-lan	YEUNG Yiu-fung	鄧綺美
KWONG Tin-ki	PURVES Sheila	YIM Yee-king	謝承唐
LAI Ngai-fung	SHIAO Tsui-yu	YU Chi-wah	

服務單位目錄

Service Units Directory



單位及地址	Unit & Address	電話 Tel 傳真 Fax	電郵 Email 網址 Website
總部 香港九龍藍田復康徑7號1樓	Headquarters 1/F, 7 Rehab Path, Lam Tin, Kowloon, Hong Kong	2855 9360 2855 1947	hksr@rehab society.org.hk www.rehab society.org.hk
研究及倡議中心 香港九龍藍田復康徑7號地下	Centre on Research and Advocacy G/F, 7 Rehab Path, Lam Tin, Kowloon, Hong Kong	2205 6336 2205 6166	cra@rehab society.org.hk
傳訊及資源拓展部 香港九龍藍田復康徑7號1樓	Communication and Resource Development 1/F, 7 Rehab Path, Lam Tin, Kowloon, Hong Kong	2872 8934 2816 2933	crd@rehab society.org.hk

無障礙運輸及旅遊 Accessible Transport and Travel

復康巴士 香港九龍藍田復康徑7號1樓	Rehabus 1/F, 7 Rehab Path, Lam Tin, Kowloon, Hong Kong	2817 8154 2855 7106	rehabus@rehab society.org.hk
易達轎車 香港九龍藍田復康徑7號地下	Accessible Hire Car G/F, 7 Rehab Path, Lam Tin, Kowloon, Hong Kong	8106 6616 2717 8910	ahc@rehab society.org.hk
易達旅運有限公司 (易達巴士) 香港九龍藍田復康徑7號地下	Easy-Access Transport Services Limited (Easy-Access Bus) G/F, 7 Rehab Path, Lam Tin, Kowloon, Hong Kong	2348 0608 2348 0609	ets@rehab society.org.hk
易達旅遊有限公司 香港九龍藍田復康徑7號	Easy-Access Travel Limited No.7, Rehab Path, Lam Tin, Kowloon, Hong Kong	2772 7301 2772 0013	eat@rehab society.org.hk

復康 Rehabilitation

社區復康網絡 (康山中心) 香港鰂魚涌英皇道1120號 康山花園6座地下	Community Rehabilitation Network (Kornhill Centre) G/F, Block 6, Kornhill Garden, 1120 King's Road, Quarry Bay, Hong Kong	2549 7744 2549 5727	crnkh@rehab society.org.hk
社區復康網絡 (橫頭磡中心) 香港九龍橫頭磡邨宏禮樓地下	Community Rehabilitation Network (Wang Tau Hom Centre) G/F, Wang Lai House, Wang Tau Hom Estate, Kowloon, Hong Kong	2794 3010 2338 4820	crnwth@rehab society.org.hk
社區復康網絡 (李鄭屋中心) 香港九龍深水埗李鄭屋邨孝廉樓地下	Community Rehabilitation Network (Lei Cheng Uk Centre) G/F, Hau Lim House, Lei Cheng Uk Estate, Shamshuipo, Kowloon, Hong Kong	2361 2838 2748 0892	crnlcu@rehab society.org.hk
社區復康網絡 (威爾斯中心) 香港新界沙田威爾斯親王醫院 職員宿舍B座10樓B室	Community Rehabilitation Network (Prince of Wales Centre) Flat B, 10/F, Staff Quarter B, Prince of Wales Hospital, Shatin, New Territories, Hong Kong	2636 0666 2144 6660	crnpw@rehab society.org.hk
社區復康網絡 (大興中心) 香港新界屯門大興邨興昌樓 地下26-33號	Community Rehabilitation Network (Tai Hing Centre) Unit 26-33, G/F, Hing Cheung House, Tai Hing Estate, Tuen Mun, New Territories, Hong Kong	2775 4414 2775 3979	crnth@rehab society.org.hk
社區復康網絡 (太平中心) 香港新界上水太平邨平治樓地下	Community Rehabilitation Network (Tai Ping Centre) G/F, Ping Chi House, Tai Ping Estate, Sheung Shui, New Territories, Hong Kong	2639 9969 2639 2356	crntp@rehab society.org.hk
香港復康會賽馬會學習及支援中心 (康程式計劃) 新界沙田威爾斯醫院職員宿舍B座 10樓A室	The Hong Kong Society for Rehabilitation Jockey Club Learning and Support Centre (e2Care Project) Flat A, 10/F, Staff Quarter B, Prince of Wales Hospital, Shatin, New Territories, Hong Kong	2682 6817	info@e2care.hk www.e2care.hk
適健中心 香港九龍藍田復康徑7號地下	Centre on Health and Wellness G/F, 7 Rehab Path, Lam Tin, Kowloon, Hong Kong	2772 3366 2717 5805	chw@rehab society.org.hk www.hkwellness.org
鄭德炎日間復康護理中心 香港九龍藍田復康徑7號地下	Cheng Tak Yim Day Rehabilitation and Care Centre G/F, 7 Rehab Path, Lam Tin, Kowloon, Hong Kong	2816 0899 2872 4722	cty@rehab society.org.hk
香港復康會義工隊 香港九龍藍田復康徑7號1樓	Rehab Volunteers 1/F, 7 Rehab Path, Lam Tin, Kowloon, Hong Kong	2855 9360 2855 1947	hksr@rehab society.org.hk
街坊小子 (本計劃與香港弱能兒童護助會合辦) 香港九龍藍田復康徑7號地下	The Kids on the Block (co-organized with The Society for the Relief of Disabled Children) G/F, 7 Rehab Path, Lam Tin, Kowloon, Hong Kong	2819 3611 2819 3149	kob@rehab society.org.hk www.hkkob.org



單位及地址	Unit & Address	電話 Tel 傳真 Fax	電郵 Email 網址 Website
職業培訓及就業 Vocational Training and Employment			
職業復康及再培訓中心 (藍田中心) 香港九龍藍田復康徑7號地下	Vocational Rehabilitation and Retraining Centre (Lam Tin Centre) G/F, 7 Rehab Path, Lam Tin, Kowloon, Hong Kong	2816 6112 2818 8039	vrrc@rehab society.org.hk
職業復康及再培訓中心 (屯門中心) 香港新界屯門大興邨興平樓地下28室	Vocational Rehabilitation and Retraining Centre (Tuen Mun Centre) Unit 28, G/F, Hing Ping House, Tai Hing Estate, Tuen Mun, New Territories, Hong Kong	2816 6113 2455 1311	vrrc@rehab society.org.hk
精英社有限公司 香港薄扶林沙灣徑7號地下	Elite Business Services Limited G/F, 7 Sha Wan Drive, Pokfulam, Hong Kong	3143 2999 2816 0877	elite@rehab society.org.hk
華康便利店有限公司 辦事處 香港九龍藍田復康徑7號1樓	Wah Hong Convenience Store Limited Office 1/F, 7 Rehab Path, Lam Tin, Kowloon, Hong Kong	2855 9110 2816 2933	
華康鮮果禮品店 香港柴灣樂民道3號 東區尤德夫人那打素醫院 座地下2號舖	Wah Hong Fruit and Gift Shop Shop 2, G/F, Main Block, Pamela Youde Nethersole Eastern Hospital, 3 Lok Man Road, Chai Wan, Hong Kong	2965 9936	
華康復康用品直銷中心 香港九龍藍田復康徑7號地下	Wah Hong Rehab Product Direct Sales Centre G/F, 7 Rehab Path, Lam Tin, Kowloon, Hong Kong	2952 3773 2962 6603	dsc@wahhong.hk dsc.wahhong.hk
營康薈 香港九龍油塘高超道38號 大本型228號舖	Live Smart Shop 228, Domain, 38 Ko Chiu Road, Yau Tong, Kowloon, Hong Kong	2717 2727	livesmart_enquiry@wahhong.hk www.livesmart.com.hk
Live Smart Rehab (伊利沙伯醫院店) 九龍加士居道30號伊利沙伯醫院 D座低層	Live Smart Rehab (Queen Elizabeth Hospital Shop) Lower ground, Block D, Queen Elizabeth Hospital, 30 Gascoigne Road, Kowloon	2332 8156 2332 9051	
Live Smart Rehab (九龍醫院店) 九龍亞皆老街147A號九龍醫院 主座G067室	Live Smart Rehab (Kowloon Hospital Shop) G067, Main Block, Kowloon Hospital, 147A Argyle Street, Kowloon	2713 5315 2713 1531	
持續照顧 Long Term Care			
利國偉日間復康護理中心 香港薄扶林沙灣徑7號4樓	Lee Quo Wei Day Rehabilitation and Care Centre 4/F, 7 Sha Wan Drive, Pokfulam, Hong Kong	3143 2888 2872 8938	lqw@rehab society.org.hk
曾肇添護理院 香港薄扶林沙灣徑7號5樓及6樓	Tsang Shiu Tim Home for the Elderly 5 & 6/F, 7 Sha Wan Drive, Pokfulam, Hong Kong	3143 2933 2872 8938	tst@rehab society.org.hk
香港賽馬會深圳復康會頤康院 ● 院舍(深圳): 深圳鹽田區鹽田路頤康街3號 ● 辦公室(香港): 香港九龍藍田復康徑7號1樓	HKJC Shenzhen Society for Rehabilitation Yee Hong Heights ● Elderly Home (Shenzhen): No. 3, Yi Kang Street, Yantian Lu, Yantian, Shenzhen, China ● Office (Hong Kong): 1/F, 7 Rehab Path, Lam Tin, Kowloon, Hong Kong	深圳Shenzhen (86 755) 2528 2528 (86 755) 2528 5111 香港Hong Kong 2816 7866 2855 1947	深圳Shenzhen yeehong@yeehong.hk www.yeehong.org.cn 香港Hong Kong yeehong@rehab society.org.hk www.yeehong.hk
國際及中國項目 International and China Programmes			
香港九龍藍田復康徑7號1樓	1/F, 7 Rehab Path, Lam Tin, Kowloon, Hong Kong	2817 2651 2818 0601	int_china@rehab society.org.hk

單位主管 Unit Heads



職位	Position	姓名	Name
總裁	Chief Executive Officer	伍杏修先生	Mr. NG Hang-sau
副總裁(企業發展)	Deputy Chief Executive Officer (Corporate Development)	潘經光先生	Mr. POON King-kong Peter
副總裁(服務)	Deputy Chief Executive Officer (Service)	梁佩如博士	Dr. LEUNG Pui-yu Pamela
財務主管	Head of Finance	蔣如珍女士	Ms. JIANG Ruzhen Jenny
高級經理(人力資源)	Senior Manager (Human Resources)	陳碧君女士	Ms. CHEN Bik-kwan Yoki
經理(資訊科技)	Manager (Information and Communication Technology)	鄭煥章先生	Mr. CHENG Wun-cheong Dick
經理(採購及設施管理)	Manager (Supplies and Facilities Management)	鄭一華女士	Ms. CHENG Yat-wah Eva
經理(傳訊及資源拓展)	Manager (Communication and Resource Development)	馮淑筠女士	Ms. FUNG Suk-kwan Avis
高級經理 (研究、倡議及特別項目)	Senior Manager (Research, Advocacy and Special Projects)	熊德鳳女士	Ms. HUNG Tak-fung Anchor

無障礙運輸及旅遊 Accessible Transport and Travel

總監(無障礙運輸及旅遊)	Director (Accessible Transport and Travel)	陸志強先生	Mr. LUK Chi-keung Rex
復康巴士 Rehabus			
經理	Manager	陳妙嫻女士	Ms. CHAN Miu-yin Milly
易達轎車 Accessible Hire Car			
經理	Manager	周詠君女士	Ms. CHOW Wing-kwan Leanna
易達旅運 Easy-Access Transport Services Limited			
經理	Manager	杜興業先生	Mr. TAO Hing-yip Stephen
易達旅遊 Easy-Access Travel Limited			
經理	Manager	杜興業先生	Mr. TAO Hing-yip Stephen

復康 Rehabilitation

總監 (復康)	Director (Rehabilitation)	梁玉珍女士	Ms. LEUNG Yuk-chun Tammy
高級經理 (復康)	Senior Manager (Rehabilitation)	梁錦滔先生	Mr. LEUNG Kam-tao
高級經理 (復康)	Senior Manager (Rehabilitation)	梁綺薇女士	Ms. LEUNG Yee-mei Christine
高級經理 (復康)	Senior Manager (Rehabilitation)	廖潔嫻女士	Ms. LIU Kit-han
高級經理 (復康)	Senior Manager (Rehabilitation)	吳玉敏女士	Ms. NG Yuk-mun

社區復康網絡 Community Rehabilitation Network

經理 (康山中心)	Manager (Kornhill Centre)	郭燕儀女士	Ms. KWOK Yin-ye Anna
經理 (橫頭磡中心)	Manager (Wang Tao Hom Centre)	潘友為先生	Mr. PUN Yau-wai
經理 (李鄭屋中心)	Manager (Lei Cheng Uk Centre)	黃麗芬女士	Ms. WONG Lai-fun Fanny
經理 (威爾斯中心)	Manager (Prince of Wales Centre)	邱寶琪女士	Ms. Yau Poki
經理 (大興中心)	Manager (Tai Hing Centre)	陳潔薇女士	Ms. CHAN Kit-mei Olidia
經理 (太平中心)	Manager (Tai Ping Centre)	邱寶琪女士	Ms. Yau Poki

職位

Position

姓名

Name

香港復康會賽馬會學習及支援中心 HKSR Jockey Club Learning and Support Centre

助理項目總監	Assistant Project Director	劉素琮女士	Ms. LAU So-king Jenny
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適健中心 Centre on Health and Wellness

行政經理	Administrative Manager	黎詠雅女士	Ms. LAI Wing-ngar Eunice
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鄭德炎日間復康護理中心 Cheng Tak Yim Day Rehabilitation and Care Centre

經理	Manager	關卓妍女士	Ms. KWAN Cheuk-yin Jackie
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街坊小子 The Kids on the Block

劇場總監	Programme Director	廖敏儀女士	Ms. LIU Man-ye Margaret
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職業培訓及就業 Vocational Training and Employment

職業復康及再培訓中心 Vocational Rehabilitation and Retraining Centre

經理	Manager	丁遠和先生	Mr. TING Yuen-wo Martin
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精文社有限公司 Elite Business Services Limited

經理	Manager	丁遠和先生	Mr. TING Yuen-wo Martin
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華康便利店有限公司 Wah Hong Convenience Store Limited

高級經理	Senior Manager	梁錦滔先生	Mr. LEUNG Kam-tao
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持續照顧 Long Term Care

高級經理 (持續照顧)	Senior Manager (Long Term Care)	周惠萍女士	Ms. CHAU Wai-ping Phyllis
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利國偉日間復康護理中心 Lee Quo Wei Day Rehabilitation and Care Centre

經理 (署任)	Manager (Acting)	周惠萍女士	Ms. CHAU Wai-ping Phyllis
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曾肇添護老院 Tsang Shiu Tim Home for the Elderly

經理 (署任)	Manager (Acting)	周惠萍女士	Ms. CHAU Wai-ping Phyllis
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香港賽馬會深圳復康會頤康院 Hong Kong Jockey Club Shenzhen Society for Rehabilitation Yee Hong Heights

院長	Superintendent	莫思杰女士	Ms. MO Si-jie Jackie
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國際及中國項目 International and China Programmes

總監	Director	郭美娟女士	Ms. KUO Mei-chuan Monique
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高級經理	Senior Manager	黃衛平女士	Ms. HUANG Wei-ping
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經理 (國際及中國)	Manager (International and China)	蔡玉儀女士	Ms. TSOI Yuk-i Angela
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顧問	Consultant	貝維斯女士	Mrs. PURVES Sheila
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遵守社會福利署《最佳執行指引》

In Compliance with the "Best Practice Manual" of Social Welfare Department

「整筆撥款儲備」及「公積金儲備」 的運用

社會福利署於2000-01年起實施整筆撥款制度。而根據整筆撥款獨立檢討委員會之建議，各社會福利署津貼之非政府機構就財務管理、人力資源管理及機構管治及問責等範疇制訂《最佳執行指引》及規範用以确保機構符合《最佳執行指引》的要求。《最佳執行指引》已於2014年4月經整筆撥款督導委員會通過，並於同年的7月1日正式生效。

「整筆撥款儲備」泛指各津貼機構收取社會福利署的整筆撥款後扣除社會福利署指引內可扣減的認可費用後所得之盈餘。本會訂定了以下原則及政策應用於社會福利署下整筆撥款津貼的服務單位，即社區復康網絡及輔助就業服務。「整筆撥款儲備」的使用原則如下：

1. 用於持續改善慢性病患者、殘疾人士及其家屬的服務，令他們得享更佳質素的生活。
2. 用於建立有競爭力的員工團隊，可維持或加強服務。
3. 用於改善服務及發展所需的硬件及軟件。
4. 儲備的運用應符合長遠財務的可延續性及可行性目標。

機構「整筆撥款儲備」將使用於以下範疇：

1. 履行與社會福利署津貼僱員簽訂的合約協議，包括定影及非定影員工，使每位員工每年獲薪調整的安排。
2. 推動新服務、創意計劃及填補未被滿足的服務需求。
3. 員工發展及培訓，應付不斷轉變的服務需求。
4. 購置設備及儀器去建立及加強各種系統。
5. 原則上，保留的「整筆撥款儲備」應不多於每年津貼額的百分之二十五。

本會復康委員會每年檢討和討論如何管理及運用「整筆撥款儲備」以及「公積金儲備」以配合服務的發展。並備有財務報告、財務計劃等文件。本會亦備有內部文件，說明管理及監察整筆撥款儲備的政策及程序，讓員工知悉有關程序。

截至2016年3月末，「整筆撥款儲備」及「公積金儲備」的狀況如下：

1. 「整筆撥款儲備」為港幣\$ 3,450,000
2. 「定影員工公積金儲備」虧損為港幣\$88,000
(已向社署申請增補撥款)
3. 「非定影員工公積金儲備」為港幣\$1,407,000

本會製備了運用「公積金儲備」的方案，目的是優化員工薪酬及挽留資深員工，方案經過員工諮詢獲得贊同，並由本會復康委員會會議通過。本會將「公積金儲備」，按合資格員工的工作年資，向其發放一次性的額外供款，而供款已於2015年10月向合資格員工發放。本會將會定期檢討有關方案以確實本會財政穩健。

備註 Notes：

- 「定影員工」即於2000年整筆撥款制度實施前已受聘的員工。
Snapshot staff refers to staff employed by the Society before the implementation of LSGSS in 2000.
- 「非定影員工」即於2000年整筆撥款制度實施後新聘的員工。
Non-snapshot staff refers to those staff employed by the Society after the implementation of LSGSS in 2000.

The Use of Lump Sum Grant Reserve and Provident Fund Reserve

Social Welfare Department (SWD) introduced the Lump Sum Grant Subvention System (LSGSS) in 2000-01. In accordance with the recommendations of the Lump Sum Grant Independent Review Committee (LSGIRC), all subvented non-governmental organizations shall develop a Best Practice Manual on financial management, human resource management, as well as corporate governance and accountability, and detail the criteria and procedures to ensure compliance with the requirements of the "Best Practice Manual (BPM)". The BPM was endorsed by the Lump Sum Grant Steering Committee (LSGSC) in April 2014 and came into effect on 1 July 2014.

"LSG Reserve" is set up for any surplus funds from recurrent subventions from SWD intended for operating expenditure for Funding and Service Agreement (FSA) or FSA related activities. The Society specified the principles and drafted policies on the use of "LSG Reserve" applicable to service units under the LSG Subvention of SWD. It includes the Community Rehabilitation Network and Supported Employment Services. Principles for the use of "LSG Reserve":

1. The "LSG Reserve" is used for the continuous service improvement to assist persons with visceral disability or chronic illness, persons with disabilities and their families to continue to have quality life in their own homes and community;
2. The "LSG Reserve" is used for building up a competitive staff team with high quality to maintain or strengthen the service delivery;
3. The "LSG Reserve" is used to enhance both the hardware and software for the services development and provision; and
4. The "LSG Reserve" is operated at a level to ensure the long term financial sustainability and viability.

The Society's "LSG Reserve" will be used:

1. To fulfill the contractual agreement to all staff under subvention (both the snapshot and the non-snapshot) so that every staff can enjoy the entitled annual salary increment;
2. To support new services initiatives, to promote innovation and to fulfill the unmet service needs;
3. To support staff development and training to meet the changing service needs;
4. To purchase the necessary equipment to enhance and build up systems in response to its service strategic planning, after exhausting other funding sources (e.g. Lotteries Fund); and
5. In principle, the "LSG Reserve" will be kept at the amount of not more than 25% of the annual subvention.

The Committee on Rehabilitation of the Society is responsible for reviewing and discussing on the management and use of the "LSG Reserve" and the "Provident Fund Reserve (PF Reserve)" in respect of the service development of the Society. Financial reports and budgets would be prepared. Documentation of policies and procedures on the monitoring the use of "LSG Reserve" are available for staff information.

The details of the Society's "LSG Reserve" and "Provident Fund (PF) Reserve" as at end of March 2016 are as follow:

1. "LSG Reserve" recorded a surplus of HK\$3,450,000
2. "PF Reserve" for snapshot staff recorded a deficit of \$88,000 (Additional allocation was applied from SWD)
3. "PF Reserve" for non-snapshot staff recorded a surplus of HK\$1,407,000

The Society has prepared the Policy on the use of PF Reserve with the aim to optimize the remuneration package and retain experienced staff. The Policy is accepted by staff after consultation and has been endorsed by the Committee on Rehabilitation. An additional PF contribution has been released to entitled staff accordingly in October 2015 by the Society on a one-off basis. The Policy will be reviewed periodically to ensure the financial stability of the Society.

特此鳴謝所有協助籌備本年報的委員、同事、服務使用者和合作伙伴。

We would like to express our gratitude to all committee members, colleagues, service users and stakeholders who assisted the preparation of this Annual Report.

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年報委員會2015-16

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Member Agency of the Community Chest of Hong Kong



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